Thai Union and Greenpeace Agreement KPI Tracking Summary

2018

GREENPEACE

Thai Union

Agreements on Longline Fishing

Section	KPI	Status / Action Plan
Support of pole-and-line and best practice fishing by transitioning longline-caught product	Thai Union will transition 1,500 tones of its longline-caught albacore supply to be sourced from pole-and-line and/or troll vessels by end of 2017 and increase this tonnage by 1,000 tones each year until 2020, ending in a total increased volume of 4,500 tones. This will be prioritized for utilization in the North American market.	2017 commitment of transferring 1,500 MT Longline caught Albacore to pole-and-line is met. On track for meeting 1,000T additional for 2018 and beyond—confirm it is being offered to the U.S. market before anywhere else, most uptake is in U.S or Canada.
Bycatch mitigation best practice implementation plan	Thai Union's bycatch mitigation best practice implementation plan will be drafted by end of September 2017 and contain clear milestones and overall timeline estimates. Greenpeace will provide an advanced draft to offer feedback and agreed next steps. By the beginning of 2018, Thai Union will ensure Regional Fishery Management Organization (RFMO) requirements on seabirds are being met in the WCPO, and communicate and begin implementation of the best practice mitigation plan with suppliers.	1. "Bycatch Mitigation Best Practice Implementation Plan". Draft is near completion. Thai Union expects to have a final draft within Q2. It took some time to get feedback from the fleets. Also the SFP document was not able to be used, as per discussion with Thai Union and Greenpeace. 2. Communicating and beginning implementation of the Best Practice Mitigation Plan with suppliers will be done as soon as the guidelines are finalized. Suppliers are subject to proof by audit at any time and providing evidence of compliance. 3. RFMO requirements on seabirds are being met in the WCPO.
Improving bycatch data sharing	Thai Union recognizes that bycatch data availability and sharing is weak within the longline sector and will work with the fleets sourced from to share raw bycatch data with relevant RFMO scientific bodies and work with scientists to ensure best practice data collection is taking place.	Thai Union has started to advocate with fleets and RFMOs to improve this data. This is being done through regular meetings with suppliers, meetings between Thai Union and the U.S. government to advocate for improvement in regulation and data collection. Written advocacy through coalitions with NGOs, e.g. Greenpeace, WWF, ISSF.
Increasing human and electronic observer coverage	Thai Union will employ 100 percent observer coverage (human and e-observers) on the longline vessels it sources from by 2020. Thai Union is engaging with some of its key longline suppliers to trial the ability to increase the use of both human observers and e-observers with the intent to ensure 5 percent human coverage across fleets sourced from is met and to increase human observer coverage across vessels in Thai Union's supply chain. The project is expected to start at the end of 2017 and run for a one-year period. Thai Union will share with Greenpeace the progress and outcome of trial. Thai Union is also engaging in a fishery improvement project (FIP) that will include e-observer requirements. Thai Union will host a multi stakeholder roundtable to share results and seek opportunities to increase human observer recruitment.	1. Current 2017 observer coverage is eight percent on the longline vessels—will set percentage milestones. 2. Thai Union has been engaging with three different e-monitoring companies to find a solution. At least two fleets (one Indian Ocean for 5-10 vessels, one Pacific for 10 vessels) will be employing this technology within 2018. 3. Thai Union is engaging a FIP that will include e-observer requirements. Host roundtable to share results and seek opportunities to increase human observer recruitment is underway and ongoing. Also engaging with ISSF on scaling up. Engaging directly with the five major suppliers for tuna from LL.

Agreements on Transshipment at Sea (1/2)

Section	KPI	Status / Action Plan
Moratorium on transshipment at sea – traceability and monitoring transshipment	Thai Union agrees to extend its moratorium on transshipment at sea across its entire tuna longline supply chains unless suppliers meet a strict set of conditions to ensure the critical issues surrounding the practice are addressed to our satisfaction, and immediately start working with their suppliers to implement this strict set of standards.	In progress and being followed. All fleets that tranship which Thai Union purchases from are conversant and compliant with the set of conditions.
At-sea transshipment conditions for labor	Thai Union will only source tuna from longline vessels that have human observers for vessels transshipping at sea. Thai Union will work to have a third-party observer specifically for ensuring compliance with Thai Union's Vessel Code of Conduct (VCoC) on board the carrier/reefer vessel, in addition to the already required observer on the carrier/reefer. The longline vessel must allow the designated observer from the carrier to board and inspect the longline vessel at the sole discretion of the observer. Thai Union commits to initiating this program by the end of 2018, working with suppliers starting immediately to develop and train a pool of third party observers.	Thai Union is on track to initiate this program by the end of 2018—have proposal together and discussing with potential vendors to get this completed. Will share proposal by end of Q2.
Limits on time at sea	Thai Union agrees to only source from vessels that spend a maximum of nine months at sea before returning to port and allowing crew to access port services.	Thai Union confirms prior to receipt of fish that vessel trip length is less than nine months. No longer sourcing from larger longline vessels that remain at sea for longer periods of time. Records on length of time at sea are kept within Thai Union traceability system.
MCS/Transparency	Thai Union agrees to require that any vessel authorized to tranship at sea should have mandatory AIS or equivalent technology.	Confirming on ongoing basis that any vessels Thai Union sources from that tranship have this tech.
Enforcement and non-compliance	Any non-compliance by suppliers found through the social audit program will be addressed through a performance improvement program. For critical issues, such as forced labor, issues will require immediate resolution. For other issues an agreed program of performance improvement and a timeline will be agreed with the supplier. Any suppliers unwilling or unable to meet the Thai Union standards will be suspended for a minimum of one year.	Any non-compliance by suppliers found through the social audit program will be addressed through a performance improvement program. Before VCoC was finalized auditor sent to different fleets to check compliance and remedial action taken. See Labor section for details on VCoC audit program. For audits of Thai fishing vessels (same size 240 vessels, 25 vessels audited) conducted in 2017 no evidence of transshipment was found.

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Agreements on Transshipment at Sea (2/2)

Section	KPI	Status / Action Plan
Port inspections/PSMA	Thai Union recognizes the importance of the PSMA but also the challenges that some countries face to effectively implement its provisions, especially poorer coastal state nations. However, the company strongly believes the benefits greatly outweigh the costs, particularly given the well-documented impacts and economic cost of IUU fishing to developing coastal states. Thai Union therefore encourages countries to ratify the agreement and put in place the means to implement it. Ultimately the company's aim will be to only source fish transiting through ports belonging to countries that are fully implementing the PSMA.	Thai Union is advocating where applicable. Part of advocacy statements, e.g. with ISSF to RFMOs, Seafood Task Force advocacy to Royal Thai Government.
Data collection/traceability	Thai Union is committed to full digital traceability, from catch to consumption. Traceability is the backbone of sustainability and responsible sourcing. E-logbooks and e-CDT are the future of digital traceability and Thai Union will support trials and regulator commitment to moving from paper-based to electronic systems.	Trial completed with Mars Petcare on digital traceability in Thailand. Independent review by Marine Change is completed, on behalf of USAID. Will share report and next steps by end of Q2. See https://youtu.be/Dow-brkJibY for digital traceability video. Can trackers expanded on branded products to now include SEALECT in Thailand. Progress on traceability, sourcing on FIPs/MSC, etc. will be reported publicly in annual sustainability report, published in May 2018.
IMO numbers	Thai Union will require all vessels it sources from capable of receiving an IMO number obtain one, and all other vessels will be required to have a UVI or equivalent registration number.	In progress for all vessels that fish in international waters. On track for completion (application for IMO number) by end of 2018. Thai Union will only receive fish from suppliers if the company has at least seen their application or it has the IMO number.
Observer recruitment	Thai Union will preferentially source from vessels employing regional observers, and where regional observers are not available, will employ national or independent third-party observers.	This is the case for large-scale purse seiners.
Transport vessels/Reefers audits	Thai Union will implement an audit scheme for carriers transshipping at sea, starting in 2018 (Note: this requirement will not apply to vessels that transship in port).	Initial discussions started in February 2018 with trainers of observers for existing programs. Workplan is for stakeholder mapping/potential partners in Q1, work on partnerships and vessel engagement in Q2, implement program in Q3 and Q4, with the intention to report progress in 2018 Sustainability Report (published May 2019) plus through press releases.

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Agreements on FAD (1/3)

Section	KPI	Status / Action Plan
FAD reduction plan - By 31/12/2020, Thai Union will:	Reduce the numbers of FADs the company uses by committing to not source from vessels that utilize more than 300 active FADs as a maximum. Thai Union will be clear with all of its supplying fleets currently using less than 300 FADs that it does not want to see any growth in the numbers of FADs used.	Provide action plan by end of Q2 with number of vessels per ocean, average number of FADs, RFMO limits and plans. The company has clearly articulated to its suppliers that by end of 2020 it will not purchase from vessels deploying more than 300 FADs. Thai Union will continue to advocate on FAD reduction, e.g. with ISSF to RFMOs. The company communicated directly with all fleets on this issue by end of July 2017, and continue to remind suppliers of the commitment and their responsibility to comply.
	Based on Thai Union's aggregated current use, this represents an estimated reduction of active FADs for Thai Union in the Indian Ocean of 30 percent, in the WCPO of 57 percent and in the Atlantic of 40 percent and overall of 50 percent based on 2016/17 levels. (Based on Thai Union data shared with Greenpeace in June 2017).	Thai Union remain committed to these targets, and the delivery mechanism is stated above. The company will work with the independent third-party auditor on an auditable mechanism to measure progress. To meet this requirement Thai Union will work with suppliers for greater transparency on FAD deployment and FAD management plans in FIPs.
	Thai Union will review the scientific data on stock status and available technologies to inform future direction of FAD management, seeking further reductions in FAD numbers where that is supported by scientific evidence.	Ongoing commitment to monitoring developing evidence base and integrating within best practice.
Agreement to only deploy non-entangling FADs from large seiners	By 30/06/2017 all large scale purse seiner vessels must have a policy to deploy non-entangling FADs, with the aim to only deploy non-entangling FADS by 31/03/2018.	1. By 18/04/2017 all large scale purse seiner vessels must have a policy to deploy non-entangling FADs. 2. By April 2018, purchase from large purse seiners will deploy only non-entangling FADs.
Exclusive use of non-entangling and biodegradable FADs	By 31/12/2020 all vessels we purchase from will deploy only non-entangling FADs. Thai Union commits to move the fleets from which it sources toward fully biodegradable FADs, and to be an early adopter of scientifically-proven fully-biodegradable FAD materials/technologies (except the buoy).	1. Target: By 31/12/2020 all vessels Thai Union purchases from will deploy only non-entangling FADs. 2. For large scale purse seiners it will be April 2018. 3. Thai Union continues to discuss and encourage its fleets to move toward ECO FADs (definition existing for non-entangling but biodegradable not yet defined, and is being defined by studies).

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Agreements on FAD (2/3)

Section	KPI	Status / Action Plan
Increase of FAD-free offering	Thai Union agrees to double its current offering of verified FAD-free products in five key European markets (figures below) and double its global offering of verified FAD-free products (figures below) by 2020. European market increases from 2017 - global increase 11 percent to 22 percent (with a non-public target of 25 percent globally by 2020) based on 2016 sales data. Note: On the French target and global 25 percent target Thai Union agrees to track progress together to ensure the best chance of meeting this target, and discuss any changes in Thai Union's ability to meet these targets.	2017 verified FAD-free : • Global: 11.6 percent; (2020 target 22 percent
Addressing supply vessels	Thai Union supports the IOTC's initiative to address the subject of supply vessels as it relates to overcapacity and overfishing. We encourage other RFMOs to develop a scientific basis for decisions on the impact of supply vessels on fish stocks, and appropriate regulation. Thai Union commits to asking all of their supplying fleets to immediately begin providing accurate data to the relevant RFMO on its current use of supply vessels and call on RFMOs to expedite analysis on the impact of supply vessels on capacity in the IO and Pacific.	Thai Union knows for Seychelles flag vessels there is currently one supply vessel for 2 PS. Thai Union will try to get data for other flag or companies. Thai Union has put a lot of effort into discussing and getting a better understanding of deploying supply vessels in different fleets and to help understand the baseline. The company is participating in joint advocacy with the ISSF, for example to IOTC to be sent immediately ahead of the next IOTC meeting. Thai Union will share the finalized letter with Greenpeace at the end of May (on a number of issues, not just supply vessels and need to ensure that it is still included).
FAD-free verification pilot	Thai Union will initiate a trial on FAD-free verification in the Indian Ocean, with the aim of verifying the supply of FAD-free fish into the European markets. This trial will consist of two parts: That which has third-party certification: this means catches are segregated in specific hatches which is reported by the observer on board in their report. It is shown in the hatch plan of the vessel and noted in the log book. That which does not have third-party certification yet: Thai Union will ask for the copy of the hatch plan where FAD-free tuna is placed. The company will also ask for a copy of the log book where it could see it is recorded as FAD-free.	Some boats already provided hatch plan with indication of hatches 100 percent FF. We also have some examples for Atlantic Ocean of third party (Bureau Veritas) certification for FAD-free.

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Agreements on FAD (3/3)

Section	KPI	Status / Action Plan
FAD management plans in FIPs	For each tuna FIP in which Thai Union is active where FADs are utilized, a FAD management plan will be developed which will include better regulation by coastal states and RFMOs, and mapping of the number of FADs deployed to measure reduction progress.	Management Plan actions have been included in SIOTI (Indian Ocean FIP) and Eastern Atlantic FIP. FAD management plans will be included in purse seine FIPs that we actively participate in. As FIP action plans approved link will be provided to FisheryProgress.org which can be publicly accessed. Where applicable but not yet published on FisheryProgress.org can forward.
Transparency of FAD use data	Thai Union recognizes the value of reliable and accessible data on FAD use in improving understanding and managing the impacts of FADs. As such, Thai Union will ask and expect all of the fleets/purse seiners it sources from to share their data on FADs with RFMO scientific committees within four months of the end of the fishing trip. Thai Union will ask and expect all of the fleets it sources from to share data in this way and be clear with them that they see this becoming a required standard for Thai Union. Thai Union will urge all of the RFMOs to step up their ability to be able to receive and utilize such data in the management of FADs.	We have clearly communicated to our fleets on our expectations, and have discussed this issue with the RFMO's on their capabilities. This will need continued work to progress. Note the biggest issues that we have found are that RFMOs are not funded for this data analysis nor is it a priority. We can continue to advocate but we cannot force the RFMO to adopt a new approach.
Information for consumers	Thai Union will provide more details on FAD-free tuna on the can tracker websites to improve the understanding of consumers of the products they are buying.	Data is being collected from 1 January 2018 on gear and certification type. Website can tackers are being updated now for consumer facing information for the European brands. Information will be available to consumers by Q3 2018. COSI's can tracker program also includes the gear type information but does not include FAD free information so far. Will be added when we sell FAD free for own branded product.
RFMO regulations on FADs	Thai Union agrees to maintain its own targets while they remain stronger, but publicly support any RFMO action plans that attempt to further reduce the use of FADs.	Still valid

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Agreements on Labor (1/2)

Section	KPI	Status / Action Plan
Vessel Code of Conduct (VCoC)	Thai Union shares Vessel Code of Conduct (VCoC) with an auditable standard with Greenpeace by Q3 2017.	Thai Union to share Vessel Code of Conduct with Greenpeace – Completed. • See: http://www.thaiunion.com/files/download/sustainability/20171222-tu-vessel-code-of-conduct-en.pdf Guidance and Self Assessment Checklist – Final draft shared.
	Thai Union draws up a contract for Vessel Audit program in Q3 2017, go to tender in Q4 for start in 2018.	Tender documents prepared and distributed in March, consultants appointed in May 2018.
	The VCoC and auditable standard will be public on the TU website by the end of 2017.	The Vessel Code of Conduct is published on the Thai Union website. • http://www.thaiunion.com/files/download/sustainability/20171222-tu-vessel-code-of-conduct-en.pdf
	The VCoC will be communicated to all vessel suppliers in 2018, with the notification that they can expect to be audited against this code at any point.	Completed. VCoC shared publicly, and directly with suppliers. Two events held in 2017 to alert suppliers of future requirements (July 2017 in Bangkok, November 2017 in Paris), email mechanism set up for queries as well as direct feedback. VCoC sent to 100 percent of suppliers, 95 percent of suppliers attended an in-person training.
Electronic Catch Data and Traceability (eCDT)	Run two pilot programs in 2017 to test scalable platforms for eCDT systems that utilize mobile applications and satellite connectivity to promote worker voice at sea and demonstrate fair labor compliance in Thai fisheries. The results of the trial will be made publicly available by the end of 2017.	Trial completed and results shared via YouTube and press releases. • http://www.thaiunion.com/en/newsroom/press-release/786/human-rights-worker-voice-in-thailands-fishing-industry-the-focus-of-new-short-film USAID independent review of pilot project completed. • https://www.seafdec-oceanspartnership.org/resource/thai-union-ecdt-and-crew-communications-pilot-assessment-report/ .
	Trials of eCDT on longline vessels in selected fleets in 2018, as part of ongoing FIP projects.	Trials currently taking place in Pacific longline FIP and will form part of the IO longline FIP.
	Progress will be shared and reviews made on a six-month basis as part of the Agreement review process. This will include a re-evaluation of technological advancement to accelerate full adoption across Thai Union's global supply chain.	Ongoing communication and discussion. Will be updated in each review meeting.
	Details of strategy, learning and evaluation will be shared under the Agreement review	Website will be updated with progress after review meeting in March 2018. Decision pending

Agreements on Labor (2/2)

Section	KPI	Status / Action Plan
Support for organizing rights and collective bargaining	Thai Union reaffirms its commitment to supporting freedom of association and collective bargaining in its own facilities and throughout its global supply chains.	Ongoing. Support for the ITF Fishers Rights Network in Thailand.
Audits and transparency	Thai Union will research and address labor abuse at sea issues through its social audit program, with a focus on forced labor, transshipment, existing mechanisms for promoting worker voice, recruitment and contracts. Findings from these audits will be built into performance improvement programs within Thai Union supply chains and where possible across the industry. Generalized results of the audits will be shared publicly on an annual basis to promote transparency and industry collaboration.	Social audit conducted in 2017 of a sample size of 240 Thai fishing vessels. Generalized audit results to be published in 2018 and a program of training and action being developed in collaboration with ILO and ITF for 2018. Expand approach to international tuna supply chain, starting in 2018.
	Thai Union reaffirms its commitment to address labor issues in its own facilities that are audited to international standards by third parties and there is a program to certify all of Thai Union-owned factories to BSCI standard by 2020. BSCI is a globally recognized standard for social audits. Evidence of compliance with the audits will be the certification of the factories.	Program in place to certify all Thai Union-owned factories to the BSCI standard by 2020 – currently all factories in Thailand meet BSCI standards or are in progress. IOT in Seychelles also compliant. Suppliers are encouraged to attain BSCI certification for factories or standards with a specific social compliance standard e.g. BAP, MSC to announce. By end of Q2 will provide a list of process plants and current status toward BSCI certification and schedule of auditing.
Ethical recruitment	Thai Union will ensure that no recruitment fee language is in contracts for those the company employs and for its suppliers within six months of finalizing this Agreement.	Contracts in Burmese and Thai are being updated and translated. See documents provided by Share Humanity United reviewing of ethical recruitment policy when finalized (expected October 2018).
	Thai Union will require suppliers to provide information on how it is recruiting workers as part of the social audit program.	Completed and ongoing, see Vessel Code of Conduct as an example, This is also part of the Business Ethics and Labor Code of Conduct update.
	Within six months of finalizing this agreement, Thai Union will add language to the English version of the Business Ethics and Labor Code of Conduct to reflect the points above and to apply to the whole supply chain. Translation into relevant languages to follow.	On track, see: http://seachangesustainability.org/wp-content/uploads/Code-of-Conduct-Poster-Thai-Union-English-3.pdf

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