

FCF Social Accountability Project

Code of Conduct

Draft 4

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Introduction

F.C.F. Fishery Co., Ltd (FCF) is committed to ensuring Social Accountability (SA) of the people who work in the tuna purse seine fishing industry. As a global trading company, FCF works closely with associated fleet to meet or exceed the standards of FCF Sustainability Program (“FSP”) Social Accountability Code of Conduct. FCF firmly believes that our SA Code of Conduct is able to ensure the working environment and living condition of crew on FCF associated fleet operating in Western Central Pacific Ocean as we are dedicated to support SA awareness. To implement of this FCF SA project, FCF has partnered with Bureau Veritas (BV) as the recognition body to establish social standards to comply.

Land-based plants already have well established SA management standards for their employees and workers, yet there are no generally accepted standards for purse seine fishing operations at sea. As a result, FCF is aiming to become one of the first companies in the purse seine fishing industry to receive the recognition of social accountability and responsible to establish a safe and healthy working environment for the crews of associated fleet.

Purpose

The FCF Sustainability Program (“FSP”) Social Accountability Code of Conduct provides the standards applicable to purse seine vessel operations for our associated fleet. The goal is to use this Code of Conduct to establish an effective managing system to ensure condition of working and living at sea.

- I. Prohibition of Child Labor
- II. Prohibition of Forced Labor
- III. Grievance Mechanism
- IV. Safety & Health

Applicable Object and Fishery

FCF associated fleet operating in the WCPO waters.

Explanation of Management Standard:

I. Prohibition of Child Labor

All crews on board shall be 18 years old or above.

II. Prohibition of Forced Labor

1. All crews working on board FCF associated fleet shall be free of any form of forced labor.
2. All hired crews shall be on board voluntarily rather than against their free will. They shall fully understand the rights and obligations of employment contract, and sign willingly. The contract has to be written in crew’s mother language and the crew is able to terminate the contract at his free will. After the contract is terminated, vessel companies are responsible to repatriate the crew to departure airport of his home

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country when fishing vessel calls for next port visit.

3. Vessel companies are prohibited to amend the contract of crew without mutual consent of crew and vessel companies.
4. The wages received by the crews shall be higher and above the minimum wage of respective national laws and regulations of crew.
5. Vessel companies shall prohibit any form of discrimination on race, age, gender, nationality, religion, and sexual orientation.
6. The life and environment on the vessel shall be humane that any mental and physical abuse shall be prohibited, and freedom of movement shall not be unreasonably constrained. If any crew violates the policy or breaks the law, crew officers shall allow local government to handle the violations or refer to laws based on flag state regulations for legal punishment instead of conducting private punishment. In addition, vessel companies and manning agent are not allowed to deduct crew's basic salary.
7. Without advance notice, vessel companies are prohibited to impose any legally allowed fine or penalties to crews for bad behavior.

III. Grievance Mechanism

1. Grievance procedure shall be provided by vessel owners. When suffering threat, injustice or irrational treatment, crew can report to fishing master; if fishing master is unable to deal with it, or if the fishing master is directly involved in the dispute, the crew can report to the other officers or vessel companies.
2. Crew will not be punished, threatened, and retaliated for taking actions of grievance.
3. During grievance procedure, crew has the right to explain the matters, facts, reasons, and details publicly or anonymously at his free will.

IV. Health and Safety

1. Health, Sanitation and living condition
 - 1.1 All crews should obtain a health certificate before embarking the vessel.
 - 1.2 Vessel should maintain a clean working environment to meet the respective flag state regulations.
 - 1.3 Vessel shall conduct safety training and fire drill periodically to prevent work-related accidents. (See "Training" section.)
 - 1.4 Vessel shall ensure the crews are supplied with Personal Protective Equipment (PPE) without any cost, including but not limited to head protection, protective clothing,

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foot protection, and hand protection.

1.5 Safety gears and Personal Protective Equipment (PPE) for crew shall be maintained in usable status at all time on the vessels.

1.6 Vessel shall provide clean sleeping rooms with adequate space and beds, restrooms, and dining space on vessels to the crews.

1.7 Vessel shall provide fresh water for showering and cleaning, bathrooms, adequate ventilation and lighting to the crews for a safer living space.

1.8 Vessel shall provide sufficient food and drinkable water to the crews.

2. Fire Safety and Medical Care

2.1 Vessel shall have enough fire safety equipment and medical supplies near working areas, such as, fire extinguishers, first aid kits and medical supplies.

2.2 Vessel shall designate a quarantine room or area for sick and injured crews while vessel is on the fishing trip.

2.3 Vessel shall have enough life jackets and life boats ready to use in case of any emergency.

3. Training

3.1 New recruits should participate in orientation prior to embark the vessel. For example, explanation of employment rights and obligations, and working and living conditions by vessel companies or manning agent,

3.2 Crews shall accept training for operations of the working equipment to ensure safety at work.

4. Occupational Safety and Insurance

4.1 Insurance should be provided to every crew in the contract by vessel companies and the insurance coverage should be in accordance with respective national laws and regulations of crew. For those countries without regulations on minimum insurance coverage, it will be based on national laws and regulations of vessel companies.

4.2 If the crew suffers from work-related injuries, the qualified officer onboard shall provide emergency treatment and arrange repatriation for further medical treatment. Vessel companies shall cover medical expenses and related fees of the injured crew and continue to pay the wage during his recovery period. In addition, compensation should be provided to crew based on respective national laws and regulations of crew.