



OCEANPICK (PVT) LTD

COMPANY POLICY MANUAL

Document No:OP-HRP

Issue Date: 2021.09.20

Revised date:1/2024.03.10

Issue No: 1

POLICY 18: SOCIAL COMPLIANCE POLICY

Opening Statement:

Oceanpick Private Limited, a leading sea cage barramundi fish farming enterprise in Trincomalee, Sri Lanka, is dedicated to fostering a socially responsible and ethical work environment. Committed to the well-being of our community and employees, we recognize the importance of upholding social standards throughout our operations.

Scope:

This policy applies to all aspects of our business operations, including the fish farming activities conducted in our sea cages and the management of our own fish hatchery. It encompasses the treatment of employees, community engagement, and our relationships with suppliers and contractors.

Purpose:

The purpose of this Social Compliance Policy is to establish a framework that promotes fairness, respect, and inclusivity within our organization. We aim to contribute positively to the community, maintain ethical business practices, and ensure the well-being of our employees.

Policy Statement:

Ocean pick Private Limited is dedicated to:

Legal Compliance:

At Oceanpick, we are dedicated to upholding the highest standards of legal compliance in our sea cage barramundi farming operations in Sri Lanka. Our commitment to compliance extends across local, national, and international regulations, ensuring that every aspect of our business aligns with the legal frameworks governing aquaculture. By strictly adhering to these laws, we aim to set a precedent for responsible and lawful practices within our industry.

Human Rights and Labour Practices:

In the pursuit of ethical and sustainable sea cage barramundi farming, Oceanpick places paramount importance on human rights and labour practices. Our workforce is our greatest asset, and we are unwavering in our dedication to providing fair wages, safe working conditions, and fostering an environment that respects the dignity and rights of every individual. By prioritizing the well-being of our employees, we not only meet legal requirements but exceed them to create a positive and inclusive workplace.

Community/Stakeholders Engagement: Actively participating in and supporting initiatives that enhance the well-being of the local community/Stakeholders and contributing to its sustainable development.

Supplier and Contractor Relations: Sharing our social compliance standards with suppliers and contractors, and ensuring they adhere to similar principles in their interactions with employees.

Ethical Business Conduct: Conducting all business activities with integrity, transparency, and ethical responsibility, adhering to legal standards, and promoting a culture of honesty and accountability.

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Prepared by: HR Department

Approved by: Chief Financial Officer



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Environmental Stewardship

Oceanpick recognizes the critical role we play in preserving and protecting the environment. Our sea cage barramundi farming practices are designed to minimize ecological impact and promote sustainability. From responsible feed sourcing to efficient waste management, we continuously explore innovative ways to reduce our carbon footprint and conserve marine ecosystems. Our commitment to environmental stewardship reflects our dedication to leaving a positive impact on the planet for future generations.

Product Safety

Ensuring the safety and quality of our barramundi products is a non-negotiable priority at Oceanpick. We implement rigorous processes to guarantee the product safety of our sea cage barramundi, adhering to international standards and best practices. From regular inspections to stringent quality control measures, every step in our production chain is meticulously monitored to deliver a product that is not only delicious but also safe for consumers.

Records Management

Maintaining comprehensive and accurate records is fundamental to our commitment to records management. Oceanpick keeps detailed documentation of every aspect of our sea cage barramundi farming operations, from environmental impact assessments to employee training records. This meticulous record-keeping not only ensures transparency but also facilitates audits and assessments, showcasing our dedication to accountability and continuous improvement.

Supply Chain Responsibility

Our responsibility extends beyond our immediate operations to include the entire supply chain. Oceanpick is committed to partnering with suppliers and subcontractors, who share our values of ethical sourcing, sustainable practices, and social responsibility. By fostering strong relationships with our suppliers and subcontractors, we create a resilient and responsible supply chain that reflects our commitment to excellence in every facet of our sea cage barramundi farming business.

Conclusion

In conclusion, the Social Compliance Policy of Oceanpick Pvt Ltd stands as a testament to our unwavering commitment to excellence in sea cage barramundi farming in Sri Lanka. From legal compliance to environmental stewardship and supply chain responsibility, every aspect of our operations is guided by a dedication to ethical, sustainable, and socially responsible practices. By prioritizing human rights, labour practices, and product safety, we set the standard for responsible aquaculture, aiming not just to meet expectations but to exceed them. At Oceanpick Pvt Ltd, we believe that by aligning our business practices with the highest standards, we contribute to the well-being of our employees, the health of our environment, and the satisfaction of our consumers.