	AUTODICHIARAZIONE SULLE BUONE PRATICHE SOCIALI (CODICE DI CONDOTTA)			
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SELF-DECLARATION ON GOOD SOCIAL PRACTICES (CODE OF CONDUCT)

It's natural that people on this earth can work and live in dignified conditions and that, thanks to their work, they can feed themselves and their families.

We are proud to conduct our business with respect for the environment and, at the same time, to have regard for the rights of workers, without which we would not be able to obtain anything

Every year we have our company audited by independent auditors to verify compliance with the minimum social standards based on the GLOBAL GAP and SA8000 GRASP criteria as part of the ASC (Aquaculture Stewardship Council) certification. In this way we undertake to comply with national laws and the globally valid contents of the ILO standards of the international labor organization ILO (the 8 fundamental ones are listed in the appendix - 87 - 98 - 29 - 100 - 111 - 138 - 182 - 105, and 99 specifics on wages in agriculture).

We respect the rights of our workers and employees and keep them informed. We assure them that their interests are represented by people they trust, who can fulfill their representative duties, without having to fear personal prejudices.

All workers are employed in accordance with the legal requirements (registration with the health insurance fund, payment of the taxes prescribed by law, etc.) and all necessary measures are taken to protect and maintain their health (e.g. provision of personal protective equipment, teaching by experts on the use of means that are potentially dangerous for the environment and health, medical assistance following accidents, etc.).

If there are violations or infringements against national legislation, ILO directives or against the control points of voluntary certifications (Global Gap and ASC), these will be eliminated. We are aware that in the event of non-compliance we lose the compliance status.

This declaration is posted on the bulletin board and will be revised at least once every 3 years or in any case whenever necessary.

By signing this document, we guarantee compliance with good social practices in our company.

Date, 08 August 2022


For the Company (The Management):

SHEME KONDI _____

ALMARINA OR SH.P.K.
Via Di Pashalunat Quatieri 10
Korriçedre
Orikum (Vlorë) - Albania
Numero Ident. Univoco (NUIS):
L56506204C

For workers (Worker's representatives)

DURIM METUSHI _____

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APPENDIX

Here are the most important declarations of the fundamental ILO (International Labor Organization) standards with global validity.

Workers have been made aware of this appendix together with the self-declaration on good social practices. This is only an excerpt, that other mandatory rules on "labor law" are also valid in the legislation Italian).

ILO Convention 87: Freedom of Association and Protection of the Right to Organize
(approved in 1948, ratified by Italy in 1958)

- Workers and employers can build organizations (trade unions, company councils, etc.) to protect themselves and join them.
- These organizations cannot be dissolved by the authorities

ILO Convention 98: Right to organize and collective bargaining
(approved in 1949, ratified by Italy in 1958)

- Workers must be protected against damage resulting from, for example, the fact that they are members of a union (e.g., dismissal due to union membership or determination of the condition that they must leave a union before they can be hired).
- The implementation of projects that provide for the stipulation of collective bargaining agreements (CCL) must be encouraged, which aim to regulate wage and working conditions between employers 'and workers' organizations.

ILO Convention 29 on Forced or Compulsory Labor (approved in 1930, ratified by Italy in 1934)
- **ILO Convention 105 on the abolition of forced labor** (approved in 1959, ratified by Italy in 1968).


- Any form of forced or compulsory labor is prohibited (measures of a state nature such as military service, etc. are excluded)
- The prohibition also includes means of political coercion or political formation; it is also forbidden to administer corporal punishment to employees, withhold documents or wages to exert pressure on workers.

ILO Convention 100 on Fair Remuneration:
(approved in 1951, ratified by Italy in 1956)

- Remuneration must not be established differently on the basis of sex. All workers who carry out the same activity are entitled to the same social benefits, job sharing and training opportunities.

ILO Convention 111 on Discrimination in Occupation and Profession:
(approved in 1958, ratified by Italy in 1963)

- All men, regardless of race, sex, and religious faith, have the same right to aspire to material well-being and intellectual development freely and with dignity, in economic security and under the same favorable conditions.
- No discrimination will therefore be exercised (distinction, exclusion, or favoritism) either by virtue of race, nationality, religion, disability, sex, sexual orientation, maternity, age, political conviction or as a result of belonging to parties or trade unions. Hired people will not be subjected to either pregnancy tests or HIV tests.

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ILO Convention 138 on the minimum age of insertion into work (approved in 1973, ratified by Italy in 1981) - **Convention 182 on the prohibition and elimination of the worst forms of child labor** (approved in 1999 and ratified by Italy in 2000):

- In accordance with national laws, minors do not undertake (compulsory education usually ends at the age of 15 or in some countries at the age of 14). Minor workers (usually up to the age of 18) are not used for jobs that endanger their life, health, and morality.

ILO Convention 99 on the determination of the minimum wage in agriculture:

(approved in 1951, ratified by Italy in 1953, entered into force in 1953)

- At the national level, measures are taken to establish minimum wages in agriculture. Thanks to statutory regulations or collective agreements, it is possible that the minimum wages are partially offset by benefits in kind. This compensation must be for the personal use of the worker and his family and must correspond to his needs.
- The fixing of the minimum wages is binding for the workers concerned and for the employers and therefore the wages cannot be lower than the established limits.