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## Action Plan to Tackle Seafood Supply Chain Abuses

Update, 23 March 2016



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On 23 November 2015, Nestlé published an [Action Plan](#) (pdf, 650Kb) detailing our commitment to eliminating labour and human rights abuses in our seafood supply chain in Thailand. It contained a series of actions designed to protect workers from abuses, to improve working conditions and to tackle unacceptable practices including juveniles and teenagers working on fishing vessels. Four months after the plan was announced, this update details how the plan has been implemented to date, with the support of our partners.

### Traceability

Traceability is a vital step towards eliminating abuses in the seafood supply chain because it enables Nestlé's suppliers and partners to verify employment, living and working conditions on the vessels used to supply the company. Management systems to improve traceability in our Thai seafood supply chain have been created by our suppliers. Thanks to stricter enforcement by the Thai government and good cooperation from our suppliers, as of March 1st, 99% of the seafood ingredients sourced in Thailand for Nestlé Purina brands is traceable to a fishing vessel or farm. This improved level of traceability is a vital step towards eliminating human rights and labour abuses in the country's fishing industry. In the coming months it will help enable further action plan items, ensuring that workers and boat owners receive training and enabling further verification of living and working conditions on the boats.

The traceability system implemented by Thai Union Manufacturing, one of our principle suppliers to date, has assessed traceability and employment conditions on every one of the 270 boats in their supply chain. In addition, traceability and employment conditions on 23% of those vessels have also been verified independently by a third party. The results have been achieved with the collaboration of members of the Thailand Shrimp Sustainable Supply Chain Task Force of which Nestlé is now a member, contributing to pan-industry initiatives.

### Training

To help create the conditions for further progress, our non-governmental organisation (NGO) partner Verité has created a training package which was used for the first time during a 'Workers Day' in the city of Ranong on March 17<sup>th</sup>. This was attended by 150 port and boat workers and covered migrant workers' rights, a key issue for the local community. This is thought to have been the first such training at a port in Thailand. Port workers and boat workers were given kits which contained personal protective equipment and care as well as information about how to use a grievance mechanism and details of an emergency response process, both administered by our new NGO partner Issara Institute (see below).

### Grievance mechanism and emergency response team

Nestlé has signed a contract with Issara Institute, a US and Thailand based nongovernmental organisation (NGO) specialising in migrant worker voice and grievance mechanisms with a well-proven record in emergency response, to help workers in the Thai seafood industry raise any concerns they might have. Issara is providing a tailor-made solution. Issara took part in the training in Ranong, demonstrating a collaborative and complementary approach to the work of Verité and our suppliers.

**Demonstration Boat**

The Government of Thailand, under the leadership of the Department Of Fishery, the support of the Ministry of Foreign Affairs and with the strong facilitation of the Royal Thai Embassy in Switzerland in Bern, is to fund a 'Demonstration Boat' to train and share best practice among boat owners, captains and workers. Through this approach, the Thai Government will equip suppliers and others in the industry with a powerful tool for improving both the availability and the impact of training. Nestlé and Thai Union as funders of the initiative will contribute to the renovation costs of the boat and to the costs of the training, including setting up facilities, training staff, providing equipment and worker kits.

The other Action Plan items detailed in the November announcement are all on track, thanks to the close cooperation from all our partners including the Thai Government, our suppliers and the NGO's who are helping us to progress. Further updates will be issued in the months to come.