



THAI UNION GROUP PCL'S HUMAN RIGHTS POLICY

OUR COMMITMENT ON HUMAN RIGHTS IN OUR VALUE CHAIN

Thai Union Group Public Company Limited and its subsidiaries, hereafter referred as Thai Union, supports and respects the protection of internationally proclaimed Human Rights. This Policy embodies our commitment to conduct business with integrity, openness, and respect for universal human rights, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We recognize our responsibility to uphold the human rights of others and address adverse human rights impacts within our operations and throughout the value chain, in line with the United Nation's Guiding Principles on Business and Human Rights.

This Human Rights Policy is aligned with Thai Union's existing policies and initiatives on Human Rights to date such as Thai Union's Sustainability Strategy [SeaChange®](#) and [the Business Ethics and Labor Code of Conduct \(CoC\)](#).

OUR COMMITMENT ON HUMAN RIGHTS FOR THE GLOBAL SEAFOOD INDUSTRY

Thai Union's mission is to be a seafood industry's leading agent of change, making a real positive difference to our consumers, our customers and the way the category is managed. In line with this mission, we will use our commercial leverage and leadership role to address human rights issues not only in our value chain but also in the wider global seafood industry.

SCOPE OF THE POLICY

This Policy extends to all right holders whose lives may be impacted directly or indirectly by our operations. These operations cover business activities by our subsidiaries, associated companies, and joint ventures. Particular attention is given to the human rights of workers employed in our facilities and those employed in our supply chain. Going forward, we will monitor our human rights impacts on other groups of right holders and address those impacts based on the level of risks.

IMPLEMENTATION OF OUR HUMAN RIGHTS DUE DILIGENCE FRAMEWORK

To translate this Human Rights Policy into practice, we have designed and continuously implemented our [Human Rights Due Diligence Framework](#) comprising six pillars.

- 1) **Basic Statement & Policies on Human Rights** - we commit to set a specific strategy and measurable targets on human rights as well as policies to achieve them.
- 2) **Assess Risks** - we commit to assess actual and potential risks of human rights violation that are caused by or linked to our operations, in order to inform subsequent risk mitigation activities.
- 3) **Prevent** - we commit to implement policies and measures to prevent or minimize the risks of human rights violations in our operations and value chains.



- 4) **Detect** - we commit to undertake measures to identify human rights violation in our operations and value chains.
- 5) **Remedy** - we commit to provide remedies or facilitate access to effective remedies to affected right holders.
- 6) **Continuous Monitoring & Disclosure** - we commit to measure and disclose progress of our human rights due diligence activities and their impact to ensure that we achieve intended outcome.

Wherever applicable, we will consult relevant rights holders and other stakeholders, seek guidance from existing global standards and best practices documents, and partner with non governmental organizations (NGOs), labor unions, government authorities, or industry partners.

Going forward, we will strengthen and expand our human rights due diligence activities to ensure comprehensive coverage of our entire value chain.

PUBLIC REPORTING

We aim to be transparent on our human rights performance through regular public disclosure and experience sharing in public fora. We publicly disclose progress and impact of our human rights due diligence activities through Thai Union's Annual Sustainability report, Thai Union's Annual Report, the UK Modern Slavery Act Statement, and the California Transparency in Supply Chain Statement. In addition, we disclose progress on our [SeaChange®](#) website, at conferences and public fora, and other public news releases on specific activities.

REPORTING BREACHES

Anyone may report actual or suspected violation of human rights by our employees, suppliers, contractors, or business partners confidentially to Thai Union via any one of the many channels indicated here: <http://www.thaiunion.com/en/sustainability/code-of-conduct>

We strongly support a culture of speaking up without any fear of retaliation against those who report actual or suspected breaches.

This Human Rights Policy is issued on 24 May 2018. Thai Union reserves the right to amend this policy at any time.

Approved by

A handwritten signature in blue ink, appearing to be "Darian McBain", written over a horizontal line.

Dr. Darian McBain
Global Director of Sustainable Development