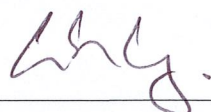


## Thai Union Group: Diversity Policy

As a global seafood leader with ambitious growth goals and a dedication to sustainability and innovation, Thai Union Group PCL (TU) is committed to supporting and ensuring a diverse work environment in which everyone is treated fairly and with respect. Diversity refers to all the way differ. It includes visible differences such as age, gender, skin-color and physical appearance; as well as underlying, invisible differences such as thinking-styles, religion nationality, education and sexuality. Our mindsets related to diversity in our workforce are to support and facilitate an inclusive environment that creates a workplace where differences are valued. The aim is to create an organization where people feel involved, respected, connected - where the richness of talents, ideas, backgrounds and perspectives are harnessed to create business value. This policy applies to all employees of TU globally.

In this regard, our Diversity Policy comprises of the following components:

- Diversity of gender and background are important criteria we take into account in appointment process for our Leadership Team and senior executive positions;
- Fostering a culture which supports and respects the values and needs of all individuals, regardless of their gender, age, ethnicity, religious, marital status or pregnancy;
- Considering ability and not disability when we employ and promote people and aiming to create a physical and cultural environment which supports participation and reasonably accommodates special needs;
- Ensuring recruitment and selection processes across all levels are structured so that a diverse range of candidates are considered;
- Actively reviewing our recruiting practices, policies and procedures to reduce bias, both conscious and unconscious, on a regular basis;
- All employees have a responsibility to treat others with dignity and respect at all times in line with the Thai Union Business Ethics and Labor Code of Conduct;
- All employees are expected to exhibit conduct that reflects inclusion during work, at work functions, off work site, other company-sponsored and participative events; Fairness through unbiased interactions with others and by encouraging an equal contribution from everyone;
- Any employees found and proven in timely manner to have exhibited inappropriate conduct or behavior against others will be subject to disciplinary action;
- All employees have a responsibility to advise their line managers or the Human Resources Department if there is a belief that any discrimination has occurred. Formal grievance and whistle blowing procedures are also accessible by all staff.



Mr. Shue Chung Chan  
Group Human Resources Director  
21<sup>st</sup> May 2018

### บริษัท ไทยยูเนียน กรุ๊ป จำกัด (มหาชน)

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