

January 4, 2021

CODE OF CONDUCT ON RAW MATERIAL SOURCING

RS Cannery Co., Ltd. has pledged that all businesses undertaken will promote environmental sustainability and corporate social responsibility. The businesses will be conducted with ethics, transparency, and with respects to human rights and labor practices as recognized by the international community. The policy is a practical guideline for RS Cannery and its supply chains to acknowledge and comply with, to achieve sustainability for present and future generations.

Implementation Guidelines

Fisheries and Sustainability

1. RS Cannery is a member of Thai Tuna Industry Association (TTIA) who committed to encourage its members to operate in accordance with Royal Ordinance on Fisheries, international laws and principles. Also, to cooperate with relevant international organizations in the fishing industry such as the Regional Fisheries Management Organizations (RFMOs) in order to prevent, deter and eliminate illegal, unreported and unregulated (IUU).
2. RS Cannery shall only conduct transactions in tuna caught by vessels that are authorized by local governments and/or by RFMOs.
3. RS Cannery is a member of the International Seafood Sustainability Foundation (ISSF) which has adopted conservative measurements for the preservation of the marine sanctuary, to conserve the aquatic resources and marine ecosystem, based on the principles as follows:

3.1 Bycatch Mitigation

- 3.1.1 There is a policy about prohibiting shark finning and requiring sharks be landed with fins naturally attached, if retained.
- 3.1.2 Do not catch tuna by large-scale pelagic driftnets regardless of the geographic area in which the tuna were caught by such driftnets.
- 3.1.3 Retain all caught tuna because there is the actual impact on the tuna stocks by-fishing operations, except those unfit for human consumption, or when in the final set of a trip, there is insufficient well space to accommodate all fish caught in that set.
- 3.1.4 The skippers have attended captain training on best practices for sharks, sea turtles and seabirds.
- 3.1.5 Large-scale Purse seine and support vessels shall have a policy regarding the use of non-entangling FADs and FAD Management.

3.2 Monitoring, Control and Surveillance

- 3.2.1 The tuna fishing vessels and carrier vessels listed in the RFMO authorized vessel record and be capable of being registered by the International Maritime Organization (IMO).
- 3.2.2 Large-scale purse seine vessels have 100% observer coverage (human or electronic if proven to be effective) on every fishing trip and observing every fishing operation, unless prevented by force majeure conditions in a particular region. Force majeure is an event or effect, both acts of nature and acts of people that can be neither anticipated nor controlled, such as floods, hurricanes, riots, strikes or wars.
- 3.2.3. Purse seine vessels do not engage in transshipments at sea, whether high seas, EEZ, territorial seas or archipelagic waters. Exemptions will be made in cases where the at-sea transshipments are authorized by RFMOs.

3.3 Illegal, Unreported and Unregulated fishing

3.3.1 To refrain from transactions in tuna caught by harvesting vessels or transported by transshipment vessels on the IUU vessel list of any RFMO.

3.3.2 If product is later found as vessel placed on the IUU vessel list it shall be withdrawn from the marketplace.

3.4 Proactive Vessel Register

3.4.1 RS Cannery shall conduct transactions with Large-scale purse seine vessels that are registered on the Proactive Vessel Register (PVR).

3.4.2 RS Cannery has encouraged all of our tuna suppliers to register large-scale purse seine and supply and tender vessels on the PVR.

3.4.3 For longline vessels, RS Cannery has continued to push forward our plan for increasing purchases of tuna from vessels on the PVR.

4. RS Cannery shall conduct business in a transparent manner to ensure that our policies and operations follow and conform to the international standards in anti-IUU fishing and sustainable fishery aspects.

Labor

1. RS Cannery shall promote and support TTIA's activities in order to protect against child labor, forced labor, human trafficking and slavery in the manufacturing industry based on the following principles:
 - 1.1 Work closely with concerned parties such as the government sector, NGOs and other International organizations.
 - 1.2 There are activities that support all of the Good Labor Practice (GLP) which are applied in manufacturing industry.
2. RS Cannery shall ensure the raw material and/or product supplied from suppliers and/or fishing vessels that have Good Labor Practices (GLP), legality of local laws, international laws and principles. No child labor, forced labor, human trafficking and slavery on board allowed.
3. RS Cannery shall not involve with any supplier or fishing vessel that is alleged to the use of child labor, forced labor, human trafficking and slavery. The business will resume only when there is assurance that the improvements have been made to ensure all bad practices have been eliminated.

Traceability

1. Traceability records shall be maintained in order to link the raw material to the finished products or vice versa.
2. All import and export of fishery products shall be operated in accordance with the Port State Measure (PSM), Processing Statement Endorsement (PSE) under the Fishery Single Window (FSW), as known as PPS system by Thailand's Department of Fisheries.
3. Follow U.S. NOAA's Seafood Import Monitoring Program (SIMP) that is designed to combat IUU fishing, provide protection for ocean resources and to trace back fishery products to the point of harvest.