Human Rights Policy

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Scope

Maris Seafoods recognises the importance of conducting business in a manner that respects human rights and promotes ethical and sustainable practices throughout our operations and supply chain. Ethical and Human Rights considerations are of great concern to the Directors and Management of the company. We acknowledge our responsibility to prevent, mitigate, and address adverse human rights impacts connected to our business activities and business relationships, and to contribute to improved social wellbeing within our supply chain. We conduct human rights due diligence across our value chain. Our efforts are focused on our salient human rights issues. These are the human rights at risk of the most severe negative impact on people across our value chain. We regularly review our salient human rights issues.

This policy is informed by, and aligned with:

- The Ethical Trade Initiative (ETI) Base Code
- International Labour Organization (ILO) Conventions
- The UN Guiding Principles on Business and Human Rights

2. Ethical and Human Rights Compliance

For the purposes of this policy, ethical and human rights compliance refers to adherence to internationally recognised human rights standards, national labour laws, and ethical principles governing fair and safe working conditions.

Maris Seafoods works collaboratively with suppliers to identify and remediate non-compliances within agreed timeframes.

3. Non-Compliances

Maris Seafoods does not tolerate the following critical human rights and ethical non-compliances from its suppliers:

- Coercion, harassment, or discrimination
- Delay or underpayment of wages
- Fatal or life-threatening health and safety risks
- Child labour
- Forced, bonded, or involuntary labour
- Unethical or exploitative labour practices

Where such non-compliances are identified, Maris Seafoods may require immediate corrective action and reserves the right to suspend or terminate the business relationship.

These zero-tolerance issues have been identified based on industry research, sector-specific risks, and Maris Seafoods' material and salient human rights risk assessment.

Maris Seafoods discourage suppliers from unauthorised subcontracting. Any unauthorised subcontracting must be reported to Maris Seafoods. These non-compliances are subject to updating should the Head of Technical and Sustainability and Sustainability Coordinator believe another issue has become a salient or potential issue due to industry, political or business changes.

4. Ethical and Human rights Policy

As set out in the International Bill of Human Rights and the International Labour Organization (ILO) Core Conventions, Maris Seafoods ensures as a minimum that their suppliers support the following:

- That all employment is freely chosen and there is no forced, bonded, or involuntary prison labour used.

- That freedom of association and the right to collective bargaining are permitted. All workers must be permitted to join or form a trade union and worker representatives must not be discriminated against based on their activities within any trade union.

- That working conditions are safe and hygienic and must comply with the laws and regulations of the country of manufacture. Adequate steps shall be taken to prevent accidents and injury in the workplace and accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

- That child labour shall not be used (defined as children under the age of 15). That records are kept of the number of people employed between the ages of 15 and 18 are kept and their working hours recorded.

- That living wages are paid equivalent to minimum wage rates (as applicable in the country of manufacture) and wages must be paid on time.

- That working hours are not excessive, the working hours of any employee working more than 48 hours per week must be recorded.

- That no discrimination is permitted in hiring, remuneration, training, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

- That regular employment is provided through recognised employment relationships that clearly demonstrate obligations to employees under national law and practices which avoid the use of labour only contracting, sub-contracting, homeworking, apprenticeship schemes where there is no attempt to impart skills or provide regular employment.

- That workers have the right to dignity. That no harsh or inhumane treatment is permitted, and this is inclusive of physical abuse or discipline, or the threat of such treatment, sexual or other harassment, verbal abuse, or other forms of intimidation.

Action points

- Continue to ensure 100% of suppliers adhere to fair labour practices.
- Continue to require 100% of suppliers based in high-risk countries to undergo a third-party social sustainability audit (SEDEX, BSCI).
- Enhance transparency by continuing to require 100% of contracted suppliers complete an ethical related SAQ.
- To ensure suppliers are completing the SAQ on an annual basis
- To ensure all suppliers where NCs are found are provided with guidance to close this.
- Ensure all approved suppliers have a maximum risk score of 68 on our risk assessment of their facility by 2030

Continuous Review and Emerging Risks

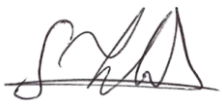
Maris Seafoods recognises that human rights risks can evolve due to changes in industry practices, political contexts, regulatory environments, or business operations.

This policy is therefore subject to review and update where new salient or potential human rights risks are identified. Updates may be made where the Head of Technical and Sustainability determines that additional issues require formal inclusion to reflect emerging risks.

Responsibility

Maris Seafoods will never knowingly source raw materials from suppliers who exploit the workforce.

The directors of Maris Seafoods have overall responsibility for ensuring this policy complies with our legal and sustainability obligations, and that all those under our control comply with it.

The Head of Technical and Sustainability with the Sustainability Coordinator have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, and dealing with any queries. Staff at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on ethical compliance.

Approved By: Steve Tilson (Managing Director)