

360°

Social Policy

Harvest Sector

The fisheries and aquaculture sector has been associated with a number of adverse, critical social impacts such as bonded and forced labour, child labour, natural resource user conflicts, migrant worker conflicts, unsafe and hazardous working conditions on vessels or on farms as well as unfair treatment of workers. The 360° Seafood Selection program addresses these concerns and mitigates negative impacts on the people and local communities involved through the following policy.

Scope of Policy: This policy and the underlying standards address the social conditions under which seafood is harvested by fisheries and aquaculture operations in the countries of origin.

Applicability: All seafood products and their specific wild caught or farmed raw material origins which are sourced, manufactured and packed under the 360° Seafood Selection brand, owned and managed by Blueyou.

Limit of Scope: The policy does not address social conditions in following sub-sectors:

- **Aquaculture:** Feed and fishmeal production, production of plant-based raw materials in agriculture, farming inputs, hatcheries as well as infrastructure maintenance
- **Wild Capture Fisheries:** Vessel manufacturing, repair and maintenance, marine equipment and capture gear providers, ice factories, etc.

Verification: Combination of company internal and external, third party independent audit and verification procedures.

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1. General Approach and Principles

Since there is currently no internationally acknowledged benchmark for social standards in the seafood harvesting sector, 360° Seafood Selection focuses on three relevant principles which form the fundamental basis of socially responsible practices in the fisheries and aquaculture sector:

1. Protect Human Rights, Dignity and Access to Resources

- Fundamental human rights are respected, labour rights are protected, and decent living and working conditions are provided, particularly for vulnerable and at-risk groups
- Rights for access to natural resources are respected and allocated fairly, taking into account collective and indigenous rights

2. Ensure Equality and Equitable Opportunities

- Ensure that local stakeholders are recognized and can engage in seafood harvesting activities
- Allow for equal opportunities for all actors to benefit from seafood value chains

3. Safeguard Livelihood Security

- Safeguard the economic needs of aquatic resource-dependent coastal communities
- Promote livelihood opportunities including access to markets

2. Fundamental Conditions

All 360° Seafood Selection products are sourced from primary producers that adhere to local laws and regulations relating to working conditions and labour laws. Additionally, the operations must meet the following minimum requirements for workers:

- No discrimination
- Fair remuneration
- No bonded labour
- No child labour
- Ethical recruitment of contract labour
- Decent working hours
- Safe working environment
- Access to basic needs and services
- Grievance procedures in place

At a minimum, all 360° Seafood Selection products must meet criteria equivalent to those defined by the Forced Labour Convention of the International Labour Organisation (ILO).

3. Risk Assessment for new Origins

For seafood products sourced from new origins, 360° Seafood Selection conducts an early stage risk assessment with regards to compliance to the above principles and fundamental conditions in the underlying fisheries or aquaculture sector. The risk assessment is used as a basis for the identification of priorities for improvement plans and the safeguarding of compliance with this policy.

4. Audits and Seafood Certification

360° Seafood Selection seeks to identify and collaborate with credible and effective third party assessment and certification schemes which address social responsibility in the fishery and aquaculture sector. At present, the only third-party verified certification scheme available for primary seafood producers is the Fair Trade USA Capture Fisheries Standard (CFS) [Check Reference: 360° Policy Small-Scale Producers and Fair Trade].

5. Continuous Improvements

360° Seafood Selection acknowledges the fact that social responsibility as a dimension of seafood sustainability is not yet institutionalized nor firmly established. Therefore, 360° Seafood Selection is committed to a process of continuous improvement while strengthening internal capacities and knowledge to address the relevant topics in included seafood supply chains.

6. Collaborative Efforts

360° Seafood Selection commits to a collaborative effort with local and international institutions, organizations and experts in order to further develop the framework, criteria, and standards for social responsibility in the fisheries and aquaculture sector.
