



CABU BAWING  
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Connecting all departments

## **PURPOSE AND SCOPE:**

TSP Marine Industries as supplier of quality fish in the Philippines is committed to provide and ensure that all applicable laws in social labor standards in our industry are fully complied with.

We are dedicated to continuously seek installation of quality standards in our areas of responsibility for the ultimate benefit of our customers, employees, stakeholders and community without compromising Human Rights, Business Ethics and Labor Standards of the Philippines.

Our company is fully aware of the responsibilities we bear to all stakeholders involved in the fishing industry supply chain, thus, we have sensibly developed our Company Social and Labor Standard Policy.

## **TSP Marine Policy Statement on Social and Labor Standards:**

TSP Marine Industries is committed to comply with all labor laws that affect the company and its employees. Our company shall continue to conduct its business affairs with integrity and ethical standards within the context of the Department of Labor and Employment including but not limited to security of tenure, humane conditions of work, and living wage.

In view of the aforementioned purpose and scope, we have outlined standards in accordance with the applicable laws and guidelines in the Philippines and International Standards. We shall continue to uphold the following applicable laws:

- ✓ No Forced Labor and Child Labor: We strictly prohibit the hiring of underage labor and no crew member under the age of 18 shall be employed.
- ✓ Wages, Benefits, and Employment Contracts: We practice that all crew members are paid at least the minimum wage mandated by the national law.
- ✓ Health and Safety: We strictly follow the health and safety standards set by the regulatory bodies including but not limited to DOLE and MARINA.
- ✓ Discrimination, Harassment, and Abuse: We set standard guidelines against discrimination, harassment and abuse within company jurisdiction.
- ✓ Grievance Mechanisms: We practice the Company Code of Conduct in addressing grievance concerns and procedure.