

THAI UNION & SUSTAINABLE FISHERIES PARTNERSHIP

Partnership Progress Review:

Year-1 Public Report

AUGUST 2023





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Abbreviations

DJSI	Dow Jones Sustainability Indices
EM	Electronic Monitoring
ETP	Endangered, Threatened, and Protected [species]
FIP	Fishery Improvement Project
ISSF	International Seafood Sustainability Foundation
NGO	Nongovernmental Organization
ODP	Ocean Disclosure Project
SeaBOS	Seafood Business for Ocean Stewardship
SFP	Sustainable Fisheries Partnership
SR	Supply Chain Roundtable
TU	Thai Union
TNC	The Nature Conservancy

1. INTRODUCTION

Thai Union (TU) has been working with Sustainable Fisheries Partnership (SFP) since 2018, when the company first published its fishing sourcing information in an [Ocean Disclosure Project \(ODP\)](#) report on SFP's website. That effort continued to evolve to include completing a full ODP profile in 2020.

In 2022, TU went a step further and signed a full partnership agreement with SFP, as part of its longstanding commitment to transparency across the company's global operations. Together, the two partners will drive efforts to deliver healthy marine and aquatic ecosystems, which will be supported by ongoing analysis of TU's sourcing information.

This partnership builds on some of TU's past and present collaborations with other nongovernmental organizations (NGOs), including continuing monitoring of the sustainability ratings of TU's seafood portfolio, and complements the work with The Nature Conservancy (TNC) on increasing monitoring at sea. It also supports work through other multi-stakeholder initiatives, such as the International Seafood Sustainability Foundation (ISSF) and Seafood Business for Ocean Stewardship (SeaBOS).

The partnership focuses on:

1. Protecting endangered, threatened, and protected (ETP) species.
2. Transparency and data mapping.
3. Driving continuous improvement.

PRESS RELEASE

SFP Announces New Partnership with Thai Union

MARCH 14, 2022

Boston, MA – [Sustainable Fisheries Partnership \(SFP\)](#) announced today a new partnership with [Thai Union Group](#), the world's third-largest seafood company, including global brands like Red Lobster and Chicken of the Sea. Thai Union commits to making its seafood supply chain more sustainable by actively driving change and requiring suppliers to participate in fishery improvement projects (FIPs) and [Supply Chain Roundtables \(SRs\)](#).

About Sustainable Fisheries Partnership

Founded in 2006, SFP is a marine conservation organization working toward a world where the oceans are healthy, all seafood is produced sustainably, and everyone has access to sustainable seafood. SFP leverages the power of seafood buyers and retailers in every part of the seafood supply chain to rebuild depleted fish stocks, reduce the environmental impacts of fishing and fish farming, address social issues in fishing, and advance economic opportunities for fishers and their communities. SFP's Supply Chain Roundtables (SRs) allow seafood suppliers to work together in a pre-competitive environment to promote and support improvements in fishery and aquaculture practices, management, and policy. Visit SFP at www.sustainablefish.org and follow its social media handles on [Facebook](#), [Twitter](#), and [LinkedIn](#).

About Thai Union

[Thai Union Group PCL](#) is the world's seafood leader, bringing high quality, healthy, tasty and innovative seafood products to customers across the world for 46 years.

Today, Thai Union is regarded as one of the world's leading seafood producers and is one of the largest producers of shelf-stable tuna products, with annual sales exceeding THB 155.6 billion (US\$ 4.4 billion) and a global workforce of more than 44,000 people who are dedicated to pioneering sustainable, innovative seafood products.

As a company committed to "Healthy Living, Healthy Oceans," Thai Union is proud to be a member of the United Nations Global Compact, a founding participating company of the ISSF, and current Chair of SeaBOS. Thai Union's ongoing work through its SeaChange® sustainability strategy was recognized when the company was listed on the Dow Jones Sustainability Indices (DJSI) for the ninth consecutive year in 2022, and ranked number one on the Food Products Industry Index of the DJSI, a position it previously held in 2018 and 2019. The Company was listed in the S&P Global Sustainability Yearbook 2023 after being ranked in the top 1% of more than 7,800 companies assessed, and also named to the FTSE4Good Emerging Index for the seventh straight year in 2022. Find out more about the Group's sustainability strategy at www.seachangesustainability.org.



2 SUMMARY OF THE PARTNERSHIP WORK IN YEAR 1

Throughout the first year of their partnership, TU and SFP have worked to increase transparency of the seafood supply chains that Thai Union sources from and identify areas of opportunity to create positive change in the marine environment.

The centrepiece of the first year of the partnership has been working together on the topic of ETP species bycatch. The two partners completed the following pieces of work together, and have more joint activities planned for 2023 and 2024:

1. Completed STP ETP Bycatch Audit

An ETP bycatch audit of Thai Union's seafood portfolio was carried out with SFP and partners Birdlife International and Whale and Dolphin Conservation. [The audit](#) highlighted the highest risk fisheries for bycatch of sharks, turtles, marine mammals, and seabirds, and gave recommendations for bycatch mitigation. While [SFP bycatch audits](#) have been completed with several of SFP's partners, the TU audit was the first conducted with a processor.

2. Published analysis of SFP ETP Bycatch Audit

Once the results of the bycatch audit were reviewed and discussed, a consultancy firm, Key Traceability, was contracted to analyze the results and conduct a deep dive into the fisheries identified as highest risk and high priority. This included the tuna fleets which TU sources from that are involved in fishery improvement projects (FIPs). A [summary of the detailed report](#) is published and outlines whether the FIPs have in place the mitigation measures recommended to reduce bycatch of ETP species. TU and SFP are proud that the analysis showed that nearly all of the FIPs are following all of the recommendations. This work will be followed up in the next year of the partnership to close remaining gaps with the FIPs, understand more of the fisheries TU sources from, and understand whether and how the implementation can be verified.

3. Panel events at Boston Seafood Expo

The ETP bycatch work was publicized at the [Boston Seafood Expo North America](#) in March 2023, in a panel event featuring Adam Brennan (TU), Kathryn Novak (SFP), and Iain Pollard (Key Traceability), and hosted by SFP's chief executive officer Jim Cannon. The event attracted a substantial audience, and the panel discussion generated good questions and engaged dialogue. TU presented its commitment to only source from vessels that are implementing best practices to protect ETP species from bycatch.



4. Signed the SFP Protecting Ocean Wildlife Pledge

One month after Boston, at Seafood Expo Global in Barcelona, TU became the inaugural company to sign the [SFP Protecting Ocean Wildlife Pledge](#), making public the commitment to champion improvements to mitigate ETP species bycatch in seafood supply chains. TU also called for more companies to sign on and commit to doing more to protect ETP species.

Tracy Murai also took part in a panel hosted by SFPs Kathryn Novak to launch the [SFP Bycatch Solutions Hub](#), an online platform to connect seafood companies and innovative fisheries around the world to support projects aimed at mitigating ETP bycatch in fisheries.



5. Exploring next steps for ETP work

After a successful year of collaborating with SFP on protecting ocean wildlife, we have started discussions on next steps for this work – more to come in year 2!

In addition to the above work on ETP species, the partnership has also carried out work in the following areas:

6. Established Seafood Metrics

Thai Union has successfully identified the sources of both wild seafood and aquaculture products for the entire Group using SFP's [Seafood Metrics](#) platform. Metrics will support Thai Union to evaluate the sustainability of its seafood, understand the effectiveness of existing improvement efforts, and identify the most important priorities for improvements. Metrics uses data from the [FishSource](#) database, an open-access tool that assesses risks in over 4,500 fisheries and farmed seafood sources. The Metrics platform will be used by Thai Union going forward and will support ongoing sustainability efforts and annual reporting, and underpin data used for the [Ocean Disclosure Project](#) platform, which supports companies to publicly disclose their seafood sources.

7. Fishery ID project launch, Boston Seafood Expo

SFP is working with the U.N. Food and Agriculture Organization (FAO) to create unique fishery IDs, which SFP said have the potential to “transform the seafood industry.” [SFP and partners launched the project](#) at Seafood Expo North America in Boston.

Chicken of the Sea Frozen Foods (COSFF), a Thai Union subsidiary, partnered with SFP and Publix Super Markets to design and test the use of universal fishery IDs in the Philippines blue swimming crab supply chain. Implementing the fishery IDs through real world application has the potential to bring greater transparency and traceability, while supporting fisheries management efforts.

COSFF, SFP, and traceability provider Wholechain participated in an eight-day trip to the Philippines consisting of site visits alongside representatives from one of COSFF’s key suppliers, Phil-Union Frozen Foods, Inc., and Philippines Association of Crab Processors, Inc. The visit included engaging PUFFI, PACPI, the Bureau of Fisheries and Aquatic Resources Regional Office VI, and fishing communities to participate in the launch of BFAR’s Adopt a Village program, as part of the Blue Swimming Crab National Management Plan.

BSC supply chains within the Philippines are incredibly complex, with many different routes and the product touching many different hands. Understanding that complexity has allowed TU/SFP/Wholechain to identify where in the supply chain and which individuals need to be trained on the fishery IDs, traceability, and Wholechain’s app, in order to begin a journey to digital traceability of BSC product.



8. SFP Asian Farmed Shrimp Supply Chain Roundtable

Thai Union has been an active participant in [SFP's Asian Farmed Shrimp Supply Chain Roundtable](#) (SR). In March 2023, during an SR meeting hosted at Seafood Expo North America, TU's Blake Stok agreed to serve as Chair for the group for the next year. In 2023-2024, SR participants will be focusing on supporting existing AIPs and exploring new models to drive improvements at the landscape scale, charting a roadmap for improvements in India, and using tools and guidance developed by SFP and Longline Environment to engage with suppliers to expand efforts to protect and restore mangrove ecosystems.



9. Walmart panel event

SFP and TU, together with TNC, were invited by Walmart to participate in its Seafood Summit in June 2023. At the Summit, Walmart launched its new policy to only source from tuna vessels that have 100% observer coverage (electronic monitoring or human) by 2027. On the panel, TU spoke about its ongoing work with TNC to increase EM on vessels it sources from, and how it's going one step further with SFP's guidance on mitigating bycatch of marine wildlife as well. Thai Union was able to demonstrate to other companies at the Summit that Walmart's new policy was achievable, and it served as a great call to action to the industry to also prioritise protecting ocean wildlife.

10. Building a trusted partnership

Alongside the above workstreams, SFP and Thai Union have developed a trusted and dynamic working partnership. Through regular calls and in-person meetings, we have crafted meaningful projects and explored future ideas for the partnership. Several opportunities to communicate through panels and events as well as media publications have allowed us to demonstrate the impact of the partnership. We look forward to continuing to work together.

3 SUMMARY REMARKS

The partnership with SFP has become an important tool for Thai Union on its sustainability journey and SFP have the tools that will support the Company's progress and monitor the targets for SeaChange® 2030 targets, including that 100 percent of wild-caught seafood comes from fisheries that are at sustainable or verifiably improving by 2030, that 100 percent of vessels Thai Union sources from will implement best practices to endangered, threatened and protected species by 2030, and that 100 percent of vessels that Thai Union sources from will meet best practices for seafarer welfare and working conditions or verifiably improving by 2030.

"Thai Union is proud of the work that we have done with SFP so far and the approach that we have developed of working together. There is an increased focus on corporates to not only consider the immediate areas of impact but to also give back and protect the species most under threat, contributing to a sustainable future.

"Partnerships with NGOs remain important to demonstrate our transparency and our collaborative approach of working together. We cannot do this alone. There are challenges that we need to work through as a wider seafood sector – and sharing ideas is important in this process. Supply chain mapping is critical for responsible sourcing and to driving continuous change – not only in the wild capture fisheries and farms which we depend on for our products, but also to understand wider impacts on the environment and species." **Tracy Murai, Assistant Director, Global Fisheries and Marine, Thai Union Group.**

More information on Thai Union's work with SFP and on the company's sustainability performance in 2022 can be found in its [2022 Sustainability Report](#).

"Thai Union is setting new levels and expectations for seafood sustainability with its ambitious and concrete commitments to protect ocean wildlife. If everyone followed suit, the seafood industry could play a huge role in addressing this biodiversity crisis and help restore marine wildlife." **Kathryn Novak, Biodiversity and Nature Director, SFP**

"Thai Union has made fantastic progress over the first eighteen months of the partnership. It's really encouraging to see a major seafood company committing to digging deeper into its seafood supply chains whilst setting ambitious targets for the future. We are looking forward to further exploring this breadth of seafood sustainability initiatives as we enter the second year of the Thai Union partnership." **Aisla Jones, Partnership Program Director, SFP**