



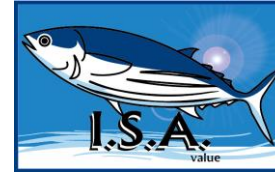
“สิทธิมนุษยชน: ปัจจัยขับเคลื่อนความสามารถในการแข่งขันของ
บริษัทจดทะเบียนไทยสู่ความยั่งยืน ตามหลักการชี้แนะ เรื่อง
ธุรกิจกับสิทธิมนุษยชนขององค์การสหประชาชาติ (UNGPs)”

Attapan Masrungson

Advisor of Thai Tuna Industry Association

TTIA's 26 Tuna Processing Members

As of 30 April 2019



TTIA Policy toward IUU Fishing and Ethical Standard

All members have to sign the letter of declaration confirmation to comply with TTIA policy

(Company's letter head)

Declaration Confirmation Form to Apply for Membership of Thai Tuna Industry Association

We,, would like to sign this letter
to confirm that:

1. The company will fully support the compliance of TTIA's policy as follows:
 - 1.1 Food Safety
 - 1.2 IUU Fishing Policy and Sustainability Policy
 - 1.3 Ethical Code of Conduct
2. The company support and follow TTIA's ethical labor practice (Ethical Code of Conduct) as enclosed.

Authorized Director's signature
(.....)
Position
Date

Company's seal



Ethical Labour Practice – Code of Conduct on Workers

1.No Child Labour

No workers under age of 18 years old is engaged or employed in the processing plants. Upon recruiting, all applicants shall provide a government-issued passport, Identity card and/or work permit for verifying age and legality to work respectively.

2.No Forced and Compulsory Labour

Workers are not required to pay deposits or recruitment fee to the company. The company shall not lodge passport, Identity card and/or work permit belonging to the workers. The company shall not withhold any part of workers' salary and benefits.

3.No Discrimination

The company shall not allow any behavior indicating harassment, discrimination or bullying. Education and training on the fundamental of human rights shall be conducted for all personnel concerning the supervision of workers and security practice

4.Health and Safety

Occupational health and safety of workers shall be of the utmost concern for the company. At minimum, all legal requirements of related laws must be fulfilled. They include to the provision of necessary personal protective equipment at the employer's expenses, first aid treatment, and assistance for follow-up medical treatment.

5.Freedom of Association and Right to Collective Bargaining

As permitted by Thai law, the company shall respect the rights of workers for freedom of association and collective bargaining

6.Disciplinary Practices

The company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion, or verbal abuse of workers. Deductions from wages as a disciplinary measure are not allowed.

7.Remuneration

The minimum daily wage shall be fully paid according to Thai law to every worker. Overtime work shall be reimbursed at a premium rate and paid leave shall be granted as defined by Thai Law.

8.Welfare and Benefit

Social security payments are contributed by both workers and company – in accordance with Thai Labour Law – which ensure all workers are eligible for national health care coverage. The company shall register every worker to this scheme from the first day of employment. For the period where the national health care coverage is not yet in effect, the company shall provide adequate medical treatment and expenses to assist any work-related injuries and illnesses.

TRANSPARENCY : Third Party Audit

Monitoring towards Ethical Standards and Sustainability

List of Standards required by buyers

- Thai Labour Standard
- CSR – DIW
- Sedex Ethical Trade
- BSCI (Business Social Compliance Initiative)
- ICA (ICA SOCIAL AUDIT : Primary Production Third Party Audit)
- ICS (Initiative Clause sociale)
- ETI (Ethical Trading Initiative)
- Supplier Code of Conduct MARS
- Supplier Code of Conduct AEON
- Safeway Global Sourcing/ Intertek
- McDonald's Social Accountability
- SYSCO Corporation (BSCC)
- WALMART Ethical Standard
- Aquaculture Steward Council (ASC) standard
- Best Aquaculture Practice (BAP) standard
- Marine Steward Council (MSC) standard
- British Retail Consortium (BRC) standard, etc.

NGOs Cooperation

1. **ISSF** International Seafood Sustainability Foundation
– Sustainability
2. **FOS** Friend of the Sea / **EII** Earth Island Institute – Sustainability and Ethical Standard
3. **MSC** Marine Stewardship Council
– Sustainability
4. **Finnwatch** – Ethical Standard
5. **MWRN** Migrant Worker Rights Network – Ethical Standard
6. **LPN** Labour Rights Promotion Network – Ethical Standard
7. **PLAN** International Thailand Network - Ethical Standard



Human Rights Protection and Ethical Standard

Commitment on *Ethical Code of Conduct*

- (X) No child labour
- (X) No forced and compulsory labour practices
- (X) No discrimination

- (✓) Yes health and safety
- (✓) Yes freedom of association and right to collective bargaining
- (✓) Disciplinary Practices
- (✓) Yes remuneration
- (✓) Yes welfare and benefit

TTIA Activities supporting employee relation and working condition

What we did	What we are doing	What we plan to do
<p>In 2018</p> <p>1. <u>Support human right promotion projects</u>, start with Project of Fisherman Center organized by LPN Labour Rights Promotion Network in 2018. and Project of "Change for Migrant Child and Youth Coalition" (CMCY), organized by PLAN International Thailand</p> <p>2. <u>Promote recognized private standard</u> start with Business Social Compliance Initiative (BSCI), co-hosted by PLAN Asia's SEAS of Change Project, funded by Kesko Corporation (Finnish retailing conglomerate).</p>	<p>1. Encourage members to comply with TTIA Ethical Code of Conduct as committed.</p> <p>2. Encourage members to comply with Buyers' Ethical Standards.</p> <p>3. Encourage members to adopt and comply with TTIA GLP Based on Thai Labour Law and ILO requirements</p> <p>4. Support Project of Combating Unacceptable Forms of Work in the Thai Fishing and Seafood Industry (Ship to Shore Rights) organized by ILO and MOL, funded by EU</p> <p>5. Work with various NGOs and members to enhance Welfare Committee and to mediate a case of working condition and grievance mechanism.</p>	<p>1. Organize Social Dialogue Workshops for members to enhance Welfare Committee and essential labour issues for employer and employee at least once a year.</p>
<p>In 2013-2017</p> <p>1. Conducted ILO-GLP project Phase 1 in Nov 2013 - Mar 2015, organized by ILO and Ministry of Labour (MOL)</p> <p>2. Presented GLP Progress VDO at Brussels Seafood Show in May 2015 and China Marine Economy Exposition in Nov 2016</p> <p>3. Organized Social Dialogue Workshop in 2014, 2015, 2016 and 2018 among <i>Migrant workers and employers</i> by TTIA , Migrant Worker Rights Network (MWRN), Thai Frozen Foods Association (TFFA) and Thai Food Processors' Association (TFPA)</p> <p>4. Evaluate and summarize TTIA GLP Visit 2016 – 2017 and report</p>	<p>6. Co-develop ILO-GLP with TFFA and ILO to strengthen GLP for Thai tuna and seafood industry from Jan 2018 to Dec 2019.</p> <p>7. TTIA Annual Public Labour Report</p> <p>8. Produce GLP Progress 2016-2018 VDO</p> <p>9. Exchange information and give comments with international organizations and NGOs; ILO, IOM, NHRC, AIT, ISSARA, MWRN, LPN, PLAN International Thailand</p>	<p>2. Promote and follow up UN Guiding Principles on Business and Human Rights in accordance with the National agenda.</p> <p>- Participate in related project such as Organization for Economic Co-operation and Development (OECD)</p>

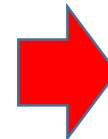
Since 2013 TTIA has joined with ILO and TFFA on **GLP Good Labour Practice** to implement in tuna and seafood factories for better life and working condition of employees.
We continue to encourage our members to comply with ILO-GLP Principles.

GLP are covered in these key areas

1. Forced Labour
2. Child Labour
3. Freedom of Association, Collective Bargaining
4. Discrimination (Equal Employment Opportunity and Treatment)
5. Wages, Compensation, Working Time
6. Occupational Safety and Health
7. Worker Welfare and Community Engagement



Under **ILO-Ship to Shore Rights Project**, **TTIA co-develop ILO-GLP program** to strengthen GLP for Thai tuna and seafood industry. We have just finished the **New GLP Manual** and have a plan to launch officially in Thaifex World of Food Asia 2019 on 29 May 2019 in IMPACT Convention Bangkok.



The Enhancement of Welfare Committee and Grievance & Complaint Mechanism in tuna and seafood factory

In factory

- ✓ Election of welfare committee
- ✓ Training on GLP, rights and responsibilities of labors
- ✓ Suggestion box



Social Dialogue : Since 2014, tuna and seafood industry jointly with MWRN Migrant Worker Right Network have organized *activities to promote understanding and trust among the employers and migrant workers* as well as brainstorming on the enhancement of welfare committee and the mechanism of grievance & complaint.

The 1st Workshop on "Happy in workplace",
19-20 Dec 2014



The 2nd Workshop on "Participation of migrant workers and their understanding in rights and responsibilities",
6-7 August 2015



The 3rd Workshop on "The role of the welfare committee for coexistence between employers and employees",
24 Jun 2016.



The 4th Workshop on "Promoting the welfare committee to be accepted by migrant workers",
19 January 2018

GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

Implementing
the United Nations
"Protect, Respect and
Remedy" Framework

TTIA recognize the important of *the Guiding Principles on Business and Human Rights*: Implementing the United Nations "Protect, Respect and Remedy" Framework.

Therefore, we work with multi-stakeholders to increase human rights protection for employees through the following approaches: **Welfare Committee Mechanism, Social Dialogue Workshop and Good Labor Practice.**



UN Working Group on business and human rights undertakes first official visit to Thailand during 26 March – 4 April 2018. The Working Group was invited by the Thai government to examine efforts to prevent, mitigate and remedy adverse human rights impacts of business operations.

*They visited to Board of Trade of Thailand on **28 Mar 2018***

Source: <http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=22915&LangID=E>



TTIA as a private sector invited by MOF to present "*Human Rights based Sustainable Fisheries and Experience from Thai Tuna Industry*" at the seventh annual UN Forum on Business and Human Rights 2018, **26-28 November 2018** in Geneva, Switzerland

Grievance Mechanisms, that not Judicial Mechanism, to protect and remedy effectively.

UNGP*

28. States should consider ways to facilitate access to effective non-State based grievance mechanisms dealing with business-related human rights harms.



29. To make it possible for grievances to be addressed early and remediated directly, business enterprises should establish or participate in effective operational-level grievance mechanisms for individuals and communities who may be adversely impacted.



30. Industry, multi-stakeholder and other collaborative initiatives that are based on respect for human rights-related standards should ensure that effective grievance mechanisms are available.



TTIA Action

- Take part in meetings and seminars on human rights issue.
- Participate as a guest speaker to give comments on human rights principles toward tuna industry.

- Set up TTIA Ethical Standard.
- Organize workshops with responsible-labor NGOs to educate the grievance mechanisms and *the use of the welfare committee* to find problems and-solutions
- TTIA member companies *promote the welfare committee effectively*.

- Follow up TTIA members on GLP implementation annually.
- Work with ILO to develop GLP process to be more acceptable and effective.

TTIA Supporting on Human Rights Principle



TTIA take part as a speaker in national seminar on **“Exploring Access to Effective Remedies under UN Guiding Principles on Business and Human Rights in Thailand”** organized by National Human Rights Commission of Thailand, **7 November 2018.**



TTIA meeting with Organisation for Economic Co-operation and Development - **OECD** on **“Due Diligence Guidance for Responsible Business Conduct”** organized by Ministry of Foreign Affairs, Kingdom of Thailand, **20 September 2018.**



TTIA joined National academic seminar on **“Implementing UNGPs for Sustainable Economic Growth”**, **1 June 2018.**



TTIA attended a working group on **“Driving Business with Human Rights and Sustainable Development”** organized by National Human Rights Commission of Thailand, **30 Apr 2018.**



www.thaituna.org

E-mail : ttia@thaituna.org