



## Joint Ventures and Mergers

Thai Union, through its pillar of Growth and Acquisition, has an increasing number of joint venture partners throughout the world. Thai Union's Vision and Mission are unique to Thai Union, but our way of working is common with our partners and we strive to bring the best of Thai Union work practices to their businesses, to complement existing structures.

All joint ventures are expected to sign and agree to our Business Ethics and Labor Code of Conduct. Joint ventures where Thai Union are the majority shareholder are expected to comply with our Business Ethics and Labor Code of Conduct, as well as key corporate governance, finance and compliance requirements, our environmental performance data reporting and other corporate compliance factors. These are agreed in collaboration with the joint ventures as part of a Post Merger Integration plan for all majority owned joint ventures.