

## **BOLTON FOOD**

### **CODE OF CONDUCT FOR TUNA SUPPLIERS (VESSELS)**

**In force from June 30th, 2019**

Bolton Food considers as a crucial part of its sustainability strategy the fair management of operations in the supply chain. That is why, in addition to the Human Rights Policy published by Bolton Group, the Company has identified nine key principles of social accountability applicable for all tuna suppliers conducting operations in the sea:

- Employment is Freely Chosen
- Freedom of Association and Collective Bargaining
- Health, Safety and Working Conditions
- Child Labor
- Living Wage
- Working Hours
- Discrimination
- Regular Employment
- No Harsh Treatment

There is a minimum set of criteria which can be considered “**the essential or most relevant core**” criteria that are included in ILO Conventions and that already feature in the range of Public and Private Standards for Social Responsibility across other sectors. The core Conventions (ILO Declaration of Fundamental Principles and Rights at Work, 1998) address rights that are enshrined in the ILO Constitution, rights that all ILO Members are therefore constitutionally obliged to respect and promote, regardless of whether they have ratified them or not.

More specific fishery sector related criteria could be readily developed that fall under each of these Principles. Most specifically Part C. Fishing Work in Fishing Convention, 2007 (No. 188) and Work in Fishing Recommendation, 2007 (No. 199) adopted in 2007, revise and consolidate five ILO standards concerned with working conditions of fishers. The Maritime Labor Convention 2006 also provides for the creation of a bill of rights which could be made useful in fishing sector and business specific and could be particularly interesting for fishing fleets that use crew of many nationalities, operate internationally, and that land in ports of other countries.

## PRINCIPLES & DECLARATION

- A. **Employment is freely chosen:** Every fisher has the right to join or leave employment freely within the terms of employment and without fear or loss of retribution that is rightfully due. No forced, compulsory, bonded, trafficked or otherwise involuntary labor is used in any part of the business at sea or ashore.

When at foreign ports, fishers have the right to repatriation.

- B. **Freedom of Association and collective bargaining:** Every fisher has the right to Freedom of Association and the right to collective bargaining and including the right of crew to elect one member to represent them.

- C. **Health, Safety and Working Conditions:** Every fisher has the right to a safe and secure workplace that complies with safety standards and ILO/MSO conventions on health and safety applicable to fishing vessels.

Every fisher has the right to decent living standards, accommodation and adequate food/water whilst at sea and access to affordable shelter and accommodation whilst ashore in non-domestic ports.

Every fisher has the right to proficiency in their job and health and safety related competency through adequate and recognized training, and education.

Every fisher has access to adequate first aid and trained medical attention where accidents or incidences occur and where serious injury or life-threatening conditions occur; also including removal from the vessel for hospitalization.

- D. **Child Labor:** No crew under the age of 18 years old or child labor age as determined by national legislation, whichever higher, shall be employed.

- E. **Living Wage:** Every fisher has a right to fair terms of employment and decent rates of pay and proven commensurate through benchmarking practices.

Every seafarer has a right to health protection, medical care, welfare measures and other forms of social protection.

- F. **Working Hours:** Every fisher has the right to sufficient rest periods and working hours that are in line with appropriate standards and benchmarks within the industry. Additional safety measures and extended rest periods shall be afforded to fishers where consecutive longer working hours are undertaken.

- G. **Discrimination:** Every fisher has the right of freedom from discrimination in hiring, remuneration, promotion or resignation based on race, national or territorial or social origin or class, gender, disability and age (unless renders them a danger to themselves or others), marital status, union membership, political opinion.

- H. **Regular Employment:** Every fisher has a right to fair terms of employment, regular hours and pay set out by contractual agreement.

Every fisher has the right to leave periods without loss of employment or discrimination.

- I. **No Harsh Treatment:** Every fisher has the right of freedom from any behavior that is threatening, abusive, exploitative or sexually coercive, including gestures, inhumane treatment, language and physical contact.  
Every fisher has the right to dignity and respect.

## BIBLIOGRAHY AND SOURCES

- *United Nations International Law of the Sea.*
- *United Nations International Labor Organization (ILO)*
- *ILO Declaration on Fundamental Principles and Rights at Work (1998)*
- *Compendium of maritime labor instruments (Second Revised) edition, 2015*
- *Maritime Labor Convention (MLC), 2006*
- *Work in Fishing Convention and Recommendation, 2007 (ILO 188)*
- *Seafood Task Force Supply Chain Oversight Program for Tuna Fishing Vessels*
- *Sea Fish Responsible Fishing Scheme*
- *www.msc.org*
- *Aquaculture Stewardship Council (ASC)*
- *FAO Code of Practice for Responsible Fisheries and FAO Eco-label Guidelines*
- *SA8000: Social Accountability 8000*
- *ISO26000: 2010*
- *ISO 45001: 2018*
- *UK Modern Slavery Act of 2015*
- *Ethical Trade Initiative Standard*
- *SEDEX*
- *BSCI: Business Social Compliance Initiative*
- *WFTO: World Fair Trade Organization*