



## THAI UNION GROUP

### SeaChange® SUSTAINABLE PACKAGING GUIDELINES

Short Version 01

**Introduction** At Thai Union, our vision is to be the world’s most trusted seafood leader, caring for our resources to nurture generations to come. We aim to be the seafood industry’s leading agent of change, making a real positive difference to our consumers, our customers and the way the category is managed.

Climate change, resources depletion and environmental pollution are some of the major threats we are facing today. A proper packaging design can address all of these issues and improve the overall environmental performance of products.

Reducing the amount of adopted virgin materials also positively contributes to reducing greenhouse gas emissions, therefore, where reusable models are not feasible or readily available, the packaging should be designed to facilitate a circular approach for the adopted material.

This requires an increase in recycled content (where feasible and legally allowed), and pro-active support for the recycling industry. Re-using or re-circulating is also necessary to reduce the amount of packaging that ends up in landfill or in the environment. For these reasons, to reduce the carbon footprint of products, reduce the reliance on natural resources and fight environmental pollution,

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reusable models, easily recyclable or compostable alternatives represent the backbone of sustainable packaging.

These guidelines are therefore based on the assumption that packaging should be designed with circular economy principles in mind, to further support Thai Union Group's vision of '*Healthy Living, Healthy Oceans*'.

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### **Objective and Scope**

These guidelines are to provide a set of principles to ensure that the materials adopted for branded packaging (primary and secondary packaging) are chosen to reduce the overall environmental impact and achieve as much circularity as possible in the portfolio. Thai Union will pursue the commitment of '***100 percent of our branded packaging is reusable, recyclable or compostable by 2025***' and '***30 percent average recycled content in our branded packaging by 2025***'.

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### **Definitions**

**Reusable packaging:** 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.

**Recyclable packaging:** 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.

**Compostable packaging:** 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.

**Recycled content:** Proportion, by mass, of post-consumer recycled material in packaging. Post-consumer recycled material is material generated by households, commercial, industrial and institutional

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facilities in their role as end users of the product which can no longer be used for its intended purpose. This includes the return of material from the distribution chain.

**Packaging:** Operations involved in the preparation of goods for containment, protection, handling, delivery, storage, transport and presentation of goods, from raw materials to processed goods, from the producer to the user or consumer.

**Primary packaging:** Packaging designed to come into direct contact with the product.

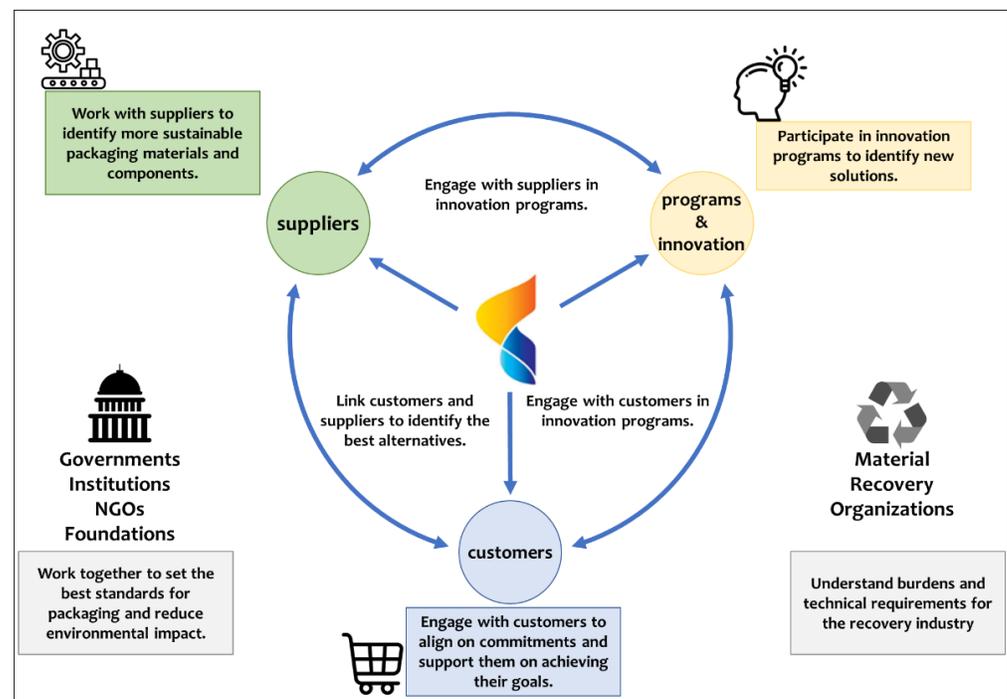
**Secondary packaging:** Packaging designed to contain one or more primary packaging together with any protective materials where required.

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**Approach**  
**for**  
**Sustainable**  
**Packaging**

- Thai Union will work with other stakeholders, including governments, institutions, NGOs, private companies and civil society to assess and understand the real recycling/composting rate of materials and packaging, and develop long term solutions.
  - Thai Union will consider the sustainability in our operations, which includes economic, environment and social benefits, and also the provision of healthy, nutritious and safe food.
  - Thai Union will innovate and develop sustainable packaging through the Company's Global Innovation Center (GIC). In addition, Thai Union will collaborate and engage with packaging suppliers to seek new options for recyclable and compostable packaging, or improve the existing packaging and its environmental performance.
  - Thai Union will work with its customers and suppliers to align packaging commitments and develop synergies between the commitments.
  - Thai Union will innovate, develop and explore adopting packaging materials with higher recycling/composting rates to those currently in place.
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- Thai Union will investigate and develop reusable models to diminish the reliance on single-use packaging. We will focus initially on single-use plastic, due to its detrimental impact on oceans in particular, and the broader environment.
- Thai Union will support customers and consumers to understand how to properly dispose of packaging.
- For transparency, Thai Union will disclose information and progress on our packaging commitment to the public via the Company's annual Sustainability Report and the [SeaChange® website](#).
- Thai Union will regularly consult guidelines developed by plastic recycling organizations (e.g. Association of Plastics Recyclers (APR), Plastic Recyclers Europe (PRE) – RecyClass) and other stakeholders (e.g. NGOs, civil society organizations, government, regulators).



**Recyclability Classification** Industrial compostable materials are well defined by standards. There is more complexity in the definition of recyclable packaging, therefore further classification is required for this category:

Category	Packaging type
RED	(1) If the material is completely non-recyclable or it is listed in the 'Hard-to-recycle plastic materials' category; (2) If it is a combination of different materials and/or components where some of them are considered hard to recycle, while others are not yet recycled; (3) If the material(s)/component(s) is banned by law.
YELLOW	Packaging types under this category can be classified as 'technical recyclable', meaning that they could be recycled in theory, but there is no established market for recycling them.
GREEN	The packaging material(s) is 'fully recyclable' and there is infrastructure available to recycle.

If the packaging is a combination of different items and different recyclability category, then the whole packaging falls under the lower recyclability category e.g., if packaging is a combination of 'GREEN' and 'RED' items, then the whole packaging falls under the 'RED' category. If packaging is a combination of 'GREEN' and 'YELLOW' items, then the whole packaging falls under the 'YELLOW' category.

**6 Golden Rules to Improve Packaging**

1. Reduce packaging weight, simplify the design and remove unnecessary components
2. Phase out hard-to-recycle materials and components

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3. Maximize the use of recycled content, where feasible and allowed by law
  4. Identify and innovate for easy-to-recycle or compostable alternatives
  5. Investigate and develop innovative re-usable business models
  6. New products and renovations are compliant with our 2025 commitment
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