

# Progress Update

March 2018



# About us



- Leading Retailers
- Leading Manufacturers & Processors
- Certification bodies and experts in environmental and social responsibility
- Leading NGOs
- Thai Government



The *only* international group with full supply chain participation addressing labour rights *and* illegal fishing in seafood supply chains

**Practical solutions *right now***





A global presence *and* commercial leverage

# Board Composition



Board Director	Organisation (listed in alphabetical order)
Pitipong Dejjarakul 	Charoen Pokphand Foods 
Ken Kimble Chair	Costco
Choopong Luesukprasert 	Marine Gold
Isabelle Aelvoet 	Mars Petcare 
Nick Leonard	Rubicon Resources 
Nuntawan Rujiwong	Thai Royal Frozen Foods 
Gavin Bailey 	Walmart
Laura Jungmann	Ahold Delhaize 

# Core Objective



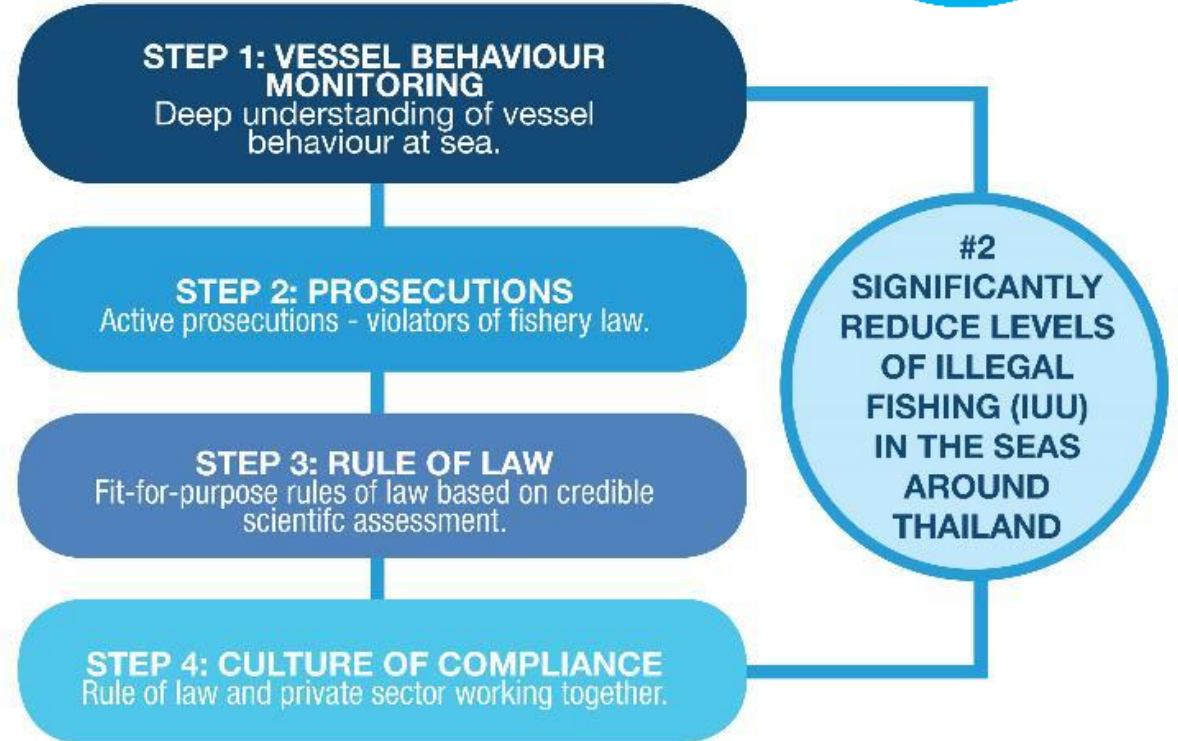
## SUPPLY CHAIN OVERSIGHT

Leading seafood supply chains towards more sustainable pathways through oversight and continuous improvement – people, product, process and policy.

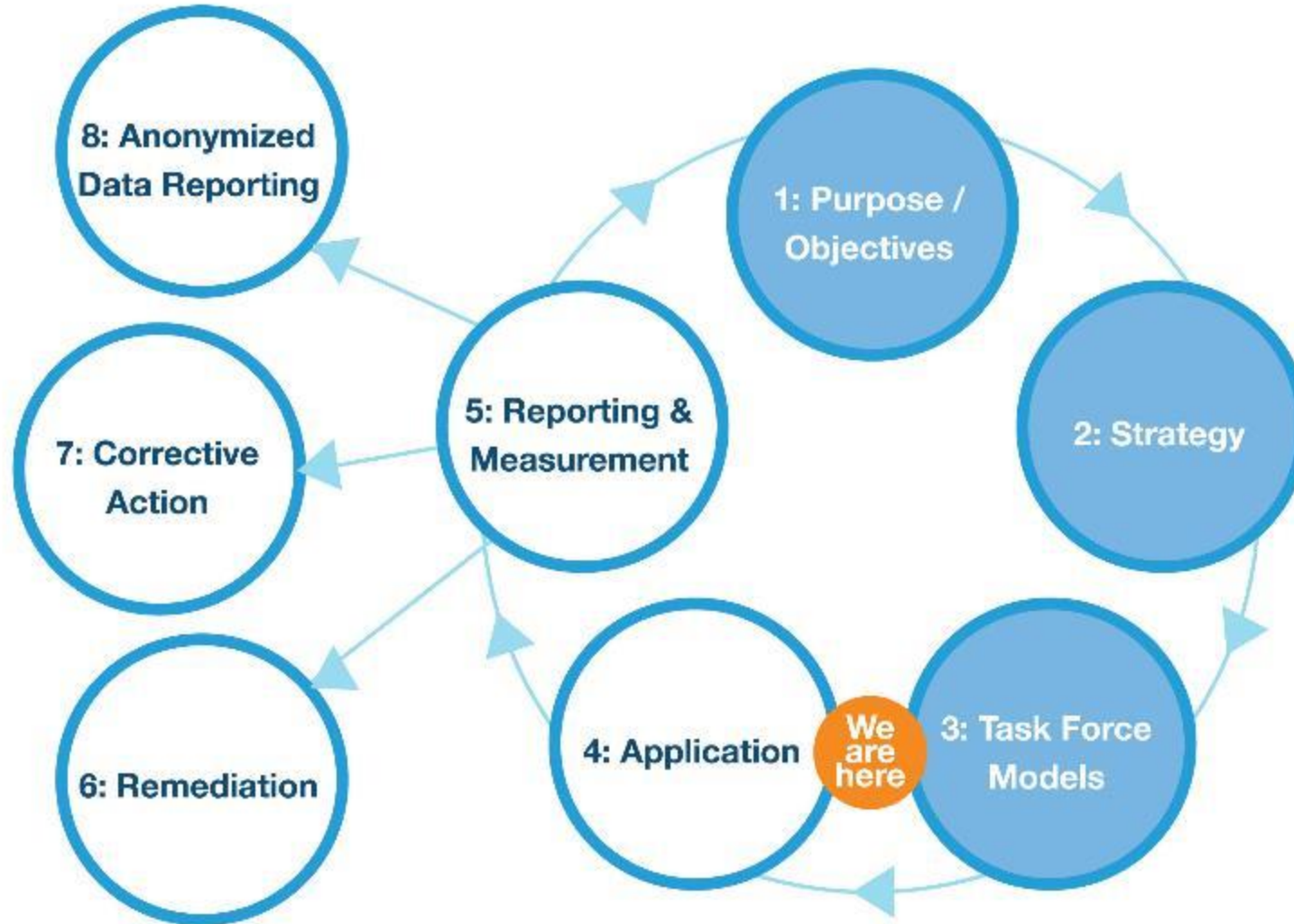




# Strategy



# Status



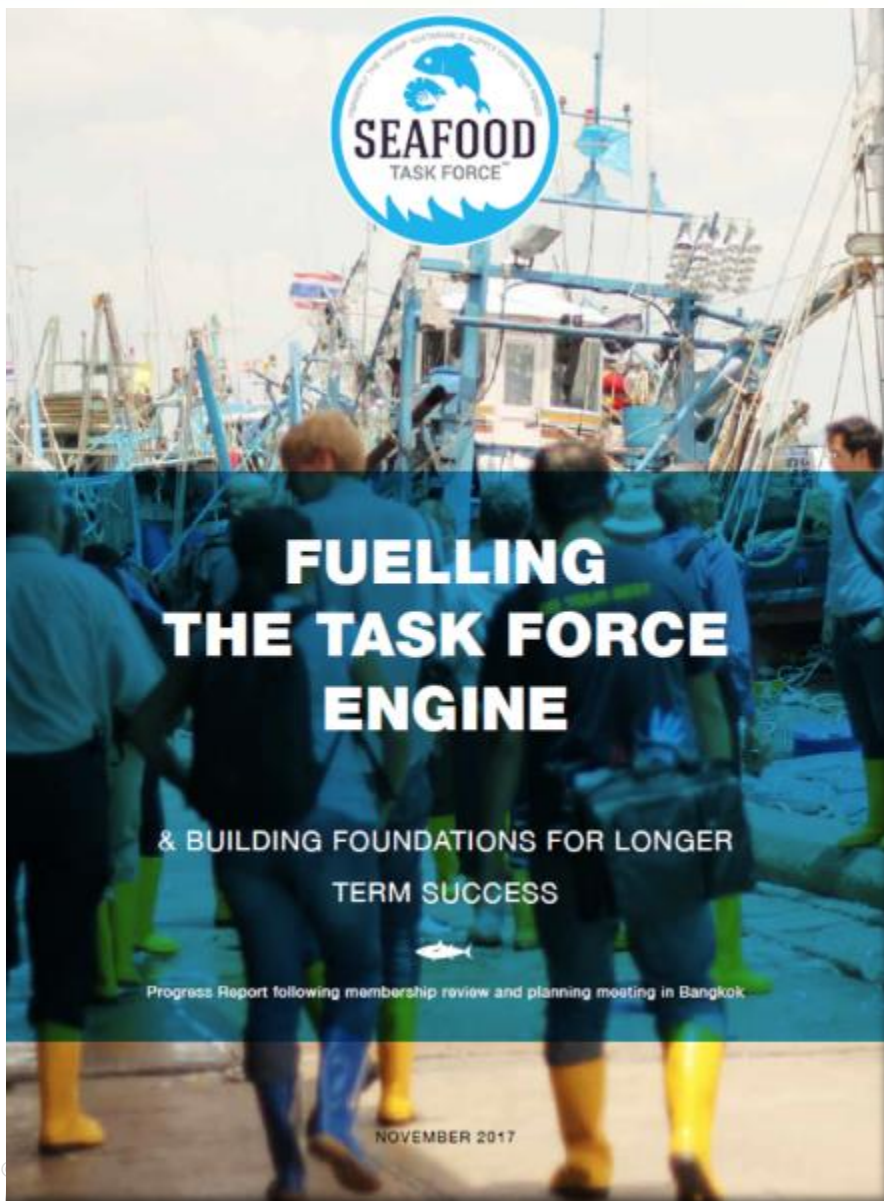
# Current Highlights from the Working Groups







[www.seafoodtaskforce.global](http://www.seafoodtaskforce.global)



# Headline responses to recent media reports



- The HRW report **presents a list of five asks** to International Buyers, Importers, Distributers and Retailers of Thai seafood
- These **asks are helpful** and the Task Force is ensuring that all are **considered as part of our on-going work plan**



# Human Rights Watch Asks and STF Action Plans



*Ask 1: Require that Thai suppliers employing migrant workers pay the full costs of recruitment and do not seek reimbursement for those costs from workers.*

- **Recruitment fees** are one of **main causes** of debt bondage and forced labour.
- The Task Force is developing an **employer's pay fees policy**.
- Through member consultation, it has **created a draft policy** and the final version will be put in place later in 2018. The Task Force will **work with its members** to **ensure implementation and compliance** thereafter.



## Human Rights Watch Asks and STF Action Plans (cont.)



*Ask 2: Require Thai suppliers to proactively and demonstrably support migrant workers' rights to freedom of association as a condition of doing business. Where migrant workers seek to engage in collective bargaining, ensure that the company in question bargains in good faith with all workers in the workplace.*

- Task Force Members are **already active** in **supporting migrant workers' rights**
- They have all joined the Task Force and **committed to a code of conduct** that recognizes workers' rights including freedom of association.
- Most members already have their **own partnerships in place** with Worker Voice service providers including, but not limited to, **Project Issara, Verite and LPN.**

# Human Rights Watch Asks and STF Action Plans (cont.)



*Ask:3 Engage substantively with local and international civil society organizations that are working on migrant rights issues in Thailand to monitor and expose human rights abuses in supply chains, and support interventions by NGOs and migrant workers to protect migrant workers' rights.*

- The Task Force **has developed a mechanism** enabling local and international civil society to have an **on-going dialogue**. (coordinated through Verité and World Wildlife Fund.)
- The Task Force has **welcomed a large group of external stakeholders** to join the membership as part of its External Stakeholder Group (ESA). These organizations join all Task Force membership meetings.
- The Task Force has also **welcomed numerous groups from civil society** to join its meetings helping them present their recommendations to the membership.

# Human Rights Watch Asks and STF Action Plans (cont.)



*Ask 4: Pressure employers and the Thai government to ensure workers' access to speedy and fair complaint channels that provide effective remedies for human rights and labor grievances.*

- The majority of our members already have Worker Voice mechanisms in place ensuring workers have access to speedy and fair complaint channels.
- In Sep 2017, the Task Force invited key Worker Voice mechanism providers to meet with the membership including Stella Maris, Labour Protection Network, Project Issara, MWRN and Oxfam. The aim of this meeting was to present Worker Voice options so that remaining members who have yet to introduce a Worker Voice mechanism could select the most appropriate provider to suit.
- As the Task Force moves towards holding its members to account, having a Worker Voice mechanism in place and being able to report on Worker Voice programme status will become a membership requirement.



# Human Rights Watch Asks and STF Action Plans (cont.)



*Ask 5: Publicly support actions by NGOs, labor unions, and migrant worker groups to demand respect for their rights, and act to protect these organizations from retaliation, especially through legal harassment, by companies, employers, brokers, or criminal actors.*

- We **continue to engage with civil society in Thailand** with our objective to uphold respect for workers' rights.
- Our published supply chain **Codes of Conduct specify standards** that respect workers' rights. Our **members commit to these standards**, which include grievance procedures that support anonymity, confidentiality, freedom from retaliation and protection for whistleblowers.



**Social  
Community  
& Society**

**Environmental  
Balance  
of Nature**



**Economic  
Building the Business  
Case & Funding**