**TEMPLATE POLICIES**

**FREEDOM OF ASSOCIATON AND COLLECTIVE BARGAINING**

**POLICY STATEMENT**

**Zero-tolerance Commitment**

Our Company has a zero-tolerance policy for attempts to prevent or avoid exercise of the right of workers to establish or join organizations or groups of their own choosing (including trade unions) to represent them.

We recognize the right of workers and employers to establish groups that shall organize freely and have the right to join federations and confederations affiliated with international organizations of workers and employers, without fear of being dissolved or suspended by administrative authority161 Similarly we will not tolerate efforts to block collective bargaining processes, such as dismissal of workers because of union membership or participation in union activities.

We affirm our understanding of how workers’ and employers’ associations shall enjoy adequate protection against any acts of interference by each other. 162

We are aware that the right to freedom of association and collective bargaining are fundamental labor rights that are linked together. Without the former, the latter cannot work well because the workers will not be properly represented. To be properly represented, workers must be free to choose how they are to be represented and employers must not interfere in this process. In the Thai fishing and seafood industry, especially in the small and medium-sized enterprises, there may not be trade unions at the workplace. However, we are committed to recognizing the principle of the workers’ rights to organize and collectively represent their interests to their employer. We will not obstruct this process and we will respect their right to organize and bargain collectively on working conditions and employment terms,

Our Company recognizes the importance of a strong commitment to respect human rights, especially the rights of workers to decent work and income in order to support their families, including women and children, to have access to health, education, dignity, full physical and mental development, with their well-being assured in a protective and supportive environment. We are prepared to discuss with our workers mutually beneficial terms that allows our business to continue supporting them at the same time address their needs and concerns, if and when they choose to exercise these rights.

Our Company is aware that in Thailand, the Labor Protection Act163 requires all employers with 50 or more workers to set up a Welfare Committee. In this group, governed by the Labor Relations Act164, only Thai workers are allowed to build and lead unions. Migrant workers may join Thai-led unions but may not form their own. To address this inequality, without contravening Thai labor laws, our Company invites migrant worker representatives to join the Welfare Committee proportionate to their number in our workforce.

**Applicability and Scope**

Our Company and all our employees will NOT: engage in any form of obstruction of the right of workers to freedom or association and collective bargaining, nor support or encourage such acts, directly or indirectly.

Our Company is committed to NOT doing business with any organization which has been implicated, suspected and charged or proven beyond doubt to have committed violations of these fundamental labor rights or any related unethical and illegal practices; in its operations, affiliates or supply chain. Specifically, we will NOT purchase material or services from suppliers, subcontractors, service providers, brokers, agents, recruiters, recruitment agencies that may be/have been involved with violations of fundamental human and labor rights, including the right to freedom or association and collective bargaining, directly or indirectly.

 Our Company will NOT use forced labor, violence, threats, physical/psychological abuse as punishment or disciplinary measure for workers reporting on workers’ organizations, or workers participating in union or collective bargaining activities; nor as a means of racial, gender, religious and other discrimination.

Our Company expects all internal stakeholders- owners, shareholders, managers and employees- to abide by the strictest standards of NOT engaging in and NOT supporting any violation of this Policy at all times, at work and in their personal lives. Similarly, our Company expects all external stakeholders- suppliers, subcontractors, brokers, agents, especially recruitment agencies; institutional or community enterprises - to comply with our Company’s policy and position on the Right to Freedom of Association and Collective Bargaining. Our Company expects all of our stakeholders to maintain high standards of transparency and accountability in their actions.

**Responsibilities to Comply and Address Potential Inequalities**

In recognition of the vulnerability of certain groups of stakeholders, such as migrant workers, women and their children, pregnant women, disabled persons; our Company is committed to giving special consideration and providing resources in line with our Company values and within our Company’s capabilities. Compliance to this Policy will be guided by Policy Implementation Procedures that raise awareness, increase prevention, enable recognition and confidential reporting, provide grievance channels and remediation options, monitor and verify that all of these strategies are systematically addressing potential inequalities as well as facilitating efforts to effectively identify, reduce, prevent and eliminate any attempts to obstruct or prevent the exercise of the Right to Freedom of Association and Collective Bargaining.

Please be informed that this policy takes effect from the date of signing.

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Managing Director

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