

360°

Social Policy

Processing Sector

Seafood processing is labour-intensive and often takes place in low-income countries with the underlying, multiple social risks involved: Abusive working conditions, bonded labour, child labour, unfair conditions for migrant workers, abuse of women and minorities, excessive working hours, unpaid overtime, unsafe or hazardous working environment, and other critical conditions. The 360° Seafood Selection program addresses these concerns through the following policy.

Scope of Policy: This policy and the underlying standards addresses the social conditions under which seafood is being manufactured and packaged in the relevant 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:

- **Secondary Production:** Packaging material companies, suppliers of equipment and processing consumables, non-seafood ingredients
- **Logistics:** International freight logistics such as sea freight, airfreight and land based transportation

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

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1.	General Approach and Principles	While several organisations develop social compliance benchmarking tools and certification standards, 360° Seafood Selection will work closely with seafood processors in its supply chain to ensure they adhere to a minimum of socially responsible practices. Overall, processors will be required to strive for continual improvement in standards compliance, which is the social sourcing goal of the 360° Seafood Selection.
2.	Fundamental Conditions	<p>360° Seafood Selection products must be sourced from processors 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:</p> <ul style="list-style-type: none"> • 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 <p>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).</p>
3.	High Risk Countries	In countries deemed high risk for social compliance violations, 360° Seafood Selection will conduct an early stage risk assessment with regards to compliance to the above principles and fundamental conditions in the underlying seafood processing 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.	Social Audits and Certifications	The benchmark for social standards in seafood processors included in the 360° Seafood Selection supply chain will have several components. One of these will be the Fair Trade USA Trade Standard. Where not applicable, the second will be the Business Social Compliance Initiative (BSCI). In cases where a processor does not participate in the BSCI program, a combination of certification with SMETA Level II and ISO 80001 will be accepted.