



OCEANPICK (PVT) LTD

COMPANY POLICY MANUAL

Document No:OP-HRP

Issue Date: 2021.09.20

Revised date:2/2025.04.01

Issue No: 2

POLICY 18: SOCIAL COMPLIANCE POLICY

Opening Statement:

Oceanpick Private Limited, the largest sea cage barramundi fish farming company in Trincomalee, Sri Lanka is committed towards building a socially responsible and ethical workplace. As dedicated stewards of both our community and employees, we value the importance of maintaining social responsibility in all aspects of business.

Scope:

This is valid for all parts of our production, such as fish farming in sea cages and operation of own fish hatchery. This ranges from the way we treat our staff, to community outreach and how we deal with suppliers and contractors.

Purpose:

This Social Compliance Policy sets out a guideline for ensuring that the respect and fairness are maintained throughout our company. We want to be a good community partner, do business fairly and take care of our employees.

Policy Statement:

Our Commitment Ocean pick Private Limited committed: - For any Enquiry:

Legal Compliance:

At Oceanpick, we are committed to compliance with the highest legal standards in our sea cage barramundi farming practices in Sri Lanka. Our dedication to compliance applies across local, national and international rules for doing business, which means everything we do complies with the laws regulating aquaculture. In adhering completely to these regulations, we hope to establish an example of being a business that is on the right side of the law.

Human Rights and Labour Practices:

In the lense of socially responsible and sustainable sea cage barramundi farming, Oceanpick dedicates a priority to human rights and labor practices. Although the pandemic has presented challenges, our employees are our best asset and we remain committed to ensuring equitable wages, safe working conditions and a workplace that respects the dignity and rights of each individual. We follow the well-being spectrum approach, which means that when we prioritize a healthy work environment and our employees are as important as our company legal status is recognized -we are beyond adherence to laws.

Engage with the community/stakeholders: Be involved in and support projects that improve the quality of life of the local population/Stakeholders and contribute to its sustainable development.

Relationships with Suppliers and Contractors: Sharing the requirement of social compliance with our suppliers and contractors, such that they also uphold similar standards in relation to employees.

Ethical Conduct: All Business activities will be conducted with honesty, transparency and ethical behavior in accordance to legal requirements, encouraging a culture that supports openness and responsibility.



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Environmental Stewardship

At Oceanpick we understand our responsibility to help maintain and safeguard the ecosystem. We farm international quality sea cage barramundi sustainably by working with the marine environment and our local communities. From sustainable sourcing for our recipes to, responsible policies for the better treatment of all animals, we believe it is our responsibility to set a course for a more mindful way of doing business. We continuously explore innovative ways to reduce our carbon footprint and conserve marine ecosystems. Our commitment to environmental stewardship reflects our dedication to having a positive impact on the planet for future generations.

Product Safety

The safety and quality of our barramundi products is an absolute focus at Oceanpick. We have stringent procedures in place to ensure the food safety of our sea cage barramundi and follow international best practices. From continuous checks to strict quality control features, every part of our production line is closely overseen to ensure a product that not only tastes great but also ensures safety for the 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.