

# Thai Union Business Ethics and Labor Code of Conduct

Thai Union's Business Ethics and Labor Code of Conduct forms our expectations relating to safe and fair treatment of all workers. A full version of the Code of Conduct may be obtained at: <http://bit.ly/2loqOMY>

## Supplier Code of Conduct

### 1 Business conducted lawfully and with integrity

Suppliers must not tolerate bribery, conflicts of interest or other unethical practices and must fully comply with all applicable national laws and regulations.



### 2 Work conducted on basis of agreed terms of employment and legal compliance

Policies accommodate permanent, temporary and outsourced workers, and safeguard their rights under their employment contract, local, national labor and social security laws and regulations, as well as applicable collective agreements.



### 3 All workers treated equally with respect and dignity

No worker is subject to physical, sexual, or psychological abuse, verbal harassment, other forms of intimidation, or harsh and inhumane treatment. There is no discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement.



### 4 Work conducted on voluntary basis

Forced labor, whether in the form of indentured labor, bonded labor or other forms, is not acceptable. Mental and physical coercion, slavery and human trafficking are prohibited.



### 5 All workers of an appropriate age

No child under the age of 15 or under the minimum age for work as specified by labor law in that country shall be engaged or employed in any of the activities under supervision of a supplier. Workers under 18 shall not work in dangerous work areas, and working time shall not exceed 8 hours a day nor occur at night (10.00 pm - 6.00 am).



### 6 All workers paid fair wages

Workers are provided with a compensation package that meets or exceeds the country minimum standards. Compensation terms established by legally binding collective bargaining agreements shall be adhered to.



### 7 Working hours for all workers reasonable

Workers are not required to work more than the regular and overtime hours allowed by the labor law of the country where the workers are employed. All overtime work is on a voluntary basis and paid at a premium rate. Workers are entitled to one day off per week.



### 8 All workers are free to form and/or join trade unions and bargain collectively where permitted by law

The rights of workers to freedom of association and collective bargaining are recognized and respected. Workers are not intimidated or harassed in the exercise of their right to join any organization.



### 9 Workers' health and safety protected at work

A healthy and safe workplace is provided to prevent accidents and injury arising out of, linked with, or occurring in the course of work or as a result of employer operations. Suppliers shall ensure pregnant employees who have informed the company of their pregnancy do not work in dangerous work areas or perform tasks which require intensive physical work.



### 10 Workers have access to fair procedures and whistleblower protection

Workers are not punished for sharing grievances, and your confidentiality is protected during any investigation of complaints.



### 11 Business conducted in manner that embraces sustainability and reduces environmental impact

Operations, sourcing, manufacturing, distribution of products and the supply of services are conducted with an aim to preserve the environment and comply with environmental regulations.



### 12 Progress and compliance are monitored

Suppliers authorize Thai Union and subsidiaries and its designated agents to engage in monitoring activities to confirm compliance with this Code of Conduct including unannounced onsite inspections of manufacturing facilities and employer-provided housing; reviews of books and records relating to employment matters; and private interviews with employees.



**Reporting on breaches:** These provisions apply to all suppliers contracted by Thai Union. Suppliers, their employees, or contractors may report actual or suspected breaches of this Code of Conduct to Thai Union by letter, telephone, fax or email. Reports can be submitted confidentially and anonymously (where permitted by law). Contact methods are listed below.