

## Pathway to Excellent SHE Practices

Thai Union is dedicated to achieving excellence in Safety, Health, and Environment (SHE) through a structured and strategic approach. Our pathway is built on three core pillars:

- Engineering safe workplaces by design
- Implementing robust management systems
- Fostering a strong safety and health culture

Together, these pillars strengthen our commitment to a safer, more resilient work environment across all operations.



### Building a Safe Workplace by Engineering Design

Thai Union advanced its Machine Safety Improvement Program in 2024 by applying engineering controls to eliminate hazards from high-risk machines. The SHE team conducted internal inspections and thorough assessments, resulting in key upgrades and risk mitigation. As part of the integration of actions to prepare for and respond to emergency situations, clear one-page safety instructions were installed on all machines, and fire protection systems were enhanced to meet international safety standards.

### Building and Integrating Management Systems

We strengthened our Safety, Health, and Environment (SHE) management system through the RACE framework, which stands for Recognizing, Assessing, Controlling, and Evaluating potential risks. In 2024, all sites achieved RACE Level 2, ensuring consistent system integration and supporting our 2030 safety goals.

As part of the RACE framework, Thai Union's Safety Management Program includes clearly defined roles, encouraging safety culture reporting via the Incident Reporting application for reporting Unsafe Acts and Conditions, and structured procedures to investigate work-related injuries, ill health, and near misses. These efforts support root cause analysis, corrective actions, and continuous improvement across all sites to reduce accidents.

### Building and Integrating Management Systems



## Building a Health and Safety Culture



Thai Union implemented a range of Safety, Health, and Environment (SHE) training programs for employees and relevant parties, including e-learning modules and on-site practical sessions, to enhance employee health, safety and environment skills. These initiatives not only ensure regulatory compliance but also build capabilities in areas such as safety supervision, fire prevention, and first aid, contributing to both employee well-being and risk reduction. SHE activities such as Safety Walks and Safety Day events reinforce awareness and employee engagement across all sites.

## Embedding OHS Standards in Procurement and Supply Chain

In the Thai fishing sector, Thai Union has intensified efforts to promote safe, decent working conditions onboard vessels. OHS criteria are embedded in our procurement process through the Vessel Code of Conduct (VCoC) and Vessel Improvement Program (VIP), which are contractually required for suppliers.

In 2024, the percentage volume from suppliers who were engaged in a VCoC (Vessel Code of Conduct) audit or Thai Union's Vessel Improvement Program (VIP) audit or equivalent increased to 87.6% from 79.3% in 2023. Thai Union also remains a leader in observer coverage, with a 100% commitment to source only from tuna vessels with 'on-the-water' monitoring. In 2024, the number of tuna vessels with electronic monitoring and/or human observers increased to 97%, with a target of achieving 100% in 2025.

