

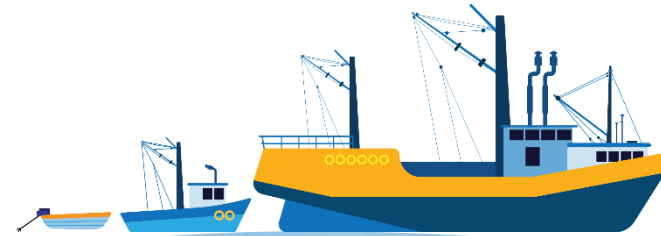


Monitoring Worker Voice in the Fisher Work and Welfare Program: Opportunities and Challenges

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MEMBER OF
Dow Jones Sustainability Indices
In Collaboration with RobecoSAM

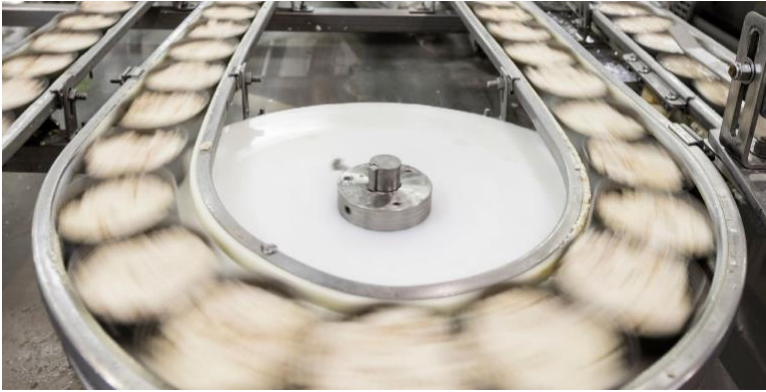


Seafood Stewardship Index

Thai Union & the Fisher Work and Welfare Program



Thai Union Group



The Fisher Work & Welfare (FWW) Program comprises

- The [Vessel Code of Conduct](#) (VCoC) published in 2017 – now in several languages
- Vessel Improvement Projects (VIP) focusing on different topics, fleets or vessels
- The VCoC Guidance Document
- Third party audits and verification including remote, at sea and in port started in 2018
 - Auditor handbooks
- Due diligence and risk assessment to prioritize

GREENPEACE

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Our agreements to date

- **Vessel code of conduct** - Thai Union commits to create a vessel code accompanying auditable standard across its global supply chain by January 2018
 - Audits will be conducted on an ongoing basis by a reputable third party delivering comprehensive and respected social audit reports. The 2018 in line with Thai Union's SeaChange program, and continue improvement. The Vessel Code of Conduct will be communicated with the notification that they can expect to be audited against this

How are WV, GM & FOA being considered in the FWW program?



- There are clauses for GM & FOA which are checked during audits & in improvement work
- Aim to interview 100% of crew on a site visit – normally achieve less
- Never close an audit unless the crew have been spoken to; to ground truth results
- The program conducts a lot of capacity building with officers, captains & vessel owners
- Completing research on pre-departure training & information that is provided to crew before accepting their position on the vessel
- Trying to better understand the operations & relationships on board in all the fleets as we have learnt one solution does not fit all.
- Trials being conducted through projects include; Ulula WV and Wi-Fi.



22/11/2022

Thai Union's first at-sea assessment strengthens improvements for fisher's work and welfare

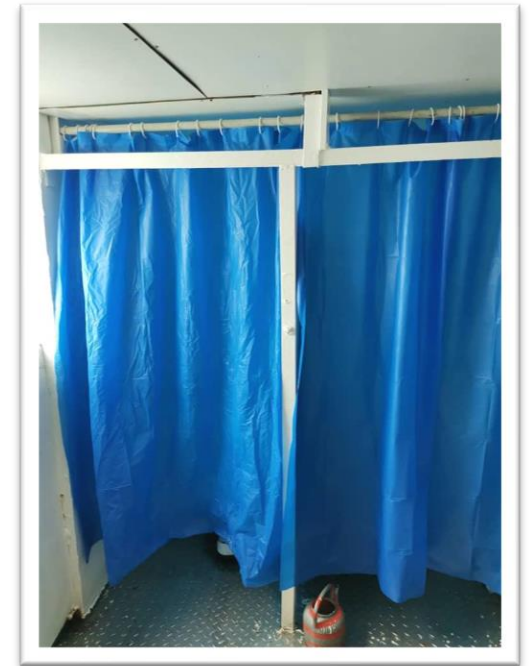
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Challenges of implementing worker voice within the FWW Program



- There is a lot of capacity building that needs to be done and we're taking it supplier by supplier. Although in some places we can bring together multiple suppliers at once.
- Suppliers often have lack of understanding of FOA and how unions work. We want to have better information to be able to properly implement our requirements of FOA and CB.
- Lack of involvement of crew at all levels.
- 'Worker voice' misrepresented as 'grievance mechanism', confusion from stakeholders about what is required.
- Little evidence that grievance mechanisms on board are working, yet these requirements consistently pushed without proper information and guidance on HOW these can be done successfully.



Next steps for worker voice in the FWW Program



- Projects and trails:
 - Implement Ulula project being funded by SEA Alliance Change on the Water Fund, Thai Union & our customers
 - Implement the Wi-Fi trial in a longline fleet
 - Keep track on other projects & trials; keep up engagement with other organisations and stakeholders.
 - Use all project information to work with other to create solutions that work.
- Research & engaging
 - Research on looking into freedom of association
 - Better understand the evolving worker voice dialogue. Need to work with organisations who are directly associated with the crew or crew organisations. Through collaboration and taking on expert advice, strengthen our work and progress to ensure our requirements are implemented effectively for the benefit of the crew.
 - Actively engaged with different organisations such as Stella Maris & ITF
- Revise the VCoC to create v3.0; ensure our clauses keep up with best practice & understanding.

