



**ATÚN SOSTENIBLE**

AS/CoC/CMP/Doc.001

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## **Fishing Vessel Best Practice on Board**

- Policy on Social and Labor Standards



**ATÚN SOSTENIBLE**

Best Practice on Board Policy | 1  
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## 1. Introduction

All the vessels that have agreements with Atun Sostenible Ltd., S.A., hereafter referred hereafter. to as Atun Sostenible, establish our commitments with a safe and fair treatment of our workers.

This document reflects our only guide to working conditions on board our fishing vessels and that require special considerations. These principles apply to every part of our operations.

This is the first version that is published and is intended to ensuring that our practices meet the requirements demanded by our clients, the industry and stakeholders. We hope that this version can lay the foundations to continue improving our conditions offered on board our vessels and continue to comply with the Decree Law 8, February 26, 1998 and Work in Fishing Convention C188.

## 2. Implementation Guidelines

This CoC must be signed by all our existing or new members, suppliers and clients, before entering a new business. This CoC applies to all fishing vessels in our supply chain. Atun Sostenible reserves the right to request information that demonstrates the levels of adherence to this CoC.

This CoC includes a commitment to unconditionally comply with the clauses indicated here, and to reduce non-conformities found in internal or external audits. Sustainable Tuna is fully confident that this is an opportunity to increase transparency and demonstrate responsibility and constantly improve. This Code of Conduct will be reviewed every 2 years or if new regulations arise.

## 3. Principles

Atun Sostenible operates in compliance with all local, national, and international conventions, rules and regulations, whichever provides the highest protection to the worker. We have place on board Social and Labor policies and procedures to provide the highest protection to the workers.

We comply with all applicable anti-bribery laws and not participate in any act of corruption, extortion, embezzlement, or any form of bribery – either directly or indirectly.



## A. Child Labor

Atun Sostenible prohibits hiring crew members to work on board its vessels if they are under 18 years of age.

The company has implemented a procedure to verify that the age in which new hires must present two original identity documents (passports, national identity cards, work permits, birth certificate, other legally issued documents) in order to validate the age. Verifying that the documents match and are not altered. Copies of said documents will be remain in the company file.

In case of finding child labor, Atun Sostenible commits to follow a procedure where:

- The child will be removed from the work given and will received free food and accommodation.
- A salary equivalent to what he would have earned.
- Obtaining contact details for the child parents or guardians, where present.
- In case documentation has been provided previously for hiring, the procedure must be check and strengthened in any way.
- Collaborating with the authorities for the safe repatriation of said minor to their country of origin.
- Offering another eligible family ember employment instead.

## B. Force Labor

Atun Sostenible prohibits all forms of forced, bonded, prison labor, slavery or trafficked labor.

This prohibition includes, but is not limited to:

- Destroying, confiscating, or denying access by an individual to his identity or immigration documents, such as passport, id, driver license.
- Withholding any portion of the salary unless is legally required.
- Any form of deception during the salary payment.
- Using misleading or fraudulent practices during the recruitment of the candidates.

Workers enter into employment freely and are able to terminate their employment an any time although, a fee could be charged based on a scale for expenses incurred for repatriation. Workers on fishing vessels are free to terminate their employment exercised at the next scheduled port visit with a minimum notice of 10 days before said port visit.

Atun Sostenible will not conduct business with any partner, supplier or agent who engages in any form of forced labor or modern slavery or any kind of practices as listed above.



## C. Employment Contract

The crew has legal contracts that they understand and are willing to freely abide by. The crew will not pay any hiring fee and every aspect are explained and negotiated before the contract is signed

- We establish specific working conditions in the crew native language with the aims he understand it and if clarification is required. Includes the wages and benefits according to the law, mode and time of payment, working hours, location of work, living conditions and food is supplied at no cost, grievance and disciplinary procedure, work-related hazards and physical and health conditions to carry out the fishing work.
- No force or coercion us used to compel crewmembers to sign or to obtain consent.
- Contract terminations must be notified by the employer and crew member.
- The employer pays for the repatriation of the crew according to the employment contract.

## D. Freedom of Movement

It is prohibited to make confinement through lock ins to avoid the free movement on board or to use physical restrictions to stopping the employee from the leaving.

It is not allowed in any way to restrict access to basic needs such as drinking water or using toilets.

We have reasonable restrictions, such as in areas of the ship in which only authorized personnel can enter (engine room, refrigeration room and wells).

## E. Retention of Personal Documents

Atun Sostenible prohibits the retention of personal documents for reason outside of safekeeping or to meet legal requirements.

In the case a crew member requires the safekeeping of the personal document the following steps must be taken:

- It will be stored in a safe place, with the custody of the captain.
- An exact copy of the document will be given to the crew member and the original can be required at any time.
- The captain is the authorized person to hold crew documents and to facilitate port clearance.



## F. Humane Treatment

Atun Sostenible recognizes the inherent dignity of every human being and is committed to treating all employees with respect. All forms of physical, sexual, psychological or verbal harassment, abuse, violence or intimidation are prohibited.

Atun Sostenible prohibits directly or indirectly any discrimination that results in distinction, exclusion or preference based on race, nationality, religion, age, sex, marital status, sexual orientation, political beliefs, or memberships.

The crew has the right to associate freely and to be able to opt for collective agreements.

The crew that works on board the vessel does so based on a fair structure that allows the vessel to operate safely. The rest period for ships spending more than three days at sea shall not be less than ten hours per 24-hour period, and 77 hours per seven-day period.

## G. Fair Procedure

Atun Sostenible has fair and transparent procedures to ensure that complaints and disciplinary actions are handled in the fairest and most confidential manner. Any incident is handled without repercussions for the crew member and they are monitored in order to obtain an impartial resolution.

- There is a system for monitoring and reporting doubts and complaints that allows the crew to present them without the risk of having negative repercussions.
- The procedure for termination of contracts, complaints and disciplinary actions is communicated to the crew before departure.
- Any complaint or suggestion procedure is handled in the most anonymous and confidential manner.

## H. Awareness and Training

Documents on board the vessel with illustrations are mandatory so that crew members know their responsibilities and rights, laws and regulations, responsible practices, among others. Onboard training will be provided prior to departure to clarify policies and procedures that must be carried on board. All crew members are evaluated once the training ends.

Atun Sostenible encourages its vessels to operate responsibly and in a way that respects the ecosystem and reduces the impact of the marine environment.

Atun Sostenible provides training to staff to ensure that the necessary knowledge in legal requirements, resolutions and good practices carried on board and pertaining to environmental management, among others, are followed.



## I. Health and Safety

The working conditions on board the vessel is hygienic and safe and Atun Sostenible ensures that the basic needs of the crew are met. Health and safety on board is a priority and supplies for medical emergencies are on board.

The boats are regularly inspected. Health and safety policies are on board. Training is provided to prevent accident risks.

Medical equipment and lifeguards are on board for the entire crew. At least one person on board is qualified in first aids.

Records of illnesses and injuries are maintained. In cases of serious injuries, the crew member is taken to shore.

The crew is provided with personal protective equipment at no cost, they have access to basic needs at all times and to a private sanitary area.

Hazardous areas are signaled and restricted for inexperienced and unauthorized crew.

## J. Sustainability

Atun Sostenible operates responsibly, respecting the ecosystem and reducing the impact on the marine environment.

We are governed by an effective environmental management plan to manage legal compliance, as well as, among others, the use of dangerous chemical products; the generation of air pollution, garbage and sewage; the consumption of water and energy.

Training is provided to ensure that the crew knows and follows these requirements.

## K. Environmental

Atun Sostenible complies with the regulations regarding environmental impacts, and has operating procedures and safety management manuals.

- Garbage Contamination Prevention – consumption is minimized and recycling is practiced.
- Prevention of Pollution by Residual Waters – a procedure manual is kept for its Treatment.
- MARPOL regulations – Valid certificates always on board
- Energy – Heating, ventilation, computer system is based on the need to maximize the efficient use of energy and avoid waste.

