




# Tuna Sustainability Policy

## 鯷魚永續政策



**FCF CO., LTD.**

**豐群水產股份有限公司**

	FCF CO., LTD.
	Policy; Tuna Sustainability Policy

## Purpose 目的

FCF CO., LTD. (FCF)'s Tuna Sustainability Policy reflects FCF's commitment to sustainable marine resources and socially responsible practices, and includes all relevant social and environmental requirements that FCF is implementing throughout its supply chains.

豐群水產股份有限公司(以下簡稱豐群)的鯷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，並且持續在鯷魚類供應鏈實踐此政策。

## Objectives 目標


### FCF'S COMMITMENT 豐群水產承諾

FCF as a global leader in the supply of tuna and an array of seafood products is fully committed to driving positive change, improving environmental and social performance within its operations and supply chains. FCF is committed to meeting, and in many cases going beyond relevant and recognized international environmental, labor, and ethical social standards- to further demonstrate “best industry practices”.

豐群致力於改善漁業供應鏈的環境資源與社會責任以帶領產業的變革，同時豐群與其供應鏈的夥伴遵循環境、勞工與道德相關的國際標準以期成為水產業的最佳典範。

FCF has established and implemented a Tuna Sustainability Policy (the “Policy”) to ensure that all its products are responsibly sourced from and traceable to sustainable tuna fisheries. FCF actively demonstrates its commitments via Marine Stewardship Council (MSC) certifications with stringent chain of custody protocols, Fish Aggregating Device (FAD)-Free tuna (FCF Sustainability Program, FSP), Fishery Improvement Project (FIP) as well as other industry sustainability best practices. These programs not only strengthen the relationship between suppliers and buyers, but also emphasizes FCF commitment to maintain the sustainability of global tuna stocks. FCF's social Policy prohibits any form of human rights violations within its supply chains including human trafficking, abusive and exploitative labor practices, forced and child labor. FCF works actively with a range of key stakeholders, from governments and international Non-Government Organizations (NGOs) to fishing sectors and third-party accreditors in an effort to achieve these the social and environmental objectives it has committed to.

為確保豐群鯷魚類產品可回溯至永續鯷魚漁業，特別制定此鯷魚永續政策（以下稱 **此政策**）。豐群積極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）、以及其他落實永續漁業的相關措施。這些專案計畫不僅強調豐群對鯷魚類資源永續性的承諾，也加強供應商與買主之間的連結。除了對環境資源的承諾，豐群也著重社會責任的實現，特別是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、禁止強迫勞動和聘僱童工。豐群與產業中不同的利害關係人一同努力，包括政府機關、國際非營利組織、漁業公司、第三方稽核單位…等，實現其對於社會與環境資源的承諾。

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FCF requires its suppliers to comply with applicable local, national, and international environmental regulations and agreements pertaining to environmental protection, sustainable management of the marine resource, and social responsibility. FCF suppliers shall demonstrate their commitment to this Policy through signing the Letter of Consent. Failure to comply with this Policy by a supplier may result in termination of business relationship with FCF.

豐群與其供應商透過遵守適用的當地和國際環境法規，致力於環境保護、漁業資源永續及社會責任的管理。豐群的供應商應簽署同意書表達其對於此政策的承諾，任何違反此政策的行為，其嚴重程度可能致使豐群終止與該供應商的商業行為。

To align with the industry's global efforts in sustainability, FCF has developed its Tuna Sustainability Policy by cross-referencing various standards, best practices, guidebooks and codes of conduct existing in the seafood industry. These include but are not limited to:

為響應全球於漁業永續的努力，豐群呼應國際相關規章、準則，並參考相關標準、最佳措施、行為守則等發展此鯷魚永續政策。下列為主要參考資料:

1. [International Seafood Sustainability Foundation Non-Entangling and Biodegradable FADs Guide](#)
2. [ISSF 2019-11: Recommended Best Practices for FAD Management in Tropical Tuna Purse Seine Fisheries](#)
3. [International Labor Organization C188 - Work in Fishing Convention](#)
4. [Seafood Task Force Code of Conduct and Vessel Auditable Standards](#)
5. [Business Social Compliance Initiative \(BSCI\)](#)
6. [Global Ghost Gear Initiative \(GGGI\) Best Practice Framework for The Management of Fishing Gear](#)
7. Regional Fisheries Management Organizations Management Measures

FCF is striving for continuous improvement of this Policy by incorporating novel, innovative and relevant measures, and beneficial actions that will be beneficial to the seafood resources and their environment, and workers who are involved in our tuna supply chain.

豐群透過融合新穎、創新的相關措施以及對漁業資源、環境和鯷魚產業鏈中的從業人員有利之行為，持續改善並執行此政策。

## Sustainability Policy 永續政策

### 1. ENVIRONMENTAL PROTECTION 環境資源保護


- 1.1 FCF and its suppliers support the application of science-based methods to prevent or minimize any potential negative impacts on the environment, coastal areas and/or local communities.  
 豐群與其供應商支持科學方法來防止或減低對環境、沿海地區和/或當地社區任何潛在的負面影響。
- 1.2 FCF and its suppliers support best practice for elimination or minimization of ghost gear in the industry to improve the environmental protection.  
 豐群與其供應商支持產業對於幽靈漁具(Ghost gear)的最佳管理措施。

### 2. TRACEABILITY OF TUNA PRODUCTS 經鮪魚水產品的追溯

- 2.1 FCF and its suppliers prohibit sourcing of Illegal, unreported and unregulated (IUU) tuna products.  
 豐群與其供應商致力於預防非法、未報告、不受規範 (IUU) 的經鮪魚水產品。
- 2.2 At the primary production level FCF and its suppliers shall ensure that all tuna products entering its supply chains are fully traceable to individual fishing vessel trip with evidence of fishing permit or authorization. FCF is also committed to ensuring this traceability through its product supplies chains.  
 豐群與其供應商致力於確保其供應鏈的經鮪魚水產品皆可追溯至原始航次，並具有合格捕撈執照或合法授權的捕撈船隻。

### 3. SUSTAINABILITY OF THE RESOURCES 漁業資源的永續

- 3.1 FCF and its suppliers support sustainable fishing methods by promoting and providing seafood products from MSC certified fisheries, Fishery Improvement Program (FIP) or verifiable FAD-free program.  
 豐群與其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來支持永續漁法並保護海洋資源。
- 3.2 FCF and its suppliers comply with measures by RFMOs, Flag and Coastal states to minimize waste and discards of shark catches and encourage the live release of incidental catches of sharks.  
 豐群與其供應商遵守各式區域性漁業管理組織及各船籍國(以及/或適用港口國)相關措施以降低鯊魚資源的浪費，並鼓勵對所有鯊魚進行活放行為。
- 3.2.1 The practice of shark finning, as defined by retaining fins and discarding carcasses at sea, is strictly prohibited on any vessels under ownership and the management of FCF suppliers.  
 在豐群的供應商擁有和管理之漁船上，割鰭棄身(即所謂鯊魚割鰭、並於海上丟棄魚體的行為)是被嚴格禁止的。
- 3.2.2 Fishing vessels under ownership and management of FCF' suppliers shall comply with the requirements of shark retention, finning, and reporting by RFMOs, relevant Flag and/or

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Coastal States where the jurisdiction applies. 豐群供應商管理的漁船應遵守區域性漁業管理組織及各船籍國(以及/或適用港口國)實施的鯊魚捕獲、割鰭及通報相關規定。

- 3.2.3 Shark species that is prohibited by RFMO measures or national laws from retaining onboard shall be released by implementing proper practice to maximize the survival of the caught sharks.

針對區域性漁業組織或船籍國規定禁止捕撈的鯊魚品種，應遵循適當活放措施，以增加其存活機率。

- 3.2.4 All longline or any fishing vessels supplying FCF shall not use “shark lines” (or the use of branch lines running directly off the longline floats or drop lines) at any time.

所有供應豐群的延繩釣或適用漁船，應全面禁止使用鯊魚釣線（從浮球或調整繩上延伸出釣鯊魚的鋼絲支線）。

- 3.3 FCF and its suppliers support the protection of Endangered, Threatened or Protected (ETP) species and the best industry practices for bycatch handling and release of turtles, cetaceans and birds etc. 豐群與其供應商支持保護瀕危物種 (ETP 物種)並應以產業最佳措施釋放混獲，包含海龜、海洋哺乳動物、海鳥等。

- 3.3.1 All longline fishing vessels supplying FCF shall use circle hooks and only monofilament lines to reduce the bycatch.

所有供應豐群的延繩釣或適用漁船，應只使用圓形鉤和單絲尼龍繩來降低混獲。

#### **4. LOCAL LIVELIHOOD 當地生計**

FCF and its suppliers actively support local livelihood and food security of the tuna resource countries. 豐群與其供應商積極支持鮪魚資源國當地的生計與糧食安全。

#### **5. FAD MANAGEMENT 集魚器管理**

- 5.1 FCF and its suppliers support the “Best Practices for FAD Management” on the following elements: 豐群與其供應商支持「集魚器最佳管理典範」，包含以下要素:

- 5.1.1 Comply with flag state and RFMO reporting requirements for fisheries statistics by set type.

遵守船籍國和區域性漁業管理組織對下網類別之報告要求。

- 5.1.2 Voluntarily report additional FAD buoy data for use by RFMO science bodies

主動提供集魚器使用數據予區域性漁業管理組織的科學機構使用。


- 5.1.3 Support science-based limits on the overall number of FADs used per vessel and/or FAD sets made

支持以科學基礎的條件下，針對每艘漁船使用集魚器總數的限制。

- 5.1.4 Support Fish Aggregating Device (FAD) deployments measures that meet the specifications of science-based industry best practice.

支持集魚器之使用應符合以科學為基礎的產業最佳措施。

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- 5.1.5 Prohibit the deployment of FADs that fit the description of “highest entanglement”.  
禁止使用「高纏繞風險」的集魚器。
- 5.1.6 Support the new and applicable FAD deployment policies for all types of vessel that deploy FADs.  
支持採納適用於各類型漁船的新集魚器政策。

## Social Responsibility Policy 社會責任政策

### 1. UNDERAGE LABOUR 未成年勞工

1.1 FCF and its 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.

豐群與其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，若法律另有規定則應符合較嚴格者。

1.1.1 The suppliers shall have a remediation policy and procedures in place to promote the protection of the potential underage labor.

供應商應備有補救措施以妥當處置潛在未成年勞工。

1.2 FCF and its suppliers shall ensure a clear and transparent verification process is in place to check the age of crew member against the government-issued personal documents and minimize the risks of hiring child labor into FCF supply chain.

豐群與其供應商應具備明確且透明的核定機制確保船員年齡與政府核發的文件一致，降低意外雇用童工的風險。

### 2. FORCED LABOUR 強迫勞動

FCF and its suppliers strictly prohibit forced, bonded (including debt bondage) or indentured labor, prison labor, slavery or trafficking of persons at any point in FCF supply chain. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction, deceptive or fraud for labor or services. All crew members are entering into employment of their own free will, and they shall retain the rights to terminate employment agreement any time.

豐群與其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。船員享有決定是否接受僱用合約的自由並保有在任何時間終止合約的權利。

### 3. EMPLOYMENT CONTRACT 聘僱合約

FCF and its suppliers require crew members to be provided with copies of written contracts of employment in their native language, clearly indicating their rights and responsibilities and conditions of

employment during the recruitment, or prior to the onboarding process. The debrief shall include wages, benefit, working hours, location of work as well as contract termination and repatriation terms.

豐群與其供應商要求勞務仲介提供船員以他們母語撰寫的聘僱合約、在招募過程或是登船前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。

#### **4. WAGES & BENEFITS 薪資與福利**

4.1 FCF and its suppliers require that all crew members are paid at least the minimum wage required by applicable/relevant national 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.

豐群與其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。

4.2 FCF and its suppliers shall ensure the wage payment or any fees of crew member is calculated with transparency and crew members are paid at the regular intervals no less than quarterly basis. 豐群與其供應商應確保船員薪資及其他相關費用項目有透明的計算方式並固定發放，至少每季一次。

4.3 FCF and its suppliers shall ensure deception in wages are strictly prohibited, and the crew members can freely dispose their earned wages as they wish.

豐群與其供應商應禁止薪資結構相關的欺騙行為，且船員可以自由處理其薪資。

#### **5. FREEDOM OF MOVEMENT 行動自由**

FCF and its 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, and are 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.

豐群與其供應商確保船員的行動自由不遭受無理的限制。船員的行動不會被侷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手段限制船員的行動自由或個人自由。除非此限制是因應當地實施法規或與該場所的安全考量有關。

#### **6. RETENTION OF PERSONAL DOCUMENTS 保留個人文件**

FCF and its 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.

豐群與其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證件或移民局入境文件，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保留船員個人文件，應獲得供應商與船員之間的雙方同意允許才可進行。

## 7. HUMANE TREATMENT 人道對待

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

豐群與其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生理上或性騷擾、虐待、暴力、歧視或恐嚇等對待。

## 8. WORKPLACE EQUALITY 工作平等

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

豐群與其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，均應獲得公正和平等的對待。

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

豐群與其供應商致力於符合相關國家法律對於職場上性別平等的要求。

## 9. FREEDOM OF ASSOCIATION 集會自由

FCF and its 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 any applicable laws.

豐群與其供應商確保船員的集會與集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利。

## 10. GRIEVANCE PROCEDURE 申訴管道

FCF and its 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.

豐群與其供應商確保實施有效且保密的申訴程序，並提供管道使任何船員可以單獨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。



FCF and its suppliers are committed to protect relevant crew members from any harm or retaliation when the complaint is raised, and to ensure that all complaints received are addressed as soon as possible to the satisfaction of the different parties involved.

豐群與其供應商確保申訴船員免於被報復，並強調所提出的抱怨事項將完整被接收並於最短時間內妥善處置。

## **11. WORKING HOURS 工時**

11.1 FCF and its suppliers ensure the crew members are provided a sufficient period of rest from standard fishing operations, as there's no regular schedule of work onboard the vessel.

豐群與其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。

11.1.1 For vessels remaining at sea for more than three days, minimum hours of rest will not be less than 10 hours in any 24-hour period; and average 77 hours per week over the entire duration of the fishing trip.

對於在海上作業超過三天的漁船，任何 24 小時內，休息時間不得少於 10 小時、且整個航次期間平均每週 77 小時。

11.1.2 The minimum period of 10 hours of rest per day may be reduced to no less than six hours during active fish catching and fish processing, however the fisher shall receive compensatory periods of rest as soon as practicable.

在漁船忙於捕撈作業和加工的過程中，每天最少 10 小時休息時間的規定可調整至不少於 6 小時，但應在可行的情況下盡快提供船員補休時間。


## **12. HEALTH & SAFETY 衛生與安全**

FCF and its suppliers ensure that safe and hygienic working and living conditions are provided in accordance with vessel inspection requirements of the flag states, paying particular 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 basic necessities, including clean drinking water and food preparation hygiene.

豐群與其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、取得民生必需品如乾淨飲用水和衛生食品等。

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

FCF and its 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

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procedures, the grievance process and the conditions of work, including any health and safety hazards and the precautions needed to protect personal safety.

豐群與其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。