



Thai Union

Thai Union General Responsible Sourcing Guideline

Contents

Thai Union General Responsible Sourcing Guideline.....	2
1) Introduction to Thai Union General Responsible Sourcing Guideline	2
2) Operating Principles.....	3
2.1) Good Governance.	3
2.2) Transparency	3
2.3) Partnerships and Collaboration.	3
3) General Responsible Sourcing Requirements.....	3
3.1) Legal compliance	3
3.2) Human rights and labor practices.....	3
3.3) Environmental.....	3
4) Animal welfare and medicine use.....	3
5) Agricultural raw material	4
6) Supplier social compliance audit	4

Thai Union General Responsible Sourcing Guideline

1) Introduction to Thai Union General Responsible Sourcing Guideline

The General Responsible Sourcing Guideline complements the Thai Union Business Ethics and Labor Code of Conduct and is applicable to worldwide non-seafood raw material, food ingredient and packaging material supply chains, as well as logistics activities outsourced to external providers. It establishes a framework for the Company's engagement with suppliers to ensure that all materials and services the company purchases come from legally compliant and responsible sources.

This guideline will support our long-term approach to driving a process of continuous improvement towards environmental sustainability, social responsibility and good governance in our value chain, and is complemented, as appropriate, with additional guidelines, specifications and standards at local or international level and respecting national laws and regulations.

The aim of the Guideline is to guide Thai Union's suppliers to improve their practices where necessary and the Thai Union businesses in the implementation of the applicable international standards and Thai Union own policies and commitments relating to responsible sourcing:

- Thai Union Business Ethics and Labor Code of Conduct
- Thai Union Ethical Migrant Recruitment Policy
- Thai Union Human Rights Risk Assessment
- Thai Union Policy Commitment to Animal Welfare
- Thai Union Quality Policy
- Thai Union Environmental, Health and Safety (EHS) Policy
- United Nations Global Compact Principles

2) Operating Principles

2.1) Good Governance— Robust leadership, policies and processes will ensure our business is focused on delivering our sustainability objectives and is ethical across all its operations.

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

2.3) 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.

3) General Responsible Sourcing Requirements

Thai Union’s suppliers are required to be in compliance with the following requirements:

3.1) Legal compliance

Suppliers comply with all applicable laws and regulations and all materials and products supplied to Thai Union have been produced in compliance with Thai Union quality requirements.

3.2) Human rights and labor practices

Suppliers are required to be in compliance with Thai Union Business Ethics and Labor Code of Conduct.

3.3) Environmental

Suppliers are required to be in compliance with all applicable environmental laws and regulations. In addition, they may be required to have processes in place to meet Thai Union environmental goals and policies relating to the following aspects:

- Wastes and effluents;
- Air emissions; and
- Greenhouse gas emissions.

4) Animal Welfare and Medicine Use

For any livestock products (i.e. meat, poultry, eggs), suppliers are required to:

- Demonstrate that the animal welfare systems and practices in all stages of livestock productions follow Thai Union Policy Commitment to Animal Welfare, or guided by the Aquatic Animal Health Code developed by the World Organization for Animal Health (OIE).
- Ensure any antibiotics critically important for human medicine as categorized by the WHO are proactively prohibited for use in all stages of livestock productions.

5) Agricultural Raw Material

Agricultural raw material does not form a major part of our business, as we are the main producer of seafood in which we comply with our Thai Union Aquaculture Responsible Sourcing Guideline. However to meet the expectations of our stakeholders, it is imperative we maintain a secure supply chain of agricultural ingredients.

Thai Union has developed a set of expectations on our agricultural ingredient suppliers as part of our responsible sourcing guideline to support environmentally and socially responsible agriculture as follows:

- Comply with Thai Union Business Ethics and Labor Code of Conduct which communicates our value and expectations of compliance with all laws and regulations including but not limited to labor, ethical recruitment of migrant workers, occupational health and safety, environment, food safety, animal welfare and GMO. Thai Union policies can be found at <http://www.thaiunion.com/en/sustainability/policy>.
- Ensure relevant parameters are within their applicable legal limits such as air emissions, noise, wastewater discharge, soil and groundwater quality, biodiversity and ecosystem preservation. Suppliers are encouraged to have their own environmental management plan in place, to constantly improve performance against environmental parameters.
- Minimize the use of agrochemicals and prohibit the use of pesticides that listed as hazardous substances.
- Meet food and quality safety guidelines and traceability specifications.
- Adopt agricultural international and industry standards where possible. These standards include but are not limited to organic production, Round Table for Sustainable Palm Oil (RSPO) certification for palm oil, Forestry Stewardship Council (FSC) certification for wood and timber products, Bonsucro certification for sugar products, Round Table for Responsible Soy (RTRS) certification for soy products. We also support the use of local standards, taking into account local environmental conditions, farmers and economic needs for wholistic production of agricultural raw materials.
- Prioritize products and raw materials from local source to reduce costs, energy and water consumption and GHG emissions from transportation, in addition, it provides employment opportunities and contribute local economies.

6) Supplier Social Compliance audit

Current suppliers where direct procurement is made for a defined period of purchasing cycle are subject to a regular social compliance audit following Thai Union Social Compliance Audit Protocol. Failure to comply with Thai Union Codes may result in the suspension of procurement during investigation and performance improvement, or ultimately the termination of relationship between Thai Union and the supplier in case of violating zero tolerance criteria.