

## **BOLTON FOOD**

### **ISSF Public Policy on Social and Labor Standards**

In accordance with the provisions of ISSF Conservation Measure 9.1 **“Public Policy on Social and Labor Standards”** into force since January 1st, 2021, Bolton Food wants to make public its commitment and compliance with this CM which applies to all ISSF members to *develop and publish a public social and labor standards policy and/or sourcing policy that applies to it and its supply chain, including production facilities and fishing and supply vessels, that addresses, at a minimum, the following categories:*

1. *Forced labor*
2. *Child labor*
3. *Freedom of association*
4. *Wages, benefits and employment contracts*
5. *Working hours*
6. *Health and safety*
7. *Discrimination, harassment and abuse*
8. *Grievance mechanisms*

Bolton Food’s published Policies and Codes cover all the aspects required by the ISSF CM 9.1 demanding its observance by all our suppliers:

- A. Bolton Group Human Rights Policy
- B. Code of Ethics
- C. Code of Conduct for Suppliers of Products and Services / Tuna Policy
- D. Guidelines for Tuna Suppliers
- E. Code of Conduct for Tuna Suppliers – Vessels

We are fully aware of the importance of the grievance mechanisms. We are working, also together with our partners, to develop a mechanism which is robust and takes into consideration the different needs of all people involved.