




# Tuna Sustainability Policy

## 鯷魚永續政策



FCF CO., Ltd.

豐群水產股份有限公司

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## Purpose 目的

FCF CO., Ltd. (FCF)'s Tuna Sustainability Policy reflects FCF's commitment to sustainable marine resources and socially responsible practices.

豐群水產股份有限公司(豐群)的鮪魚永續政策反映了豐群對海洋資源永續與社會責任的承諾。

## Objectives 目標

### FCF CO., Ltd.'s Commitment

#### 豐群水產的承諾

FCF is fully committed to improving environmental and social performance within the operations of our company and our suppliers, as well as to meeting all relevant international environmental, labor, and ethical social standards.

豐群致力於改善本公司及整體供應鏈的產業環境與實踐社會責任，並符合所有相關的環境、勞工與道德的國際標準。

FCF has established the Tuna Sustainability Policy to ensure the traceability of our sources and the sustainability of our products. FCF promotes Marine Stewardship Council (MSC) certification for both fisheries and chains of custody, FAD-Free tuna (FCF Sustainability Program, FSP), Fishery Improvement Project (FIP) as well as other sustainability best practices. These programs not only strengthen the relationship between suppliers and buyers, but also emphasizes FCF commitment to the sustainability of the tuna stock. FCF's social commitment focuses on the prevention of any form of human rights violations (such as human trafficking or any abusive and exploitative behavior). Additionally, forced and child labor are prohibited in FCF's supply chain.

為確保我們產品的可追溯性和永續性，豐群制定了此鮪魚永續政策。豐群推廣海洋管理委員會（Marine Stewardship Council, MSC）的漁業與產銷監管鏈認證、豐群永續水產專案、漁業改善計畫（FIP）、以及其他永續漁業相關措施。這些計畫不僅加強供應商與買主之間的關係，也強調豐群對鮪魚資源永續性的承諾。豐群社會責任承諾的重點則在防止任何形式的人權侵害（例如：人口販運或任何強制、侮辱或剝削的行為）。同時，豐群供應鏈中禁止強迫勞動和童工。


## Sustainability Policy 永續政策

### 1. ENVIRONMENTAL PROTECTION 環境保護

- 1.1 FCF and our suppliers are committed to environmental protection and sustainable management of the resource through full compliance with applicable local and international environmental regulations.  
 豐群和我們的供應商透過全面性地遵守適用當地和國際環境法規，致力於環境的保護與資源永續的管理。
- 1.2 FCF and our suppliers are committed to preventing illegal, unreported and unregulated (IUU) marine products to entering FCF's supply chain.  
 豐群和我們的供應商致力於預防非法、未報告、不受規範 (IUU) 的水產品進入豐群的供應鏈。
- 1.3 FCF and our suppliers support scientific methods to prevent or minimize any potential negative impacts on the environment, coastal areas and/or local communities.  
 豐群和我們的供應商支持科學方法來防止或減少任何對環境，沿海地區和/或當地社區任何潛在的負面影響。
- 1.4 FCF and our suppliers support best practice for ghost gear in the industry to improve the environmental protection.  
 豐群和我們的供應商支持產業裡對於幽靈漁具(Ghost gear)的最佳操作辦法。
- 1.5 FCF and our suppliers are committed to complying with the applicable laws and regulations pertaining to carbon footprint and greenhouse gas for environmental protection.  
 豐群和我們的供應商致力於符合碳排放與溫室效應放相關之適用法律與法規。

### 2. SUSTAINABILITY OF THE RESOURCES 漁獲資源的永續

- 2.1 FCF and our suppliers support relevant management measures and regulations including conservation measures implemented by the Regional Fisheries Management Organization (RFMO) and Flag States Authorities.  
 豐群和我們的供應商支持相關的管理措施和法規，包括區域漁業管理組織 (RFMO) 和船籍國管理當局所實施的資源保護與打擊非法、未報告及不受規範 (IUU)的有關措施。
- 2.2 FCF and our suppliers support sustainable fishing methods by promoting and providing marine resources from MSC certifications, Fishery Improvement Program (FIP) or a verifiable FAD-free program.  
 豐群和我們的供應商透過推廣與供應來自 MSC 認證、漁業改善計畫 (FIP)、或可驗證的浮水魚計畫海洋資源來支持永續漁法。
- 2.3 FCF and our suppliers prohibit illegal shark finning and respect the relevant measures implemented by RFMOs and Flag States Authority.

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豐群和我們的供應商禁止非法的鯊魚割鰭並遵守 RFMO 和船籍國管理當局所實施的相關管理措施。

### 3. **Local Livelihood 當地生計**

FCF and our suppliers actively support local livelihood and food security of the tuna resource countries. 豐群和我們的供應商積極地支持鮪魚資源國的當地生計與糧食安全。

## Social Responsibility Policy 社會責任政策

### 1. **COMPLIANCE WITH LEGAL REQUIREMENTS 遵守法律規定**

FCF and our suppliers are committed to comply with relevant legal requirements. 豐群和我們的供應商致力於遵守相關的法律規定。

### 2. **UNDERAGE LABOUR 未成年勞工**

FCF and our suppliers shall strictly prohibit the hiring of underage labor and no crew member under the age of 18 shall be employed for sea-based fishing work or as required by law, whichever is higher. 豐群和我們的供應商應嚴格禁止使用未成年勞工，不得僱用未滿 18 歲船員從事海上工作，若法律有規定則以較高者為準。

### 3. **FORCED LABOUR 強迫勞動**

FCF and our suppliers strictly prohibit forced, bonded (including debt bondage) or indentured labor, prison labor, slavery or trafficking of persons. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction, or fraud for labor or services. 豐群和我們的供應商應嚴格禁止強迫、抵押(包括債役)或契約勞工、監獄勞工、奴役或人口販運。當中包括以威脅、武力、脅迫、綁架或欺詐等手段運送、藏匿、招募、轉移或接收勞動人口或服務。

### 4. **EMPLOYMENT CONTRACT 聘僱合約**

FCF and our suppliers require crew members are provided with written contracts of employment in their native language, clearly indicating their rights and responsibilities and conditions of employment, including wages, benefit, working hours, location of work. 豐群和我們的供應商要求提供船員以他們母語撰寫的聘僱合約、明確說明船員的權利、責任及就業條件，包括工資，福利，工作時間，工作地點。

## 5. WAGES & BENEFITS 薪資與福利

FCF and our suppliers require that all crew members are paid at least the minimum wage required by applicable laws and are provided all legally mandated benefits. In the absence of a legal minimum wage, crew members are paid at least at a level of compensation enough to meet basic needs and provide some discretionary income for employees.

豐群和我們的供應商要求所有船員的薪資符合法律規定的最低工資，並提供所有法律要求的福利。在法律沒有規定最低工資的情況下，船員薪資至少符合滿足基本生活需求，為船員提供可自由支配的收入。

## 6. FREEDOM OF MOVEMENT 行動自由

FCF and our suppliers ensure that crew members' freedom of movement is not unreasonably restricted. Crew members are not physically confined to the workplace or in premises such as, but not limited to, employer- or recruiter-operated residences; nor any other coercive means be used to restrict workers' freedom of movement or personal freedom unless the restriction is to comply with regulations implemented by local authorities or related to safety concern of the place.

豐群和我們的供應商確保船員的行動自由不會受無理的限制。船員的行動不會被局限在工作場所或房屋建築物中，例如，但不限於，雇主或勞務仲介經營的住所，也不能用任何其他強制的手段來限制船員的行動自由或個人自由，除非此限制是為了符合當地實施法規或與該場所的安全考量有關。

## 7. RETENTION PERSONAL DOCUMENTS 保留個人文件

FCF and our suppliers ensure that all crew members retain full and complete control over their personal documents. Confiscating, destroying or otherwise denying crew members' access to their identity or immigration documents, including work permits and travel documentation (e.g. passports), is strictly prohibited. Any withholding of personal documents for the purpose of authority inspections, to avoid misplacement, or other reasons stated in the employment contract, is permitted with mutual agreement between the supplier and crew members.

豐群和我們的供應商確保所有船員保有對其個人文件的完全掌握。嚴禁沒收、銷毀或以其他方式拒絕船員取得其身份或移民局入境文件，包括工作許可證和旅行證件(例如:護照)。為了官方檢查、避免遺失、或聘僱合約中規定的其他原因之目的而扣留船員個人文件，應獲得供應商與船員之間的雙方同意允許才可進行。

## 8. HUMANE TREATMENT 人道對待

FCF and our suppliers require that every crew member(s) is treated with respect and dignity. No crew member is subject to any physical, or sexual harassment, abuse, violence, discrimination or intimidation.

豐群和我們的供應商要求每位船員都受到尊重和尊嚴的對待。任何船員皆不可受到任何身體、性騷擾、虐待、暴力、歧視或恐嚇。

## 9. WORKPLACE EQUALITY 工作平等

9.1 FCF and our suppliers ensure that all workers, irrespective of their nationality, legal status, or other personal characteristic, are treated fairly and equally.

豐群和我們的供應商確保所有船員，無論其國籍，法律地位或其他個人特徵，均能獲得公正和平等的對待。

9.2 FCF and our suppliers are fully committed to ensuring full compliance with relevant national legal requirements related to gender equality in the workplace.

豐群和我們的供應商致力於符合職場上性別平等的相關國家法律要求。

## 10. FREEDOM OF ASSOCIATION 集會自由

FCF and our suppliers ensure that the rights of workers to associate and bargain collectively are respected and they enable workers to exercise their rights in accordance with applicable law.

豐群和我們的供應商確保船員的集會與全體談判的權利受到尊重，船員能根據適用的法律行使他們的權力。

## 11. GRIEVANCE PROCEDURE 申訴管道

FCF and our suppliers ensure that an effective, confidential grievance process is implemented that provide a means by which any crew member, acting individually or with other crew members, can submit a grievance without suffering prejudice or retaliation of any kind, including raising complaints or grievances anonymously.

豐群和我們的供應商確保實施有效、且保密的申訴程序，並提供一個管道，使任何船員可以單獨地或集體，在不遭受任何偏見或報復的情況下提出申訴，包括匿名申訴或投訴。


## 12. WORKING HOURS 工時

FCF and our suppliers ensure the crew members are given enough period of rest as there's no regular schedule of work onboard the vessel.

豐群和我們的供應商確保船員有足夠的休息時間，因為船上沒有固定的工作時段。

## 13. HEALTH & SAFETY 衛生與安全

FCF and our suppliers ensure that safe and hygienic working and living environments are provided in accordance with vessel inspection requirements of the flag states, paying special attention to prevention of accidents and incidents, management of identified hazards, fire safety, emergency procedures, worker training, first aid and access to medical services, personal protective equipment, equipment and electrical safety, noise, lighting and ventilation, sanitation, access to clean drinking water and food preparation hygiene.

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豐群和我們的供應商確保依照船籍國船檢要求，提供安全與衛生的工作和生活環境、加強注意預防意外事故、危險標示管理、消防安全、緊急事件處理機制、船員培訓、急救與醫療服務、個人防護器材、設備與電路安全、噪音控管、照明與船內通風、船上衛生、取得乾淨飲用水和食品衛生等。

**14. WORKER AWARENESS & TRAINING 船員意識與訓練**

FCF and our suppliers ensure that workers are trained upon arrival in the receiving country, during the onboarding process, or before undertaking any designated work, regarding the workplace’s rules and procedures, the grievance process and the conditions of work, including any health and safety hazards and the precautions needed to protect personal safety.

豐群和我們的供應商確保船員在抵達登船國家、登船過程中、或開始著手任何指定工作之前，接受工作訓練，了解關於工作場所的規則與流程、申訴程序與管道、工作條件，包括任何衛生與安全危害，以及保護個人安全所需的預防措施。