

Fortune International's Supplier Code of Conduct

Effective Date: January 1, 2025

1. Introduction

Our commitment to sustainable and responsible sourcing is fundamental to our business. This Supplier Code of Conduct outlines the principles and expectations we have for our suppliers to ensure ethical practices in the sourcing, processing, and distribution of products. We require each supplier to abide by this Supplier Code of Conduct not only for its own business, but also ensure that the standards apply throughout their respective supply chains. For purposes of this document, the term "supplier(s)" shall include all direct and indirect suppliers to Fortune International. Direct suppliers are responsible for compliance by their respective suppliers, third party providers and/or subcontractors. Suppliers must disclose to Fortune International in writing all places of business, and any significant Supplier of the Supplier. Finished production shall not be subcontracted in whole or in part without prior written consent of Fortune International.

2. Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws and regulations, including those related to labor, environmental protection, health, and safety.

3. Audit Compliance

- All Suppliers of goods are required to complete a Supplier Self-Assessment Social Questionnaire. Developed with the assistance of Sea Pact companies and Fish Wise. Through TraceGains or other format to be reviewed and approved by the Director of Supply Chain Stewardship
- All direct suppliers of Fortune branded goods, processors and pre-processors must complete a SMETA 4 pillar audit or BAP enhanced social audit and/or an SGS customized social and quality audit by a Fortune

4. Labor and Human Rights

- **Fair Labor Practices:** Suppliers must treat workers with respect and dignity, providing fair wages and ensuring safe working conditions.
- **No Forced or Child Labor:** Suppliers must not use forced, bonded, or indentured labor. Suppliers must also ensure that no child labor is employed in the supply chain.
- **Equal Opportunity:** Suppliers shall not discriminate based on race, gender, religion, age, disability, or any other protected status.
- **Freedom of Association:** Workers have the right to freely choose to associate or not associate with organizations of their own choosing. (if country allows)

5. Environmental Stewardship

- **Sustainable Practices:** Suppliers must engage in sustainable sourcing practices, minimizing environmental impact and protecting marine ecosystems.
- **Responsible Fishing:** All seafood must be sourced from fisheries that are managed sustainably, adhering to best practices and certification standards where applicable.
- **Waste Management:** Suppliers must manage waste responsibly and strive to minimize waste generation throughout their operations.

6. Quality and Safety Standards

- **Food Safety:** Suppliers must adhere to all food safety regulations and standards, ensuring that all products are safe for consumption.
- **Traceability:** Suppliers must implement traceability measures to ensure the ability to track the source of seafood products throughout the supply chain. For FSMA 204 and support the GDST standard.

7. Anti-Corruption and Ethical Business Practices

- **No Bribery or Corruption:** Suppliers must not engage in bribery or corruption in any form. All business dealings should be transparent and fair.
- **Conflicts of Interest:** Suppliers must disclose any potential conflicts of interest and act in the best interest of our partnership.

8. Community Engagement

Suppliers are encouraged to engage with local communities, respecting their rights and contributing positively to their social and economic well-being.

9. Commitment to Improvement

Suppliers are expected to continually improve their practices and policies to align with the principles outlined in this Code.

10. Acknowledgment

By signing this Supplier Code of Conduct, you acknowledge and agree to abide by its terms.

Fortune International reserves the right to cancel any outstanding order, refuse any shipments or otherwise cease to do business with a supplier if supplier fails to comply with any terms of the Code of Conduct.