



Corporate Social Responsibility Policy	DOC NO. 2.1.1.9	REVISION NO. 1	NO. OF PAGES: 1 of 3
Adelphia Seafood		Date: 1/5/22	APPROVED:

Adelphia Seafood Corporate social responsibility company policy

Policy brief & purpose

Adelphia Seafood's Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Our company's existence is not lonely. It is part of a bigger system of people, values, other organizations, and nature. The social responsibility of a business is to give back to the world just as it gives to us.

What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us.

Scope

This policy applies to Adelphia Seafood & it may refer to suppliers and partners.

Policy elements

We want to be a responsible business that meets the highest standards of ethics and Professionalism. Adelphia Seafood's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance:

Legality

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

Adelphia Seafood – 3024 Penn Ave – West Lawn, PA – 19609



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We will always conduct business with integrity and respect to human rights. We will promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Examples of Corporate Social Responsibility:

Protecting the environment

Adelphia Seafood recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing of garbage and using chemical substances. Stewardship will also play an important role.

Protecting people

We will ensure that we:

- Do not risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

Adelphia Seafood is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).


Proactiveness:

Donations and aid

Adelphia Seafood may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education, and community events.



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- Alleviate those in need.

Volunteering

Adelphia Seafood will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Preserving the environment

Apart from legal obligations, Adelphia Seafood will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Organizing reforestation excursions
- Using environmentally friendly technologies

Supporting the community

Adelphia Seafood may initiate and support community investment and educational programs. For example, it may begin partnerships with vendors for constructing public buildings. It can provide support to nonprofit organizations or movements to promote cultural and economic development of global and local communities.

Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Adelphia Seafood will try to continuously improve the way it operates.


John D. Williams 1/2/2025

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