

渔业船员人权声明

Human Rights Policy for Vessel Crew

1. 联成渔业（SZLC）和华南渔业（CSFC）所属渔船和 MSC 代理渔船的所有船员具有决定加入或离开其工作渔船的自由，不允许被强迫或拐卖船员在渔船上劳动。On all SZLC&CSFC vessels and MSC agent boats, the decision to join or leave the vessel is freely made by all crew. There shall be no forced or trafficked labor on vessels.
2. 在所有渔船船员的雇佣、终止合同或退休过程中，不允许因船员的种族、阶层、民族起源、宗教、年龄、性别、婚姻状况、性取向、性疾病状况、联盟成员或政治背景等情况而产生歧视。On all fishing vessels, there shall be no discrimination in hiring, termination or retirement of the crew based on race, caste, national origin, religion, age, gender, marital status, sexual orientation, sexual disease status, union membership or political affiliation.
3. 严禁对船员进行口头威胁、身体虐待，或对船员进行精神的、言语的、身体的处罚，性虐待或其他骚扰。It is strictly prohibited to verbally bully, physically abuse, or discipline crew with the threat of mental, verbal and/or physical abuse, sexual abuse, or other harassment.
4. 承诺尊重所有员工的权利，允许船员通过船长或招聘代理人或基地经理或公司船队经理反映关切的问题或抱怨，船队或基地管理人员充分调查，公正合理处理，让船员理解和接受，限期 1 个航次回复，如船员通过卫星电话或单边带与代理和基地经理沟通后仍然要求回港，情况紧急的可安排送回基地按合同进一步处理。所有进展情况必须及时报告公司总部记录监督，确保反映问题保密，防止报复。

We commit to respect the rights of all employees and allow the crew to reflect any concerns or Grievances with the vessel captain or Crew agent or Base manager or Company Fleet, Fleet or base manager should investigate the Grievance matters and result in swift unbiased and a fair resolution, the result can be accepted and understood by crew, reply will be limited by next trip. If the matters are urgency and Crew insist on to back to port after the communication between Crew and Crew agent and base manager by satellite phone or SSB, then arrange the crew back to base to deal the Grievance according to Crew Contract. All the processing of Grievance matters must be reported to SZHQ Recorded and Monitor, ensure confidentiality and Prohibiting retaliation.

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