

## **Code of Conduct (CoC) for IFFO Members**

The ongoing success of IFFO, and the worldwide fishmeal and fish oil industry it represents, depends upon the maintenance of its reputation for supporting integrity, ethical corporate behaviour, customer safety and strong environmental standards.

The aim of this CoC is to focus on appropriate membership behaviour that is material for the reputation of IFFO. It is not intended as a route for individual companies to challenge others for commercial reasons.

### **1. FAIR AND HONEST BUSINESS**

All business transactions shall be conducted in a fair and truthful manner, including all dealings with vendors and customers.

Members will not engage in false or misleading advertising. No member shall make disparaging statements about another member or competing product/source, directly or indirectly, whether it be in a written, verbal or electronic way.

Members may identify themselves as an IFFO member in advertising and marketing materials. Members may not infer IFFO endorsement of any of their products or services, or infer membership is a certification for their products.

Members shall adhere to the IFFO Code of Practice – Compliance with Anti-Trust and Competition Regulations.

Members shall conduct themselves in a professional manner with all competitors and regulatory agencies.

### **2. TRANSPARENCY**

Members will adopt a transparent approach to working with IFFO by sharing all relevant information to allow IFFO to assess its compliance with the principles of this CoC.

Members shall support the reputation of IFFO and its membership by always being transparent and truthful in relations to IFFO or any IFFO mandated body including, but not limited to:

- statements in an application for membership
- statements regarding annual production (when applicable)
- statements to IFFO and a third party as to the extent of certifications

### **3. LEGAL COMPLIANCE & ETHICAL BUSINESS PRACTICES**

Members will conduct its business in accordance with the highest standards of ethical behaviour and in accordance with all applicable laws and regulations. Members will maintain accurate books and

records demonstrating compliance with such laws and these standards. Members will maintain the confidentiality of IFFO's intellectual assets, and other confidential information.

#### **4. ENVIRONMENTAL MANAGEMENT**

Members will comply with all applicable environmental laws and regulations. Furthermore, whether required by law, members will take appropriate measures for the responsible management of the environmental impacts of its operations, such as resource use, discharge and waste.

#### **5. HEALTH AND SAFETY**

Members will comply with all applicable laws pertaining to health and safety in the workplace. Members will provide safe, healthy and hygienic working conditions for its employees.

#### **6. HUMAN RIGHTS AND LABOUR PRACTICES**

Members will observe basic human rights and labour practices that adhere to these conditions:

- Freely chosen employment – no bonded or slave labour
- Freedom of association and the right to collective bargaining
- No child labour as according to local laws and regulations and the ILO Minimum Age Convention No. 1382
- No discrimination – fair and equal treatment for all employees
- No harsh or inhumane treatment or other forms of harassment
- No excessive working hours
- Fair wages for all employees, meeting or exceeding minimum wage requirements in the country of operation
- Migrant labourers are treated to the same standards as other workers
- Rights of indigenous people are respected

#### **7. DISPUTE PROCEDURES**

If a breach of the CoC by a member is present, a Committee shall be formed and is responsible for considering proof and allegations of breach of the CoC, deciding whether any member has breached the CoC, and determining whether any orders need to be made as a result. This is a committee of four IFFO board members, including the President and the Vice President.

Recommendations for sanctions of the Committee shall be presented to the board for a final decision.

By Order of the IFFO Board  
January 2022