

This policy applies to all operations that Oscar's French Bistro and Steakhouse undertakes. Also relevant to all suppliers including third parties that provide goods and services to the organisation whether new or existing.

We are fully aware of the vulnerability of the world fish stocks and marine habitats due to an increase in fishing and use of irresponsible and unsuitable fishing methods. We work with our suppliers to ensure that all fish and seafood throughout the supply chain is sourced responsibly, using sustainable fishing methods that are aware of the ecosystems and healthy population levels of targeted species are protected, safeguarded and feasibility of future fish and seafood supplies. We also support fair labour standards throughout our fish supply chains wherever they operate.

This policy ensures that all products and materials within the scope above are sourced in compliance with the following:

- Endangered or threatened species – suppliers will not source any species which are considered to be 'endangered' or 'critically endangered' as outlined in the MCS Good Fish Guide (Fish to Avoid).
- Fishing management and operation systems – suppliers will comply with local, national or international laws and regulations including catching levels and quotas.
- They will have legal right to conduct activities on the area of land, water or coastal environment.
- Vessels used must ensure the structure, productivity, function and diversity of the ecosystem is maintained and the local biodiversity of the natural habitat is conserved.
- Any physical or ecological environmental damage is kept to a minimum where feasible possible.
- Fishing operations will not lead to over-fishing or depletion.
- Fishing operations will involve methods designed to avoid the capture of non-target species, to minimise their mortality where possible and reduce discards which cannot be released alive.
- No destructive fishing methods such as poisons or explosives shall not be used.
- Measures should be taken to ensure that operational waste (e.g. oil spills, on board spoilage of catch or lost fishing gear) will be minimised.
- Must ensure and not condone modern slavery of any type and ensure all workers receive and uphold correct human right requirements.

### Farmed Fish

In addition to the above criteria, all farm sourced fish will be required to adhere to the following policy:

- Fish farms will have procedures in place to safeguard against escapes
- All farmed species should be farmed to the correct regulations and certifications
- Ensure that the environment that the animals are raised is clean and they have access to food and other requirements.