

# Global CSR Strategy: CSR Progress Report

May 2020

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“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 Sustainable Development Goals to provide decent work for communities and individuals.

**The Marine Environment**

Thai Union embraces its responsibility to promote this issue among its 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 or daily meal services for under-privileged children.

**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 improvement of 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. Food banks that provide free provisions to the needy are a feature in many countries globally.

**SDG**



**Decent Work & Economic Growth**

- 8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms
- 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment



**Life Below Water**

- 14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution
- 14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans

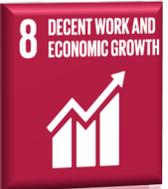


**Zero Hunger**

- 2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round



# Safe & Legal Labor



Inputs		Outputs	Impact
<b>How</b>		<b>Social and Environmental Outputs</b>	<b>Social and Environmental Impacts</b>
<p><b>Form of Contribution</b></p> <ul style="list-style-type: none"> <li>Cash               <ul style="list-style-type: none"> <li>THB 360,000 donation to Migrant Workers Rights Network (MWRN) in 2019 to support TU's implementation of its Ethical Migrant Recruitment Policy</li> <li>THB 2,248,820.93 to build the 4<sup>th</sup> pre-school for children of Thai Union migrant workers</li> </ul> </li> <li>Time of Thai Union employees               <ul style="list-style-type: none"> <li>1,754 man hours to administer internal social audit of Thai Union subsidiaries</li> <li>2,122 man hours to administer Suppliers' social audit programs, managed by three staff</li> <li>11,640 man hours to administer the Ethical Migrant Recruitment Policy, managed by 26 staff.</li> </ul> </li> <li>Management costs THB 2,254,121</li> </ul>	<p><b>Issues Addressed</b></p> <ul style="list-style-type: none"> <li>Labor rights</li> </ul>	<p><b>Individuals reached/ supported</b></p> <ul style="list-style-type: none"> <li>5,937 migrant workers recruited through the Ethical Migrant Recruitment Policy in 2019</li> <li>34,910 workers employed by Thai Union subsidiaries subjected to an internal social audit program in 2019</li> <li>59 Thailand-based suppliers subjected to a Supplier Social audit program in 2019</li> <li>90 crews of fishing vessels in the Thai Union supply chain attending the Health &amp; Safety workshop organized by Thai Union and its partner in 2019.</li> </ul> <p><b>Type of beneficiary</b></p> <ul style="list-style-type: none"> <li>Thai Union's Thai and migrant workers</li> <li>Thai and migrant fishing crews in Thai Union's supply chain</li> </ul> <p><b>Organization supported</b></p> <ul style="list-style-type: none"> <li>Migrant Worker Rights Network (MWRN) (for supporting ethical recruitment work)</li> <li>The 4<sup>th</sup> Preschool</li> </ul>	<ul style="list-style-type: none"> <li>Thai Union's ethical migrant recruitment policy provides one possible role model of ethical recruitment that can be replicated by other employers</li> <li>Contribution to Thailand's status improvement on the EU's lifting of the yellow card</li> <li>Improved workers' satisfaction with recruitment process</li> <li>Improved workers' satisfaction with working conditions</li> </ul>
<p><b>Location of Activities</b></p> <ul style="list-style-type: none"> <li>Thailand, Cambodia, Myanmar</li> </ul> <p><b>Activities</b></p> <ol style="list-style-type: none"> <li>Ethical recruitment of migrant workers</li> <li>Social audit of our subsidiaries and select suppliers</li> <li>Opened our fourth preschool for children of all nationalities in Samut Sakhon, Thailand.</li> <li>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.</li> </ol>		<p><b>Business Outputs</b></p> <p><b>Employees involved in the activity</b></p> <ul style="list-style-type: none"> <li>26 staff involved in the implementation of Ethical Migrant Recruitment Policy</li> <li>Three staff as a direct lead to implement the Suppliers' social audit program</li> <li>33 staff involved in the implementation of the internal social audit of Thai Union subsidiaries.</li> </ul> <p><b>Media covered achieved</b></p> <ul style="list-style-type: none"> <li>Extensive media coverage of Thai Union activities to promote Safe and Legal Labor. Example: <a href="https://www.bangkokpost.com/business/1769029/titans-of-thai-fishing-collaborate-to-tackle-slavery">https://www.bangkokpost.com/business/1769029/titans-of-thai-fishing-collaborate-to-tackle-slavery</a></li> </ul> <p><b>Other influential stakeholders reached</b></p> <ul style="list-style-type: none"> <li>MWRN</li> <li>Three labor recruitment agents</li> <li>ITF</li> </ul>	<p><b>Business Impacts</b></p> <ul style="list-style-type: none"> <li>More job applications of migrant workers due to better reputation associated with ethical recruitment</li> <li>Increased reputation and perception of Thai Union as leaders in labor rights</li> </ul>

# Marine Environment



Inputs		Outputs	Impact
<b>How</b>		<b>Social and Environmental Outputs</b>	<b>Social and Environmental Impacts</b>
<p><b>Form of Contribution</b></p> <ul style="list-style-type: none"> <li>Cash 7,000 mangroves (THB 200,000), Mangrove school N/A, GG reborn (THB 280,000), beach clean up (SHD), GGGI member US\$10,000 (or THB 310,000), TUH mangrove &amp; release lobster THB 38,000, breeding baby crab Vietnam (THB 79,923).</li> <li>Total THB 907,923</li> <li>Time GG reborn, beach clean up SHD, Mangrove school, TUH mangrove, breeding baby crab Vietnam.</li> <li><u>Total: 614 hours</u></li> <li>In-kind beach clean up SHD (THB 20,000), Mangrove school (THB 6,032), TUH mangrove &amp; release lobster (THB 6,500)</li> <li>Total: THB 32,532</li> <li>Management costs: THB 89,252</li> </ul>	<p><b>Issues Addressed</b></p> <ul style="list-style-type: none"> <li>Education</li> <li>Environment</li> </ul>	<p><b>Individuals reached/ supported</b></p> <ul style="list-style-type: none"> <li>Mangrove school: 70 students</li> <li>Ghost gear reborn: 40 volunteers (external)</li> <li>Trash quantity: 72 kgs (mangrove school)</li> <li>Trash collected from Ghost Gear Reborn: 380 Kgs</li> </ul> <p><b>Type of beneficiary</b></p> <ul style="list-style-type: none"> <li>Students</li> <li>Teachers</li> <li>Community in Koh Laan</li> <li>Community in Bang Ya Prak</li> <li>Shrimp farmer group in Phang-nga</li> <li>Community in Rayong</li> </ul> <p><b>Organizations supported</b></p> <ul style="list-style-type: none"> <li>Mangrove Forest natural Education Center in Samutsakhon</li> <li>Global Ghost Gear Initiatives (GGGI)</li> </ul>	<p><b>Impact on society</b></p> <ul style="list-style-type: none"> <li>Made a connection (SeaBOS, Climate Group, Alliance to Save Energy, Department of Fishery)</li> <li>Students knowledge about mangroves</li> </ul> <p><b>Impact on the environment</b></p> <ul style="list-style-type: none"> <li>Preventing the destruction of habitats caused by lost gear</li> <li>Weight of abandoned, lost and discarded fishing gear removed from the environment</li> </ul> <p><b>Impact on environmental behavior</b></p> <ul style="list-style-type: none"> <li>Reduce single use plastic</li> </ul>
<p><b>Location of Activities</b></p> <ul style="list-style-type: none"> <li>Thailand</li> <li>Vietnam</li> </ul> <p><b>Activities</b></p> <ol style="list-style-type: none"> <li>Beach clean-up in Rayong</li> <li>Ghost Gear Reborn, Koh Laan</li> <li>Student trip to Mangrove Forest Natural Education Center on the coastal region's importance and plastic/waste reduction</li> <li>Mangrove and lobster release in Phang-nga</li> <li>Breeding baby crab in Vietnam</li> <li>Educational video for staff globally on plastic use reduction</li> <li>At plant level, single use plastic ban</li> </ol>		<p><b>Business Outputs</b></p> <p><b>Media covered achieved</b></p> <ul style="list-style-type: none"> <li>Mangrove: Three online media</li> <li>GGGI: 25 online media, two newspapers</li> <li>Beach Cleaning: 14 online media</li> <li>SeaBOS: 32 online media 10 newspapers</li> </ul> <p><b>Other influential stakeholders reached</b></p> <ul style="list-style-type: none"> <li>GGGI</li> <li>SeaBOS</li> <li>Department of Fishery</li> <li>Divers</li> </ul>	<p><b>Business Impacts</b></p> <p><b>On the business</b></p> <ul style="list-style-type: none"> <li>Technical knowledge and support from DOF</li> <li>Increased company profile and commitment with WWF</li> </ul>

# Feeding Those in Need



Inputs		Outputs	Impact
<b>How</b>		<b>Social and Environmental Outputs</b>	<b>Social and Environmental Impacts</b>
<p><b>Form of Contribution</b></p> <ul style="list-style-type: none"> <li>Cash Nutrition workshop: THB 561,000</li> <li>Emergency relief &amp; Nutrition Workshops</li> </ul> <p>Total: <u>118 hours</u></p> <ul style="list-style-type: none"> <li>Flooding in Myanmar: THB 47,250</li> <li>Emergency relief, Phisanuloke: THB 53,831</li> <li>Nakhon Si Thammarat: THB 350,000</li> <li>Ubon: THB 3,732,000</li> <li>Nutrition Workshops: THB 57,876</li> <li>Total: THB 4,240,957</li> <li>Management costs: THB 17,153</li> </ul>	<p><b>Issues Addressed</b></p> <ul style="list-style-type: none"> <li>Education</li> <li>Health</li> <li>Emergency relief</li> <li>Social welfare</li> </ul>	<p><b>Individuals reached/ supported</b></p> <ul style="list-style-type: none"> <li>Number of households, COVID-19: (20,000)</li> <li>Number of hospitals: Hospitals around Thailand which are under the Ministry of Public Health; 15 hospitals in Wuhan; local communities across the U.S.; Hospital of Quimper in France</li> <li>Number of students (Nutrition workshop): more than 1,650 across 12 schools in Samut Sakhon</li> <li>People who are impacted from Pabuk Strom in Phitsanulok and Udonratchathani (Total flood victims accessible to Thai Union food donation is about 51,000 households)</li> </ul> <p><b>Type of beneficiary</b></p> <ul style="list-style-type: none"> <li>Children in public primary schools</li> <li>Low income people</li> <li>Doctor and public health</li> <li>General public in U.S.</li> <li>Flood victims in Thailand</li> <li>Flood victims in Myanmar</li> <li>Traders, businesses, farmers, households in Kenya</li> </ul> <p><b>Organization supported</b></p> <ul style="list-style-type: none"> <li>Red cross</li> <li>SATI Foundation</li> <li>Scholars of Sustenance Foundation</li> </ul> <p><b>Other company specific output measures</b></p> <ul style="list-style-type: none"> <li>Nutrition knowledge</li> </ul>	<p><b>Impact on society</b></p> <ul style="list-style-type: none"> <li>Made an improvement in local economies in Kenya (as schools buy from local markets, it increases local farmers' income and local employment.)</li> <li>Each Kenyan Shilling sent to a home grown school meals program school creates an additional 1.27 Kenyan Shillings, delivering much needed income in rural Kenya as well as every dollar which farmers, traders and businesses invested in a national school meals program can generate returns based on the sourcing of food products from local suppliers.</li> <li>Improved the nutrition of schoolchildren</li> <li>Supported households from COVID-19 by staying home and providing access to food</li> <li>Strengthened public health personnel fighting against COVID-19</li> <li>Knowledge building nutrition at school workshop</li> <li>Relief for people who are impacted from flooding in Thailand and Myanmar as well as those impacted by COVID-19 across the regions where we operate</li> </ul>
<p><b>Location of Activities</b></p> <ul style="list-style-type: none"> <li>Thailand</li> <li>Myanmar</li> </ul>		<p><b>Business Outputs</b></p> <p><b>Media coverage achieved</b></p> <ul style="list-style-type: none"> <li>COVID-19: 34 online media and 22 newspapers</li> <li>Nutrition workshop: Nine online media</li> <li>Flooding donation: 23 online media</li> <li>WFP: Six online media</li> </ul> <p><b>Other influential stakeholders reached</b></p> <ul style="list-style-type: none"> <li>Gain alliance with UN World Food Programme</li> <li>Scholars of Sustenance Foundation</li> <li>SATI Foundation</li> <li>Ministry of Public Health (MOPH)</li> </ul>	<p><b>Business Impacts</b></p> <p><b>Impact on the business</b></p> <ul style="list-style-type: none"> <li>Stakeholder relations/perceptions: MOPH and NGOs</li> <li>Uplift in brand awareness: From media coverage mentioned in business output</li> <li>Increased company profile and brand recognition: From media coverage mentioned in business output</li> </ul>
<p><b>Activities</b></p> <ul style="list-style-type: none"> <li>Provision of funds to the World Food Programme study to model impacts of a universal national school meals plan on the Kenyan economy. As schools buy from local markets, it increases local farmers' income and local employment.</li> <li>Emergency relief</li> <li>Nutrition workshop</li> <li>Food donation to the Ministry of Public Health, Red Cross, Scholars of Sustenance Foundation and SATI Foundation fight against COVID-19 (Note: in kind valued excluded from the above column.)</li> </ul>			

# CSR Program Assessment in Progress

