



SUSTAINABILITY AWARDS 2017



Seafresh Industry Public company Limited



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Our Stakeholders

- **Product**
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Sustainability Management

- **Enterprise Risk Management**
- **Supply Chain Management**
- **Our Innovation**



Mr. Narit Chia-apar

Position: Chairman

Education: College, Malaysia



Awards

Outstanding CEO award 2013
From Stock Exchange of Thailand (SET)

Professional Experience

Chairman of Seafresh Group (Holdings) Limited

Chairman of Seafresh Industry Public Company Limited

1982

2011

Present



Mr. Dominique Gautier

Position: Director of Sustainability,
Seafresh Group of Companies



Biologist Specializing in aquaculture with a doctorate degree from Auburn University, USA.



25 years of experience working with both private and public organizations on research, development and commercial projects in the Americas, Asia, Europe and Africa.



Specialist of shrimp aquaculture, with 7 years of experience in Latin America, and responsible for setting up and overseeing environmental and social programs for a major shrimp producer.



12 years of experience working closely with leading retailers and seafood production chains globally, on environmental and social sustainability from source through to final distribution.



Mission: "The Best Shrimp Company"



Quality Focus



Trust in Food Safety



Delivery on Time



Fully Comply with Law



More Attentive to Employees



Continuously Develop



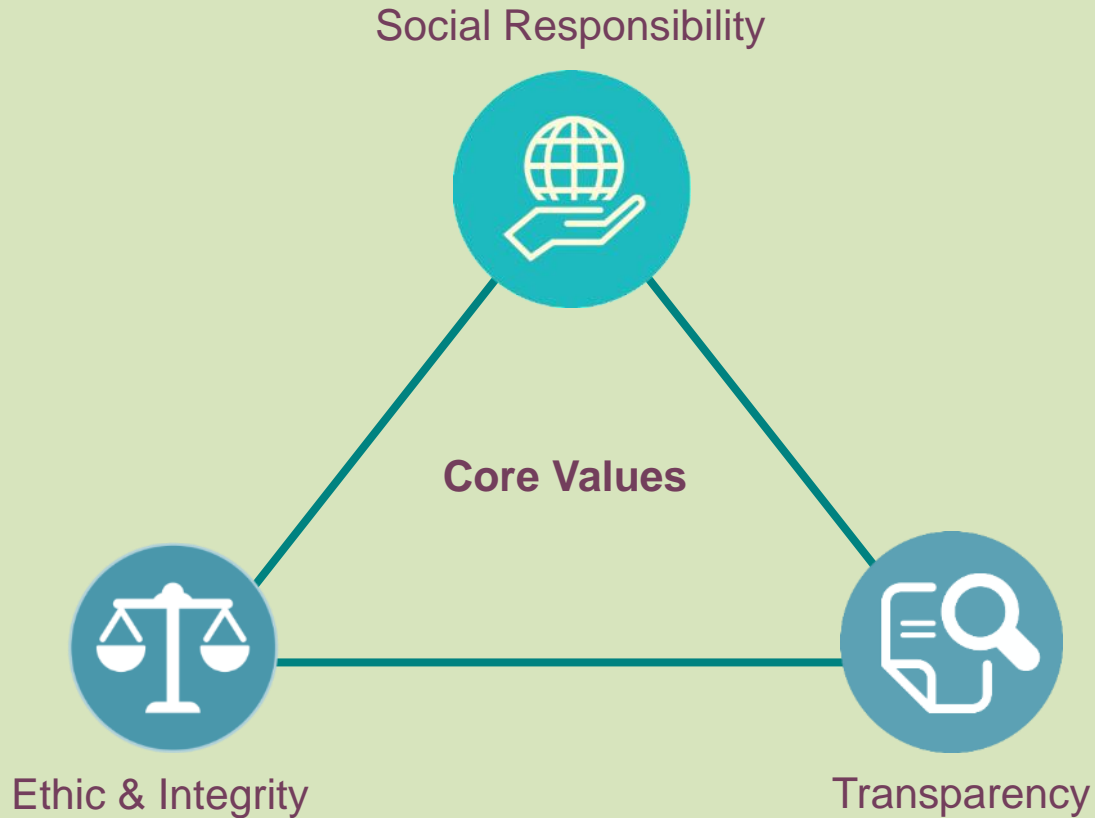
Non-stop Environment Conservation



Vision & Core Values



Vision: Sustainable Business Growth Through Core Value Practices



UN Sustainable Development Goals

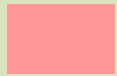
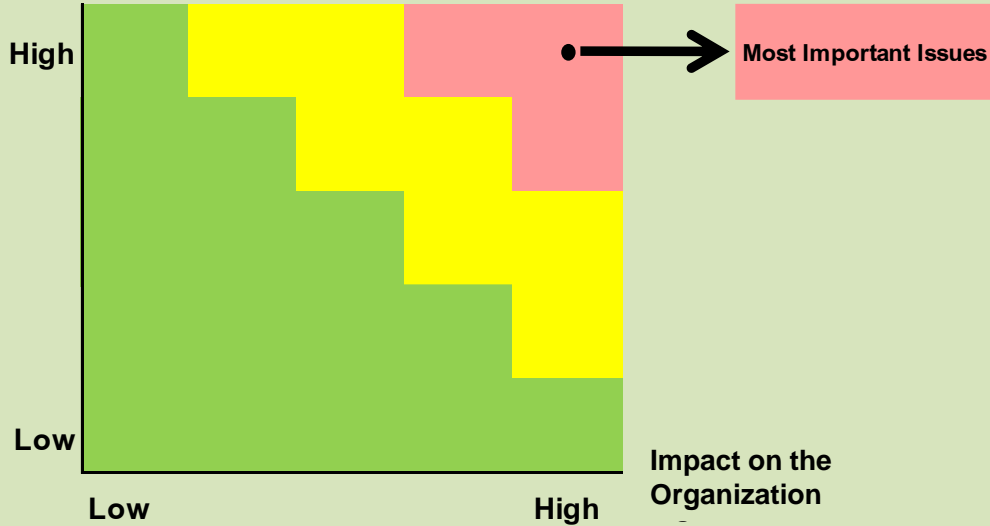
Our activities and actions support 7 UN Sustainable Development Goals.



Material Issues And Strategies

Most Important Issues Specification

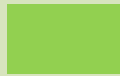
Impact on the Stakeholder



Most Important Issues



Important Issues



Less Important Issues

Environment
Sustainable Supply chain
Shrimp disease
Water Management
Energy Management
Social
Quality and Safety Product for consumers
Employee Development and Career Opportunity
Human Right and Fair Labor Practice throughout Supply Chain (including Occupational health & safety)
Corporate Social Responsibility (CSR)
Economic
Corporate Governance and Code of Conduct
Tax Planning
Price Competitiveness
On-time Delivery
Customer Relation Management
Business Risk Management and Crisis Management
Anti-Corruption

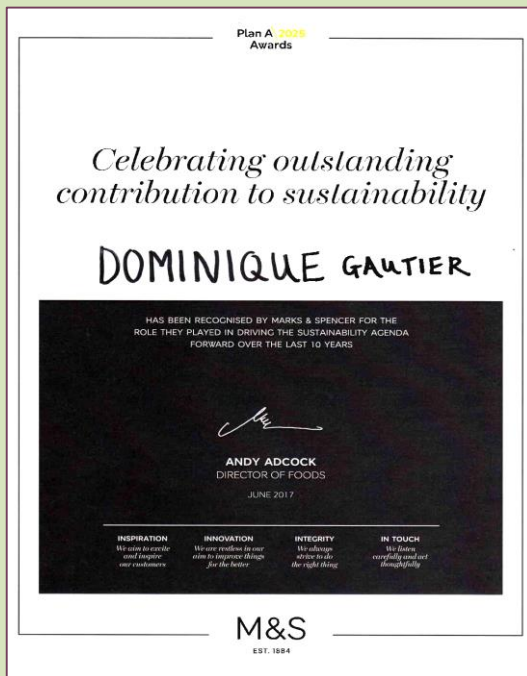
Roles of Management to Sustainability

Management level	Responsibility
Board of Director	<ul style="list-style-type: none"> • Determine the Company's policies and objectives. • Appoint sub-committees i.e. Audit Committee, Risk Management Committee, CG Committee, etc. and monitor their performances.
CG Committee	<ul style="list-style-type: none"> • Define policy guidelines that are relevant and consistent with the Company's business practices and principles of good corporate governance. • Scrutinize, review, and approve the Company's policies by adhering to the principles of good corporate governance. • Propose the Company's policies to the Board of Directors for approval. • Review the Company's policies at least once a year. • Report the Audit Committee on the implementation of good corporate governance policy.
Risk Management Committee	<ul style="list-style-type: none"> • Define risk management policies and plans. • Supervise, monitor, and follow up the risk management in accordance with the risk management policy and plan. • Evaluate and approve risk assessment and response plan. • Follow-up risk management implementation, improvement, and development. • Report risk management status to the management • Communicate with the audit committee on key corporate risks

Roles of Management to Sustainability

Management level	Responsibility
Top Management	<ul style="list-style-type: none"> • To determine general company's policy in order to coordinate with the board of directors. • To manage company's internal operations and to determine the general Company's management system. • To determine the structure of the company's administration to coordinate with the board of directors. • Plan and set up general company's projects. • To direct, coordinate, monitor, and assign; affiliated unit, position, responsibilities, and delegate authority, in consideration of appropriate and efficiency.
Director of Sustainability Seafresh Group (Holdings)	<ul style="list-style-type: none"> • Responsible for assuring that aquaculture and fisheries supply chains are in compliance with sustainability and ethical standards. • Involves leading collaborations and activities with partner organizations
Supply Chain Development	<ul style="list-style-type: none"> • Set up Supplier Code of Conduct (COC). • Monitor supplier to comply with supplier COC. • Educate and develop suppliers to achieve international standards for sustainability
Risk Management Department	<ul style="list-style-type: none"> • Develop corporate risk management guidelines and keep them up to date. • Ensure that all departments carry out risk assessments, response plans, and corrective actions. • Analyze and summarize organizational risk management results in accordance with guidelines established by the Risk Management Committee.
CSR Working Group	<ul style="list-style-type: none"> • Communicate to all stakeholders to acknowledge, understanding and realize in social responsibility • Visit relevant department in the company to aware the issue afterward give advice and solve issues to comply with CSR standards • Encourage to sharing knowledge, successful and experience in CSR between internal and external department

Seafresh Director wins recognition from Marks-and-Spencer for his sustainability work



Dominique Gautier has spent his career making the seafood industry more sustainable for all – and now his long-term industry contribution has been officially recognised by one of Seafresh’s major customers.

Our Group Director of Sustainability won an ‘Above and Beyond’ award at the Marks & Spencer Plan A Food Sustainability Awards held in June 2017 for his contribution over the last 10 years to driving the sustainability agenda forward.

The event, which celebrates suppliers who have shown excellence and leadership in line with M&S values, hailed Dominique’s role in making the seafood industry, and its environments and communities, safer, healthier and happier.

Corporate Governance



CG & Anti-Corruption

- The company has continuously organized corporate training courses for employees on “Corporate Culture and Codes of Conduct” by CEOs and executives since 2007.
- Established the CG Committee in 2012.
- Certified as a member of Collective Action Coalition Against Corruption (CAC) on January 22nd, 2016
- Encourage key suppliers to join CAC to promote and expand a transparent business network without monopoly and bribery.



Training Course by CEO

- How to run a sustainable business
- How to become a super leader and super boss
- Corporate Culture & Code of Conduct



Training Course

Business Continuity Management (BCM) Workshop



Risk Management and Corporate Culture Course



CG Scoring



Very Good: Market Cap 3,000-9,999 MB

2013

Very Good: Top quartile Market Cap 3,000-9,999 MB

2014

Very Good: Top quartile Market Cap 3,000-9,999 MB

2015

Very Good: Top quartile Market Cap 3,000-9,999 MB

2016

Creating Shared Value (CSV) to Stakeholders



Product



Employee



Community



Environment



Products



Production Practice

Our philosophy can be summed up in one word: **“Integrity”**



Integrity of
product



Integrity of
supply chain



Integrity of
service

Recognition: Quality & Food Safety



ISO9001



BRC Grade A



IFS Higher Grade



HALAL



FSSC:22000



ISO17025 (LAB)



Food Safety Quality throughout Supply Chain

BRC Grade A



Production and export

BRC Grade A



Import and distribution

BRC Grade A



Chilled product distribution



BRC Global Standards is a market leading global brand that helps build confidence in the supply chain and our Standards for Food, Packaging, Storage & Distribution, Retail and Consumer Products set the benchmark for good manufacturing practice, and help provide assurance to customers that your products are safe, legal and of high quality.

EMPLOYEE



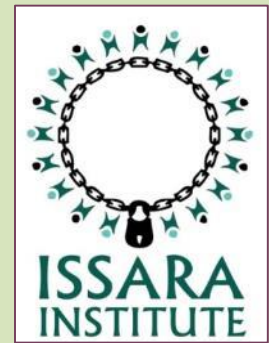
Human Right and Fair Labor Practice

Quality of Working Life

- Provident Fund
- Employee Stock Ownership Plan (ESOP)
- Blue Flag Low Price Products Fair
- Clean Food Good Taste Canteen
- Dormitories
- Health Checks



Responsible Recruitment and Employment



Objective: Introduce and embed responsible recruitment and employment practices throughout the seafood supply chain in Thailand.

Progress: Seafresh and ISSARA work together in Myanmar to ensure a fair recruitment process and raise awareness about labor rights. Moreover, The Issara Institute surveys our supply chain and provide workers with an independent grievance mechanism. We help raising awareness and compliance with the Seafood Task Force's Code of Conduct in collaboration with the Federation of Thai Shrimp Farmers.

Next 12 months: Map labor recruitment supply chain by vessels, plants and farms. Pilot targeted fleet owner and plant operator recruitment options. Build accredited recruitment agency list used by Task Force Membership. Formulate guidance on the no-fee implementation for Members.



Towards a world where ethical recruitment is the norm and not an option



Quality of Working Life

Food park



Activities for employees to grow their own organic vegetables near the dormitory to reduce their expenditure and to utilize vacant spaces.

Fitness



We provide a fitness room for our employees to promote health and well-being under “Work-Life Balance”.

2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



Human Resource Development

In 2016, the company has organized 94 training courses such as;

- Innovation Thinking
- Risk Management & Corporate Culture
- Improving labor rights and Working Conditions in the food Supply Chain
- Implement to Sustain Quality & Environmental Management System
- Money Saving



Recognition : Fair Labour Practice



TLS8001

1 of 5 establishments maintaining Thai Labor Standard for 10 consecutive years



The National Occupational Safety and Health Awards

The Best Establishment for Safety, Sanitary, and Working Environment in National Level for 6 years

Recognition : Fair Labour Practice (Continues)



Disease-free and Body Safety Workplace

1 of the best establishments in Disease-free and Body Safety Workplace in National Level



CSR-DIW Continuous Awards

3 consecutive years Standard of Corporate Social Responsibility



Skill Development Promotion Awards

Outstanding Establishment in Skill Development Promotion Awards 2016 which only 59 establishments in Thailand won this award.

The Supplier Ethical Data Exchange (SEDEX)

Passed audit from “**The Supplier Ethical Data Exchange (SEDEX)**” which is a global certified auditor for 8 years





Community

Community



The company operates with the Creating Shared Value Concept (CSV)

- Share our know-how and expertise with shrimp farmers to improve the quality of shrimp to international standards and environmentally friendly, while the company can receive good raw materials that meet the requirements of customers
- Integrate Biogas System and Reverse Osmosis System for wastewater treatment



Community



Seafresh Blood Donation Program

- The company has participated in blood donation of the Chumphon Red Cross Chapter three times a year since 2011.
- Throughout the program, blood donations totaled 477,000 cc, from 17 occasions, averaging 53 donors per occasion.

In addition, the company also supported to contribute public service units. For instance, public pavilion, Pak Nam-Chumphon provincial police station, help to arrange the traffic in plant area for making people convenient as well as staff training toward the security of car and road users in order to reduce an accident in this area.

Seafresh Camp



Seafresh Camp is a learning activity for graduate students aiming to educate them on sustainable business management practices from the company executives. Students will have the opportunity to visit the company's on-site operations to develop and support hands-on learning that improves their creativity and leadership.

Objectives :

- To share business knowledge and experience under CG and sustainability.
- To prepare students for entry into the job market by teaching leadership and understanding in the food export business.
- To offer new generation students from various fields the chance to get to know the company.

Expected gain for students:

- Develop the leadership and skills required for successful leaders.
- Create a positive attitude and cultivate a sense of social and environmental responsibility.
- Improve their potential, recognize their responsibilities, and learn how to work as a team.
- Learn how to run business with the modern management concepts which integrate with professional experience to encourage students career path.



Support Local Community

- The company buys Chumphon's products from more than 20% of the vendors on its list. Purchases include raw materials for the production of the company products, fresh food for the company canteen, and many other staples that help support income and local community development.
- Scholarships and donations to local schools



Environment



Water Management



Tap Water

70%



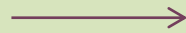
Plant

Reverse Osmosis Water

30%



Wasted Water



Biogas system

- Generate electricity
- No air pollution

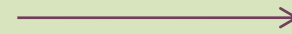
Treated Water



Reverse Osmosis System

Treated Water

- BOD less than 20 mg/l
- Release less than 500 m³/day



Aquaculture Certification Council (ASC)

- ASC founded by the WWF and the Dutch Sustainable Trade Initiative.
- The logo sends a strong message to consumers about the environmental and social integrity of the product they are purchasing.
- Dr. Gautier was a member of the steering committee for Shrimp standard and is a member of the Technical Advisory Group.
- Belize Aquaculture, JV of Seafresh, has received ASC certification.
- Seafresh's farm is aiming to be the first commercial farm in Thailand certified by ASC within 2017



Best Aquaculture Practices Certified

Seafresh is a member of the



and collaborates with supply chain partners to achieve BAP four stars (the highest level) from Global Aquaculture Alliance.



Recognition: Environment



ISO14001



ISO50001

Sustainability Management



Enterprise Risk Management (ERM)



Risk Management Working Group

- Risk Management Committee
- Risk Management Department
- Internal Audit Department
- Risk Owner



Risk Management

Emerging Risk

Cyber attacks : Malwares and Hackers

- Lately, new malware and hackers emerged in market such as Wannacry, Petya, and Ourmine that made loss to some business. This threat made secure become unsecure.

Risk Management

- Disaster Recovery (DR) Site has been implemented.
- IT department has installed higher security level of Firewall and updated software such as patch for Windows, Server, and Anti-Virus.
- Announcement of IT security procedure to all user use to enlighten them for protecting their computer and file.



Supply Chain Management



Competitive Advantage Through Supply Chain Management (Trust & Transparency)



Global Supply Chain management

- **Sustainability and Ethical Sourcing policies**



- **Risk assessments:**

- Decision trees for environmental and social risks linked to land-based and fisheries operations in global supply chains.
- The assessments are based on country-specific information (such as ratification of ILO conventions), and suppliers specific information from third-party assessments (such as certifications and SEDEX) and supply chain internal knowledge including information from NGOs.



Safeguarding Asian Squid



➤ Partnership for improving fishery management

Sea Farms leads suppliers and UK customers to protect a unique species of squid

With the support of the World Wide Fund for Nature UK (WWF UK) and commercial partners, Sea Farms has been working with the NGO Ocean Outcomes to prepare a fishery improvement project in collaboration with Chinese suppliers and local scientists and authorities, with the objective of ensuring the long-term sustainability of Japanese flying squid in the China sea.



Sainsbury's

Thai Shrimp Supply Chain



SEAFRESH is a member of the Seafood Task Force

- **Membership:** 32 commercial companies, including Thai producers, and buyers and retailers located in Europe and North America. The Board includes 10 representatives of member companies. 17 Environmental and Social NGOs participate to the Task Force activities and provide guidance to the Board.
- “Seafood Task Force” as a recognition of its deliberate strategy to expand its work to other seafood supply chains
- Seafresh participates to activities of Groups “Farm to Plant” and “Responsible Recruitment”
- **Seafresh Group Representatives:**
 - **Boonlert Foongvannaluck**, Chief Commercial Officer
 - **Dominique Gautier**, Director of Sustainability
 - **Manusnun Promkittichot**, Labour Relations Manager



8 DECENT WORK AND ECONOMIC GROWTH



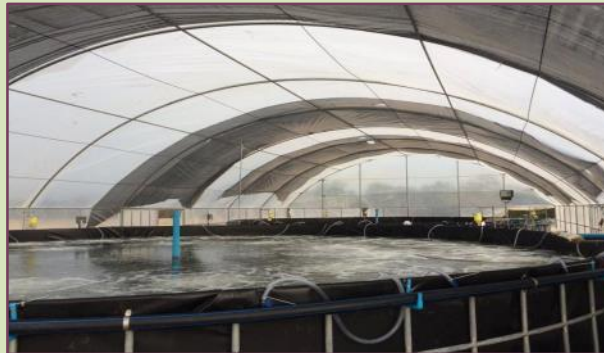
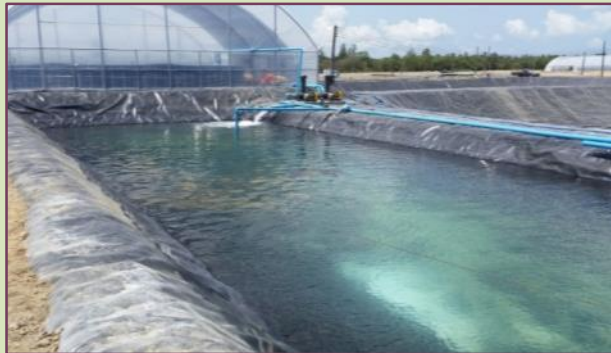
14 LIFE BELOW WATER



Thai Shrimp Supply Chain Development

The company has a team responsible for Supply Chain Development. We provide advice to the suppliers in production process development for the quality material, environmentally friendly practices and to treat workers fairly. They also monitor the operation continuously. To ensure that the company has a social responsibility throughout the supply chain. The main topics are following:

- Shrimp farms must be located on land with title deed and no forest encroachment.
- To have treatment ponds before discharging water to the environment.
- To treat workers fairly.
- To use environmentally friendly methods and efficient waste management.
- To control impacts on the surrounding ecosystem.
- To have an efficient document management system for traceability.



Supplier Development

We continuously develop our suppliers which are shrimp farm including packaging and ingredient manufacturer to achieve the standard certification such as ISO9001, BRC, HACCP and GMP. Moreover we have the team monitored the operation of suppliers that treat workers fairly, and protect the environment or not. If any suppliers do not comply the condition, the company will not buy the products from them.

Supplier Audit Criteria

- **Quality**
 - ISO9001
- **Food Safety**
 - BRC, HACCP, GMP
- **Environment**
 - ISO14001, Waste Water System, Chemical waste disposal system, Garbage Disposal
- **Labor**
 - Employment and Welfare

Supplier Development

Year 2013

- GMP 2 Suppliers
- BRC 2 Suppliers
- HACCP 2 Suppliers
- ISO 9001:2008 1 Supplier

Year 2014

- BRC 2 Suppliers

Year 2015

- BRC 2 Suppliers

Year 2016

- BRC 2 Suppliers
- FSSC:22000 1 Supplier

Year 2017

- BRC 1 Supplier

Business Process Improvement

Business Process Improvement (BPI) is the project used for building a culture of innovation and creativity in work.



Creating Shared Value (CSV)

Stakeholders

- Farmer :**
- Higher value and quality of crops
 - Good Health and Well-being

- Social :**
- Ethical Recruitment

- Environment:**
- Prevent mangrove forest intrusion for shrimp farming
 - Treat wasted water before disposal

- Employee:**
- Grinding skill and potential
 - Good Health and Well-being

- Community:**
- Zero environment impact from company operation
 - Sufficient living resources
 - Create job and income for community

- Environment :** - Full utilize environmental resource.

Customer:

- Safety and Environment-friendly product
- Made to order quality of product
- Product with global standards

Raw Material Sustainable Supply Chain

- Gain good quality raw material
- Gain raw material matched with order from customers
- Sufficient raw material

Process - Human Right - Fair Labor Practice - Resource Management

- Sufficient Production Resource
- Reduce cost of production

Product Quality & Food Safety

- Higher value of products
- Gain competitive advantage
- Gain price competitiveness

Company



THANK YOU