



SADIA MARINE PRODUCTS

MANUFACTURERS OF DRY FISH POWDER

ADD: PLOT NO M-73, TALOJA MIDC IND AREA, TALUKA PANVEL, DIST RAIGAD- 410 208

SUPPLIER CODE OF CONDUCT

Entity: Royals Marine Food Private Limited

Address: Pittuvaripalem Village, Pittalavanipalem Mandal, Bapatla District, Andhra Pradesh

1. Social Responsibility & Human Rights

Suppliers must uphold the following standards to protect the rights and dignity of their workforce:

- **Legal Labor Compliance (1.3):** Comply with all applicable labour-related laws and regulations and ensure employees are familiar with their rights.
- **Forced Labor (1.4):** Prohibit forced, bonded, compulsory labour, or human trafficking. This includes ensuring no identity documents are withheld and no recruitment fees are charged to workers.
- **Child Protection (1.5):** Prohibit child labour. Young workers (under 18) must only perform non-hazardous work and are prohibited from working at night.
- **Non-Discrimination (1.6):** Ensure equal treatment for all applicants and employees irrespective of gender, race, religion, age, caste, or sexual orientation.
- **Health & Safety (1.7):** Provide a safe work environment, conduct regular risk assessments, and provide necessary Personal Protective Equipment (PPE) free of charge.
- **Freedom of Association (1.8):** Respect the right of employees to join or form workers' organizations and to bargain collectively.
- **Transparent Contracting (1.9):** Ensure all employees receive and understand their employment terms in writing prior to starting work.
- **Fair Wages (1.10):** Pay employees at or above the legal minimum wage at regular intervals and in legal tender.
- **Working Hours (1.11):** Regular hours shall not exceed 8 hours per day and 48 hours per week. Overtime must be voluntary and paid at a premium rate.
- **Disciplinary Practices (1.12):** Apply disciplinary procedures in a progressive and objective manner that respects the dignity and health of the employee.
- **Worker Grievance Mechanisms (1.13):** Provide an effective, confidential, and accessible grievance procedure for employees to report workplace problems without fear of retaliation.
- **Worker Accommodation (1.14):** Ensure any provided dormitory facilities are safe, clean, hygienic, and located separately from production facilities.
- **Community Well-being (1.15):** Proactively engage with local communities to mitigate negative social impacts and ensure access to food and water resources is not restricted.
- **Indigenous Rights (1.16):** Respect the rights, cultures, and traditional territories of Indigenous and tribal peoples.

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2. Environmental Responsibility

- **Environmental Laws (1.17):** Comply with all applicable environmental-related laws and regulations.
- **Water Stewardship (1.18):** Use water responsibly, identify all water sources, and implement a Water Conservation and Efficiency Plan (WCEP).
- **Waste Management (1.19):** Identify all waste types (hazardous and non-hazardous) and implement a Waste Management Plan (WMP).
- **Effluent Management (1.20):** Identify all effluents and implement an Effluent Management Plan (EMP) to reduce negative impacts on receiving waters.
- **Energy & GHG Monitoring (1.21):** Identify all energy sources, implement an Energy Efficiency Management Plan (EEMP), and report Greenhouse Gas (GHG) emissions.

3. Compliance & Transparency Obligations

- **Legal Licenses (1.1):** Possession of all required legal licenses and permits is mandatory.
- **Product Disclosure (3.4.2 & 3.4.3):** Disclose the presence of Genetically Modified Organisms (GMOs) and the inclusion levels of any added antibiotics or medicinal feed additives.
- **Mandatory Declaration (2.1.6):** The ingredient manufacturer must formally declare to Royals Marine Food Private Limited whether they meet this Code of Conduct.
- **Notification of Change (2.1.7):** The manufacturer must inform Royals Marine Food Private Limited immediately of any material changes affecting their compliance.
- **Supply Chain Cascading (2.1.8):** The manufacturer must communicate an equivalent set of requirements to their own suppliers.
- **Right to Terminate (2.1.5):** Royals Marine Food Private Limited will discontinue purchases from any ingredient manufacturer that fails to meet this Code of Conduct.

SUPPLIER DECLARATION OF COMPLIANCE

I, the undersigned, representing **Sadia Marine Products**, hereby acknowledge that we have received and understood the **Royals Marine Food Private Limited's Supplier Code of Conduct**.

We declare that:

1. We meet all social, environmental, and legal indicators outlined in this document.
2. We will notify Royals Marine Food Private Limited immediately of any material changes to our compliance status.
3. We have communicated these requirements to our own upstream suppliers.
4. We acknowledge that failure to adhere to these norms may result in the discontinuation of our business relationship.

Authorized Signature:

Name & Title:

Farhan Shaikh (Manager)

Date:

17/09/2026

Company Seal:



A handwritten signature in blue ink, appearing to read "Farhan", written over a horizontal line.