



联泰渔业投资有限公司

Luen Thai Fishing Venture Ltd.

联泰渔业船员人权声明 LTFV Human Rights Policy for Vessel Crew

1. 联泰渔业（简称“LTFV”，下同）所属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 LTFV 的渔船上劳动。

On all LTFV vessels, the decision to join or leave the vessel is freely made by all crew. There shall be no forced or trafficked labor on LTFV vessels.

2. 在所有 LTFV 渔船中，LTFV 承诺尊重所有员工的权利和允许船员选举成员代表与船长及船东交涉船员关切的问题。

On all LTFV fishing vessels, LTFV commits to respect the rights of all employees and allow the crew to elect a crew member delegate to represent them to discuss any concerns with the vessel captain and owner.

3. 在所有 LTFV 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 LTFV 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.

4. 在 LTFV 渔船中，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。

On all LTFV fishing vessels, 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.

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