

Responsible Sourcing of Seafood at Nestlé Thailand Action Plan Update

In 2015, Nestlé launched a [Thailand Action Plan](#) for the *Responsible Sourcing of Seafood*, detailing our commitment to eliminating labour and human rights abuses in the seafood supply chain in Thailand. In 2017, Nestlé sourced approximately 130,000 MT of seafood globally, with around 7% of this originating in Thailand. Published two years after the launch of our Action Plan, this update demonstrates our progress to date against the ten objectives contained within it.

Knowing Where Our Seafood Comes From

In 2017 we continued to work with our suppliers in Thailand to map and trace the seafood that we purchase back to the vessels used. Through this work we were able to achieve 99% traceability for wild caught tuna, back to the vessel used. In practical terms, this means we can identify all of the Thai flagged vessels used to catch our tuna by name and vessel number. For all of the tuna we purchase, we are now able to receive Port In Port Out (PIPO) logs, Captains logs, and Marine Catch Purchasing documents. We are also able to trace 99% of the farmed shrimp in our supply chain to the farms used. We are now working with the Seafood Task Force to trace farm raised shrimp back to the fish meal sourcing vessels using the feed lot numbering process. We continue to update our traceability information on an annual basis.

Knowing where our products come from is a critical first step in ensuring we source our seafood ingredients responsibly. Armed with knowledge of the vessels that we source from, in 2017 we:

- Fully **incorporated the business requirements** of our Action Plan into commercial relationships by ensuring the principles of our [Supplier Code](#) were shared with and signed off by 100% of our suppliers' suppliers;
- **Verified traceability** to vessel through successful mock recalls with our Thai seafood suppliers;
- **Audited** more than 10% of the vessels in our supply chain against the Seafood Task Force limited scope UL (Underwriters Laboratories) auditable standard;
- **Banned transshipment at sea**, a key risk factor for forced labour, and received assurances from our suppliers to deliver on this ban for the Nestlé supply chains;

Enabling Worker Voice

Nestlé is a Strategic Partner with the **Issara Institute**, a US non-profit organisation headquartered in Bangkok. This partnership is driving improvements for workers and suppliers across Nestlé's Thailand-based pet care supply chain. Last year, Issara used its [Inclusive Labour Monitoring](#) approach to provide an independent channel for workers, across all tiers of the supply chain, to safely share feedback - positive and negative - about workplace conditions, migrants' rights, and issues of concern, in order to address labour risks and strengthen supplier operations. An empowered worker voice is central to Issara's approach. Workers can contact Issara through a range of channels, including the Issara smartphone app [Golden Dreams](#), [Facebook](#) pages in the worker's own language, smartphone messaging apps such as Line and Viber (both similar to WhatsApp), and a multi-lingual toll-free 24-hour helpline.



Issara's outreach & empowerment officer engaging with Cambodian fishermen in Nestlé's supply chain

Over 35,000 workers in Nestlé's supply chain (including at processing sites, feed mills, fishmeal plants, and on fishing vessels) now have access to Issara's independent helpline and can seek assistance and support.

Since our partnership with Issara began in March 2016, Issara's [Inclusive Labour Monitoring](#) system has been implemented in 60% of Nestlé Petcare's Tier 1 supplier sites, 50% of feed mills, and 100% of fishmeal plants. Issara is now engaging with vessel owners and boat captains.

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Burmese workers at a seafood processing factory in Samut Sakhon receive Issara t-shirts

Demonstrating Safe Working and Living Conditions

In March 2016, Nestlé began working in collaboration with Thai Union and Verité to renovate a standard Thai fishing boat, transforming it into a modern model with improved living and working conditions, and labour standards on board. This will form the basis for a **training programme for vessel owners, captains, and crew**, demonstrating healthy and safe living and working conditions aboard a vessel at sea. The training also provides attendees with an education on their rights as workers covering recruitment, hiring, employment and separation. This initiative is supported by the Royal Thai Government Ministry of Foreign Affairs (MFA), Southeast Asian Fisheries Development Center (SEAFDEC) and the Royal Thai Government Department of Fisheries (DOF). Renovation work was completed this year and initial training for vessel owners, captains and crews is underway. An official launch will take place in 2018.

The vessel was fully renovated in 2017 to meet the standards set by the International Labor Organisation's (ILO) C188, convention for human rights at sea and to comply with Thailand's updated fisheries regulations. To meet these standards and regulations, boat owners must provide proper safety equipment as well as adequate and clean food and drinking water for the crew. Appropriate rest, dining and leisure areas on-board the vessel are mandatory, along with a first-aid kit and a toilet facility with proper sanitation standards.

Regularly-scheduled viewings and training workshops will demonstrate to boat owners and crew how to meet all the latest legal requirements set forth by the government.



Vessel renovated to meet ILO C188, convention for human rights at sea and Thailand's fisheries regulations

Industry Engagement

Nestlé continues to support cross-industry solutions, participating in the [Seafood Taskforce](#), since 2016. In particular, we are focused on the Taskforce's work to seek alignment across the industry on a Code of Conduct, develop Fishery Improvement Projects in the Gulf of Thailand and develop Responsible Recruitment systems for migrant workers entering the Thai fishing industry. This year, Nestlé also joined the [Responsible Labor Initiative](#), a multi-industry, multi-stakeholder initiative focused on ensuring that the rights of workers vulnerable to forced labour in global supply chains are consistently respected and promoted and is exploring additional opportunities to improve the recruitment of workers from neighbouring countries.

Staffing Our Work

Nestlé recognises its share in dedicating time and resources to lead the implementation of our Action Plan. For this, Nestlé Purina added four full time local Thai employees to work closely with our Thailand contracted manufacturers, and has put in place local and international Leaders for this work.

For additional information

For inquiries about responsible sourcing of seafood at Nestlé, please contact Owen Bethell (Owen.Bethell@nestle.com).