



# Thai Union

## Thai Union Aquaculture Responsible Sourcing Guideline

---

# Contents

---

Thai Union Aquaculture Responsible Sourcing Guideline .....	2
1. Introduction to Thai Union Aquaculture Responsible Sourcing Guideline .....	2
2. Operating Principles.....	2
2.1) Good Governance .....	2
2.2) Transparency .....	2
2.3) Partnerships and Collaboration .....	3
3. Aquaculture Responsible Sourcing Requirements.....	3
3.1) Legal compliance .....	3
3.2) Aquaculture certification standards .....	3
3.3) Human rights and labor practices.....	3
3.4) Conservation of natural resources and biodiversity.....	3
4. The Use of Antibiotics, Growth Promoting Substances, and Other Chemicals .....	4
5. Animal Welfare .....	4
6. Genetically Modified or Cloned Animals .....	4
7. Supplier Social Compliance Audit .....	4

---

## Thai Union Aquaculture Responsible Sourcing Guideline

### 1. Introduction to Thai Union Aquaculture Responsible Sourcing Guideline

As a leading seafood brand, Thai Union has publicly stated its commitment to sustainable fishing – both directly to preserve stocks, and further to act as an agent for change in the sector. Our objective is to ensure that Thai Union products are either Marine Stewardship Council (MSC) or Aquaculture Stewardship Council (ASC) certified, or are on the way to certification through credible Fishery and Aquaculture Improvement Projects (FIPs or AIPs).

The Aquaculture Responsible Sourcing Guideline complements our commitment and the Thai Union Business Ethics and Labor Code of Conduct and is applicable to all tiers of the upstream and downstream value chains.

This guideline is complemented, as appropriate, with additional guidelines, specifications and standards at local or international level and respecting national laws and regulations.

The aim of the Guideline is to guide Thai Union’s suppliers to improve their practices where necessary and the Thai Union businesses in the implementation of the applicable international standards and Thai Union own policies and commitments relating to responsible sourcing:

- Thai Union Business Ethics and Labor Code of Conduct
- Thai Union Policy Commitment to Ban Transshipment at Sea
- Thai Union Commitment to Shark Finning Ban
- Thai Union Commitment to ISSF’s PVR Initiative
- Thai Union Policy Commitment to Animal Welfare
- Thai Union Ethical Migrant Recruitment Policy
- Thai Union Human Rights Risk Assessment
- Thai Union Environmental, Health and Safety (EHS) Policy
- Thai Union Social Compliance Audit Protocol
- United Nations Global Compact Principles
- Aquatic Animal Health Code developed by the World Organisation for Animal Health

### 2. Operating Principles

#### 2.1) Good Governance

Robust leadership, policies and processes will ensure our business is focused on delivering our sustainability objectives and is ethical across all its operations.

#### 2.2) Transparency

We will be transparent in all communications with stakeholders, customer and the industry, sharing our learnings and providing regular updates on our progress.

### **2.3) Partnerships and Collaboration**

We will actively seek out NGO, government and industry partners to work with us on initiatives designed to deliver against our overarching objectives. We will share our findings so the entire industry can benefit from our experience and findings.

## **3. Aquaculture Responsible Sourcing Requirements**

The below requirements for aquaculture sourcing establish a framework for the Company's engagement with suppliers to ensure that all farmed seafood and associated raw materials for aquaculture feed production come from responsible sources.

### **3.1) Legal compliance**

Suppliers comply with all applicable laws and regulations and will ensure:

- There is no known sourcing from aquaculture operations which are not legally licensed for production and sales.
- There is no known sourcing from aquaculture feed suppliers which are associated with Illegal, Unreported and Unregulated (IUU) fisheries and vessels.

### **3.2) Aquaculture certification standards**

Suppliers are required to be in compliance with one of the internationally<sup>1</sup> or locally recognized aquaculture certification standards. Any farmed species must be subject to this standard over time.

### **3.3) Human rights and labor practices**

Suppliers are required to be in compliance with Thai Union Business Ethics and Labor Code of Conduct.

### **3.4) Conservation of natural resources and biodiversity**

For Aquaculture operations, suppliers are required to be in compliance with all applicable laws and regulations. In addition, they may be required to continuously reduce environmental impacts through Aquaculture Improvement Projects (AIPs) which address the following aspects:

- Disease control and management;
- Control of escapees;
- Biodiversity and wildlife protection;
- Management of wastes and effluents; and
- Reduction of greenhouse gas emissions.

For Aquaculture feed associated with wild fisheries, suppliers will ensure:

- There is no sourcing from Critically Endangered or Endangered stocks per the IUCN Red List;
- There is no known sourcing from no-take zones or Marine Protected Areas;
- There is no use of highly destructive fishing gear or fishing methods including dynamite, cyanide or bottom trawling; and

---

<sup>1</sup> Global Sustainable Seafood Initiative (GSSI)-recognized programs. Details can be found in <http://www.ourgssi.org/>

- Wild-caught raw materials associated with feed production are accompanied by catch documents issued by competent authorities or certified by internationally<sup>2</sup> recognized standards.

#### **4. The Use of Antibiotics, Growth Promoting Substances, and Other Chemicals**

Suppliers will ensure any antibiotics critically important for human medicine as categorized by the WHO are proactively prohibited for use in all stages of aquaculture operations. In addition, our suppliers shall ensure that growth-promoting substances, such as hormones are not applied in animal feed. Suppliers are required to demonstrate that their animal are not supplied by any growth promoting substances. Similarly, if any antibiotics or other chemicals are used for therapeutic purposes which are approved by competent national authorities, suppliers are required to provide records detailing the use of any medicines and chemicals on each particular area in any stage of the aquaculture operations.

#### **5. Animal Welfare**

Suppliers are required to demonstrate that the animal welfare systems and practices in all stages of aquaculture operations follow Thai Union Policy Commitment to Animal Welfare, or guided by the Aquatic Animal Health Code developed by the World Organization for Animal Health (OIE).

#### **6. Genetically Modified or Cloned Animals**

Supplier shall ensure that genetically modified or cloned animals are prohibited in all stages of aquaculture operations. Suppliers are required to demonstrate that their animal products are not sourced from genetically modified or cloned animals. If genetically modified are applied, supplier are required to provide the evidence of it safe, such as the safety evaluated or tested results which approved by international, local laws and regulatory bodies.

#### **7. Supplier Social Compliance Audit**

Current suppliers where the procurement is made for a defined period of purchasing cycle are subject to an annual social compliance audit following Thai Union Social Compliance Audit Protocol. Failure to comply with TU Codes may result in the suspension of procurement during investigation and performance improvement, or ultimately the termination of relationship between Thai Union and the supplier in case of violating zero tolerance criteria.

---

<sup>2</sup> Marine Stewardship Council (MSC) and IFFO Global Standard for Responsible Supply (IFFO RS)