



## Supplier Code of Conduct & Ethical Standards (Supplier Guidelines)

These Supplier Guidelines set out the principles suppliers and their sub-tier suppliers ("the **Supplier**") are to adhere to when conducting business with Tassal. Suppliers will oversight their sub-tier suppliers to ensure their compliance. We refer to these as our Supplier Guidelines.

The Supplier Guidelines are incorporated into Tassal's standard Purchase Orders.

### Introduction

Suppliers must:

- adhere to all applicable laws and regulations in their countries of operation; and
- strive to meet international and industry best practice.

Tassal expects all Suppliers to:

- protect the environment;
- ensure animal welfare;
- respect human rights;
- prohibit the practice of forced labour, bonded labour, slavery and human trafficking;
- prohibit the practice of child labour in contravention of international conventions;
- ensure reasonable working hours and wages;
- allow workers the right to freedom of association and collective bargaining;
- provide safe and healthy working conditions;
- conduct business lawfully and with integrity; and
- operate with appropriate management systems, including grievance and remedy procedures.

### Management Systems

Suppliers are required to adopt and maintain management systems that continuously and effectively meets and records the employment and business practices of their operations and which observes the requirements of the Supplier Guidelines.

### Protect the Environment

Suppliers must pursue continuous improvement in the management of their environmental impact by adapting plans that sustainably manage the Supplier's environmental footprint.

### Ensure Animal Welfare

Suppliers will ensure animal welfare and will not tolerate the cruel treatment of animals in any operations dealing with the husbandry of livestock.

### Respect Human Rights

Suppliers must respect all human rights, including rights associated with labour and promotion of equal opportunity, diversity and antidiscrimination throughout their business activities. No harsh or inhumane treatment will be tolerated.

In meeting this requirement suppliers will:

- prevent discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, origin (including national, racial, ethnic, social or geographical origin), religion, age, disability, gender, marital status, sexual orientation or identity, union membership, political affiliation, social background, and any other personal characteristic or condition that could give rise to discrimination;
- ensure all individuals are treated with dignity and respect and provide a workplace free from all forms of bullying, harassment and victimization;
- strictly prohibit physical, verbal and mental abuse or discipline, the threat of these and any other form of intimidation; and
- provide, wherever possible, an employment relationship that does not cause insecurity and social or economic vulnerability to the workers, particularly where any labour-hire or subcontracting is used.

### Prohibit Modern Slavery Practices

Suppliers must ensure that their operations are free of slavery, or practices similar to slavery or servitude and will not otherwise engage involuntary labour (including bonded and debt bondage workers) whereby work is procured or performed by the means of the threat or use of force or other forms of coercion, abduction, fraud, deception or inducement.

Suppliers must strictly prohibit trafficking in persons,

as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime.

Without limitation, Suppliers will:

- not require workers to lodge their identity papers or passports with their employer;
- maintain written records that identify all employees (including temporary/agency workers) including, as a minimum, age, visa and legal right to work checks, dates and hours of work (regular and overtime) and wages paid; and
- provide workers with written employment agreements stating that their employment is voluntary and that they are free to terminate their employment at any time after reasonable notice.

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### **Prohibit the Practice of Child Labour in Contravention of ILO Conventions**

Suppliers must strictly prohibit the use of child labour consistent with ILO Convention (No 138) on the Minimum Age and the worst forms of child labour as defined in Article 3 of the ILO Convention (No 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour. These Conventions require that no child below the age of 15 years (or 14 years where applicable) is allowed to work, subject to exceptions allowed by the ILO and national law.

Suppliers will establish robust age-verification mechanisms and demonstrate that the employment of any young workers does not compromise their health, safety or moral integrity, or harm their physical, mental or emotional development.

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### **Ensure Reasonable Working Hours**

Working hours must comply with national laws and/or collective agreements, whichever affords the greater level of protection for workers. All overtime will be used responsibly and paid at a premium rate. Total hours worked by individual workers (regular and overtime) must not be excessive.

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### **Ensure Reasonable Wages**

Wages and benefits will meet at a minimum, national legal requirements or industry benchmarks, whichever is higher. Wages should be enough to

meet basic needs and provide some discretionary income.

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### **Allow Workers the Right to Freedom of Association and Collective Bargaining**

Suppliers will grant their employees the right to freedom of association and collective bargaining in accordance with all applicable laws and regulations, including the right to collective bargaining and non-discrimination in being a member of a workers' union.

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### **Provide Safe and Healthy Working Conditions**

A safe and healthy working environment will be provided for employees, temporary/agency workers and contractors at work places. Hazards and risks in work places will be identified and managed with prompt action taken to minimise risks to health and safety.

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### **Conduct Business Lawfully and with Integrity and Transparency**

Suppliers will conduct their business ethically in a legal, honest and transparent manner without any fraudulent practices, bribery, corruption or coercion. The provision of false, altered or intentionally misleading records as well as audit fraud will not be tolerated.

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### **Establish Grievance and Remedy Procedures**

Suppliers will provide workers with grievance procedures that protect workers who raise grievances from reprisal, intimidation or harassment and will ensure that all concerns are appropriately and fairly addressed in a timely manner.

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### **Reporting Violations**

The Supplier will disclose to Tassal any violations of regulations, laws and/or the Supplier Guidelines.

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### **Verifying Compliance**

Tassal may verify compliance with the Supplier Guidelines through internal or external assessment mechanisms which may include third-party reviews and expects Suppliers to be fully transparent and co-operative.