

Thai Union Group-wide CSR Strategy CSR Progress Report

May 2021

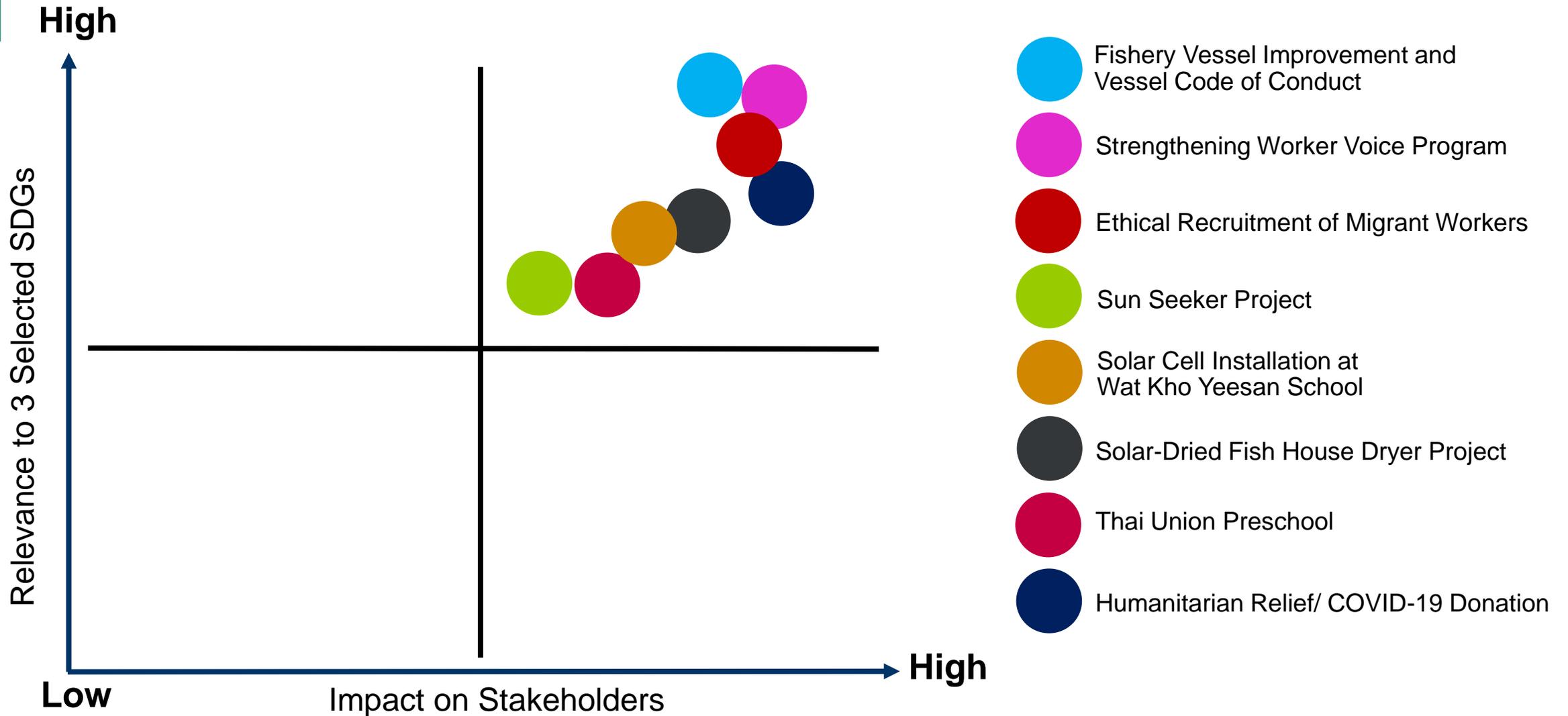


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The business of sustainability



CSR Program Assessment in Progress



“Healthy Living, Healthy Oceans”



The world’s most trusted seafood leader

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.

Vision and Mission

CSR Priorities

Safe & Legal Labor

We are determined to eliminate illegal and unsafe labor practices in the global seafood industry. We are committed to helping the industry deliver against the UN to provide decent work for communities and individuals.

The Marine Environment

We embrace our responsibility to protect the marine environment and life below water, including programs to raise awareness among our employees around the world and within the communities where we operate.

Feeding Those In Need

Sponsoring local programs that will help end hunger in the communities in which we work; e.g. food banks that are run through retailers, charities and community centers

Business Drivers

Providing safe, legal and freely-chosen employment in our own facilities and in supply chains is critically important to Thai Union. While we have significant programs in place for our own employees, we are also partnering with specialist organizations and NGOs to ensure that those working in the wider industry are protected.

Using our market position, we are committed to improve labor conditions throughout the seafood supply chain and to help the industry deliver against the United Nations’ goal to provide decent work and economic growth for communities and individuals throughout the world.

Ocean plastic and marine litter is a material issue for Thai Union. Although Thai Union has been committed to working with our communities to reduce waste for a number of years, in 2017 we elevated ocean plastic and marine litter to become a significant material issue due to stakeholder concern and developing research.

Our brands around the world are involved in a range of different projects designed to protect the marine environment.

Many countries, even in the developed world, face the challenge of hunger. There are people who cannot afford to feed themselves and their families adequately around the world. Thai Union has made regular food donations to communities in need worldwide, including those affected by the COVID-19 pandemic.

SDG



Decent Work and Economic Growth

- Economic Value Creation
- Employee Development
- Occupational Health & Safety



Life Below Water

- Reducing Ocean Plastic & Ghost Fishing Gear



Zero Hunger

- Food donations for communities in need and affected by pandemic
- Food rescue operation to reduce food waste and feed those in need

Safe & Legal Labor



Inputs	Outputs	Impact
<p>How</p> <p>Form of Contribution</p> <ul style="list-style-type: none"> • Time of TU employees <ul style="list-style-type: none"> - 1,744 man hours to administer internal social audit of TU subsidiaries - 2,256 man hours to administer Suppliers' social audit programs, managed by 3 staff - 6,480 man hours to administer the Ethical Migrant Recruitment Policy, managed by 28 staff. <p>Issues Addressed</p> <ul style="list-style-type: none"> • Labor rights 	<p>Social and Environmental Outputs</p> <ul style="list-style-type: none"> • Individual reached/ supported • 666 migrant workers recruited through the Ethical Migrant Recruitment Policy in 2020 • 30,894 workers employed by TU subsidiaries subjected to internal social audit program in 2020 • 54 Thailand-based suppliers subjected to Supplier Social audit program in 2020. <p>Type of beneficiary</p> <ul style="list-style-type: none"> • Thai Union's Thai and migrant workers • Thai and migrant fishing crews in Thai Union's supply chain <p>Organization supported</p> <ul style="list-style-type: none"> • Migrant Worker Rights Network (MWRN) (for supporting ethical recruitment work) 	<p>Social and Environmental Impacts</p> <ul style="list-style-type: none"> • TU's ethical migrant recruitment policy provides one possible role model of ethical recruitment that can be replicated by other employers • Improved workers' satisfaction with recruitment process • Improved workers' satisfaction with working conditions
<p>Location of Activities</p> <ul style="list-style-type: none"> • Thailand, Myanmar <p>Activities</p> <ol style="list-style-type: none"> 1. Ethical recruitment of migrant workers 2. Social audit of our subsidiaries and select suppliers 3. Collaboration with partner NGOs to enhance understanding of labor rights among workers and suppliers and work with these partners to address any emerging labor issues in own facilities and supply chains. 	<p>Business Outputs</p> <p>Employee involved in the activity</p> <ul style="list-style-type: none"> • 28 staff involved in the implementation of ethical migrant recruitment policy • 3 staff as a direct lead to implement the Suppliers' social audit program • 41 staff involved in the implementation of the internal social audit of TU subsidiaries. <p>Media covered achieved</p> <ul style="list-style-type: none"> • Extensive media coverage of TU activities to promote Safe and Legal Labor. Example: https://www.bangkokpost.com/business/1769029/titans-of-thai-fishing-collaborate-to-tackle-slavery <p>Other influential stakeholder reached</p> <ul style="list-style-type: none"> • MWRN • Four labor recruitment agents • ITF 	<p>Business Impacts</p> <ul style="list-style-type: none"> • Human resourced benefit: More job application of migrant workers due to better reputation associated with ethical recruitment • Stakeholder relations/perceptions: Increased reputation and perception of TU as leaders in protecting labor rights

Marine Environment



Inputs		Outputs	Impact
How		Social and Environmental Outputs	Social and Environmental Impacts
<p>Form of Contribution</p> <ul style="list-style-type: none"> Cash: One Man and the Sea Campaign (THB 3,000,000), Solar-dried fish house dryer project (THB 200,000), GGGI member US\$10,000 (or THB 310,000) Total THB 3,200,000 Time: One Man and the Sea Campaign, Solar-dried fish house dryer project, Conducted a survey with fishing vessels Total 112 hours Management costs Executive 2, Manager 6, Staff 7 (average salary x total hours) 	<p>Issues Addressed</p> <ul style="list-style-type: none"> Environment Sustainable fishing Ocean plastics 	<p>Individual reached/ supported</p> <ul style="list-style-type: none"> Marine animals equipment provided to three animal hospitals operated by the Department of Marine and Coastal Resource, Ministry of Natural Resource and Environment in Rayong and Phuket Number of people in local community involved in solar-dried fish house: 37 people Number of owner vessel interviewed: 10 respondents who were the vessel owners of 36 vessels <p>Type of beneficiary</p> <ul style="list-style-type: none"> Fishing community in Songkhla Three animal hospitals in Rayong and Phuket Thai Union and the owner vessels <p>Organization supported</p> <ul style="list-style-type: none"> Thai Department of Marine and Coastal Resource, Ministry of Natural Resource and Environment Thai Sea Watch Association Global Ghost Gear Initiatives (GGGI) UN Food and Agriculture Organization (FAO) 	<ul style="list-style-type: none"> Raise awareness on marine animals protection and marine ecosystem among vessel owners and Thai people Develop knowledge about seafood processing techniques among the member of Ban Na Thap Women's Group Seafood Processing in Songkhla Province Women in the community have a job and able to generate income for themselves and their community Prevent to fishing by using destructive tools and identify key intervention points for reducing abandoned, lost fishing gear: See blog and report for details: https://seachangesustainability.org/finding-a-solution-for-abandoned-lost-and-discarded-fishing-gear/ Prevent the destruction of habitats caused by lost gear Reduce single use plastic
<p>Location of Activities</p> <ul style="list-style-type: none"> Thailand <p>Activities</p> <ol style="list-style-type: none"> One Man and the Sea Campaign to support for purchasing marine animals equipment such as veterinary laser, basic surgical instruments and trolleys, animal gastrointestinal endoscope, prefabricated cold storage unit as well as releasing sea turtles. Solar-dried fish house dryer project to help strengthen the coastal fishing economy and to conserve and restore community coastal resources and aquatic management. Conducted a survey to collect data from fishing vessels to explore developing a recycling solution form end-of-life fishing gear <ul style="list-style-type: none"> Educational video for staff globally on plastic use reduction At plants level, single use plastic ban 	Business Outputs	Business Impacts	
	<p>Employee involved in the activity</p> <ul style="list-style-type: none"> Volunteering number & hours relating to environment <p>Media covered achieved</p> <ul style="list-style-type: none"> One Man and the Sea: 3 online media Solar-dried fish house: 21 online media, 2 newspapers GGGI: 25 online media, 2 newspapers EP100: 11 online media, 1 newspaper <p>Other influential stakeholder reached</p> <ul style="list-style-type: none"> Fishing community in Songkhla GGGI SeaBOS Vessel owners 	<ul style="list-style-type: none"> Contribute to responsible/sustainable sourcing of wild caught fisheries used in our supply chains Improve perception of Thai Union as a leading seafood company committed to addressing ghost gear problem Increase Thai Union's reputation as a seafood giant that works with local small-scale fishing communities to improve their livelihoods. 	

Feeding Those In Need

2 ZERO HUNGER



Inputs		Outputs	Impact
How		Social and Environmental Outputs	Social and Environmental Impacts
<p>Forms of Contribution</p> <ul style="list-style-type: none"> • Time: Emergency relief & COVID-19 donation & Charities • Total 133 hours • In-kind • Flooding in the Southern of Thailand and in the North of Thailand THB 1,501,401+ € 13,000 • COVID-19 THB 2,953,300 of products • COVID-19 and 653,000 servings of protein shelf stable products • Donation to charities 26K€ • Food donation more than 2M servings of protein shelf stable and frozen products in U.S. • Total THB 1,114,425 + € 13,000 + 26K€ • Total amount of products more than 2.6M servings • Management costs <p>Executive 9, Manager 32, Staff 19 Volunteering hours x average salary</p>	<p>Issues Addressed</p> <ul style="list-style-type: none"> • Health • Emergency relief • Social welfare • Zero hunger • Food waste reduction 	<p>Individual reached/ supported</p> <ul style="list-style-type: none"> • Number of household Covid: Local communities across Thailand, the U.S., some part of Europe • Number of hospital: Hospitals around Thailand which are under the Ministry of Public Health; 15 hospitals in Wuhan; Hospital of Quimper in France • People who are impacted from flooding in the Southern of Thailand (Total flood victims accessible to Thai Union food donation is around 8,000 households) <p>Type of beneficiary</p> <ul style="list-style-type: none"> • Low income people • Medical team and related team in public health • General public in U.S., some part of Europe • Flood victims in Thailand <p>Organization supported</p> <ul style="list-style-type: none"> • Thai Red cross • SATI Foundation • Scholars of Sustenance Foundation • Thai Ministry of Public Health • Thai Ministry of Social Development and Human Security • Food Bank in Holland and UK • National Health Service in UK • Feeding America • Convoy of Hope 	<ul style="list-style-type: none"> • Supported households from COVID-19 by providing access to healthy, nutritious food during difficult times, helping to prevent hunger and malnutrition • Humanitarian relief for people who are impacted from flooding in Thailand as well as people impacted from COVID-19 across the regions where we operate • Reduce food waste through food donations of ageing products that are still safe and nutritious for consumption
<p>Location of Activities: Thailand, Poland, China, U.S., U.K., Norway, Netherlands, France, the Seychelles</p> <p>Activities:</p> <ul style="list-style-type: none"> • Emergency relief • COVID-19 food donations to Thai Ministry of Public Health, Thai Ministry of Social Development and Human Security, Thai Red Cross, Scholars of Sustenance Foundation, SATI Foundation, Thai hospitals, Hunger relief organizations in U.S., Food Bank in Europe, France hospitals and China hospitals fight against COVID-19 	<p>Business Outputs</p> <p>Media covered achieved</p> <ul style="list-style-type: none"> • COVID-19: 82 online media and 29 newspapers • Flooding donation: 1 online media and 4 newspapers <p>Other influential stakeholder reached</p> <ul style="list-style-type: none"> • Scholars of Sustenance Foundation • SATI Foundation • Thai Ministry of Public Health • Thai Ministry of Social Development and Human Security • Food Bank in Holland and UK • National Health Service in UK 	<p>Business Impacts</p> <ul style="list-style-type: none"> • Established reputation as a trusted seafood company that stands by people and communities during the challenging times of the pandemic and disasters • Increased company profile and brand recognition from media coverage mentioned in business output 	

Climate Change (a new area of focus)



Inputs		Outputs	Impact
How		Social and Environmental Outputs	Social and Environmental Impacts
<p>Form of Contribution</p> <ul style="list-style-type: none"> Cash: #TeamTrees USD 7,222 Time: Solar cell project at Wat Khao Yee San School Total 15 hours In-kind Management costs <p>Executive 1, Manager 1, staff 2</p>	<p>Issues Addressed</p> <ul style="list-style-type: none"> Environment Climate Change Energy Efficiency 	<p>Individual reached/ supported</p> <ul style="list-style-type: none"> Number of tree planted: 7,222 trees Number of GHG emission reduction: 17,183 tons CO₂ eq. per year Number of GHG emission reduction per production unit decreased by 28 percent Number of waste reduction: 8,082 tons per year CO₂eq per year Number of energy cost saving at the school: THB 48,334.41 per year <p>Type of beneficiary</p> <ul style="list-style-type: none"> Across Thai Union factories Wat Khao Yee San School Communities where we operate <p>Organization supported</p> <ul style="list-style-type: none"> EP100 #TeamTrees Solar D Corporation 	<ul style="list-style-type: none"> Our programs at the factory to reduce waste, improve water management, improve energy efficiency, and cut GHG emissions contribute to environmental improvements in surrounding local communities. Our support for installation of solar cells at a local school helps reduce energy cost saving and provides a learning module about solar system energy, leading to transformative and lasting positive change. Local communities' environment is improved, leading to better health and well-being of local residents. Students at local school where we installed solar cell learn first-hand and directly about the benefits of renewable energy sources. The students' awareness help build support for renewable energy and motivate them to take actions to tackle climate change in their local context. Tackling climate change by reduced GHG emission and wastes in the production process and through reduction of food waste, in line with SDGs 12 (Responsible consumption and production) and 13 (Climate Action)
Location of Activities: Thailand, UK, Norway		Business Outputs	Business Impacts
<p>Activities</p> <ul style="list-style-type: none"> Zero Hunger Challenge in Norway aiming to reduce food waste, King Oscar brand joins the program which results in zero waste of finished products between 2017-2020. Food waste is a contributor to GHG. Sun Seeker Project to install solar rooftops in Thai Union factories Solar cell installation on the roof of a primary grade building at Wat Khao Yee San School, Thailand Joined with #teamTrees to plant trees between 2020-2022 to offset a Thai Union annual global meeting in 2020 and help to protect the environment Promoting renewable energy such as biomass boilers and electricity generated from biogas from the wastewater treatment plant; Waste management to reduce waste in production process; Water management to improve water usage efficiency and reuse & recycle water in production processes (see 2020 Sustainability Report for more details); Energy efficiency factory audits by EP100. 		<p>Media covered achieved</p> <ul style="list-style-type: none"> EP100: 6 online Solar cell installation at Wat Khao Yee San School: 13 online media #TeamTrees: 8 online <p>Other influential stakeholder reached</p> <ul style="list-style-type: none"> Solar D Corporation Ministry of Climate and Environment in Norway 	<ul style="list-style-type: none"> Reduced production costs by THB 640 million per year through improved energy efficiency and operations Increased company profile and brand recognition as news output demonstrates Thai Union's commitment and reputation in being a leader in promoting renewable energy, reducing food waste, and tackling climate action.