

BOLTON FOOD

ISSF PUBLIC POLICY ON SOCIAL AND LABOR STANDARDS

In accordance with the provisions of ISSF Conservation Measure 9.1 “Public Policy on Social and Labor Standards” into force since January 1st, 2021, Bolton Food wants to make public its commitment and compliance with this CM which applies to all ISSF members to develop and publish a public social and labor standards policy and/or sourcing policy that applies to it and its supply chain, including production facilities and fishing and supply vessels, that addresses, at a minimum, the following categories:

1. Forced labor
2. Child labor
3. Freedom of association
4. Wages, benefits and employment contracts
5. Working hours
6. Health and safety
7. Discrimination, harassment and abuse
8. Grievance mechanisms

Bolton Food’s published Policies and Codes cover all the aspects required by the ISSF CM 9.1 demanding its observance by all our suppliers:

- A. Bolton Group Human Rights Policy
- B. Code of Ethics
- C. Code of Conduct for Suppliers of Products and Services / Tuna Policy
- D. Guidelines for Tuna Suppliers
- E. Code of Conduct for Tuna Suppliers – Vessels

We are fully aware of the importance of the grievance mechanisms. We are working, also together with our partners, to develop a mechanism which is robust and takes into consideration the different needs of all people involved.

Policy adopted by GRUPO CONSERVAS GARAVILLA - 02 version – date 1.01.2022