



Karnataka State FIP
Small Pelagic Purse Seine Fisheries

+91 99020 48773

Annex 9: Supplier Agreement and Self-Declaration of IP and Certified Plants.

Supplier Agreement is a written commitment on adhering guidance on human rights and no use of child, enforced or unpaid labours from suppliers (vessels), while Self-Declaration of IP and Certified Plants is a written commitment on the same social issues for factories (2 branches).



YASHASWI FISH MEAL AND OIL COMPANY

No. 9 - 184B, Post Pithrody, Udyavara,
Udupi District & Taluk, Karnataka, India - 574 118.

Branch 2

Plot No. IP-25A, Mangalore SEZ, Permude Village,
Mangalore, Dakshina Kannada, Karnataka, India - 574 509.

To

Yashaswi Fish Meal and Oil Company
9-184B, Post Pithrody, Udyavara
Udupi District & Talluk
Karnataka-574118

SUPPLIER AGREEMENT

Purpose: The purpose of this Agreement is to establish the terms and conditions under which the Supplier will provide goods and/or services to Yashaswi Fish Meal and Oil Company. The Supplier commits to adhering to all legal, ethical, and social responsibilities, including respecting and promoting fundamental human rights in line with the Yashaswi Fish Meal and Oil Company's business values.

Supplier's Social Responsibility Policy: The Supplier acknowledges its commitment to maintaining responsible and ethical recruitment, employment, and operational practices as outlined in this Agreement and as part of its social responsibility commitments.

Supplier Obligations: The Supplier agrees to adhere to the following principles in all of its business dealings, including its recruitment, hiring, and employment practices:

Responsible Recruitment and Employment: The Supplier commits to responsible recruitment and employment practices. Workers will not be required to pay any fees to obtain employment, and all recruitment processes will be transparent, fair, and compliant with applicable laws and regulations.

Workers will have access to grievance mechanisms that are effective, confidential, and provide a fair resolution. These mechanisms will be accessible without fear of retaliation or discrimination.

Freely Chosen Employment: The Supplier guarantees that all employees/workers have chosen their employment freely and have not been coerced, threatened, or deceived into taking the job.

There will be no forced, bonded, involuntary prison labor, or involuntary labor of any kind, including through the use of violence, threats, or detention.

Prohibition of Child and Forced Labor: The Supplier ensures that no child labor, forced labor, or bonded labor is employed in its operations or supply chain.

The Supplier shall comply with all applicable legal requirements regarding minimum working age and shall not employ any worker under the minimum age as set by applicable laws.

Compliance with Wage and Working Hour Regulations: The Supplier shall ensure that all employees/workers are paid wages, benefits, and overtime as required by applicable laws and regulations.

Workers shall be provided with pay slips that accurately detail their wages, including any overtime or deductions, in accordance with local legislation.

Health and Safety Requirements: The Supplier will ensure that all workplaces, including those of its subcontractors, meet or exceed all applicable health and safety laws and regulations.

YASHASWI FISH MEAL AND OIL COMPANY

9-184B, Post Pithrody, Udyavara, Udupi-574 118
Karnataka, INDIA.
Tel: 0820 2533720. Email: yashfishmeal@yahoo.co.in
W: www.yashaswifishmeal.com/www.fishmealoil.com
GSTN: 29AAAFY6841M1ZL.

The Supplier will provide workers with appropriate personal protective equipment (PPE) and training to minimize workplace hazards.

Non-Discrimination Policy: The Supplier shall not discriminate against any worker or employee on the basis of race, color, sex, religion, political opinion, national origin, or social orientation. The Supplier shall take measures to create a diverse, inclusive workplace that respects individual differences and promotes equal opportunity for all employees.

Freedom of Association and Worker Representation: The Supplier guarantees that all employees are allowed to freely choose worker representation, and shall not interfere with workers' rights to form, join, or refrain from joining any trade union or workers' organization. The Supplier shall engage in constructive dialogue with any such representatives to resolve issues or concerns related to the workplace.

Monitoring and Compliance: The Supplier agrees to maintain documentation and records that demonstrate compliance with this Agreement and all applicable laws, including those relating to social responsibility, human rights, and labor conditions. Yashaswi Fish Meal and Oil Company reserves the right to conduct audits, either directly or through a third-party, to ensure compliance with the terms of this Agreement. Any non-compliance shall be addressed within a reasonable timeframe, and the Supplier agrees to take immediate corrective actions to rectify any issues identified.

Termination: Failure to comply with any provision of this Agreement or any applicable legal requirement may result in the termination of this Agreement by the Yashaswi Fish Meal and Oil Company, without liability, upon written notice.


Supplier's Social Commitment: The Supplier acknowledges its commitment to social responsibility by maintaining and upholding standards of responsible business conduct, including a strong commitment to promoting human rights, fair labor practices, and ethical recruitment policies. These commitments reflect the Supplier's dedication to the continuous improvement of social policies that align with international best practices.

Policies and procedures: The supplier agrees to adhere with all Policies and Procedures of Yashaswi Fish Meal and Oil Company.

Enclosures: Feed Safety Policy, Responsible Sourcing Policy, Traceability Policy, Good Manufacturing Practices Policy, Staff Training and competency Policy, Social Responsible Policy, Environmental Accountability Policy, Bribery, Corruption and Anti-Coercion Policy, Self Declaration Policy

Name of Fishing Vessel: SRI THIRUMALA I

Registration Number: IND-KA-02-MM-3020

Signature: 

Name Of Owner: DHARMARAJ SUVARNA

Date: 16/03/24



YASHASWI FISH MEAL AND OIL COMPANY

9-184B, Post Pithrody, Udyavara, Udupi-574 118
Karnataka, INDIA.

Tel: 0820 2533720. Email: yashfishmeal@yahoo.co.in

W: www.yashaswifishmeal.com/www.fishmealoil.com

GSTN: 29AAAFY6841M1Z1.



Yashaswi
Marine Ingredients

SELF-DECLARATION

Commitment to Human Rights and Ethical Labor Practices

Yashaswi Fish Meal and Oil Company, hereby affirms its unwavering commitment to upholding internationally recognized human rights standards and ensuring ethical labor practices across all aspects of our operations.

1. Adherence to International Human Rights Standards

We fully support and adhere to the principles outlined in internationally recognized human rights frameworks, including but not limited to:

- The **Universal Declaration of Human Rights (UDHR)**
- The **United Nations Guiding Principles on Business and Human Rights (UNGPs)**
- The **International Labour Organization (ILO) Core Conventions**

We are committed to fostering a work environment that respects human dignity, promotes equal opportunity, and upholds fundamental freedoms for all individuals, without discrimination or exploitation.

2. Prohibition of Child, Forced, or Unpaid Labor

Yashaswi Fish Meal and Oil Company strictly prohibits the use of child labor, forced labor, or any form of involuntary or unpaid labor in our factories and supply chains. We uphold the following commitments:

- No employment of individuals below the minimum working age as defined by local labor laws/international labour laws
- No use of forced labor, bonded labor, or involuntary prison labor in any form.
- Ensuring that all workers are employed under fair and legal contracts, receive wages that meet or exceed minimum legal requirements, and work under safe and ethical conditions.

3. Implementation and Accountability

To uphold these commitments, we have established policies and due diligence mechanisms, including:

- Regular audits and monitoring of our facilities and supply chain partners.
- Training and awareness programs to promote ethical labor practices.
- A grievance mechanism that allows employees and stakeholders to report any violations confidentially and without retaliation.

We remain dedicated to continuous improvement in our human rights and labor policies, ensuring compliance with both legal and ethical standards. This declaration reflects our commitment to ethical business conduct, social responsibility, and respect for human rights.

Signed by:

Udaya Kumar Sallian
Partner

05-03-2024



YASHASWI FISH MEAL AND OIL COMPANY

9-184B, Post Pithrody, Udyavara, Udupi-574 118
Karnataka, INDIA.

Tel: 0820 2533720. Email: yashfishmeal@yahoo.co.in

W: www.yashaswifishmeal.com/www.fishmealoil.com

GSTIN: 29AAAFY6841M1Z1.

- * Recognised by Ministry Of Commerce as Star 2 EH
- * Ministry of Agriculture, China Registered
- * Approved as EU Establishment by EIC, INDIA (Approval no.1514)
- * GMP+ B2 Certified
- * Certified as AEO T2 by Ministry of Finance, GOI.
- * Producer Member of IFFO



Yashaswi
Marine Ingredients

SELF-DECLARATION

Commitment to Human Rights and Ethical Labor Practices

Yashaswi Fish Meal and Oil Company, hereby affirms its unwavering commitment to upholding internationally recognized human rights standards and ensuring ethical labor practices across all aspects of our operations.

1. Adherence to International Human Rights Standards

We fully support and adhere to the principles outlined in internationally recognized human rights frameworks, including but not limited to:

- The **Universal Declaration of Human Rights (UDHR)**
- The **United Nations Guiding Principles on Business and Human Rights (UNGPs)**
- The **International Labour Organization (ILO) Core Conventions**

We are committed to fostering a work environment that respects human dignity, promotes equal opportunity, and upholds fundamental freedoms for all individuals, without discrimination or exploitation.

2. Prohibition of Child, Forced, or Unpaid Labor

Yashaswi Fish Meal and Oil Company strictly prohibits the use of child labor, forced labor, or any form of involuntary or unpaid labor in our factories and supply chains. We uphold the following commitments:

- No employment of individuals below the minimum working age as defined by local labor laws/international labour laws
- No use of forced labor, bonded labor, or involuntary prison labor in any form.
- Ensuring that all workers are employed under fair and legal contracts, receive wages that meet or exceed minimum legal requirements, and work under safe and ethical conditions.

3. Implementation and Accountability

To uphold these commitments, we have established policies and due diligence mechanisms, including:

- Regular audits and monitoring of our facilities and supply chain partners.
- Training and awareness programs to promote ethical labor practices.
- A grievance mechanism that allows employees and stakeholders to report any violations confidentially and without retaliation.

We remain dedicated to continuous improvement in our human rights and labor policies, ensuring compliance with both legal and ethical standards. This declaration reflects our commitment to ethical business conduct, social responsibility, and respect for human rights.

Signed by:

Udaya Kumar Salian
Partner

05-03-2024

Yashaswi Fish Meal And Oil Company

Branch Code-2, Plot No IP-25(A), Part (ii), Permude Village,
Mangalore Special Economic Zone,
Dakshina Kannada District, Mangalore-574 509.

W: www.yashaswifishmeal.com/www.fishmealoil.com

Ph: + 91 9902048773. Email: msez@yashaswisurimi.com

