



Tuna Procurement Policy

April 21, 2020



TUNA PROCUREMENT POLICIES AND PROCEDURES

Policy Code: PROC-03	Supersedes: PROC-01 issued July 1, 2016	Effective: April 21, 2020
Written by: MABEL S. BERNARDO	Reviewed by: LISA Y. DEJADINA	Approved by: RAYMOND H.K. SEE

1. POLICY STATEMENT

Our goal is to source all of our Tuna stocks only from healthy (not overfished, not listed as threatened on the IUCN Red List, and demonstrating good management quality) and well-managed stocks, from fisheries using the most current best practices in methods, by-catch reduction and environmentally-responsible, socially-responsible, and reasonably-priced for our consumers.

To achieve these goals, we are committed to improve transparency, traceability, sustainability, equity/social responsibility, and compliance. We will support the ISSF's common ground philosophy for Tuna Sustainability (<http://iss-foundation.org/what-we-do/areas-of-focus/tuna-conservation/>). We will make a concerted effort to actively promote the products that meet or exceed the benchmarks set in this procurement policy. We will also work with other stakeholders such as the fishing industry, the community, environmental conservation groups, and the Government to achieve our goals of sourcing sustainable tuna.

2. SCOPE

This policy applies for the procurement of Tuna in the following locations:

- 2.1. ASFII – General Santos City, Philippines - Canning Plant
 - 2.1.1. Skip Jack - Fresh
 - 2.1.2. Skip Jack Frozen
 - 2.1.3. Other Tuna Species (Yellowfin, Bonito, etc.)

3. OBJECTIVE

To ensure that all Tuna Sourcing activities are conducted properly and follow a stringent guideline as outlined in this policy.

To establish the process and procedures in Tuna Sourcing.

4. GENERAL PROVISIONS

4.1. Gear Type

- 4.1.1. **Purse seine** - We will work towards sourcing from fishing vessels that target free-swimming tuna schools or use non-entangling FADs. We support improved management at the RFMO level for FAD use. We will not source from purse seines that conduct transshipment at sea. We support 100% observer coverage and this must be acknowledged by the management.



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4.1.2. **Pole-and-line** – When possible, we support Pole-and-line fisheries as a sustainable option for tuna fisheries. Fisheries supplying bait are identified and undergo public assessment. Pole-and-line fisheries have nominal bycatch. However, the fisheries that supply pole-and-line fisheries with bait can have problematic ecological effects, including bycatch and overexploitation of target baitfish species; therefore, we only support the use of sustainable bait.

4.1.3. **FAD (Fish Aggregating Device)** - Current research suggests that harvest methods including the use of FADs (natural or artificial floating objects) may result in a much higher bycatch. Bycatch can include sharks, dolphins, juveniles and sea turtles among others. Therefore, we support non-entanglement FAD and FAD-free tuna, and no transshipment at sea w/o observer. We support sourcing as much non-entanglement FAD and FAD-free tuna as possible.

4.2. **Fishery Improvement Projects (FIPs)/Species/Stock status:**

We support and make a concerted effort to purchase from existing and/or help facilitate new FIPs for species of concern including Albacore, Yellowfin, Bigeye and Skipjack tuna whenever possible.

We encourage our suppliers to support and participate in the international initiatives relating to:

4.2.1. Contribution to the universal endorsement of the ILO Work in Fishing Convention No. 188 by supporting advocacy efforts for its ratification and full implementation, as well as consider not sourcing from vessels flagged to States which have not ratified such Convention;

4.2.2. Adopting The International Maritime Organization's Cape Town Agreement of 2012 supported by their National governments in SEA region.;

4.2.3. Disclosure of associated distant water fishing vessels; and

4.2.4. Disclosure of crew onboard associated distant water fishing vessels.

4.3. **Observer coverage/ Transparency/Transshipment at sea/ Compliance with fishery closures:**

Our program includes sourcing through fisheries whose fishing practices can be maintained without reducing the species' ability to populate. The fishery must also be protective of the environment and not adversely impact any other species in the marine ecosystem. This includes accidental kill, removing their food sources, or damaging their environment. Product will be traceable back to its



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origin/fishing area. This includes traceability back to the boat if wild caught, and back to the farm if farm caught. Suppliers must be able to guarantee the fishing method used. We will provide annual staff training which will result in improved consumer education. We will offer transparency to consumers by way of assuring all products are labeled with species' common name, and the country of processing. We support no transshipment at sea, request fishing vessels to be compliant with fishery closures, and vessels operating with observers on board. We request that source fisheries are independently audited for traceability and will conduct third-party audits against the sourcing requirements contained within this policy.

4.4. **Supplier/Vessel identification/ Illegal, Unregulated, Unreported (IUU):**

We will require all of our fishing vendors and partners to provide tuna raw materials according to our set policy. We will not tolerate raw materials sourced from fishing vessels/company that have been engaged and known to be practicing IUU. We will source from ISSF participant suppliers, whenever possible. We request all supplying companies to comply with all of ISSF's Conservation and Management Measures and all supplying vessels are registered on ISSF's Pro-Active Vessel Register (PVR) and should be in full compliance with relevant PVR requirements. We will not source from companies that have been listed on the Greenpeace Blacklist, which includes all official RFMO Blacklists.

4.4.1. IUU Fishing Vessel List is a list of vessels presumed to have carried out illegal, unreported, and unregulated fishing activities. <http://iss-foundation.org/2013/06/28/search-an-rfmo-iuu-list/>

4.4.2. ISSF participant Suppliers: <http://iss-foundation.org/about-us/participants/>

4.5. **Social and Ethical Responsibility:**

We will ensure that our tuna supply chain is socially and ethically responsible. This means ensuring safe and fair working conditions, ensuring equitable fishing agreements, maintaining strict human rights standards for all products sourced, and employing fishing methods that are ethically acceptable within the global standards set by various global organizations and NGOs.

A. Ethical Responsibility:

4.5.1. **Dolphin Safe** – We will exclusively purchase and distribute canned tuna products only from suppliers that has a Dolphin Safe corporate policy confirmed and approved by Earth Island Institute's International Monitoring Program (IMP) and/or the European Dolphin Safe Monitoring Organization (EDSMO). (Please see our detailed policy on Dolphin Safe and Shark Finning.)

4.5.2. **Shark Finning** – We, including our subsidiaries or affiliates worldwide, do not participate in, or profit from, nor connected to companies involved in whaling operations, dolphin drive fisheries, shark fin fisheries; nor the



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sale, import, export, brokerage of whale/dolphin meat, sea turtle meat/body parts, or shark fins; nor the processing of marine mammal body parts, sea turtle body parts or shark fins. (Please see our detailed policy on Dolphin Safe and Shark Finning.)

B. Social Responsibility:

4.5.3. **Slavery at Sea and Decent Working Conditions in Fishing** – We require all our suppliers to provide a fishing crew manifest for each fishing vessel. We refuse to source tuna from vessels that collect guarantee deposits from its crew.

4.5.4. **Fair Labor Practice** – ASFII adheres to fair labor practices that assure that the company and its suppliers are socially-accountable and adopt policies and standards that protect and safeguard its workers. ASFII ensures that its suppliers also adhere to its policies and standards, such as:

4.5.4.1. **No Forced or Bonded Labour** - ASFII and its suppliers firmly prohibit any form of forced or bonded servitude, trafficked and non-voluntary labour.

4.5.4.2. **No Child Labour** – ASFII prohibits hiring any worker below the minimum legal age. ASFII ensures that the suppliers it transacts with do not hire underaged labor and crew for their sea-based fishing work.

4.5.4.3. **Support of International Labour Organization Core Conventions** - ASFII and its suppliers adhere and support the following International Labour Organization Core Conventions for workers; protection against Forced and Child Labor, and promotion of workers' rights:

Forced and Child Labour:

- ILO C29 Convention on Forced Labour, 1930.
- ILO C105 Abolition of Forced Labour Convention, 1957.
- ILO C138 Minimum Age Convention, 1973.
- ILO C182 Worst Forms of Child Labour, 1999.

Promote and Exercise Workers' Right:

- ILO C87 Freedom of Association and Protection of the Right to Organize, 1948.
- ILO C98 Right to Organize and Collective Bargaining, 1949
- ILO C100 Equal Remuneration, 1951.
- ILO C111 Discrimination (Employment and Occupation), 1958.



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- 4.5.4.4. **Fair Remuneration** - ASFII gives the appropriate salary rates to employees and does not violate against the minimum wage rate required by law. ASFII ensures that the suppliers it contracts with pay their crew at least the minimum wage required by law.
- 4.5.4.5. **No Precarious Employment** - ASFII hires and ensures that its suppliers hire workers on the basis of documented contracts providing for security of tenure and according to the law, which are completely understood by the workers, and contain specific provisions on rights and conditions of work, remuneration, hours of work, and benefits among others.
- 4.5.4.6. **No Discrimination** - ASFII provides equal opportunities and does not discriminate against workers. ASFII employs handicapped workers, and employees from different religious belief and tribes. ASFII ensures that the suppliers it deals with treat their workers and crew equally despite differences in race, nationality, legal status, or religion.
- 4.5.4.7. **Rights of Freedom of Association and Grievance** – ASFII and its suppliers respect the rights of its workers to associate and engage in any form of Grievance to express their workers' Rights. ASFII and its suppliers assure that its respective workers are provided with an operative grievance machinery where they can give grievance without fear of any form of reprisal.
- 4.5.4.8. **Decent Working Hours** - ASFII observes the law regarding prescribed hours of work. ASFII ensures that it deals with suppliers that provide each of their crew adequate amount of resting hours for the protection and safety of the crew.
- 4.5.4.9. **Ethical Business Behavior** - ASFII does not tolerate any acts of corruption, extortion, embezzlement, or bribery. ASFII also prohibits and requires that its suppliers do not to engage in corruption, extortion, embezzlement, or bribery as well. ASFII and its suppliers require strict compliance with the legal requirements of its trade.
- 4.5.4.10. **Occupational Health and Safety** – ASFII and its suppliers ensure a healthy and safe working environment by assessing risk and taking all necessary measures to eliminate or reduce it. ASFII and its suppliers require safe and healthy working conditions with proper lighting, noise reduction, and sanitation, with access to proper medical service, clean food, and drinkable water.



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4.5.4.11. **Special Protection for Young Workers** - ASFII and its suppliers do not employ, nor subcontract, individuals who have not attained the age of majority. Young individuals who wish to acquire training with ASFII are supervised and mentored.

4.5.4.12. **Protection of the Environment and Fishing ground** – ASFII, its employees, and its suppliers encourage the conservation of our natural resources such as energy and water, balancing the ecosystem, and the preservation of fishing ground. ASFII is a constant awardee of GREEN Rating from the Department of Environment and Natural Resources (DENR), therefore, we are committed to environmental protection and sustainable management of resources through full compliance with applicable local and international environmental regulations. ASFII and its products are certified by Marine Steward Council (MSC). ASFII supports the sustainability program and Fisheries Improvement Program (FIP). We require our Suppliers to abide by all the National Fisheries Regulation (BFAR) and International regulations including conservation measures implemented by the Regional Fisheries Management Organization (RFMO).

4.6. **Consumer Education:**

Consumer education will be part of our sustainability marketing plan. This policy will be posted on our website, www.allianceselectfoods.com

- END OF POLICY -