

## **The Fishin' Company Responsibly Sourced Seafood Commitment**

The Fishin' Company is committed to providing our customers with the highest quality and most responsibly sourced seafood. We view this as a fundamental responsibility to our customers and our duty as a leader in the global seafood industry.

Since our founding more than two decades ago, we have been proud to drive positive change in our industry. One way we do this is by insisting on sourcing only products provided through socially and environmentally responsible practices.

In particular, the Fishin' Company is committed to working **ONLY** with suppliers who comply with a **ZERO TOLERANCE POLICY** regarding forced labor and the use of child labor.

All Fishin' Company vendors are required to certify their adherence to these principles in our vendor compliance agreement, including, without limitation, a prohibition on employment of nationals of the Democratic People's Republic of Korea (DPRK). Other prohibited regions include the Xinjiang Uyghur Autonomous Region and Xinjiang (XUAR).

The Fishin' Company's compliance process includes a mechanism to conduct surprise audits to ensure that our suppliers adhere to our vendor compliance agreement. In addition, Fishin' Company vendors are required to post in their facilities information to contact the Fishin' Company directly if employees of vendors wish to report noncompliance with our international agreements and commitment to social and environmental compliance standards.

If you have any questions or concerns about vendor noncompliance, please contact our VP of Corporate Responsibility at [christi@fishinco.com](mailto:christi@fishinco.com) to promptly investigate the allegations with immediacy.