

<b>CONFIDENTIALITY LEVEL:</b> PUBLIC	
<b>THAI UNION GROUP POLICY</b>	
<b>NAME OF THE DOCUMENT:</b> Policy for the Responsible Sourcing of Tuna: Albacore, Bigeye, Skipjack, Tonggol and Yellowfin	<b>Version:</b> 1 <b>Date issued:</b> 21 August 2020
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## 1 Introduction

As a leading company within the seafood industry, Thai Union Group PCL. and its affiliates (jointly referred to as “TU”) are actively involved in implementing activities to drive continuous improvement of sustainability aspects in the supply chains of the products that they produce or sell. This document provides an overview of the TU commitments for the responsible sourcing of tuna.

Within TU’s global sustainability strategy, [SeaChange®](#), Responsible Sourcing is one of four pillars alongside Safe and Legal Labor, Responsible Operations and People and Communities. TU is determined to lead by example and is committed to driving improvements across the sector. To this end, the company has embedded sustainability, alongside innovation, at the heart of the business. SeaChange® aims to drive changes by developing work programs and implementing internationally recognized best-practices. This policy aims to support other agreements, statements and policies previously made on these topics:

- The Thai Union [Tuna Commitment](#)
- Thai Union [Policies](#) webpage which includes the commitments and statements on topics such as: ISSF, ethics and labor, human rights, transshipment, Shark Finning.

This document outlines the commitments for all of the purchases from tuna fisheries (species outlined below) for TU and contributes to the delivery of SeaChange®. The policy aims to provide clear guidance to the suppliers, stakeholders and employees of TU on the sourcing requirements of the business. Subsequently, it will enable TU to be clear with its suppliers about TU’s decision making processes and policy that TU applies to the procurement of tuna species that are covered by this policy.

The scope of this policy is for tuna entering supply chains for TU branded and private label products globally. Specifically, the following which are herein collectively referred to as ‘tuna’:

- Albacore tuna *Thunnus alalunga*
- Bigeye tuna *Thunnus obesus*
- Skipjack tuna *Katsuwonus pelamis*

- Tonggol tuna (aka long tail tuna) *Thunnus tonggol*
- Yellowfin tuna *Thunnus albacares*

This policy relates to aspects related to the sustainability of tuna such as working conditions, fishing vessels, tuna fisheries and the wider marine environment. It does not include aspects of sourcing requirements relating to quality, health and hygiene, nor product specifications, packaging nor other ingredients.

## 2 Sourcing Commitments

This policy outlines the commitments which will contribute to the delivery of the TU sustainability strategy and will enable TU to transition the tuna that it purchases towards higher levels of sustainability through continuous improvement. The overarching **commitments** are:

### **Commitment 1: Tuna is fully traceable to the fishery**

TU is committed to sourcing from fishing activities that are conducted legally and that all TU products are fully traceable to the vessel (or in some cases group of vessels). TU is making concerted efforts to prevent and deter illegal, unreported or unregulated (IUU) fishing and seeks to ensure that IUU fish and endangered species do not enter our supply chains.

### **Commitment 2: The ISSF conservation measures are complied with**

TU is a founding member of the International Seafood Sustainability Foundation (ISSF) and is committed to be a leading member of the International Seafood Sustainability Association (ISSA) and to participate on the Board of ISSF. TU strongly supports all initiatives undertaken by ISSF and expects its suppliers to fulfil requirements accordingly. TU is committed to achieving 100 percent compliance in the annual third party audit against the ISSF Conservation Measures (CMs).

### **Commitment 3: Drive continuous improvement**

TU is committed to driving continuous improvement in the seafood sector and to work with suppliers wherever and whenever possible to implement actions in situations where they may not immediately meet the conditions required in this policy or other standards. The intention is to contribute to the sustainability 'journey' of the wider sector. TU is committed to engage stakeholders, suppliers and customers in aspects of delivering this policy and SeaChange®.

### **Commitment 4: Progress is monitored and transparent**

TU is committed to monitoring and reviewing progress against its commitments on a regular basis and to being transparent about the results. This policy will be reviewed periodically and adjusted to align with best practice as understanding and technology advances occur. TU is committed to reporting progress publicly on SeaChange® and the tuna commitment. In addition, TU is committed to completing progress reviews and evaluations with independent initiatives.

### **Commitment 5: Tuna stocks are healthy or have a rebuilding plan**

TU is committed to ensuring that the wild caught seafood it sources originates from fisheries which are being managed to maintain healthy stock levels so future generations can continue to enjoy tuna. This means ensuring that seafood originates from stocks which are not overexploited or overfished, and/or the fishery has a rebuilding plan in place, and that they are managed based on the best available scientific information.

### **Commitment 6: Negative impacts to the marine ecosystem are minimized**

TU is committed to ensuring that the seas are sustainable now and for future generations. From the fishing companies that TU sources tuna from, fishing activity should be completed so as to have the minimum possible impact on the ocean, meaning that amongst other things, interactions with non-target species should be minimized, protected or vulnerable areas avoided and all related international or national treaties, laws and regulations should be followed.

### **Commitment 7: Working conditions are safe and legal**

TU is committed to providing safe, legal and freely-chosen employment in all TU facilities and that the same principle is applied across all supply chains into TU products. TU is making concerted efforts to eliminate any form of modern slavery including forced, bonded and child labor from its supply chains.

### **Commitment 8: Product labels provide details of origin**

TU is committed to demonstrating the origin of the tuna used to make its products. This will be done in order to satisfy a number of different certification and labelling requirements and in order to meet expectations of consumers, customers and authorities / regulators.