

CONFIDENTIALITY LEVEL: PUBLIC	
THAI UNION GROUP POLICY	
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1 Introduction

As a leading company within the seafood industry, Thai Union Group PCL. and its affiliates (jointly referred to as “TU”) are actively involved in implementing activities to drive continuous improvement of sustainability aspects in the supply chains of the products that they produce or sell. This document outlines the TU commitments and policy for the responsible sourcing of tuna.

Within TU’s global sustainability strategy, SeaChange®, Responsible Sourcing is one of four pillars alongside Safe and Legal Labor, Responsible Operations and People and Communities. TU is determined to lead by example and is committed to driving improvements across the sector. To this end, the company has embedded sustainability, alongside innovation, at the heart of the business. SeaChange® aims to drive changes by developing work programs and implementing internationally recognized best-practices. This policy aims to support other agreements, statements and policies previously made on these topics.

2 Document purpose

This document outlines the commitments and conditions for all of the purchases from tuna fisheries (species outlined in scope below) for TU and contributes to the delivery of SeaChange®. This document aims to provide clear guidance to the suppliers, stakeholders and employees of TU on the sourcing requirements of the business. Subsequently, it will enable TU to be clear with its suppliers about TU's decision making processes and policy that TU applies to the procurement of tropical tuna.

This document is intended for publication and circulation externally and components of this document will be used for engaging with stakeholders on this subject, for example in presentations, communications and different reporting requirements.

3 Scope

The scope of this policy is for tuna entering supply chains for TU branded and private label products globally. Specifically, the following which are herein collectively referred to as 'tuna':

- Albacore tuna *Thunnus alalunga*
- Bigeye tuna *Thunnus obesus*
- Skipjack tuna *Katsuwonus pelamis*
- Tonggol tuna (aka long tail tuna) *Thunnus tonggol*
- Yellowfin tuna *Thunnus albacares*

This policy relates to aspects related to the sustainability of tuna such as working conditions, fishing vessels, tuna fisheries and the wider marine environment. It does not include aspects of sourcing requirements relating to quality, health and hygiene, nor product specifications, packaging nor other ingredients. Regarding food fraud, TU is committed to protecting our food supply chains from food fraud and intentional adulteration of our food products and to develop mitigation strategies to prevent the occurrence of such threats to our business and customers. For more information, refer to the TU 'Combating Food Fraud and Food Defense Strategy': <https://www.thaiunion.com/en/products-and-brands/combating-food-fraud-and-food-defense-strategy>

4 Policy management and responsibilities

The content of this policy is the responsibility of the TU Group Director for Fish Procurement. The maintenance and policy contents are supported by relevant other staff, including but not limited to, the procurement and sustainability teams. It is the responsibility of Fish Procurement Managers, Factory Managers and Co-Pack Managers to procure seafood in concert with this policy.

This policy is in line with the TU Procedure of Group Policies and Procedures and will be reviewed accordingly each year it is in implementation i.e. before Q2 of each year following its publication by the TU Group Director for Fish Procurement and the Tuna Sustainability Committee.

5 Sourcing Commitments

This policy outlines the commitments which will contribute to the delivery of the TU sustainability strategy and will enable TU to transition the tuna that it purchases towards higher levels of sustainability. The overarching **commitments** are:

1. Tuna is fully traceable to the fishery
2. The International Seafood Sustainability Foundation's conservation measures are complied with
3. Drive continuous improvement in supply chains
4. Progress against this policy is monitored and transparent
5. Tuna stocks are healthy or have a rebuilding plan
6. Negative impacts to the marine ecosystem are minimized
7. Working conditions are safe and legal
8. Information is provided on product origin

For each of the commitments there is a series of conditions which are verified through a variety of processes such as desk research, documentation provision and on-site audits. This policy is implemented by the relevant TU teams specifically related to supply chain and raw material intake. The following are the primary places for this policy to be implemented: procurement, supply chain, factory intake, and the sales and account teams. The Risk Management team runs a process for monitoring and managing risks within TU, and this policy and its implementation supports managing risks identified in the risk management process and aims to reduce the risk of introducing raw materials that do not meet the conditions from entering TU supply chains.

The rest of this section goes into the details about the commitments and their respective conditions. Where a condition is preceded by a "*" then an improvement action plan may be provided if the condition is not met, where this is not indicated then the condition must be met.

Commitment 1: Tuna is fully traceable to the fishery

TU is committed to sourcing from fishing activities that are conducted legally and that all TU products are fully traceable to the vessel (or in some cases group of vessels). TU is making concerted efforts to prevent and deter illegal, unreported or unregulated (IUU) fishing and seeks to ensure that IUU fish and endangered species do not enter our supply chains.

This commitment is intended to exclude and prevent any potential contamination of the supply chain with products originating from IUU fishing activity. TU will aim to ensure that all of the tuna it sources originates from fishing operations which are compliant with national and international requirements (such as fishing logbooks, equipped with VMS, local and/or international catch reporting, adherence to set quotas, observer coverage, safety, IMO regulations etc.).

TU regards traceability as the backbone of its sustainability strategy. TU aims to be able to trace each of the products that it sells back to its point of capture by the boat (or group of boats). Insisting on full traceability allows TU to monitor the operations, actions and labor conditions in the supply chains. To increase the effectiveness of traceability systems and achieve interoperability across the industry, TU is adopting the [GDST 1.0 standards](#) and encourages its suppliers and stakeholders to engage in the GDST.

For this commitment, the following cumulative **conditions** shall be met:

- a. TU will not source any endangered, threatened or protected species listed on relevant legislation such as the Convention on International Trade in Endangered Species (CITES) or the EU Wildlife Trade Regulations.
- b. The supply chain is fully traceable from catch to product intake at TU plants or co-packer's plants and is traceable from final product to vessel (or group of vessels where appropriate).
- c. For all TU facilities, internal traceability checks for a specific batch number can be completed within a four hour time period. The same time (four hours) is afforded to suppliers (including brokers and traders) to complete a traceability check.
- d. * Suppliers are strongly encouraged to work towards recording and transmitting Key Data Elements (KDEs) and catch events to be compliant with the Global Dialogue on Seafood Traceability (GDST) Standard 1.0.
- e. The following information is available (e.g. associated) with the product at all stages of the supply chain: vessel name and registration, fishing trip dates/times, catch coordinates, Regional Fishery Management Organizations (RFMO) and FAO area, fishing method used, species scientific name.
- f. All fishing vessels supplying TU must be on the RFMO authorized vessel list or National registry if fishing only in an Exclusive Economic Zone (EEZ) of the Flag state. TU will not source from any vessel which is on an official IUU vessel list of the RFMOs.
- g. All fishing vessels supplying TU must be flagged to a member or cooperating non-member of the relevant RFMO (or have applied with the RFMO for such status), or if membership is not possible, flagged to an Invited Expert or another such designation established by the RFMO.
- h. All fishing vessels supplying TU must have an IMO number (where relevant), use the appropriate fishing gear and be duly licensed to operate within the authorized fishing season in permitted fishing grounds and transship on the high seas.
- i. All fishing vessels supplying TU must report full catch and bycatch data (including quantities in kg) to the competent national and/or international fisheries management authorities.
- j. The fishery has a regulatory framework in place and there must be systems in place to enforce compliance with management measures.
- k. Transshipment at sea: this should be avoided wherever possible but where it is done, then it must be completed in full respect of ISSF CM, National and International regulations and RFMO resolutions
 - i. For Thailand - provision of the Marine Catch Transshipment Document.
 - ii. For all other - transshipment must be monitored and recorded.

- i. * Human or electronic observers (or inspectors) operate within the fishery from which the tuna is sourced and are in compliance with the RFMO. For long line vessels, there should be an electronic or human observer on board; vessels / fleets should have a plan in place to achieve this within a stated timeframe.
- m. * TU recognizes the importance of the following in the fight against IUU by improving control, monitoring and setting out a clear framework for the seafood sector: the IMO's 2012 Cape Town Agreement; FAO's Agreement on Port State Measures to Prevent, Deter and Eliminate IUU Fishing; IMO's STCW-F Convention of training of fishers and ILO's Work in Fishing Convention 2007 (C188). TU encourages its suppliers to review the relevant documents and work towards a situation where their requirements are implemented everywhere.

Commitment 2: The ISSF conservation measures are complied with

TU is a founding member of the International Seafood Sustainability Foundation (ISSF) and is committed to be a leading member of the International Seafood Sustainability Association (ISSA) and to participate on the Board of ISSF. TU strongly supports all initiatives undertaken by ISSF and expects its suppliers to fulfil requirements accordingly. TU is committed to achieving 100 percent compliance in the annual third party audit against the ISSF Conservation Measures (CMs).

When sourcing tuna, TU does not operate a 'gear specific' preferential purchasing system and aligns with the ISSF perspective that the tuna industry should work to drive positive change in all of the world's tuna fisheries. The aim, therefore, is for all tuna fisheries, irrespective of their gear type, to achieve a level that would enable them to gain certification of the Marine Stewardship Council (MSC) and, if possible, without conditions. If not attainable immediately, then this should be achieved by implementing credible Fishery Improvement Projects (FIPs).

One of the important initiatives of ISSF is the Proactive Vessel Register (PVR) which promotes responsible and sustainable tuna fisheries. TU has made a strong commitment to increase the amount of fish that is sourced from vessels that are part of the PVR. TU has, and will continue to, push forward with this commitment. Specifically, TU is:

- Working with suppliers to make sure that they are providing a significantly increasing amount of supply from vessels on the PVR.
- Directly engaging with suppliers and boat owners encouraging them to join the PVR.
- Implementing an internal program to review and monitor progress and find innovative ways to increase our sourcing from vessels listed on the PVR.

For this commitment, the following cumulative **conditions** shall be met:

- a) TU's compliance with the ISSF CMs is verified by annual independent audits and the reports are published on the ISSF website.
- b) Large scale purse seine vessels which TU source from must be registered on the PVR.
- c) Fishing vessels which are not purse seiners which TU source from (e.g. long line vessels, pole and line vessels), are encouraged to get on the PVR and assess the possibility of registering on the PVR.

- d) * Fishing vessels and supplier companies must be able to demonstrate that they comply with all of the ISSF CMs. These can be found on the following webpage: <https://iss-foundation.org/what-we-do/verification/conservation-measures-commitments/>
 - i. Suppliers must submit relevant information and data to demonstrate compliance to either TU, ISSF or any relevant party (e.g. auditor).
- e) * Participate and adhere to relevant recommended best practices such as trials of new approaches or designs of gear (e.g. biodegradable FADs) or attend workshops (e.g. skippers workshops on bycatch handling).

Commitment 3: Drive continuous improvement

TU is committed to driving continuous improvement in the seafood sector and to work with suppliers wherever and whenever possible to implement actions in situations where they may not immediately meet the conditions required in this policy or other standards. The intention is to contribute to the sustainability 'journey' of the wider sector. TU is committed to engage stakeholders, suppliers and customers in aspects of delivering this policy and SeaChange®.

TU seeks to work on improvement projects which can be called 'credible', meaning that they are able to demonstrate that the project and work plan is making progress towards the goals that have been set out. This is expected regardless of whether the improvements are about the environment, administration or ethical aspects of working. No matter what the topic of the project / plan, the same basic steps should be followed, including:

1. Scoping: reviewing, analyzing and identifying the situation against best practice.
2. Action planning: developing a detailed account of the work that needs to be completed to meet the required level, the timeline for completion, and the resourcing required.
3. Implementation: a project management approach should monitor and track progress.
4. Review: regular checks should be completed until the required level is reached (for example, this might be time for certification).
5. Follow-up: should measures not be taken to implement improvement plans for any reason, then TU will consider relevant measures and/or sanctions.

For this commitment, the following cumulative **conditions** shall be met:

- a) If tuna is sourced from a FIP, then the FIP should be publicly listed on an independent, accessible website which includes details such as the action plan, timeframe and progress information e.g. www.fisheryprogress.org.
- b) For any FIP that TU is actively involved in the implementation of the action plan (e.g. on the project management team) then TU will aim to ensure that the FIP is rated at grades A-C in the reviews (Note: these will be unscored if recently started).
- c) Following an audit or assessment against any of the TU codes of conduct or policies or standards (e.g. MSC) or initiatives (e.g. ISSF CMs), where findings demonstrate that a supplier does not fully meet all of the criteria / clauses in the standard then an action plan to implement improvements which will close out the identified gaps will be developed. TU will have to reconsider its relationship with any supplier that is unwilling or unresponsive about making continuous improvements to meet required standards.

- d) Regarding this policy, where a condition is preceded by “*” then improvements (e.g. action plan) can be developed, where this is not present the conditions must be met.

Commitment 4: Progress is monitored and transparent

TU is committed to monitoring and reviewing progress against its commitments on a regular basis and to being transparent about the results. This policy will be reviewed periodically and adjusted to align with best practice as understanding and technology advances occur. TU is committed to reporting progress publicly on SeaChange® and the tuna commitment. In addition, TU is committed to completing progress reviews and evaluations with independent initiatives.

TU takes pride in the transparency of its communications with stakeholders, customers and the industry. TU aspires to share learnings and provide regular updates on TU's progress and the challenges it faces. TU has been publicly reporting on the progress against sustainability commitments since 2014. That year, TU published its first global annual sustainability report and started implementing its SeaChange® strategy. TU is an active member of many multi stakeholder initiatives and also participates in several independent evaluations against different sets of criteria. These include but are not limited to:

- WEF Tuna Declaration signatory
- Seafood Business for Ocean Stewardship member
- Entered a landmark agreement with Greenpeace in 2017
- Rated #1 for food products on the Dow Jones Sustainability Indices in 2018 and 2019
- Rated #1 on the Seafood Stewardship Index in 2019
- Published an evaluation of TU's partnership with WWF in Europe
- Released the TU European Sourcing Transparency Report for branded products, which was also published on the Ocean Disclosure Project webpage
- Publication of an independent evaluation of the implementation of the Ethical Migrant Recruitment Policy

For this commitment, the following cumulative **conditions** shall be met:

- a) At least twice per year, the TU Tuna Procurement team evaluates the tuna sourcing data and works with the Sustainability Team to assess the progress against the Tuna Commitment and this policy.
- b) The annual TU sustainability report publishes relevant information about progress against the broader sustainability strategy and the related commitments of this policy.
- c) TU will collaborate with relevant external parties on independent evaluations to measure performance against sustainability goals and measures. TU encourages suppliers to engage in independent initiatives and collaborations where possible.
- d) * When requested, suppliers must provide information to fulfill TU reporting requests.
- e) * Suppliers are encouraged to make public their own responsible sourcing policy and commitments, and to complete their own internal progress monitoring procedure.

Commitment 5: Tuna stocks are healthy or have a rebuilding plan

TU is committed to ensuring that the wild caught seafood it sources originates from fisheries which are being managed to maintain healthy stock levels so future generations can continue to enjoy tuna. This means ensuring that seafood originates from stocks which are not overexploited or overfished, and/or the fishery has a rebuilding plan in place, and that they are managed based on the best available scientific information.

For TU, a fishery that is considered to be managing stocks at 'sustainable' levels would have to be able to pass the fisheries standard established by the MSC (specifically Principles 1 and 3 in the standard). At present, the MSC is acknowledged to be the highest third party standard for wild caught seafood, but alternatively TU will consider certification standards that achieve the benchmark of the [Global Sustainable Seafood Initiative](#) (GSSI); this initiative uses the Food and Agricultural Organization's (FAO) '[Code Of Conduct for Responsible Fisheries](#)' as the guideline.

For this commitment, the following cumulative **conditions** shall be met:

- a) * The fishery has a reliable assessment of the state of the stock which demonstrates that it is not being overfished and neither is it in an overfished state.
 - i. If it is, then there should be an effective stock rebuilding plan in place and if not yet completed then the fishery should develop an action plan to ensure one is developed.
 - ii. For new fisheries that TU is looking to source from then the reliable stock assessment should categorize the fishery as healthy or there should be an effective rebuilding plan in place, otherwise it will not be sourced from.

Note: To be considered 'reliable', the stock assessment should be readily available and published in internationally recognized journals or publications (scientific journals or internal publications of known organizations e.g. FAO, ICES, NOAA and RFMOs).
- b) * Within the fishery, the monitoring of all catches (including discards and bycatch) is completed and includes activities that record or estimate any source of mortality to ensure the accuracy of assessment and management based on the monitoring. It should include both fishery-dependent and independent monitoring (e.g. fisheries surveys).
- c) * The fishery must have set science-based limit reference points (e.g. Bmsy, BPA Fmsy or proxies) and be managed in accordance to the suggested targets.
- d) * The fishery must have information and analysis to demonstrate acceptable impacts of bycatch/retention of non-target species.
- e) * The fishery must have adequate information and analysis to demonstrate the impacts of fishing will not jeopardize the continued survival of any target or non-target species.
- f) * The fishing company supplying TU does not exceed the quota that the relevant management authority has set for it.
- g) * For fisheries utilizing drifting Fish Aggregating Devices (dFADs), the fishing company(s) supplying TU should follow best practices such as:
 - Deploy non-entangling dFADs.

- Vessels should not deploy more dFADs than is permitted by the RFMO and work to limit the number of active dFADs.
- Contribute to the development of effective dFAD management plans.
- Remove old entangling dFADs from the water.
- Participate in and develop initiatives that will protect sensitive habitats and the marine ecosystem from the potential impacts of dFADs such as the FAD Watch program in the Indian Ocean, biodegradable dFAD projects and programs that seek to increase understanding about the impacts of dFADs.

Commitment 6: Negative impacts to the marine ecosystem are minimized

TU is committed to ensuring that the seas are sustainable now and for future generations. From the fishing companies that TU sources tuna from, fishing activity should be completed so as to have the minimum possible impact on the ocean, meaning that amongst other things, interactions with non-target species should be minimized, protected or vulnerable areas avoided and all related international or national treaties, laws and regulations should be followed.

For this commitment, the following cumulative **conditions** shall be met:

- a) The fishing vessel should be able to demonstrate that tuna has not been caught in prohibited areas such as those which have been closed or designated as protected.
- b) The practice of shark finning should not happen on any vessel supplying TU.
- c) * For a fishing vessel that is supplying TU, they must be gathering and analyzing data so that they can demonstrate acceptable impacts on the ecosystem and to reduce levels of bycatch to levels below the regional average for the fishing gear type and region. Ideally the vessels/companies will be participating in a FIP and the actions will be aligned and captured in the FIP monitoring.
- d) All fishing vessels supplying TU must be compliant with all relevant laws and regulations regarding pollution and waste control.
- e) * The fishery and/or fishing company that is supplying TU should be able to demonstrate that it is implementing a process to identify and address any risks on the issue of abandoned, lost or discarded fishing gear. TU encourages fishing companies, suppliers and stakeholders to engage with the [Global Ghost Gear Initiative](#).
- f) * Fishing activity should not impact endangered, threatened or protected species listed on relevant legislation (e.g. EU, US, international) such as the Convention on International Trade in Endangered Species - CITES / EU Wildlife Trade Regulations. Any interaction during fishing should be reported.
- g) * For seabirds, the long line vessels that supply TU must implement, when it is published, the TU bycatch mitigation best practice implementation plan.

Commitment 7: Working conditions are safe and legal

TU is committed to providing safe, legal and freely-chosen employment in all TU facilities and that the same principle is applied across all supply chains into TU products. TU is making concerted efforts to eliminate any form of modern slavery including forced, bonded and child labor from its supply chains.

TU sets out a commitment to the safe and fair treatment of workers and has a published [Business Ethics and Labor Code of Conduct](#). In 2017, the [Vessel Improvement Program and Code of Conduct](#) (VCoC) extended the Business Ethics and Labor Code of Conduct to reflect the unique set of working conditions on fishing vessels. TU owns no commercial fishing vessels but aims to use its market position to improve labor conditions throughout the seafood supply chain. The implementation of these codes provides clear guidance to suppliers and the fishing vessels that TU sources from and aims to continue to improve labor and ethical performance in the seafood sector. The 12 'Fundamental Principles' apply to every part of our business and frame both codes of conduct:

1. Business is conducted lawfully and with integrity.
2. Work is conducted on the basis of freely agreed and documented terms of employment with legal compliance.
3. All workers are treated equally and with respect and dignity.
4. Work is conducted on a voluntary basis with no forced or compulsory labor.
5. All workers are of an appropriate age.
6. All workers are paid fair wages.
7. Working hours for all workers are reasonable.
8. All workers are free to exercise their right to form and/or join trade unions and to bargain collectively where permitted by law.
9. Workers' health and safety are protected at work.
10. Workers have access to fair procedures.
11. Business is conducted in a manner that embraces sustainability and reduces environmental impact.
12. Progress and compliance are monitored.

In addition to the codes of conduct, in 2016 TU also published the [Ethical Migrant Recruitment Policy](#). This policy has the objective to provide a set of principles to ensure that recruitment and hiring are managed consistently, professionally, fairly and transparently.

For this commitment, the following cumulative **conditions** shall be met:

- a) * TU facilities and subsidiaries must apply the TU Ethical Migrant Recruitment Policy.
- b) * All suppliers must sign the Business Ethics and Labor Code of Conduct.
- c) * Fishing operators and companies (any entity supplying TU with tuna which owns vessels) must sign the VCoC. *Note:* TU will respect implementation of private or independent ethical and social guidelines / standards aimed at delivering best practice.
- d) An assessment [against the above codes and policies] by either TU or a third party could be made at any time (announced or unannounced) and access to any required sites or documentation will be permitted and the audit facilitated.

- e) TU factories are tracked via SMETA, BSCI, or equivalent social audit certification benchmarked by the Global Seafood Sustainability Initiative (GSSI) or Social Supply Chain Initiative (SSCI).
- f) * Working conditions on fishing vessels and in processing plants in the TU supply chains must either meet the standards set out in the codes of conduct or work on an improvement program to meet them.
- g) * In situations where improvement is required to meet the codes of conduct then any supplier must be willing to engage in a program of improvement (in line with commitment 3) and be able to demonstrate progress against an agreed action plan.
- h) * Participate and adhere to relevant best practices such as new approaches or designs to enhance worker voice or innovations in electronic monitoring.
- i) The protection and safety of fisheries observers and auditors that spend time on vessels to complete their jobs should be a priority in the supply chain and the whole seafood sector.

Commitment 8: Product labels provide details of origin

TU is committed to demonstrating the origin of the tuna used to make its products. This will be done in order to satisfy a number of different certification and labelling requirements and in order to meet expectations of consumers, customers and authorities / regulators.

Here are the certification programs and labelling schemes (or requirements) to which TU has made a commitment or has a duty to certify against:

Product origin

TU products follow all of the applicable regulations and legislative requirements for labelling in the country where products are to be sold. For each country and region this is different. In addition, TU follows the product labelling guideline of the ISSF, CM 2.3.

Dolphin Safe

TU products in the U.S. comply with the U.S. 1990 Dolphin Protection Consumer Information Act (Dolphin Safe Labelling Law). This law permits use of a Dolphin Safe tuna label only for tuna caught without any intentional encirclement of dolphins and, with later amendments, without any dolphin mortality. TU products are also certified 'Dolphin Safe' by Earth Island Institute (EII), an NGO that has established a private environmental monitoring program aimed at protecting and preserving dolphins. As well as EII, the Dolphin Safe label is supported by Humane Society of the United States, Defenders of Wildlife, Greenpeace USA, and others. TU is also approved by EII to use the Dolphin Safe logo on products across the world, including Italy, UK, France, Germany and Thailand.

Marine Stewardship Council (MSC)

TU are committed to sourcing tuna and other wild caught species certified as sustainable by the MSC. To increase the volumes of certified sustainable tuna available to the market, TU are establishing and participating in the implementation of FIPs throughout the world's oceans. In 2016, TU published its 'Tuna Commitment' for *'tuna to be sustainably sourced, with an aim*

to achieve a minimum of 75% of our branded tuna products produced with raw material originating from fisheries that are either MSC certified or in a FIP, by the end of 2020.'

For this commitment, the following cumulative **conditions** should be met:

- a) All of TU products comply with applicable labelling laws.
- b) For all TU branded products, the species and ocean of capture shall be labelled for the consumers either on the product or through a publicly available web-based system.
- c) In accordance to the Dolphin Safe Labelling Law, tuna sold in the U.S. will have the Dolphin Safe assurance label.
- d) * The volume of TU branded product sold globally with the MSC label on and using tuna from fisheries which meet the MSC Fisheries Standard will increase.
- e) * The volume of tuna fisheries involved in FIPs committed to achieving the MSC Fisheries Standard will increase and should be preferentially sourced.