

Human Rights Management

2016 update



Human Rights Management Approach



1. Thai Union's Commitments to Human Rights



Thai Union supports and respects the protection of internationally proclaimed human rights. Our commitment to upholding human rights is expressed through a number of policies and programs, listed below, and is in accordance with the United Nations Global Compact's Ten Principles.

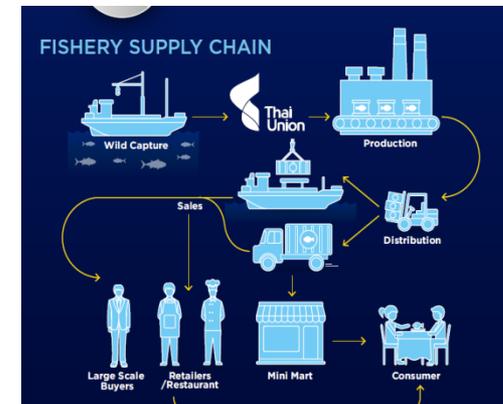
- Business Ethics and Labor Code of Conduct
<http://www.thaiunion.com/en/sustainability/sustainability-at-thai-union/code-of-conduct>
- Supplier Code of Conduct
http://seachangesustainability.org/wp-content/uploads/Supplier-Code-of-Conduct_one-pager.pdf
- Modern Slavery Act Transparency Statement 2016
<http://tu.listedcompany.com/newsroom/20160615-tu-modern-slavery-en.pdf>
- Ethical Migrant Recruitment Policy 2016
<http://www.thaiunion.com/files/download/sustainability/20160116-ethical-migrant-recruitment-policy.pdf>
- SeaChange® 2020 Milestones for Safe and Legal Labor
<http://seachangesustainability.org/about-seachange/safe-and-legal-labor/>

2. Identification of Human Rights Issues in Value Chain

High-risk areas for potential human rights issues have been identified in our supply chains, including fisheries, aquaculture, packaging, food ingredients and shrimp supply chains. While the risks and challenges associated with each step in our supply chains may vary regionally, our assessment and remedial actions will continue improving our global ability to promote human rights within our supply chains, as well as encourage other businesses to work with us collaboratively to do the same.

Thai Union identified human rights risks throughout our value chain, with a particularly high risk on board vessels and at farms and processing facilities. These include:

- Forced labor or modern slavery;
- Indebted or bonded labor arising from the use of brokers charging excessive fees;
- Lack of freedom of association or the lack of a worker voice to negotiate;
- Child labor;
- Excessive overtime;
- Unsafe and unhealthy working conditions;
- Security;
- Community health and safety in the event of major incidents from production plants; and
- Consumer health and safety.

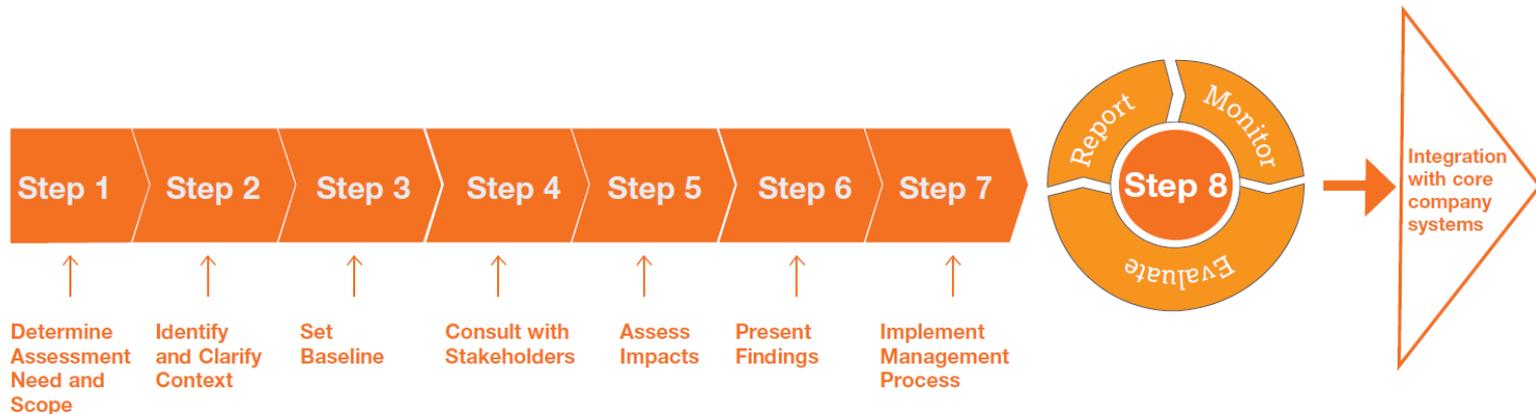


2. Identification of Human Rights Issues in Value Chain

Human Rights Issues	Suppliers				Production	Distribution	Consumer
	Vessel	Packaging	Ingredients	Farm			
	VALUE CHAIN 						
Stakeholder: Workers							
Health and safety of workers – direct and indirect							
Employment conditions and practices, excessive overtime							
Freedom of association and worker voice							
Welfare of suppliers and their employees							
Child labor							
Forced labor, bonded labor							
Stakeholder: Community							
Local impact of industrialized farming							
Disruption of traditional agriculture							
Safety of transportation							
Access to water							
Relationships with security forces							
Stakeholder: Consumers							
Responsible marketing							
Health and safety of consumers							
Others							
High-risk countries							
Corruption							

3. Human Rights Risk Assessment

- Seafood supply chains are complex, as risks can depend on a variety of external factors such as the location where a supplier operates, the nature of the work and whether there is any third-party involvement.
- To identify the potential risks in our supply chain, Thai Union uses a combination of risk analysis methods:
 - Supply chain mapping
 - Activity-based risk analysis through audits and social dialogue
- Civil society and third parties are engaged to assist with this process and ensure transparency.



4. Human Rights Mitigation Measures

- We mitigate these risks through social compliance programs, where we communicate with our suppliers so they are aware of Thai Union's standards. Examples of supplier communication include supplier information events on our Business Ethics and Labor Code of Conduct, where suppliers are trained how to best adhere to Thai Union's Code of Conduct. Suppliers are then invited to sign an acknowledgement of this document, which commits them to compliance with Thai Union standards regarding, among other things, fair labor standards.
- We engage in supplier capacity building so any suppliers who are unsure how to comply with our Code of Conduct are given the opportunity to meet our standards. We work in collaboration with our suppliers to ensure our traceability systems are aligned, and in collaboration with NGO partners to facilitate social dialogue, social auditing and capacity building through training, workshops and practical demonstrations.
- We conduct internal and third-party audits to inspect manufacturing facilities and interview employees to ensure our suppliers and their sub-suppliers are in full compliance with Thai Union standards.
- Reference: Thai Union Modern Slavery Act Transparency Statement 2016

5. Human Rights Performance

2020 Goals	2016 Progress	Initiatives
Full digital traceability	<ul style="list-style-type: none"> Launched digital mapping system in Thailand, focusing on mapping our shrimp and general procurement processes 	<ul style="list-style-type: none"> Business Ethics and Labor Code of Conduct Modern Slavery Act Transparency Statement Zero-recruitment fee policy Human and employment rights education Migrant Worker Rights Network & Labour Rights Promotion Network Foundation Partnership with Issara Institute for human rights abuse reporting
	<ul style="list-style-type: none"> Numerous sites with mitigation plans in place Ongoing third-party social compliance audits of suppliers in Thailand Supplier performance improvement program in place to ensure full compliance with Thai Union Codes of Conduct 	
	<ul style="list-style-type: none"> Remediation actions taken 	