



Canned Tuna Brands - Questions on Human Rights in Pacific Tuna Fishing Operations and Supply Chains (2020/21)

* The term 'modern slavery' used in this survey is taken to include forced labour, slavery, human trafficking, servitude, bonded and child labour.

Company: Century Pacific Food, Inc. through subsidiary General Tuna Corporation

Canned Tuna Brands: Century Quality, Century Tuna, 555, Blue Bay & Fresca Tuna

Human Rights Policy

1.
 - a. Since January 2019, has your company introduced any **new** human rights policies to address the risk of **modern slavery*** in its operations or supply chains? Yes / No
If yes, please provide full details and a link.

No. Please refer to 2019 submission.
 - b. Since January 2019, has your company **revised or updated** any of its existing human rights policies to address the risk of modern slavery in its operations or supply chains?

No. Please refer to 2019 submission.
2. Since January 2019, if your company has made a **new** commitment address **modern slavery** does it apply throughout your supply chains?

None, please refer to 2019 submission.

3. Since January 2019, has your company adopted or revised a responsible sourcing or **supplier code of conduct** that prohibits modern slavery?

Yes. We are formalizing and institutionalizing a Supplier Code of Conduct and Ethics this 2020.

Human Rights Due Diligence Process

4. Has your company **mapped** its tuna supply chains, in whole or part? Yes / No

Yes. Please refer to 2019 submission.

5. Does the company source tuna from the **Pacific** region? Yes / No
If yes, provide location (by country).

Yes. FAO 71 Western Central Pacific. Please refer to 2019 submission.

6. Since January 2019, has your company adopted, or revised, a human rights due diligence policy, process or procedure to identify, assess and manage human rights risks (actual or potential), including modern slavery, in its operations (and those of its subsidiaries) and supply chains? Yes / No

No.

If yes, please provide details and describe the human rights due diligence process. **Key steps include:** (i) identifying and assessing human rights impacts; (ii) integrating and acting on assessment findings; (iii) tracking the effectiveness of the company's response; and (iv) communicating externally about how the company is addressing its human rights impacts.

Please refer to 2019 submission.

7. Since January 2019, has your company taken **practical action** to ensure that modern slavery does not occur in your company's (or its subsidiaries') operations and supply chains for tuna procurement from the Pacific? If yes, please describe.

Examples might include:

- i) *training* staff and management, workers, suppliers or business partners about rights, risks, responsibilities and remediation;
- ii) *engaging* with NGOs, fishers/ their representatives (including unions) and policy-makers;
- iii) cascading *contractual* clauses in supply agreements;
- iv) digital *traceability* of fish (across entire supply chain, or part only);
- v) prohibition on *recruitment fees*;
- vi) protective measures to protect against exploitation of *migrant* fishers;
- vii) prohibition on sourcing from suppliers that *transship* at sea, or use *flags of convenience*;
- viii) ensuring *freedom of association* and collective bargaining by fishers/ their representatives (including unions);
- ix) oversight of *recruitment* or labour hire entities; and
- x) independent supply chain *auditing*.

Please provide details.

Please refer to 2019 submission.

8. If the company has taken steps to identify and address human rights risks, how does it (a) **prioritise** which risks to address first; and (b) assess and track the **effectiveness** of its actions and response?

Please refer to 2019 submission.

Grievance Mechanism

9. Since January 2019, per the [UN Guiding Principles on Business and Human Rights](#), has your company adopted, or made changes to improve, a **grievance/ complaints mechanism** through which workers, including fishers in your supply chains, can raise concerns about human rights? Yes / No

If so, can they access this in their own language and in a way that allows grievances, or concerns, to be reported safely, in confidence and without intimidation? Have any human

rights concerns connected with the Pacific tuna sector been reported via your company's complaints mechanism? Please provide details.

Please refer to 2019 submission.

10. Since January 2019, have you introduced a corrective or **remediation plan** if instances of modern slavery are identified in your operations, or supply chains? Can you describe it?

Please refer to 2019 submission.

11. How many **instances** of modern slavery has your company **identified** over the last 3 years (from and including 2018) in its own operations (including subsidiaries) or in its supply chains that relate to tuna procurement from the Pacific?

Please describe by reference to:

- (a) Number of instances (broken down for each calendar year)
- (b) Do you know where they occurred? Please describe event(s).
- (c) How did the company respond to address the issue(s)?

Please refer to 2019 submission.

Reporting

12. Does your company communicate, or **report**, externally on steps taken to address modern slavery? Yes / No

Please refer to 2019 submission.

If yes, please provide relevant details, in period since January 2019. This could include statements issued under the [UK](#) or [Australian](#) Modern Slavery Acts.

Other information

13. Since January 2019, has your company encountered **obstacles or challenges** in implementing its human rights commitments, taking practical action against modern

slavery in tuna supply chains and/or in relation to any of the areas mentioned above? Yes / No

No.

If yes, please explain and provide details of any strategies to overcome them.

Please refer to 2019 submission.

14. Since January 2019, has your company joined or been active in any regional, or sectoral, **multi-stakeholder initiatives** that address modern slavery in fishing?

If yes, please provide details.

On top of our participation in the Global Tuna Alliance's Tuna Traceability Declaration 2020 as submitted in 2019, we have SOCCSKSARGEN FISHING FEDERATION INTEGRATED, INC. (SFFII) organization that discusses regularly including modern slavery within in our fishing industries.

15. Please provide any **other information** about your company's policies and practices on human rights that may be relevant.

In addition to our Policy on Human Rights as submitted in 2019, we support DOLE DO 156-16 and encourage all fishing companies to comply with the rules and regulations governing the working and living conditions of fishers on board fishing vessels engaged in commercial fishing operations. Thus, we will not engage business with fishing companies who are reportedly involved with labor abuses on fishing boats that do not conform with national and international laws on fair working conditions at seas. Read more [here](#).

COVID-19 impacts

16. Has the **COVID-19** pandemic affected your ability to identify, assess or respond to modern slavery risks in your tuna supply chains?

No.

Please explain and provide details, including any actions (a) taken or (b) delayed/suspended, by you.

Safety is our first priority, we followed protocols issued by the Government Authority. No face to face meeting conducted in the company. We operate in the plant implementing proper social distancing to help fighting this pandemic threat.