



Thai Union's Commitment to Implement Employer Pays Principle for Recruitment of Migrant Workers

Introduction

With respect for universal human rights of individuals, Thai Union Group PCL strives to provide safe and fair treatment to all workers. Providing safe, legal, and freely-chosen employment in our own facilities and supply chains is one of the important pillars of our global sustainability strategy [SeaChange®](#).

In 2016, Thai Union began to implement [the Ethical Migrant Recruitment Policy](#) with an aim to ensure safe migration and reduce the potential vulnerability of migrant workers to labor exploitation. Thai Union, in collaboration with others, is engaged in concerted efforts to eliminate any form of modern slavery including forced, bonded and child labor in our supply chains. Our Ethical Migrant Recruitment Policy seeks to ensure that migrant workers are not indebted in the process of seeking a job, and have safe and legal labor. Thai Union's recruitment and hiring processes must also meet our obligations under the UN Global Compact, the United Nations Guiding Principles on Business and Human Rights, and our own Business Ethics and Labor Code of Conduct.

In 2019, ethical trade consultancy Impactt published an [independent evaluation](#) which found that the changes Thai Union had made in its recruitment policy were "a significant landmark in improving migrant recruitment practices".

As part of our commitment to continuous improvement, we will transition our ethical recruitment practices in 2022 to be aligned with the international standard reflecting the [Dhaka Principles for Migration with Dignity](#) and the Employer Pays Principle to ensure that no worker should pay for a job – *the cost of recruitment should be borne not by the worker but by the employer.*

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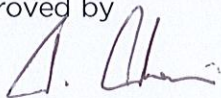
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Statement of Commitment

- Starting from January 1, 2022, we will begin to implement a full Employer Pays Principle for all recruitment of migrants to work in our Thailand-based operations. In practical terms, Thai Union will bear all recruitment-related fees and costs for all migrant workers, applicable to all new recruitment activities initiated by Thai Union after the implementation date. To reflect this commitment, we will publish an updated Ethical Migrant Recruitment Policy by the end of 2021;
- Building on our experience in implementing the Ethical Migrant Recruitment Policy since 2016, we will continue to partner with recruitment agencies and NGOs to assess and monitor compliance with the Employer Pays Principle and to ensure access to remedies for workers in case of non-compliance;
- For transparency, we will report progress with the goal of continuous improvement in the implementation of the Employer Pays Principle in our annual Sustainability Report and the annual UK Modern Slavery Act Transparency Statement;
- We will continue to seek opportunities to share lessons learned and engage an active dialog with business, government, and civil society to raise standards in responsible migrant worker recruitment practices throughout the seafood industry.

Approved by



(Thiraphong Chansiri)
President and CEO
Thai Union Group



(Cheng Niruttinanon)
Chairman of Executive Director
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Dated: 23 September 2021