

Tackling Modern Slavery Risk in Supply Chain

4 March 2021



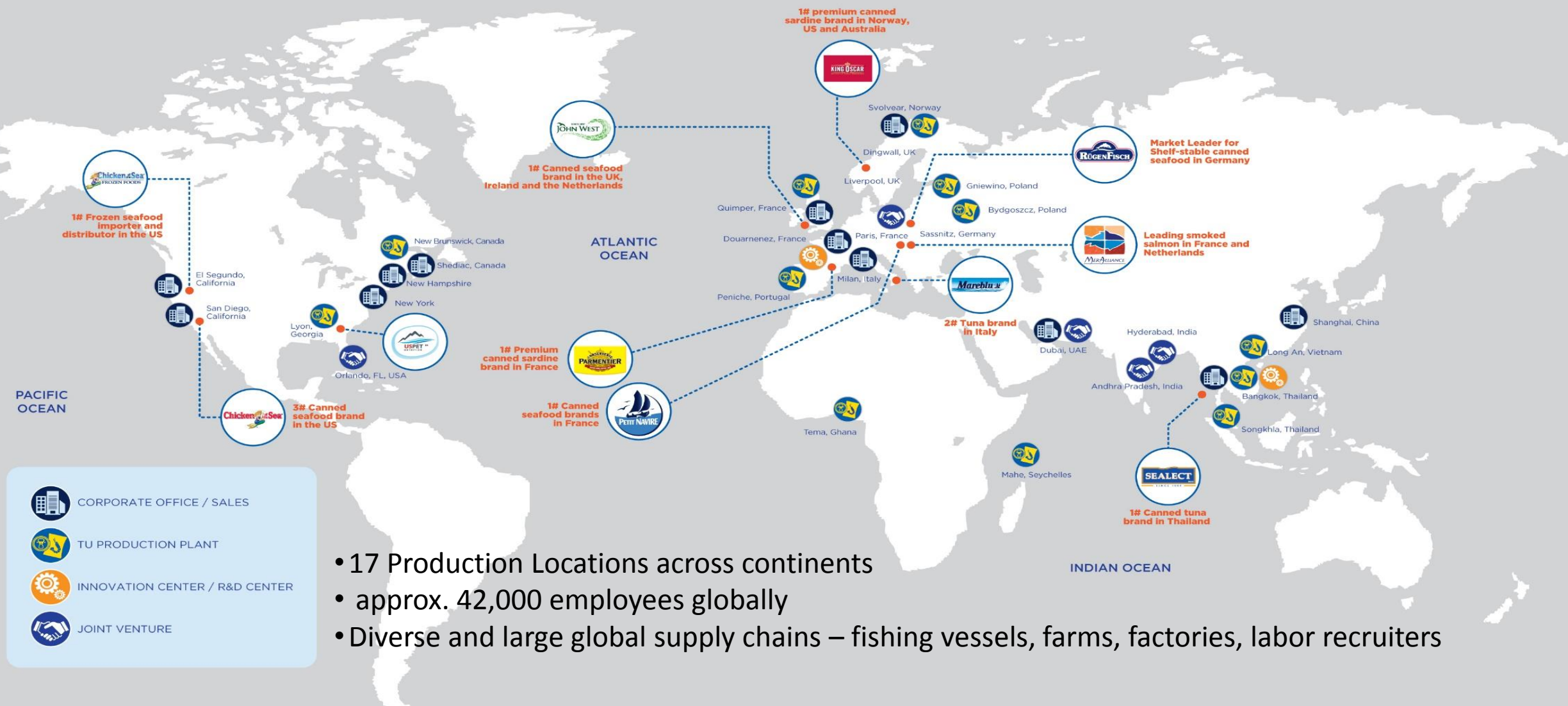
To be the seafood industry's leading agent of change, making a real positive difference to our consumers, our customers and the way the category is managed.

Mission



Thai Union Footprints

100+ Countries



- 17 Production Locations across continents
- approx. 42,000 employees globally
- Diverse and large global supply chains – fishing vessels, farms, factories, labor recruiters

GOLD CLASS DISTICTION IN S&P GLOBAL
SUSTAINABILITY YEARBOOK 2021



อันดับ 1 ด้านสิทธิมนุษยชน และการรายงานประเด็นด้านสังคม

ไทยยูเนียน คือ 1 ใน 5 บริษัทอาหารทะเลชั้นนำของโลกที่ได้ Gold Class ในกลุ่มอุตสาหกรรม
ผลิตภัณฑ์อาหาร จากการประเมินด้านความยั่งยืนระดับโลกของ S&P Global ที่มีการประเมิน
บริษัทมากกว่า 7,000 บริษัท จาก 61 อุตสาหกรรมทั่วโลก

Thai Union ranked #1 on the Seafood Stewardship Index



World
Benchmarking
Alliance

The World Benchmarking Alliance measures and ranks the world's most influential companies on the **United Nations Sustainable Development Goals**.

The Seafood Stewardship Index ranks the world's most influential seafood companies on their sustainable management of our oceans, coastal ecosystems and industry supply chain.

Thai Union tops the list of thirty seafood companies, including:

- StarKist (#19)
- Bumble Bee (#16)
- Tri-Marine (#17)
- Eastern Fish Co. (#20)
- Highliner (#21)
- Pacific Seafood (#24)
- Aqua Star (#27)
- Trident (#26)

Human Rights Awards

Thai Union receives Human Rights Award 2020 from Rights and Liberties Protection Department, Thai Ministry of Justice

- **Thai Union has been recognized as a role model organization for best practices on human rights**
- **The Human Rights Award 2020 was awarded in the private sector category**
- **Pakfood and Okeanos Food**, producers of mainly shrimp products, both received **honorable mentions**
- **The Human Rights Award is awarded annually to highlight work on human rights by Thailand's public sector, state enterprises and private sector**, for sustainable growth and long-term competitiveness



Vorarat Lertanatrakool, TU's Human Rights Director (middle), Suporn Butbumrung, AGM – Pakfood (right) and Sutthiphun Chamkam, AGM – Okeanos Food (left) received the 3 awards from Justice Minister, Somsak Thepsuthin on September 25



seaCHANGE

Introducing Thai Union's sustainability strategy:

SeaChange® – changing seafood for good



World
Benchmarking
Alliance

Seafood Stewardship Index



FTSE4Good

MEMBER OF

**Dow Jones
Sustainability Indices**

In Collaboration with RobecoSAM



SeaChange®

Our overarching objectives:

THE SEAS ARE SUSTAINABLE NOW AND FOR FUTURE
GENERATIONS;

OUR WORKERS ARE SAFE, LEGALLY EMPLOYED AND EMPOWERED;

THE VESSELS WE BUY FROM ARE LEGAL
AND OPERATE RESPONSIBLY.

SeaChange: an overview

Our Programs

Safe & Legal Labor

We take reports of human rights abuses in the global seafood industry very seriously and are determined to stamp out illegal and unsafe labor practices wherever they exist.

Responsible Sourcing

Caring for our natural resources is critical for the health of the world for generations to come. We are working with suppliers to ensure that Thai Union and the wider seafood industry works towards maintaining the health of the global environment, including the protection of species and the marine environment.

Responsible Operations

We have initiatives in place to ensure our operations are as advanced, effective and innovative as possible while minimizing our impact on the environment.

People & Communities

We want to have a positive, practical impact on the communities in which we work. Our CSR programs, community work and local engagement will improve the lives and facilities of those living near us and working with us.

Our Operating Principles

Good Governance

Robust leadership, policies and processes will ensure our business is focussed on delivering our sustainability objectives and is ethical across all its operations

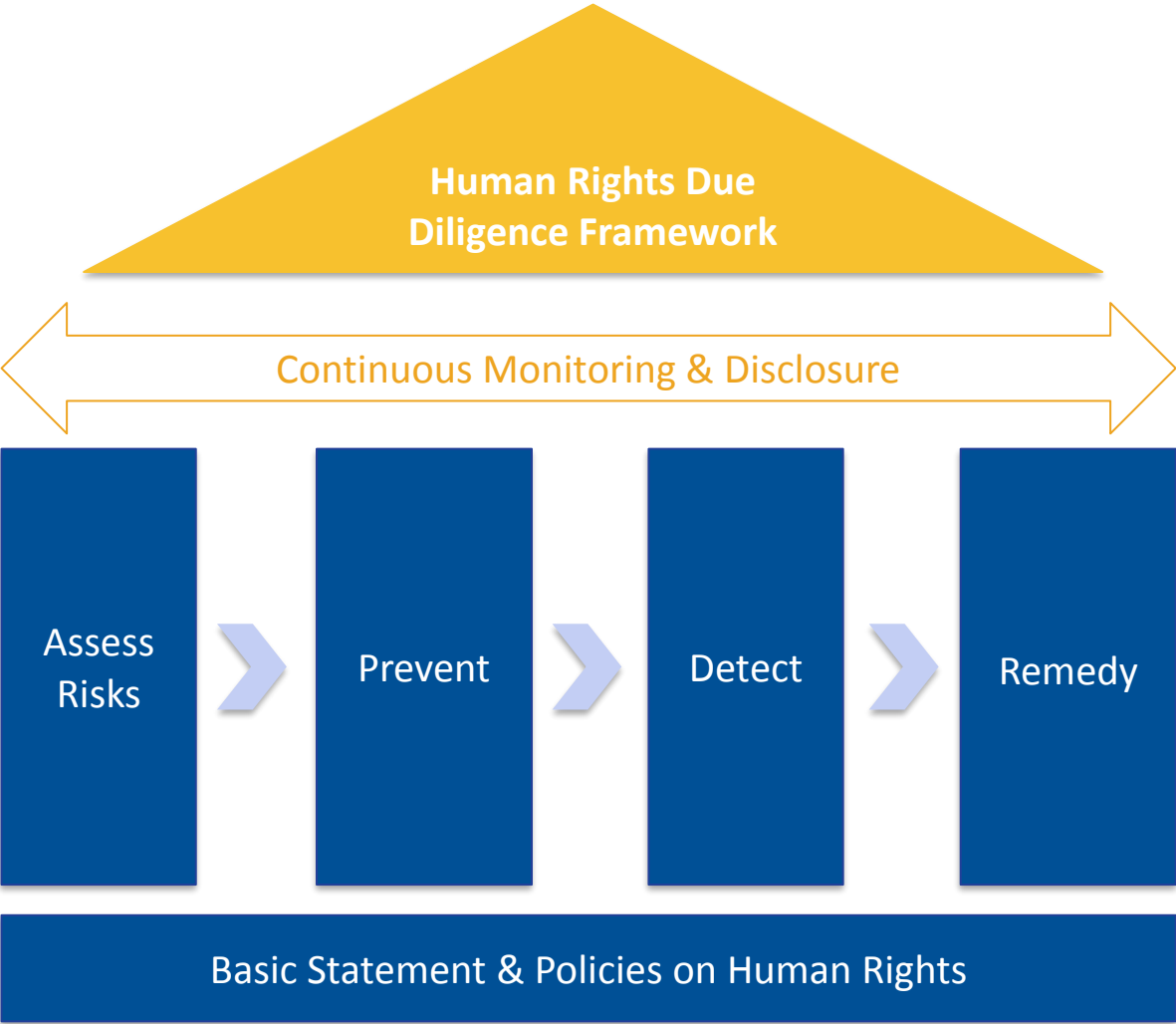
Transparency

We will be transparent in all communications with stakeholders, customer and the industry, sharing our learnings and providing regular updates on our progress

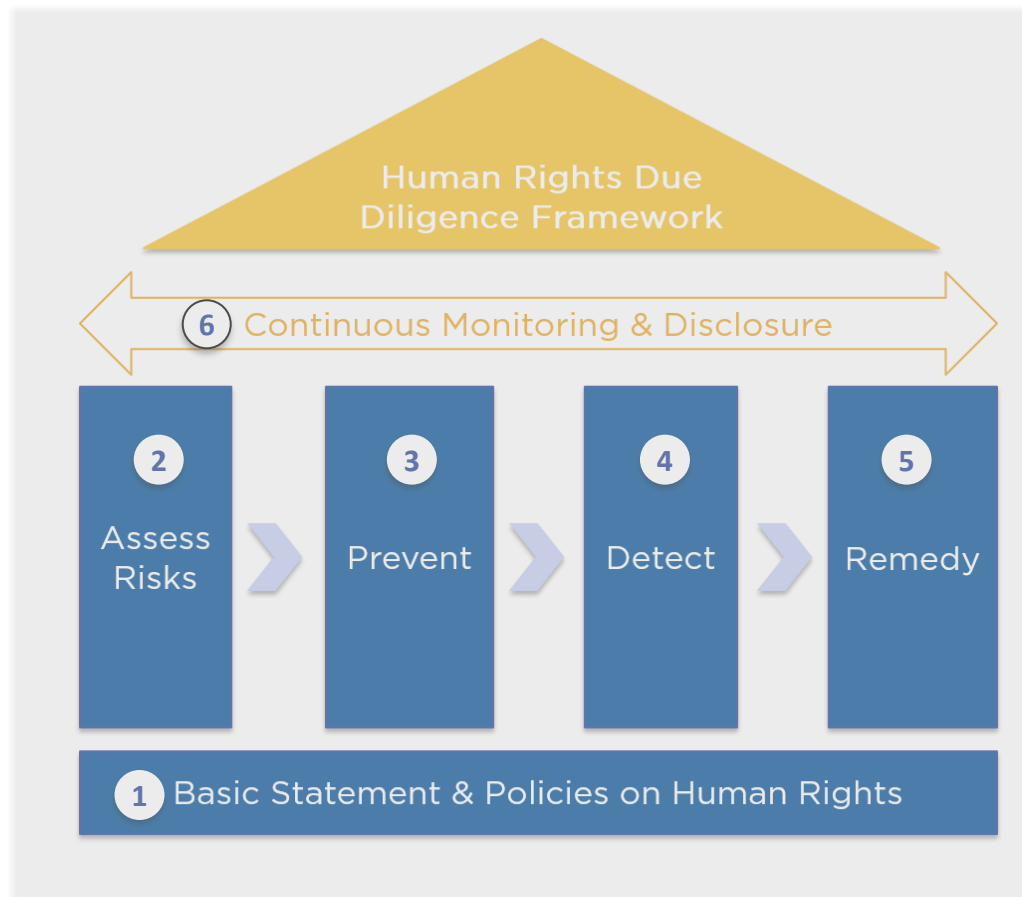
Partnerships and collaboration

We will actively seek out NGO, government and industry partners to work with us on initiatives designed to deliver against our overarching objectives. We will share our findings so the entire industry can benefit from our experience and findings

How do we ensure that our Policies & Codes related to Safe & Legal Labor are followed?



Component of the Framework – Brief Description of Six Pillars



1

Fundamental commitment, strategy, targets, and policies on human rights

2

Assessment of actual and potential human rights risks in our operations and value chains

3

Prevention or minimization of human rights violations risk in our operations and value chains

4

Detection of actual human rights violations in our operations and value chains

5

Provision or facilitating access to remedies for affected right holders

6

Tracking and disclosing progress and effectiveness of due diligence activities

Pillar 1

BASIC STATEMENT & POLICIES ON HUMAN RIGHTS

Thai Union's fundamental commitment on human rights and the belief in our unique roles in addressing human rights issues within our company, value chains, and the global seafood industry.



Helping workers understand their labor rights



Pre-departure training on employment contracts in Myanmar



Orientation training at the facilities on TU's Business Ethics and Labor Code of Conduct.

Providing practical supports to suppliers to raise their labor standards



Health & Safety Training for vessel owners/crews



Ethical recruitment training for labor recruiters

Ethical Migrant Recruitment

Thai Union's Ethical Migrant Recruitment Policy, established in 2016, aims to reduce risk of debt bondage by ensuring fair balance between cost borne by workers and TU across recruitment processes.

Transparency and ongoing evaluation

- TU and our NGO partner, Migrant Workers Rights Network, collaborated to create, implement, and monitor this policy.
- Costs to workers are transparent and eliminate predatory practices from the process.

Results of this independent evaluation found

- A large reduction in recruitment-related costs paid by workers;
- Workers feel safer during their recruitment journey and experience higher levels of job satisfaction;
- An increase in job applicants and reduced labor turnover;
- The recruitment agent becoming more professional and being recognized for its ethical credentials

Read the Full Report [here](#)



Enabling Workers to Openly Voice Concerns



WE ENCOURAGE YOU
TO REPORT ILLEGAL OR
UNETHICAL ACTIVITY
THROUGH

SPEAK OUT!!

**THAI UNION
COMPLIANCE
REPORTING
HOTLINE**

YOU CAN GET IN TOUCH ABOUT:

- Fraud, corruption & bribery
- Improper supplier or contractor activity
- Accounting, auditing and internal financial controls
- Misconduct/inappropriate behaviour
- Antitrust activity
- Retaliation
- Confidentiality and misappropriation
- Securities violations
- Conflicts of interest
- Sexual harassment
- Discrimination or harassment
- Theft
- Environmental protection, health and safety
- Unsafe working conditions
- Gifts and entertainment
- Violation of company policies
- Violence or threats
- Anything else about violation or potential violation of ethics, policy, law

YOU CAN FIND IT ONLINE AT
thaiunion.ethicspoint.com,
or by **calling your local
hotline number**

- The service is confidential and can remain anonymous if requested
- Calls are not recorded
- We have a strong policy against retaliation for any report made in good faith
- Give detailed information including WHO, WHAT, WHEN and WHERE

EVERY ONE OF US MUST PRACTICE
HONESTY AND INTEGRITY IN FULFILLING OUR
RESPONSIBILITIES AND COMPLY WITH OUR
POLICIES AS WELL AS ALL APPLICABLE LAWS
AND REGULATIONS.

**PLEASE SPEAK OUT!!
IT'S HERE TO HELP YOU
AND TO PROTECT OUR
COMPANY AND ITS
EMPLOYEES!**



Strengthening Worker Welfare Committee



In Thailand, all of our factories have established welfare committees whose role is to provide consultations and opinions about welfare issues. Starting in 2016, Migrant Workers Rights Network (MWRN) worked with Thai Union to promote and support our migrant workers' election to the committee. To share our learning and experience, we published a short [case study](#) on our welfare committee approach.



VCoC Program – 3rd party Audits up to 2020

➤ Global tuna 3rd party audit program

- August 2018 – November 2020:
Completed 120+ vessels
- Atlantic, Pacific and Indian Oceans



➤ Thailand 3rd party audit program

- October 2018 – November 2020:
Completed >50 audits in 8 ports



➤ Program general update

- Published VCoC in five other languages
- Ethical Recruitment extension developed
- MOU with AENOR and GSA/RFVS to work on recognizing equivalency
- Increase awareness: suppliers, customers
- Be transparent about activities and results

➤ Improvement related:

- Consultant working with Ghana Tuna Association
- Recognizing suppliers good work and efforts to implement improvements
- Projects developed in Thailand: Thai Union, Nestle, The J.M. Smucker Company and Mars Petcare collaboratively funding projects to improve the working conditions of fishermen on vessels, with a focus on results from the vessel audits



Reimbursement of Excessive Recruitment fee and charges

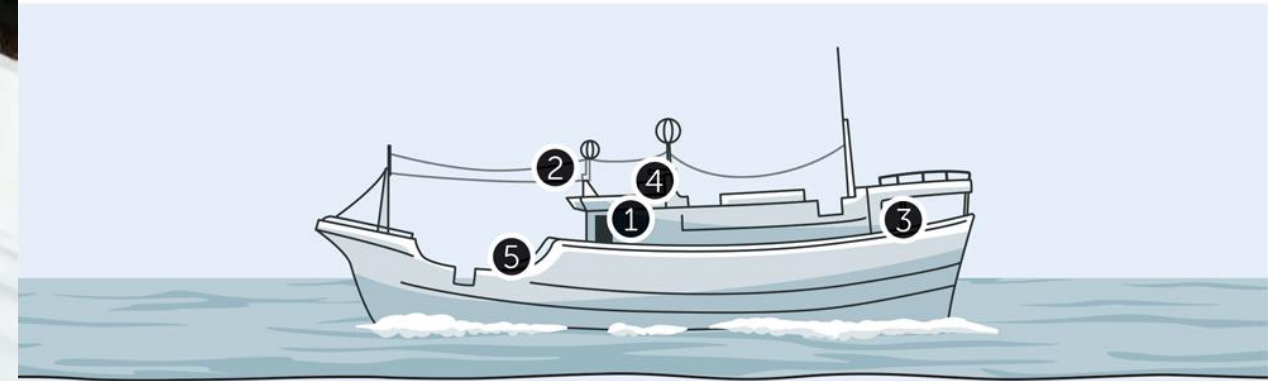


การใช้นวัตกรรมและเทคโนโลยีเพื่อตรวจสอบการทำประมงที่มีความรับผิดชอบ



Figure 1

Electronic Monitoring Uses Technology To Collect Timely and Verifiable Catch Information



Control center monitors electronic sensors, records data, and displays a system summary.



Video camera records gear hauling.



Video camera records gear setting.



Vessel monitoring system (VMS) unit tracks the vessel's route and pinpoints fishing times and locations.



Hydraulic and drum-rotation sensors monitor gear usage to indicate fishing activity.

Piloting Digital Traceability and Worker Voice at Sea



- Utilized digital traceability and e-logbooks in the fight against illegal, unreported and unregulated fishing



<https://www.youtube.com/watch?v=ckNg5gszHio&feature=youtu.be>

Examples of Initiatives to drive wider changes beyond Thai Union

National

- Thai Union is a co-founder of the UN Global Compact Network Thailand whose mission is to drive businesses adoption of the UN Global Compact's 10 principles.



Regional

- The Royal Thai Government and Thai Union participated in the Bali Process Government and Business Forum – a platform for governments in Indo-pacific region to discuss and exchange with private sector on the issue of labor exploitation and human trafficking.



Global

- Thai Union is part of the Global Sustainable Seafood Initiative (GSSI) whose mission is build confidence in seafood Certification schemes worldwide.



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REVIEW SEACHANGE[®]

SeaChange[®] is designed to deliver real and lasting changes in the way that we operate and in the wider Thai and global fishing industries.

EXPLORE MORE

www.seachangesustainability.org

