



“SEAFOOD SUSTAINABILITY PROCUREMENT POLICY”

INTRODUCTION

Tropical Canning (Thailand) Public Company Limited [TCT] recognizes the important of our role in helping to ensure sustainable future of seafood source. TCT strives to promote international and national trade to ensure safe and sustainable seafood products, we understands the needs to ensure the survival of our marine ecosystems in order to continue enjoying seafood product.

TCT is committed to environment responsible and sustainable sourcing. The company believes that the health of fisheries and conservation measures aimed at assuring a long term supply of fish in the best interests of consumers, the environment and future generations. Choosing ocean-friendly seafood is a simple and effective way to help ensure that we have healthy oceans for generation to come.

TCT is proud to support and champion the endeavors of organizations that are committed to ensure the survival of our marine ecosystem. Herein, TCT is a member of International Seafood Sustainability Foundation (ISSF) which is a global coalition of scientists, leaders in tuna industry and environmental conservation organization to undertake science-based initiatives for the long-term conservation and sustainable use of tuna stocks, reducing by-catch and promoting ecosystem health.

Herein, we need to ensure that it is responsibly procured and well managed fisheries and aquaculture operation. TCT thus defines sustainable seafood as

Definition

“Sustainable Seafood Source” – Seafood that is either farmed or caught in ways that consider long-term vitality of harvested populations, ocean’s health and ecological integrity.

Guiding Principle

The guiding principles in supporting the Seafood Sustainability Procurement Policy include:

Commitment to Sustainable Sourcing

TCT will do business with only those suppliers of high ethical standards with a proven commitment to quality, safety and sustainability of their seafood products and whose practices are consistent with our policy. These best practices are the following:

- The non-procurement of overfished stocks which include: Atlantic Bluefin (Thunnus Thynnus), Pacific Bluefin (Thunnus Orientalis), Southern Bluefin (Thunnus Maccoyii).
- The non-procurement of fish caught by vessels on any Regional Fisheries Management Organizations’ (RFMO) Illegal, Unreported and Unregulated (IUU) list and vessels not on authorized vessel record of the RFMO.
- The non-procurement of fish caught by large scale pelagic driftnets or other gillnet.
- The procurement of fishes caught using responsible catching method approved by respective RFMO, well-managed fishery.
- No purse seine vessel transshipment at sea, whether high seas, EEZ, territorial waters or archipelagic water.
- The non-procurement of fish caught in marine reserve or marine protected area as enforced by relevant authority.



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- The non-procurement of fish from fishing vessel which does not fully retain catch during the trip unless the quantity exceed vessel cargo hold capacity.
- All TCT's tuna suppliers are monitored through Earth Island Institute Dolphin Safe monitoring program which ensure that no dolphins are intentionally killed or injured during the catch.

An integral aspect of the Company operations is to ensure the sustainability of the ocean environment for the long-term benefit of aquatic and human nature.

Traceability and Legal Compliance

TCT must make sure that all fishes procured by the company are fully traceable and legal. Traceability is vital for ensuring that tuna is sourced from sustainable source which compliant with local and international regulation.

TCT will work closely with our suppliers to obtain detailed traceability information on the seafood products we provide to our customers which includes:

- Detail of catch: Species name, catching area, gear type, catching date and quantity.
- Detail of vessel: Registration number, captain name, flag state and etc.

TCT must never knowingly procure tuna that has been harvested in an illegal manner. Hence, TCT must never source:

- From any vessel that has engaged in IUU fishing activities. All vessels must be checked against IUU vessels blacklists published by the RFMOs. **If found, the product will be recall in accordance to the company recall procedure.**

Buying Environmentally & Social Responsible Seafood

It is important for TCT to engage in environmentally and socially responsible labor practices set forth by local and international law. This includes the following:

- Employers shall adopt and adhere to rules and conditions of employment that respect workers and safeguard their rights under national and international labor laws and regulations.
- Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.
- No person shall be employed under the age of 18.
- Employers shall not apply any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.
- Employers shall not use forced labor or other forms of forced labor.
- Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.
- Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.
- Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed.
- Employers shall provide a safe and healthy workplace setting to prevent accidents and injury.



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- Employer shall guarantee every worker a right to compensation for a regular work week that is sufficient to meet the worker’s basic needs and provide some discretionary income.

Accountability & Transparency

Accountability is a key factor to foster a strong confidence from our consumers and stakeholders. For this reason, information on our fish supply will be transparent, traceable and readily available to our customers. The Fishery Division, the Industrial Division and the Commercial Division must work closely together in order to provide accurate information to be relayed to our customers and stakeholders. Documents such as Health Certificate, Certificate of GSP Origin Form A and Catch Certificate must be accurate and properly relayed to our customers.

Overfishing arises from inadequate information, management approaches that are fragile to unanticipated shocks or disturbances, and an inability to respond quickly and effectively to stock declines. Therefore, information transparency is critically important.

Furthermore, we will keep our customers, employees, and stakeholders informed about our efforts to improve the sustainability and overall quality of our fish supply and we will make great efforts to improve the monitoring of our fishing operations, as well as to create and maintain new ways of communication to inform our stakeholders on our sustainability progress.

Commitment to ISSF

As a member of ISSF, TCT is proud to champion responsible and sustainable tuna fisheries through ProActive Vessel Register (PVR) in accordance to ISSF resolution 13-03 during meeting in Liverpool, England. The PVR was created to enhance reporting and implementing of purse seine fishing best practices by providing vessel owner an opportunity to identify themselves as part of seafood sustainability effort.

Championing this PVR endeavors, TCT will:

- Work with our suppliers to make sure that they are providing us with an increasing amount of supply from vessels on the PVR
- Directly engaging with our suppliers and boat owners encouraging them to partner with us by joining the PVR
- Implementing an internal program to review and monitor our progress, and find innovative ways to increase our sourcing from vessels listed on the PVR

In 2014, TCT purchased 64.29% of our tuna raw material from PVR listed fishing vessel.