



FISH WELFARE POLICY

Issued by the Director of Sustainability

PURPOSE AND OBJECTIVE

FIVE is aware of the importance of promoting and adopting animal welfare regulations and standards and is committed to implementing high standards of animal welfare management across the whole value chain by strengthening practices on management and humane treatment of animals.

FIVE recognises the vulnerability of world fish stocks and marine habitats and strives for the management of the fishery in accordance with the FAO Code of Conduct for Responsible Fisheries.

As an extension to the FIVE's Animal Welfare Policy, FIVE has created this policy which is focused on fish welfare and seafood practices. Fish welfare depends on a range of biological and environmental factors. FIVE is committed in increasing the use of certified fish in the entire supply chain. FIVE continually strives to ensure that its suppliers providing fish and seafood focus on constant improvement, research, and innovation and sustainable practices to make sure that the fish in its care are treated well.

APPLICABILITY

This policy applies to all suppliers of FIVE Holdings and its related group entities.

FISHING OPERATIONS AND MANAGEMENT

FIVE strives to procure seafood species from well-managed, sustainable stocks which are not considered to be overexploited as well as ensure sustainable methods are being used to procure the same by utilizing local sources. Following best practices shall be communicated to FIVE's suppliers and its supply chain for compliance to high standards in promoting animal welfare -

1. FIVE is committed to promoting animal welfare and will not source any endangered or threatened species of marine species which are listed as 'endangered' or 'critically endangered' under the International Union for Conservation of Nature (IUCN) Red Data Book.
2. All applicable local, national, and ratified international laws and regulations will be in compliance for the operation of fishing method used in procuring fish for FIVE
3. FIVE will not purchase any fish caught within the boundaries of a marine protected area
4. Supply chains are continuously assessed for human rights risks, taking action to ensure human rights are upheld both by supplier partners and on-board fishing vessels.
5. Fishing activities will be reviewed for potential impacts on the habitat, ecosystem and wider environment ensuring no physical or ecological damage has been occurred.
6. Ensure that the suppliers follow good aquaculture standard or code of practices at the farm in terms of the feed supply, farming methods and farming controls used.
7. All fishing activities should ensure protection of genetic structure of fish population, age and sex composition for not damaging their reproductive capacity.
8. Destructive fishing methods such as the use of explosives and poisons shall not be used
9. Appropriate measures ensuring the minimal disturbances or damages including operational waste like oil spillage, fish gear spoilage should be taken
10. Increase fishing selectivity to reduce the incidence of catch of non-target species.
11. Review the potential impact of fishing activities that take place within the boundaries of a Marine Protected Area
12. Ensure that the supplier is accredited to an appropriate standard by recognised international accreditation bodies or certified by the respective marine authorities
13. Quality certificates for fish procured are obtained from the marine suppliers to ensure the quality and sustainable standards are maintained by the suppliers
14. Ensure that the aquaculture source is licensed and actively complies with the local regulatory controls and inspection regimes.

USE OF CHEMICALS BY SUPPLIERS

FIVE ►

Any pesticides or medicines for a particular disease treatment, including antibiotics and parasiticides shall be responsibly administered in a target-focused manner. Appropriate measures are to be taken by suppliers to control all chemicals such as anti-foulants and their use in the aquaculture source. The storage, handling and disposal of all hazardous materials and waste should be done responsibly, legally and minimising respective potential environmental impacts.

COMMUNICATION AND TRAINING

- FIVE has communicated its fish welfare policy throughout the entire supply chain as a part of supplier standards to comply with animal welfare policy
- Transparent communication is ensured whenever the guidelines are found not to be met by the suppliers as a part of supplier assessment and industry best practices are communicated to the suppliers
- This policy document is hosted on the company's website and intranet for communication to all its stakeholders
- The fish welfare policy will be reviewed annually in line with applicability and changes in laws and regulations and the policy document will be amended accordingly