



Thai Union

Supply Chain Management – Supplier Progress Report

2023

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0. Sustainable Supply Chain Management Approach

Acknowledging the nature of the seafood industry, we understand the significance of taking proactive measures to tackle emerging and persistent challenges within our ever-changing business environment. It is imperative for us to comprehend and proficiently handle the risks associated with our supply chain. By doing so, we not only foster trust and assurance among stakeholders but also enhance our competitiveness. From material sourcing and production within our facilities to the delivery of our products to customers, effective supply chain management plays a pivotal role in realizing our sustainability strategy.

12 Fundamental Principles

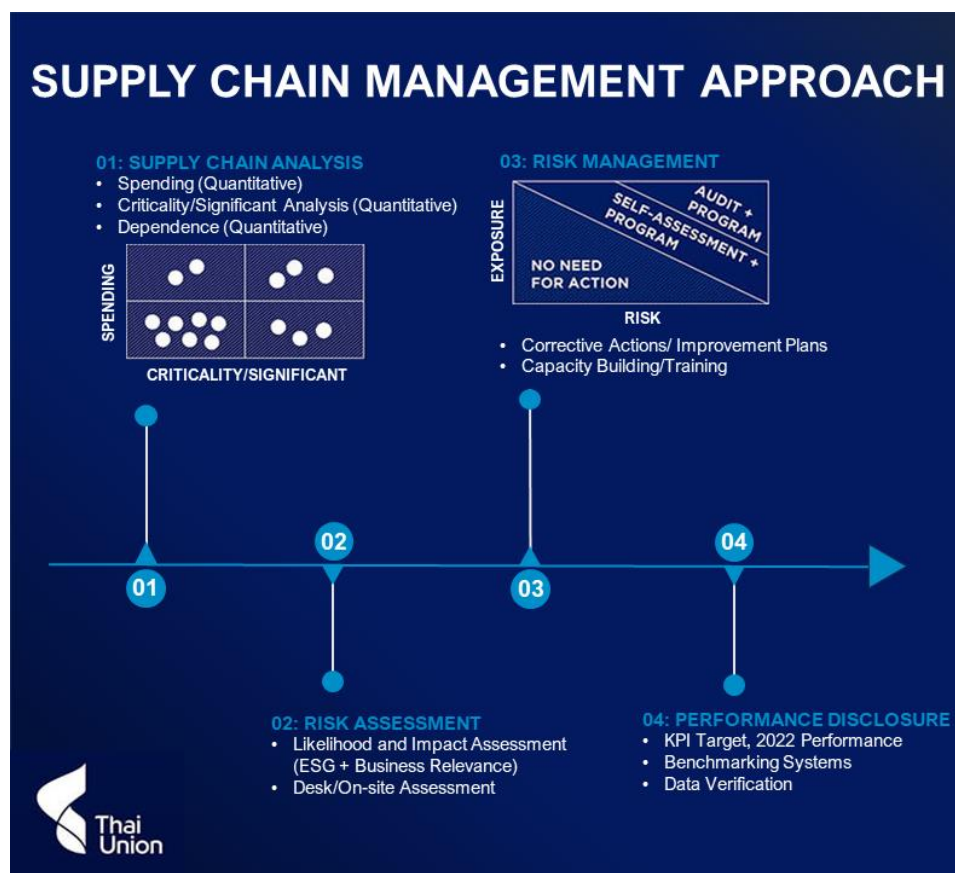
Thai Union have established industry-leading benchmarks for responsible sourcing throughout our business, showcasing our dedication to sustainable growth. These standards are integral to every aspect of our operations, and we expect our suppliers to adhere to them as well. As a member of the United Nation Global Compact, we commit to implementing, disclosing, and promoting its ten universal principles which reflecting in our 12 Fundamental Principles that are deeply embedded in all our operations as follows:

1. Business shall be lawfully conducted with integrity, to ensure there are no corruption in any forms, including bribery, conflict of interest, gifts, money laundering, insider trading. Also, to ensure the anti-competitiveness on competition and competitor information that are obtained legitimately and will be used for legitimate purpose only.
2. Work shall be conducted on the basis of freely-agreed and documented terms of employment with legal compliance.
3. All workers shall be equally treated with respect and dignity. No worker may be subject to any form of discrimination, abuse, harassment, intimidation, or inhumane treatment.
4. Work shall be conducted on a voluntary basis with no forced or compulsory labor.
5. Child labor shall not be permitted.
6. All workers shall be paid with fair wages.
7. Working hours for all workers shall be reasonable.
8. All workers shall be free to exercise their right to form and/or join trade unions and to bargain collectively where permitted by law.
9. Workers' health and safety shall be protected at work.
10. Workers shall have access to fair procedures.
11. Business shall be conducted in a manner that embraces sustainability and reduces environmental impact including wastes and effluents, air emissions, Greenhouse gas emissions, biodiversity and ecosystem preservation, and raw material sourcing efficiency.
12. Progress and compliance shall be continuously monitored.

Monitoring and oversight of ESG practices

Our Sustainable Development Committee, at a board level, is responsible for overseeing the implementation of Thai Union's supply chain management approach. This includes the progress of suppliers who are Marine Stewardship Council (MSC) certified, in a Fishery Improvement Program (FIP), or align with the responsible sourcing guideline as a part of our SeaChange and Tuna commitment, are also required to be reported to the Committee.

Furthermore, we have our monitoring and oversight measure addressing suppliers' ESG practices within our supply chain. After acknowledging and accepting our Codes, additional screening and audit policies across different categories of suppliers are required in order to begin supplying to Thai Union. In the case of failure to comply, it may lead to procurement suspension during investigation and a given corrective action plan with timeline for a performance improvement, or ultimately termination of contract between Thai Union and the supplier in case of violating zero tolerance criteria following with legal actions, without recourse.



1. Supplier Screening

Management Approach

To ensure worker safety and freedom, our suppliers play a critical role in helping us to source responsibly, and we apply the same principles and benchmarks to our suppliers as to our own company. We have our [Supplier Business Ethics and Labor Code of Conduct](#), serving as a means to communicate our current and future expectations to our suppliers. Also, in order to support Thai Union's long-term approach to driving a process of continuous improvement towards environmental sustainability, social responsibility and good governance in our value chain including complemented with guidelines, specifications and standards at local or international level and respecting national laws and regulations, our [General Responsible Sourcing Guideline](#) aims to improve our supplier practices and to ensure that all materials and services the company purchases come from legally compliant and responsible sources.

Our Code and guideline signify our dedication to conducting business ethically and respecting human rights and labor principles across all our operations. It serves as the framework for our responsible sourcing goals and approach. We are committed to work only with suppliers that share our values and adhere to our Code. We integrated the requirements and principles into our procurement procedures, and all contracted and potential suppliers must acknowledge and commit to following our mandatory principles and policies on business ethics and labor practices. They are also required to ensure transparency, address any shortcomings, and strive for continuous improvement based on the 12 Fundamental Principles derived from internationally recognized standards. The Code is universally applied to our employees, subsidiaries, key business partners and suppliers for all our products – including those from fishery; aquaculture; and general procurement sources, i.e., livestock, packaging, food ingredients and additives, and logistics providers.

Through a three-step 'social compliance program,' Thai Union works with suppliers to:

- Sign the Business Ethics and Labor Code of Conduct;
- Through a capacity building program, train suppliers who wish to comply with the Code of Conduct but are currently unable to meet its commitments; and
- Conduct supplier audits to ensure adherence to the Code of Conduct, course-correcting or terminating relationships, if necessary.

Furthermore, to further improve standard for labor rights in the fishing sector, in December 2017 Thai Union published its [Fishing Vessel Improvement Program and Vessel Code of Conduct \(VCoC\)](#), which focus on the recruitment and treatment of workers, stipulating protocols on employee welfare, benefits, wages, age, the right to freedom of association, the right to collective bargaining, and non-negotiable frameworks for health and safety. The VCoC is an extension of the company's CoC that was previously introduced in 2015 but reflects a unique set of working conditions on fishing vessels in our supply chains. Thai Union's existing and new vessel suppliers are required to sign the VCoC in order to work with the company. Thai Union has also issued [Principles of good practice for Broker](#) as specific guidelines for suppliers/ subcontractors throughout the production line; farms, aquatic animal processing plants, cold storage, processing plants and other supporting industries. In addition, Thai Union had established the [Agricultural Raw Material Sourcing Guideline](#) to provide framework for our facilities and suppliers, which include our agricultural raw material suppliers, to ensure sustainable practices of our entire value chain and thus supporting our goal of being a global leader in sustainability.

Supplier Screening and Identification

Our supplier screening process integrates various aspects and methodologies to enable us to develop appropriate procurement strategies. This approach allows us to establish collaborative relationships to work with our suppliers and collectively address any risks we may encounter. We maintain a rigorous process to screen and approve potential suppliers before we can source from them. The screening and approval processes are different across key types of procured goods & services due to different levels of human rights risks associated with different supply chains. First of all, compliance with Thai Union's CoC or VCoC is required for all suppliers. After the launch of the CoC/VCoC, new suppliers must acknowledge and accept the Codes before supplying to Thai Union. Existing suppliers were requested to review and sign the Codes as well.

Factors considered for supplier screening and identification.

Aspects	Definition	Country-specific risk	Sector-specific risk	Commodity-specific risk
Environment	The risk for negative impacts related to environmental topics, including but not limited to waste and effluents, air emissions, and greenhouse gas emissions.	We actively consider the potential risks associated with adverse environmental, social, governance, and the regulatory landscape linked throughout our supply chain including where Thai Union has production facilities and where tier-1 seafood suppliers operate (e.g., Thailand, USA, Europe).	We incorporate the risks for negative ESG impact on our sector's unique characteristics, such as labor rights situation, resource efficiency, emission and pollution potential from our manufacturing operations and agricultural activities.	We take into account the risk for negative environmental, social, and governance impacts related to our supply chain structure by incorporates both supply chain mapping and activity-based risk analysis for seafood (tuna, salmon, shrimp) and non-seafood raw materials.
Social	The risk for negative impacts related to social topics, including but not limited to human rights and labor rights such as forced labor, child labor, working conditions, occupational health and safety, discrimination and harassment, freedom of association and collective bargaining.			
Governance	The risk for negative impacts related to governance topics, including but not limited to anti-corruption and conflict of interest, anti-competitiveness			
Business Relevance	A consideration on share of spending analysis.			

▪ Aspects Considered in Supplier Screening

All new suppliers are subjected to surpass our social compliance assessment, which covers ESG aspects, as a supplier pre-requisite step. We integrated ESG factors into consideration of our supplier screening and selection, by applying the percent weightage of ESG criteria in the overall assessment process then the supplier will be categorized into high, medium, and low risk groups based on various circumstances. TU will conduct labor audits to suppliers categorized in the high and medium risk groups. High risk groups are suppliers who are in crucial situations and/ or did not submit their Self-Assessment Questionnaires. Medium risk group are suppliers with a procurement value exceeding THB 10 million with migrant workers, with a procurement value exceeding THB 10 million with subcontractors, or those that are requested for audit by our customers. Thai Union has also taken into account the risks associated with adverse impacts in relation to aspects, including the environment, social factors, governance, and business relevance, as outlined in the table above.

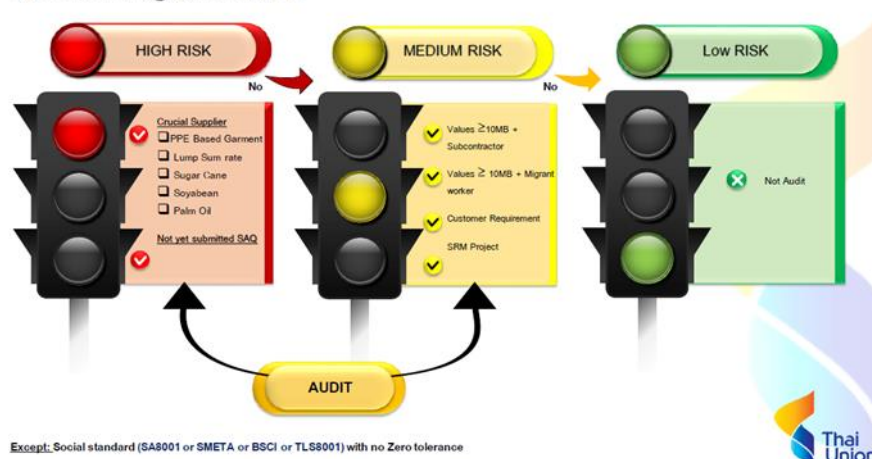
▪ Methodology for Supplier Screening

Seafood supply chains are complex. High risk supply can be because of a variety of external factors such as the location where a supplier operates, the nature of the work, the gear type used, how operations are staffed and whether there is any third-party involvement. Therefore, Thai Union's risk identification incorporates both supply chain mapping and activity-based risk analysis. The activity-based analysis is done through audits and social dialogue. To demonstrate the transparency of the process, the civil society and third parties are engaged to assist with this process. In addition, Thai Union has conducted a country-level human rights risk assessment for countries where Thai Union has production facilities and where tier-one seafood suppliers operate. Such human rights risk assessment focuses on issues of labor trafficking, forced labor and child labor. In addition, Thai Union has also assessed the risk of potential negative impacts within a specific dimension that is directly linked to our business operations.

▪ Supplier Identification

Thai Union conducts an annual spend analysis across different procurement categories to identify which of our suppliers are critical to the continuity of our business. Suppliers are then classified into critical (significant) and non-critical suppliers (non-significant) based on significant business relevance to company including spend, high volume, critical raw material, non-substitutable, and risk assessment through audits and social dialogue. Hence suppliers with high ESG risks (such as associated with labor issue, operating in high-risk countries) are also classified as critical (significant).

Decision Diagram in 2022



2. Supplier Assessment

Supplier Desk Assessment

Thai Union has policy for potential suppliers providing food ingredients, packing materials, and logistics services based in Thailand are required to complete a Self-Assessment Questionnaire (SAQ). The SAQ was developed based on Thai Union's Business Ethics and Labor Code of Conduct (CoC) in which suppliers identified as "high risk" or "medium risk" will receive independent third-party audit to verify their ability to comply with the company's CoC. Suppliers who did not pass the audit could select to undergo a supplier performance improvement program, refusal to participate will lead to contract termination.

Supplier On-site Assessment

Supply chain audits are one way to ensure our own operations and those of suppliers comply with legal obligations and our Codes of Conduct. All Thai Union contracted suppliers globally may be subject to internal or third-party audits at any point during the procurement cycle, not only the ones with high-risk profile.

We conduct second-party or third-party audits of our suppliers' facilities, farms, and vessels to ensure that they and their sub-suppliers are in full compliance with Thai Union standards. We seek to work with our suppliers to resolve non-compliances as the first response. If remediation is required, suppliers are expected to inform Thai Union and implement a time-bounded corrective or preventive action plan. Failure to implement timely remedial action can lead to suspension until proof of rectification is available.

- **Second-party audit**

An audit against the VCoC could be completed by a second party, for example, an employee of Thai Union. This is a process that has been carried out on vessels in Thailand against the Thai Union Business Ethics and Labor Code of Conduct. These are carried out at the request of Thai Union.

- **Third-party audit**

Our own operations are subject to world recognized external verifications and audits by third-party certification bodies working to promote standard labor practices which include the Ethical Trade Initiative (ETI) Base Code; Business Social Compliance Initiative (BSCI), Supplier Ethical Data Exchange (Sedex) as well as a number of retailer specific programs to audit and verify fair and legal labor. In addition, we annually conduct internal audits of all of our Thailand-based facilities against our Code of Conduct and related Thai labor law.

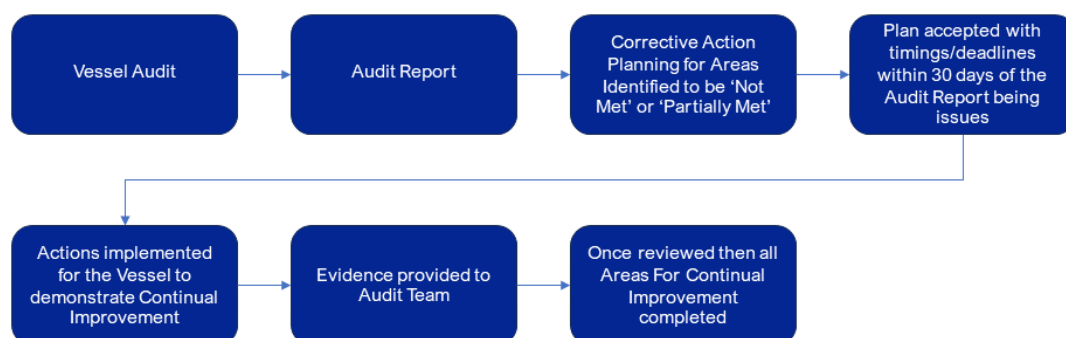
Since 2016, we conducted social dialogue-based audits which is an important pillar for our Vessel Code of Conduct (VCoC) in the relevant languages of the workers (primarily Burmese and Cambodian), in collaboration with the Migrant Workers Rights Network (MWRN) in Thailand. This process allowed for workers to actively participate in the social audit process, express their concerns or suggestions for improvement as well as highlight good progress. MWRN staffs were given full access to Thai Union's factories and staff, as well as to records, to enable them to conduct full assessment. As an outcome of the audits, we developed our [Ethical Migrant Recruitment Policy](#) to reduce risk of debt bondage and

developed our worker welfare committee to provide migrant and local workers alike with a direct and united voice to management. [In 2019, we welcomed an independent evaluation from an ethical trade consultancy, Impact, to evaluate the positive progress of our Ethical Migrant Recruitment Policy.](#) The evaluation report, “Ethical Recruitment and the Employer Pays Principles: Translating Policy into Practice”, was published following a six-month evaluation of the policy commissioned by Humanity United and The Freedom Fund. Through working with the Seafood Task Force, an international industry alliance, we piloted a social audit system to audit from vessel to shrimp feed factory since 2015/16. Internal audits of this supply chain have also been completed. This audit system was designed in collaboration with leading retailers, manufacturers, government, and NGOs. To mitigate the high risk of labor violations in the Thai seafood industry, all vessels supplying Thai Union in Thailand have been first party audited by our own trained procurement and HR staff, and full marine catch purchase documentation is mandated.

Additionally,, Thai Union has initiated an external audit process of its vessels, globally and in Thailand against the Thai Union Vessel Code of Conduct (VCoC). The audit checks compliance with the Illegal, Unreported and Unregulated Regulations. The results of these third-party audits identify whether improvement is required in the form of a Vessel Improvement Program (VIP) to meet the clauses and address any non-compliance issues identified. This provides suppliers with the ability to increase transparency, demonstrate accountability as well as to remedy any issues.

▪ Supplier Corrective Action/ Improvement Plans

In 2022, after the lifting of Covid-19 restrictions and onsite visits were resumed. Vessels have completed Vessel Improvement Plans or meet the VCoC or equivalent. All suppliers within the Fishery Improvement Projects (FIPs) that Thai Union participates in were covered by at least a remote audit to ensure compliance. The findings from these audits have been utilized to implement corrective measures across the entire fleet. For example, the engagement with suppliers for tuna program has been continuous, and the progress achieved so far is promising. Certain suppliers have initiated fleet-wide implementation of improvement plans, while others have been systematically addressing the process on a vessel-by-vessel basis. Additionally, for the Atlantic and Indian Oceans, unannounced checks on vessels have happened to ensure corrective actions have been implemented effectively. These has resulted in verifying improvements or strengthening corrective action plans. The following diagram outlines the steps in the process of completing a Corrective Action Plan Policy (CAP);



3. Buyer and Supplier Development Program

We understand that audit approach alone might not be an effective tool to change suppliers' behavior. We engage in supplier capacity building, so that any suppliers who are unsure of how to comply with our Code of Conduct are given the opportunity to meet our standards. Examples of supplier communication include supplier information events on our Business Ethics and Labor Code of Conduct where suppliers are trained on how to best adhere to Thai Union's Code of Conduct. Suppliers are then invited to sign an acknowledgement which commits them to compliance with Thai Union standards regarding, amongst other things, fair labor standards.

We work in collaboration with our suppliers in many ways. For example, to ensure our traceability systems are aligned, we work with the Global Dialogue for Seafood Traceability (GDST) Standards which opens the door to full end traceability in many ways, including: identification and operationalize Key Data Elements throughout the Seafood Supply Chain, standardizing critical events for tracking seafood, standardizing end-to-end-data model from catch to consumption and ensuring interoperability of collected data amongst systems. For example, the GDST has initiated a method to code or track seafood from catch within a system by creating a unique identifier as a URL for every caught seafood. The code is then transmitted into our system, tracked throughout our processing operations, and imprinted onto the product cans and pouches specifically for our shelf stable tuna products. Our customers can access all the aforementioned traceability information by searching for the code through our relevant brands' websites.

- **Implementation of corrective actions**

Thai Union offer support to seafood suppliers in achieving compliance in FIPs (Fishery Improvement Projects). All suppliers within the Fishery Improvement Projects (FIPs) that Thai Union participates in were covered by at least a remote audit and have used these findings to put corrective actions in place across the whole fleet. We also support buyers in making purchases from sustainable fisheries, this includes identifying fisheries that require reformation to operate sustainably and encourage them to leverage their purchasing power to incentivize change.

- **Capacity building through enhancing ESG performance**

In 2020 we started to work with suppliers to trial the rollout of GDST Standard 1.0. In collaboration with NGO partners, we work to facilitate social dialogue, social auditing and capacity building through training, workshops, and practical demonstrations. Thai Union also works with the International Labour Organization (ILO) related to select information that is being promoted among fisher communities, along with other important partners within the seafood and fishing industry. In 2022, we were able to resume VCoC and Health & Safety training workshop (on-site) for vessels in our supply chain, co-hosting with the International Transport Workers' Federation (ITF), nine training sessions were conducted for over 690 fishers. Participants received a range of guidance, including first aid and basic medical training techniques such as CPR and how to effectively respond to a potential life-threatening situation while at sea, including a medical kit containing supplies to be used while on board vessels i.e., medicines and equipment. Example for the tuna program, since 2020, a consultant from Ghana has been contracted to oversee and facilitate notable enhancement on Ghanaian pole and line as well as purse seine vessels. This includes to demonstrated effective monitoring and provided support in various areas, such as implementing health and safety training, enhancing capacity building efforts, establishing policies and procedures, and developing private sanitary areas, among others.

We also have our [Packaging Sustainability Characteristics Training](#) offered training to the company's buyers and internal employees, helping them comprehend the significance of the company's sustainable ESG objectives.

- **Benchmarking against others**

We also commissioned additional benchmarking exercises which included simultaneous auditing against the Thai Union VCoC, ILO C188, STF VAS, and the AENOR standard to understand whether more input was required to assess all aspects of the standards. We have introduced a tier system to assess and classify our suppliers, aiming to recognize those who have made significant progress in resolving their corrective actions. This system categorizes suppliers into different tiers, with the top tier reserved for those who have successfully addressed the majority of their findings. The purpose of this system is to motivate other suppliers to advance through the tiers, encouraging continuous improvement.

4. Assessment Result

Supplier Screening

We have conducted a systematic desk research of suppliers' risk for negative ESG impacts and their business relevance, considering factors such as country, sector, or commodity ESG risks, significant spending, and business relevance with the result as follows:

Supplier screening	FY2022
(A) Total number of Tier-1 suppliers ¹	963
(B) Total number of significant suppliers ² in Tier-1	159
(C) Percentage of total spend on significant suppliers in Tier-1	86.32
(D) Total number of significant suppliers in non Tier-1 ³	136
Total number of significant suppliers (Tier-1 and non Tier-1) (A+D)	295

Remarks:

¹ **Tier-1 supplier** = Suppliers that directly supply goods, materials, or services to TU

² **Significant Supplier** = Suppliers that are identified as having substantial risks of negative ESG impacts or significant business relevance to the TU or a combination of both.

Reasons can include that these suppliers:

- Supply goods or services in high-volumes,
- Provide critical components, or
- These suppliers are not substitutable

³ **Non Tier-1 supplier** = Suppliers that provide their products and services through Tier-1 suppliers to TU

Supplier Assessment Program

Thai Union has 3 types of supplier assessment, the self-assessment, 2nd party audit and 3rd party audit. All potential suppliers providing food ingredients, packing materials, and logistics services based in Thailand are required to complete a Self-Assessment Questionnaire (SAQ). The SAQ was developed based on Thai Union's Business Ethics and Labor Code of Conduct (CoC) in which suppliers identified as "high risk" or "medium risk" will receive independent third-party audit to verify their ability to comply with the company's CoC. Suppliers who did not pass the audit could select to undergo a supplier performance improvement program, refusal to participate will lead to contract termination.

Supplier Assessment	FY2022	Target for FY22
(A) Total number of suppliers assessed via desk assessments/on-site assessments ¹	295	100 % of significant suppliers
(B) Percentage of significant suppliers assessed	100	
(C) Number of suppliers assessed with substantial actual/potential negative impacts ²	69	
(D) Percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan ³	99.94	
(E) Number of suppliers with substantial actual/potential negative impacts that were terminated	1	

Remarks:

¹Desk/ on-site assessment = Type of assessments carried out by or on behalf of Thai Union which covers the assessment in form of questionnaire, 2nd party assessment, and 3rd party assessment by an approved auditing organization

²Substantial actual/ potential negative impacts = Impacts that affect Thai Union on the economy, environment, or society. Negative impacts also include those that are caused or contributed to by an organization, or directly linked to its activities, products or services;

- Actual impacts are those that have happened.
- Potential impacts are those which may occur and where actions can be taken by the company to prevent, mitigate, or remediate the impact
- Substantial can be defined as a critical or major non-compliance with minimum requirements leading to severe damage to the environment or people's physical or psychological integrity or to the systematic failure of the supplier to protect people or the environment from harm

³Corrective action plan = A method of documenting non-compliance issues, identifying their root causes, and capturing measurable, achievable solutions and realistic deadlines.

Supplier Corrective Action Plans

We conduct second-party or third-party audits of our suppliers' facilities, farms, and vessels to ensure that they and their sub-suppliers are in full compliance with Thai Union standards. We seek to work with our suppliers to resolve non-compliances as the first response. If remediation is required, suppliers are expected to inform Thai Union and implement a time-bounded corrective or preventive action plan.

Corrective action plan support	FY2022	Target for FY22
(A) Total number of suppliers supported in corrective action plan ¹ implementation	65	90 % of significant suppliers
(B) Percentage of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	94.2029	

Remarks:

¹Corrective action plan = A method of documenting non-compliance issues, identifying their root causes, and capturing measurable, achievable solutions and realistic deadlines.

Supplier Capacity Building Programs

Capacity building programs	FY2022	Target for FY22
(A) Total number of suppliers in capacity building programs ¹	154	50 % of significant suppliers
(B) Percentage of significant suppliers in capacity building programs	52.20339	

Remarks:

¹**Capacity Building Program** = A programs to systematically improve supplier practices and performance on specific ESG topics (e.g., energy efficiency, chemical management, health & safety management, working hours reduction) through training, baseline assessments, collaborative system development, and progress measurement. Capacity-building is defined as the process of developing and strengthening the knowledge, skills, instincts, abilities, processes, and resources that organizations need to survive, adapt, and thrive in a fast-changing world. Such programs go beyond corrective action support and usually take 6+ months to implement. These capacity-building programs are long-term and sustained over time with the aim of improving ESG performance rather than solely implementing action plans.

Annexure

5. Annexure

Supplier Data Collection Summary

Categories	Total Supplier (A) = Tier 1 + non-Tier 1	Total Tier 1 Supplier (B)	Significant Supplier				Number of Tier 1 suppliers signed Code of Conduct	Number of Suppliers Assessed via desk assessments/on-site assessments			Supplier assessed with Substantial actual/potential negative impacts			Suppliers with Corrective Action Plans			Suppliers in Capacity Building Programs		
			Number of Significant in Tier 1	% of total procurement spent	Number of Significant in Non Tier 1	Total number of significant suppliers (Tier-1 and non Tier-1)		Total number of suppliers assessed	significant suppliers assessed	Target for suppliers assessed	Number of suppliers	Numbers of suppliers that were Terminated	% of suppliers with agreed corrective action/improve ment plan	Number of suppliers supported in Corrective Action Implementation	Target for corrective action plan implementation	% of suppliers supported in corrective action plan implementation	Number of suppliers	Target for suppliers in capacity building programs	Number of Significant Suppliers
FISH: TUNA																			
Tuna - Thailand			3		0	3	Updated	11	0	100%	0	0	100%	0	100%	Updated	Updated	100%	Updated
Tuna - US			0		0	0	Updated	0	0	100%	0	0	100%	0	100%	100%	0	100%	0
Tuna - EU			35		0	35	Updated	35	35	100%	0	0	100%	0	100%	0	0	100%	0
FISH: FARMED SALMON																			
Salmon - Thailand			1		1	1	Updated	12	2	100%	0	0	100%	0	100%	0	0	100%	0
Salmon - MerAlliance			33		0	33	Updated	33	33	100%	0	0	100%	0	100%	0	0	100%	0
SHRIMP																			
Shrimp - Thailand			5		103	108	Updated	35	35	100%	0	0	100%	5	100%	Updated	35	100%	35
Shrimp - COSFF			Updated		Updated	Updated	Updated	Updated	Updated	100%	Updated	Updated	100%	Updated	100%	Updated	Updated	100%	Updated
NON-SEAFOOD																			
Ingredient Human - Thailand			21		0	21	323	323	21	100%	21	0	100%	0	100%	000%	323	100%	21
Ingredient Petfood/Chicken - Thailand			12		20	32	0	32	32	100%	12	0	100%	0	100%	000%	0	100%	32
Packaging Primary - Thailand			33		0	33	32	32	33	100%	33	0	100%	33	100%	000%	32	100%	33
Packaging Secondary - Thailand			33		0	33	33	33	33	100%	33	1	99%	33	100%	000%	33	100%	33
Traffic - Thailand			1		0	1	23	23	1	100%	1	0	100%	1	100%	000%	23	100%	1
Other Cold Storage - Thailand			2		0	2	3	3	2	100%	2	0	100%	2	100%	000%	3	100%	2
Other Glove, Ice, Transportation - Thailand			1		0	1	37	37	1	100%	1	0	100%	1	100%	000%	37	100%	1
	963	823	159	100	136	295		860	239		69	1	99.94	65			742		154

Third-Party Audit Example

Example of Group CSR Assessment against ISO 9001:2015 Standard conducted in 2022.

Thai Union Group CSR Assessment

Information			
Audit Date(s) :	From: 27-10-2022 To: 27-10-2022	Job No :	CSR-SUP202200070
Type of Audit :	Announced Re-audit	Previous Audit Date :	27-10-2021
Name of Client :			
Name of Vendor :			

II. Audited Supplier Information

A. Basic Information

Supplier Name :

Supplier Address :

Contact Person : Title : Development manager and Quality

Tel. number : Fax number : E-mail :

Assessment Score

Green

* Refer to summary page for details

B. Supplier Operations

Products Manufactured : Design & Manufacturing of Metal Can

Production Capacity : Qty per year :

Supplier Floor Area (S.G. Meters) :

Production Process Flow : Tin Plate, Slitting, Roll Forming, Welding, Flanging, Bottom Seaming, Lug Welding and Lid Seaming

Equipment used : Auto Strip Feeder, Trimming Packing Welder, Powder, Neek, Oven, LPG Oven, Mailander Coater, and Infeed conveyor

Subcontracting (if any) :

Type	Name	Address	Process Type	Contact Person
Sub-Contractors	<input type="text"/>	<input type="text"/>	Security guard	<input type="text"/>

Peak Season (months) : March and April

Certificates or Conducted the audit (SA8000, TLS8001, ISO14001, OHSAS/TIS18001, ISO9001, or Social Code of Conduct etc):

The facility is certified against ISO 9001:2015 Standard, refer to certificate no. 24111912001 valid until 4 June 2023.

Example of Supplier CSR certificate

Certificate Number: CSR-SUP202200070



Certificate of Registration

This is to certify that



has been assessed and certified

Thai Union Business Ethics and

Labor Code of Conduct

Assessment Score : "Green"

This certificate is valid from 27 October 2022 until 27 October 2023

 Digitally signed by Varapa Srisomboon
Date: 2020.02.21 16:16:46 +07'00'

Varapa Srisomboon

BA-SM Manager

INTERTEK TESTING SERVICES (THAILAND) LTD.

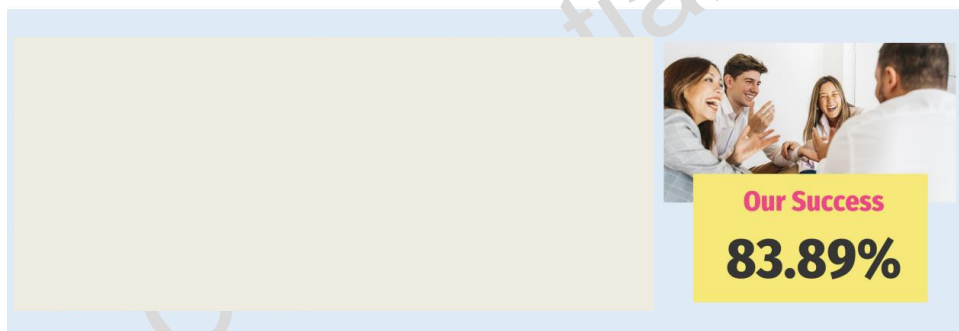
Training Related to ESG Topics

Supplier activities in 2022

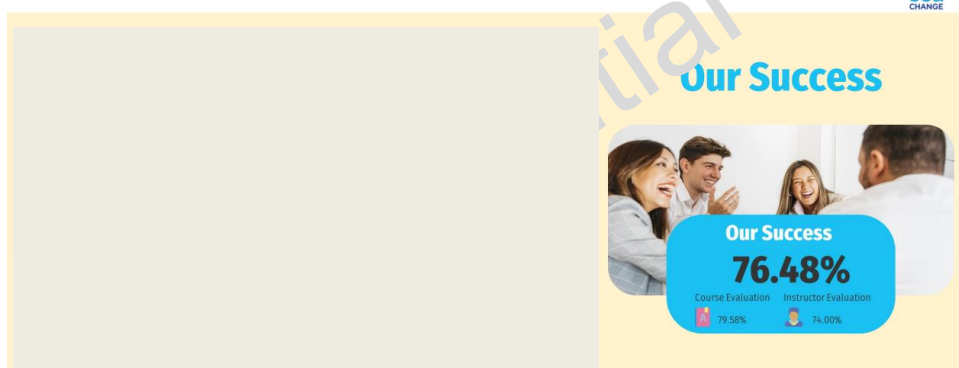
All Activities for suppliers 2022



Responsible Sourcing Management Meeting 27 May 2022



Thai Union Supplier CSR Assessment Training Course on 28-29 Jun 2022



Example of training materials on “Packaging Sustainability Characteristics”

Packaging Sustainability Characteristics

Retrieving data from MM03

July 2022

Other example (1)

- Packaging material SH2DZ455N00000201
- PKG Material: Paper
 - Reusable: No
 - Recyclable: Yes
 - Compostable: No
 - Recycled content: 100%
 - No 'Recycled content certification' has been provided
 - This packaging 'Sustainable Sourcing Certification', which is FSC.

Step 1: Select T-code MM03

1. Enter MM03
2. Click ✓

**May required authorization to access MM03

Other example (2)

- Packaging material 5MZZZNNNN000000700
- PKG Material: Plastic
 - Polymer type: PVC
 - Reusable: No
 - Recyclable: No
 - Compostable: No
 - Recycled content: 80%
 - No 'Recycled content certification' has been provided
 - This packaging does not have any 'Sustainable Sourcing Certification'

Sustainability-related characteristics

Sustainability-related characteristics of packaging required for reporting

- Weight: How much does the packaging weight? (in gram)
- Material: What material is the packaging made of? For example, plastic PP, steel, or multi-materials

Value	Definition
Aluminum	Packaging is made from aluminum (อลูมิเนียม)
Steel	Packaging is made from steel (เหล็ก)
Tin	Packaging is made from tin (ดีบุก)
Paper	Packaging is made from paper
Glass	Packaging is made from glass
Plastic	Packaging is made from plastics
Multi-materials	Packaging is made from many type of material e.g. Aluminum film and plastic film
Other	Not any of the materials listed above

Value	Definition
PET	Polyethylene Terephthalate (PET or PETE)
HDPE	High Density Polyethylene (HDPE)
LDPE	Low Density Polyethylene (LDPE)
LLDPE	Linear Low Density Polyethylene (LLDPE)
PP	Polypropylene (PP)
PS	Polystyrene (PS)
EPS	Expanded Polystyrene (EPS) or Foam
PVC	Polyvinyl Chloride (PVC)
PVDC	Polyvinylidene dichloride (PVDC)
Multipolymer	Plastic packaging is made from many types of plastic materials e.g. Clear pouch is made from different types of plastics
Other	Not any of the plastic materials listed above

Sustainable Packaging Analytic

Packaging data is collected in line with commitment and DJSI requirements

- Weight: How much does the packaging weight? (in gram)
- Material: What material is the packaging made of? For example, plastic PP, steel, or multi-materials
- Reusable: Is the packaging designed for reusable purposes?
- Recyclable: Is the packaging recyclable?
- Compostable: Is the packaging compostable?
- Recycled Content: What is the percentage of recycled content used to produce this packaging?
- Recycled Content Certificate: If the packaging is made with recycled content, does it have certificate to prove it?
- Sourcing Certificate: Does the sourced packaging have its sustainable sourcing certificate? For example, FSC, PeFC, SFI or carbon footprint

Sustainability-related characteristics of packaging required for reporting

- Reusable: Is the packaging designed for reusability?
- Recyclable: Is the packaging recyclable?
- Compostable: Is the packaging compostable?

	Value	Definition
REUSABLE	Yes	Packaging which has been designed to accomplish, or proves its ability to accomplish, a minimum number of trips or rotations in a system for reuse.
	No	
RECYCLABLE	Yes	A packaging or packaging component is recyclable if it can be recycled in theory or can be diverted from the waste stream through recycle processes and returned to use in the form of raw materials.
	No	
COMPOSTABLE	Yes	A packaging or packaging component is compostable if it is in compliance with relevant international compostability standards. Compostable plastic can be composted in a municipal or industrial facility as well as, if it is designed to be home compostable, in a collective or at home as a complementary after-use option where relevant.
	No	