



Annual Report 2021

TTIA GLP Visit to members and supply chain companies



Annual Report 2021 on GLP Visit to TTIA members and supply chain companies

TTIA developed this report to summarise results of Good Labour Practice (GLP) visits during 2021 to TTIA member companies. Objectives of the GLP Project are to promote and support TTIA members and supply chain companies to apply GLP principles into actions and to promote better working relationship among employers and workers. The GLP Visit will inform results of members' compliance to the GLP principles, as well as to promote such practice among new members. 25 out of 26 TTIA ordinary members participated in this exercise (one member no more produce tuna products therefore did not involve).

Activities under this exercise are different among two types of TTIA members as detailed as follow:

- 1) 25 ordinary members will be followed up on improvement and correction of GLP implementation and relationship between employers and workers, fair recruitment and human rights related action
- 2) 5 extra ordinary members and 5 supply chain companies totally ten companies will be followed up on GLP implementation.

Activities step by step

Due to COVID-19 pandemic in the past two years, during the 1st meeting of TTIA HR (1/2564), it was proposed that GLP Visits and data collection on recruitment practice among TTIA members are conducted online. This proposal was approved by the 3rd meeting (3/2564). As a result, TTIA proceeded with GLP Visits by dividing its ordinary members into two groups: 1) 18 companies to conduct self-assessment using self-checklist form and 2) 8 companies to conduct self-assessment participated in virtual visits.

For companies only conducting self-assessment, employers shall submit the self-checklist form and related documents proofing the compliance to labour law to TTIA as well as conduct interviews with workers. For companies conducting self-assessment and virtual visits, employers shall submit the self-checklist form and related documents proofing the compliance to labour law to TTIA as well as arrange online interviews with workers for TTIA to explore working life cycle in the perspective of workers, opinion and satisfaction on employers and companies. Both groups were required to submit photos showing physical environment in the workplace including canteen, medical room, bulletin board, and workplace welfare committee's activities to provide evidence of compliance with GLP.

For TTIA's supply chain companies, the Association conducted a GLP virtual training and sending them self-assessment form and GLP self-checklist. Ten companies participated in the training including 5 extraordinary members and five supply chain companies.

Report on TTIA GLP Visit 2021 comprises two parts:

Part 1: GLP Visit to TTIA ordinary members

- 1.1 Summary of companies' compliance to GLP standard, noncompliance to the law, risks, and correction actions (table 1, 2)
- 1.2 Results from worker interviews on understanding of workplace condition
- 1.3 Number of workplace welfare committee (table 3)

- 1.4 Recruitment practice (table 4)
- 1.5 Human rights policies and practices (table 5)
- 1.6 Annex: TTIA GLP Visit activities

Part 2: GLP Visit to TTIA extraordinary members and key supply chain companies

- 2.1 Summary of companies' compliance to GLP standard, noncompliance to the law, risks, and correction actions (table 1)
- 2.2 Results from worker interviews on understanding of workplace condition (table 2)
- 2.3 Annex: TTIA GLP Visits to supply chain companies in 2021

Part 1: GLP Visit to TTIA ordinary members

Overall result of GLP Visit 2021

Presently, there are 56,428 workers in tuna industry. Among these 24,248 are Thai and 32,180 are migrant workers. The GLP visits found that 24 out of 26 factories visited or 92% complied with GLP Guideline. One company or 4% was found to violate the GLP standard on requesting the workers on pregnancy status during recruitment process, which was corrected right away by the company. One company did not participate in the exercise because it stopped producing tuna product (4%).

The other issues found to violate the GLP standard include: pay slip was not provided in the language that workers understand, and employment contracts were not copied and given to the workers for keep. The member companies also provide more welfare and services than required by the law, mostly in the form of diligent allowance and overtime payment.

On the monitoring of recruitment of migrant workers, all member companies recruit new workers based on domestic legal provisions. Companies even paid higher than minimum wage and offer welfare to workers higher than specified by the law to provide incentive for migrant workers to stay with the companies in long term and to reduce expenses of workers during recruitment process.

1.1 Summary of companies' compliance to GLP standard, noncompliance to the law, risks, and correction actions

From Table 1, which summarise the companies' compliance to GLP standards based on the updated edition of GLP Guideline, some of the companies have 7 issues that are not compliance with the labour law and four issues that are at risks of facing problem. Reasons for such compliance include the misinterpretation of relevant legal provisions and unaware of updated and new laws or legal provisions, which put the companies at risk of unintended non-compliance.

Table 1: Summary of compliance to GLP standards, risks for internal management, and status of correction actions

| No. | GLP Standard | Noncompliance with the law (issue) | Identified risks and internal management | Correction action by company (issue) | |
|-------------------------|---|------------------------------------|--|--------------------------------------|------------|
| | | | | Corrected | In process |
| 1 | Recruitment and employment (1 issue) | 0 | 1 | 0 | 1 |
| 2 | Child Labour (1 issue) | 0 | 1 | 0 | 1 |
| 3 | Freedom of Association, Collective Bargaining and Workplace Cooperation (0 issue) | 0 | 0 | 0 | 0 |
| 4 | Discrimination (Equal Employment Opportunity and Treatment) (2 issues) | 0 | 2 | 0 | 2 |
| 5 | Wages, Compensation, and Working Time (0 issue) | 0 | 0 | 0 | 0 |
| 6 | Occupational Safety and Health and workers' welfare (0 issue) | 0 | 0 | 0 | 0 |
| 7 | Welfare and Community Engagement (0 issue) | 0 | 0 | 0 | 0 |
| Total (7 issues) | | 0 | 4 | 0 | 4 |

Table 2 provides details of issues of noncompliance to the law and risks for internal management found among TTIA members. The table also shows issues that are [in process of being corrected by companies](#) and [those were already corrected by companies](#) under 1) recruitment and employment 2) child labour and 3) non-discrimination.

Table 2: Details of issues of non-compliance to the law and risks for internal management

| GLP Standard | Issues of non-compliance | Suggested correction | Relevant laws | Noncompliance with the law | Risks and internal management |
|---|---|--|---------------|----------------------------|-------------------------------|
| 1. Recruitment and employment (1 issue) | In some companies, bulletin boards do not provide information on employment and companies' regulations in languages that migrant workers can understand | Companies should disseminate important information in languages that migrant workers can understand such as companies rules and regulations, policies, pay slip and employment contract. | - | - | - |

| GLP Standard | Issues of non-compliance | Suggested correction | Relevant laws | Noncompliance with the law | Risks and internal management |
|--|---|--|--|----------------------------|--|
| 2. Child Labour (1 issue) | Company does not have correction measure in case underage workers are recruited by mistake. | Companies should develop a measure for correction actions in case they unintendedly recruit underage workers although the procedure to screen age of workers exist. | A ministerial regulation B.E. 2559 specifies workplaces prohibiting under 18 years old workers to work in. | - | - |
| 3. Freedom of Association, Collective Bargaining and Workplace Cooperation (0 issue) | - | - | - | - | - |
| 4. Discrimination (Equal Employment Opportunity and Treatment) (2 issues) | 1. conduct pregnancy test before recruiting female workers | 1. Pregnancy test should not be conducted because it violates privacy rights and could lead to not hiring female workers (after the GLP visit, the company agreed to correct this practice immediately.) | - | - | 1. According to GLP Guidance, inquiring pregnancy status of candidates during recruitment process may lead to non-recruiting of such candidate which is considered a form of discrimination. |
| | 2. No prevention measure and procedure to address sexual harassment cases in the workplace | 2. the company should develop a measure to prevent and address sexual harassment in the workplace for handling such cases in a timely manner when happen. | - | - | 2. According to GLP Guidance, the company should have a prevention measure for sexual harassment and gender-based violence in the workplaces |
| 5. Wages, Compensation, and Working Time (0 issue) | - | - | - | - | - |

| GLP Standard | Issues of non-compliance | Suggested correction | Relevant laws | Noncompliance with the law | Risks and internal management |
|--|--------------------------|----------------------|---------------|----------------------------|-------------------------------|
| 6. Occupational Safety and Health and workers' welfare (0 issue) | - | - | - | - | - |
| 7. Welfare and Community Engagement (0 issue) | - | - | - | - | - |

1.2 Results from worker interviews on understanding of workplace condition

Based on the self-assessment forms submitted to TTIA and interviews with workers from 25 out of 26 companies (the other one company did not participate in this exercise because it stopped producing tuna products), [topics that workers have knowledge and understanding most are: 1\) workplace welfare committee 2\) number of holidays and leave days and 3\) wage payment and welfare, respectively.](#)

- 1) **Workplace welfare committee:** Workers understand roles and responsibilities of workplace welfare committee, mainly because they have their coworkers as the committee members. Some knows about the workplace welfare committee from bulletin board. Workers know that if they face problems in the workplace, need help, or want to express opinions on certain issues, they can inform the workplace welfare committees, and that workers can participate in electing their representatives in the committee.
- 2) **Wage payment and welfare:** Workers know about minimum wage and welfare that they are entitled from the orientation prior to starting date and explanation from employers. According to the self-checklist and interviews with workers, the workers are satisfied with wages and welfare that they receive, and all of them received wage payment in full amount on time which is the main reason for them to stay working with the company for long time.
- 3) **Number of holidays and leave days:** Workers know and understand terms and conditions of holidays and leave days through information provided at the orientation session, workers' handbook and companies' regulation which comply with relevant provisions in the law. Some companies have additional 10–15 home leave days for migrant workers to travel back to home country and can request for more days which make workers more satisfied.

1.3 Number of workplace welfare committee (table 3)

Table 3 comprises data extracted from self-checklist and interviews with human resource departments during GLP visits to 25 factories. Results of the data collection shows that 25 out of 26 companies, or 96% of the surveyed companies, have workplace welfare committees established. The other one company, or 4%, did not participate in the GLP Visit, therefore no information available.

Table 3: Number of workplace welfare committee in 2021

| No. | List of company | No. of total workers | | | | | | No. of workplace welfare committee members | | | | | | % of workplace committee members to total workers |
|-----|-----------------|----------------------|------|-------|-----|----------|-----|--|------|------|-----|----------|-----|---|
| | | Total | 100% | Thai | % | Non-Thai | % | Total | 100% | Thai | % | Non-Thai | % | |
| 1 | A | 3,266 | 100 | 800 | 24 | 2,466 | 76 | 11 | 100 | 4 | 36 | 7 | 64 | 0.3 |
| 2 | B | 2,855 | 100 | 768 | 27 | 2,087 | 73 | 9 | 100 | 6 | 66 | 3 | 34 | 0.3 |
| 3 | C | 552 | 100 | 176 | 32 | 376 | 68 | 7 | 100 | 6 | 86 | 1 | 14 | 1.3 |
| 4 | D | 341 | 100 | 142 | 42 | 199 | 58 | 7 | 100 | 5 | 71 | 2 | 29 | 1 |
| 5 | E | 3,415 | 100 | 839 | 26 | 2,576 | 74 | 14 | 100 | 8 | 57 | 6 | 43 | 0.4 |
| 6 | F | 11,693 | 100 | 4,186 | 36 | 7,507 | 64 | 23 | 100 | 9 | 39 | 14 | 61 | 0.2 |
| 7 | G | 3,711 | 100 | 993 | 27 | 2,718 | 73 | 9 | 100 | 6 | 67 | 3 | 33 | 0.2 |
| 8 | H | 3,878 | 100 | 1,092 | 28 | 2,786 | 72 | 9 | 100 | 6 | 67 | 3 | 33 | 0.2 |
| 9 | I | 1,567 | 100 | 299 | 19 | 1,268 | 81 | 7 | 100 | 1 | 14 | 6 | 86 | 0.4 |
| 10 | J | 838 | 100 | 275 | 33 | 563 | 67 | 5 | 100 | 3 | 60 | 2 | 40 | 0.6 |
| 11 | K | 4,861 | 100 | 1,032 | 21 | 3,829 | 79 | 12 | 100 | 3 | 25 | 9 | 75 | 0.2 |
| 12 | L | 143 | 100 | 14 | 10 | 129 | 90 | 5 | 100 | 2 | 40 | 3 | 60 | 3 |
| 13 | M | 5,649 | 100 | 4,535 | 82 | 1,055 | 18 | 7 | 100 | 5 | 71 | 2 | 29 | 0.1 |
| 14 | N | 2,974 | 100 | 2,804 | 94 | 170 | 6 | 7 | 100 | 5 | 71 | 2 | 29 | 0.2 |
| 15 | O | 3,654 | 100 | 2,034 | 56 | 1,620 | 44 | 15 | 100 | 6 | 40 | 9 | 60 | 0.4 |
| 16 | P | 2,878 | 100 | 1,355 | 47 | 1,523 | 53 | 17 | 100 | 12 | 71 | 5 | 29 | 0.6 |
| 17 | Q | 180 | 100 | 126 | 70 | 54 | 30 | 7 | 100 | 5 | 71 | 2 | 29 | 4 |
| 18 | R | 367 | 100 | 105 | 29 | 262 | 71 | 5 | 100 | 2 | 40 | 3 | 60 | 1.4 |
| 19 | S | 79 | 100 | 58 | 73 | 21 | 27 | 5 | 100 | 4 | 80 | 1 | 20 | 6 |
| 20 | T | 135 | 100 | 32 | 24 | 103 | 76 | 5 | 100 | 5 | 100 | 0 | 0 | 5 |
| 21 | U | 457 | 100 | 268 | 59 | 189 | 61 | 10 | 100 | 8 | 80 | 2 | 20 | 2 |
| 22 | V | 495 | 100 | 30 | 6 | 465 | 94 | 7 | 100 | 2 | 29 | 5 | 71 | 1.4 |
| 23 | W | N/A | 100 | N/A | N/A | N/A | N/A | N/A | 100 | N/A | N/A | N/A | N/A | N/A |

| No. | List of company | No. of total workers | | | | | | No. of workplace welfare committee members | | | | | | % of workplace committee members to total workers |
|--------------|-----------------|----------------------|------------|---------------|----------|---------------|----------|--|------------|------------|----------|-----------|----------|---|
| | | Total | 100% | Thai | % | Non-Thai | % | Total | 100% | Thai | % | Non-Thai | % | |
| 24 | X | 1228 | 100 | 1228 | 100 | 0 | 0 | 7 | 100 | 7 | 100 | 0 | 0 | 0.6 |
| 25 | Y | 190 | 100 | 53 | 28 | 137 | 72 | 6 | 100 | 4 | 67 | 2 | 33 | 3 |
| 26 | Z | 1,081 | 100 | 1,004 | 93 | 77 | 7 | 9 | 100 | 8 | 89 | 1 | 11 | 0.8 |
| Total | | 56,428 | 100 | 24,248 | - | 32,180 | - | 225 | 100 | 132 | - | 93 | - | - |

Table 3 comprises data extracted from self-checklist and interviews with human resource departments during GLP visits to 25 factories. Results of the data collection shows that 25 out of 26 companies, or 96% of the surveyed companies, have workplace welfare committees established. The other one company, or 4%, did not participate in the GLP Visit, therefore no information available. Detailed information is provided as follow:

- 1) Number of workplace welfare committee members in each company: most companies' workplace welfare committees comprise 7-9 members. The law provides that workplaces with more than 50 workers should have at least 5 workplace welfare committee members.
- 2) Total number of workplace welfare committee members: Total number of workplace welfare committee members is 225. Among these 93 members, or 41%, are migrant workers, and 132 members, or 59%, are Thai.
- 3) Number of companies with workplace welfare committee that have migrant workers as members is 23, or 88% of total companies participated in this exercise. There are 2 companies, or 8%, that hire only Thai workers. One company (4%) did not participate in the exercise because it stopped producing tuna products.
- 4) Channel for receiving complaints and grievances from workers: all survey companies reported that three main channels for receiving complaints and grievances from workers are: through comment boxes, workplace welfare committees, and HR departments.

1.4 Recruitment practice (table 4)

Table 4 provides data on expenses occurred during migrant workers' recruitment process which includes 12 categories as the following: 1. Passport fee; 2. Expenses during processing documents in country of origin (food & accommodations); 3. Contract signing fee, uniform smart card, life insurance at country of origin; 4. Service fee for recruitment agencies in country of origin; 5. Visa fee; 6. Fee for Work permit; 7. Health check-up; 8. Hepatitis check-up; 9. Food, water and transportation in Thailand; 10. Expense in COVID-19 Swab test (ATK, PCR); 11. 6 Disease screening checkup required for Work permit; 12. Expense for COVID-19 14-days quarantine measure.

Table 4: Expenses occurred during recruitment of migrant workers

| No. | Expenses | Covered by workers (# of company) | % | Covered by company (# of company) | % | No expense occurred (# of company) | % |
|---|---|--------------------------------------|----|---|----|--|----|
| Expenses occurred in countries of origin | | | | | | | |
| 1 | Passport fee | 19 | 76 | 4 | 16 | 2 | 8 |
| 2 | Expenses during processing documents in country of origin (food & accommodations) | 13 | 52 | 10 | 40 | 2 | 8 |
| 3 | Contract signing fee, uniform smart card, life insurance at country of origin | 9 | 36 | 11 | 44 | 5 | 16 |
| 4 | Service fee for recruitment agencies in country of origin | 6 | 24 | 17 | 68 | 2 | 8 |
| Expenses occurred in Thailand | | | | | | | |
| 5 | Visa fee | 15 | 60 | 8 | 32 | 2 | 8 |
| 6 | *Fee for Work permit | 15.5 | 62 | 7.5 | 30 | 2 | 8 |
| 7 | Health check-up | 6.5 | 26 | 15.5 | 62 | 3 | 12 |
| 8 | Hepatitis check-up | 2.5 | 10 | 17.5 | 70 | 5 | 20 |
| 9 | Food, water and transportation in Thailand | 2 | 8 | 20 | 80 | 3 | 12 |
| 10 | Expense in COVID-19 Swab test (ATK, PCR) | 1.5 | 6 | 17.5 | 70 | 6 | 24 |
| 11 | 6 Disease screening checkup required for Work | 12 | 48 | 11 | 44 | 2 | 8 |
| 12 | Expense for COVID-19 14-days quarantine measure | 2 | 8 | 9 | 36 | 14 | 56 |

From Table 4, Expenses occurred during recruitment of migrant workers in 26 companies (one company does not hire migrant workers, and the other one company did not participate in the exercise) can be summarized as follow:

- 1) Expenses occurred in countries of origin paid by the company include item no. 4 Service fee for recruitment agencies in country of origin
- 2) Expenses occurred in Thailand paid by the company include item no. 7. Health check-up, 8. Hepatitis check-up, 9. Food, water and transportation in Thailand, 10. Expense in COVID-19 Swab test (ATK, PCR)
- 3) Other findings related to recruitment process:

- For requirement for workers to report themselves to authorities every 90 days, workers have to report to authorities by themselves using personal leave day.
- All companies recruit workers through legal process (MOU and Passport CI) therefore all of them are registered

Note: According to the Working Management Emergency Decree, (NO.1) B.E. 2560 (2017), Section 49 states that personal expenses of migrant workers including passport fee, health checkup, work permit and other similar expenses should be under the workers’ responsibility.

1.5 Human rights policies and practices (table 5)

In 2021, TTIA developed a Human Rights Checklist – adapted from National Commission of Human Right’s Human Rights Due Diligence Handbook. After that, TTIA sought for an endorsement of the Human Right Checklist from the Labour Committee to use it for collecting information from its members via self-checklist from. The main objective of this checklist is to promote human right principle and practice among TTIA members – which would strengthen their good labour practices. TTIA will also continue to improve the Human Rights Checklist to meet with the situation on a regular basis.

The results from the exercise using Human Rights Checklist among 20 TTIA members can be detailed in the following table:

| Human rights checklist | No. of companies with policies/practice (N = 20) | Percentage |
|--|--|------------|
| Community survey on impact of factory | | |
| 1. Does company conduct community survey before any construction or operation to ensure that it will not cause negative impact to quality and quantity of water resource or natural resource in the community? | 16 | 80 |
| Security Management | | |
| 2. Have the employees been received security training on scope, authority, and respecting of human rights including enforcement? | 18 | 90 |
| Environment and community | | |
| 3. Does the Company provide grievance channels and remediation action on environmental impacts to communities/ society surrounding the operation? Has the Company received such grievance and what action was taken? | 15 | 75 |
| Work condition | | |
| 4. Does the company have a written human rights policy? | 20 | 100 |
| 5. Does the Company provide clear communication on employment term and conditions with the language that can be understood by employees? | 19 | 95 |
| Note: 1 company does not have migrant workers therefore not included in this section. | | |

| Human rights checklist | No. of companies with policies/practice (N = 20) | Percentage |
|--|--|------------|
| 6. . Do the migrant workers receive fair compensation not less than minimum wage and benefits in accordance with labour law? | 20 | 100 |
| 7. Does the Company have a clear procedure to ensure that workers will not be discriminated against? | 20 | 100 |
| 8. Does the Company apply practical health and safety measure? Do employees have ability to access many areas such as canteen, medical room or toilet without restriction? | 20 | 100 |
| 9. Do all workers access to complain mechanism? | 20 | 100 |
| 10. Are all workers entitled to the right to collective bargaining? | 20 | 100 |
| 11. Do hours of work in accordance with labour law? | 20 | 100 |
| 12. Does the Company provide safety training and personal protective equipment for employees? | 20 | 100 |
| 13. Do employees understand their pay and compensation terms at each payment period? | 20 | 100 |
| 14. Does the Company provide a written employment contract? Do employees understand regulations and contract term in the employment contract? | 20 | 100 |
| 15. Does the Company pay wage and overtime under legal rate to employees? | 20 | 100 |
| 16. Does the Company arrange safety work environment to prevent any danger and reduce risks of harms that could occur during work process? | 20 | 100 |
| 17. Does the Company have a written policy on equal treatment, non-discrimination to all customers, covering nationality, language, gender, disability, religious and personal comments? | 20 | 100 |
| Migrant labour | | |
| 18. Does the Company have management mechanism to ensure that only reputable companies and agents are used? (proper business license, compliance with the laws, etc.) Note: 1 company does not have migrant workers | 17 | 85 |
| 19. Does the company has policy relating to expense occurred during recruitment of workers and specify who should be responsible for such expense (i.e. agency fee, work permit fee, etc). Note: 1 company does not have migrant workers | 17 | 85 |
| 20. Does the company pay for all recruitment fees, such as visa application, medical fee, etc.? Note: 1 company does not have migrant workers | 9 | 45 |
| 21. Does the migrant labor accessibility to his/her passport or any concern documents? Note: 1 company does not have migrant workers therefore not included in this section. | 19 | 95 |
| 22. Does the migrant labor can return to their home country safely in the proper time with received all payment and welfare? Note: 1 company does not have migrant workers therefore not included in this section. | 19 | 95 |
| Discipline and punishment | | |

| Human rights checklist | No. of companies with policies/practice (N = 20) | Percentage |
|--|--|------------|
| 23. Does the company not support any mental and physical punishment to employee? | 20 | 100 |
| 24. Does the company have any remediation workplace violation, sexual harassment or discrimination and response effectively which came from verbal, posture, touch or any method else? | 19 | 95 |
| 25. Does the company have a complaint mechanism from threat and discrimination in place? | 20 | 100 |
| 26. Does the Company only use employee information strictly for business purpose? | 20 | 100 |
| 27. Employees personal information will not be used to discriminate, yes or no? | 19 | 95 |
| Total 27 | | |

Note:

For the following topics: 5. The Company shall provide clear communication on employment term and conditions also with the language that can be understood by migrant workers. 21. Does the migrant labor accessibility to his/her passport or any concern documents? 22. Does the migrant labor can return to their home country safely in the proper time with received all payment and welfare? There was one company does not have migrant workers therefore not included in this section.

In summary, based on **the table 5**, the results from the exercise using Human Rights Checklist among 20 TTIA members can be summarised as follow:

1. All companies have human rights policies but vary in the policy coverage.
2. All companies have policies on non-discrimination, safety prevention, complain mechanism, and comply with the laws on wage payment.
3. 16 companies conducted community surveys on negative impact of their establishments on communities.
4. 19 companies have ensured with migrant workers that they can travel back to origin countries safely, in appropriate time, with guaranteed all wages and welfare.
5. 18 companies have a provision stating that the company does not commit practice or support corporal punishment both physically and mentally as well as the use of force or coercion against employees.
6. 19 companies have remediation workplace violation, sexual harassment or discrimination and response effectively which came from verbal, posture, touch or any method else.

1.6 TTIA GLP Visit Activities

During 2021, TTIA conducted a series of GLP Visits to 26 members during August to October 2021. TTIA members submitted self-checklist form and participated in GLP Virtual Visit as detailed in the table below:

Table 5: GLP Virtual Visit 2021

| Company | | Aug | Sep | Oct |
|---------|--|-------------|-------------|-------------|
| 1 | A.E.C. CANNING CO., LTD | | 30 Sep 2564 | |
| 2 | ABD KHAN CO., LTD | | | 16 Oct 2564 |
| 3 | ASIAN ALLIANCE INTERNATIONAL CO., LTD. | | 28 Sep 2564 | |
| 4 | CHOTIWAT MANUFACTURING PUBLIC CO., LTD. | | | 5 Oct 2564 |
| 5 | DIAMOND FOOD PRODUCT CO., LTD. | | | 15 Oct 2564 |
| 6 | GLOBAL FROZEN FOOD (THAILAND) CO., LTD. | | 24 Sep 2564 | |
| 7 | I.S.A. VALUE CO., LTD. | | 13 Sep 2564 | |
| 8 | KINGBELL PRODUCER CO., LTD | | 23 Sep 2564 | |
| 9 | MMP INTERNATIONAL CO., LTD. | | 15 Sep 2564 | |
| 10 | P & T FOOD CO., LTD | | | 21 Oct 2564 |
| 11 | P.C. TUNA CO., LTD | | | 15 Oct 2564 |
| 12 | PATTHANA MARINE AND FOODS CO., LTD. | - | - | - |
| 13 | PATAYA FOOD INDUSTRIES LTD. | | 14 Sep 2564 | |
| 14 | PREMIER CANNING INDUSTRY CO., LTD. | | | 11 Oct 2564 |
| 15 | RS CANNERY CO., LTD. | | 16 Sep 2564 | |
| 16 | S.K. FOOD (THAILAND) PUBLIC CO., LTD. | | 24 Sep 2564 | |
| 17 | S.P.A. INTERNATIONAL FOOD GROUP CO., LTD. | | 20 Sep 2564 | |
| 18 | SIAM INTERNATIONAL FOOD CO., LTD. | | | 10 Oct 2564 |
| 19 | SIAM TIN FOOD PRODUCT CO., LTD. | | 27 Sep 2564 | |
| 20 | I-TEL COOPERATION Co., LTD | | | 14 Oct 2564 |
| 21 | SOUTHEAST ASIAN PACKAGING AND CANNING LTD. | 24 Aug 2564 | | |
| 22 | THAI INABA FOODS CO., LTD | | | 11 Oct 2564 |
| 23 | THAI UNION GROUP PUBLIC CO., LTD. | | 17 Sep 2564 | |
| 24 | THAI UNION MANUFACTURING CO., LTD. | | | 22 Oct 2564 |
| 25 | TROPICAL CANNING PUBLIC (THAILAND) CO., LTD. | | 6 Sep 2564 | |
| 26 | UNICORD PUBLIC CO., LTD. | | 24 Sep 2564 | |

Part 2: GLP Visit to TTIA extraordinary members and key supply chain companies

Due to the COVID-19 pandemic that has been continuing, face-to-face GLP visit was not possible, therefore, TTIA adapted this activity by conducting GLP virtual visits and sent out GLP self-checklist to 10 TTIA extra ordinary members and supply chain companies.

As a result of GLP Visit 2021, 4 companies submitted GLP self-assessment form to TTIA which cover 2,042 workers: 1,463 are Thai and 579 are migrant workers.

Virtual GLP training for supply chain companies

TTIA began an initiative to expand the application of TTIA's labour policy to cover its members' supply chain companies through the implementation of GLP Guideline. On 2 November 2021, TTIA conducted an online training on GLP for supply chain companies in tuna industry. Ten companies participated in the training including 2 cold storage companies, 4 packaging companies, 1 product label company, and 3 canning companies. The training was also participated by Mr. Peera Chokebooncharoen, Senior Labour Specialist of Department of Labour Protection and Welfare, Ministry of Labour. Key topics discussed during the training are presented as follow:

1. Presentation by Mr. Peera Chokebooncharoen, Senior Labour Specialist of Department of Labour Protection and Welfare

- Importance of workplace's welfare committee: according to the Labour Protection Act B.E. 2541, workplaces with more than 50 employees need to establish a workplace's welfare committee with at least 5 employees coming from election. The welfare committee plays an important role in advising and recommending employers on welfare and services to be provided to employees.
- Introduction of the GLP Principle which is a guideline for employers to recognize the rights of employees according to international standards and domestic laws and to comply with the international buyers' labour standards.

2. **Ms. Attapan Masrungson, TTIA Labour Advisor** presented TTIA's Ethical Labour Practice – Code of Conduct covering 8 principles, collaboration of TTIA and Ministry of Labour and ILO, Good Labour Practice Project implemented by TTIA member companies, as well as the importance of expanding this project among the supply chain companies as extending responsibilities of tuna industry to cover its supply chain.

3. **Mr. Worapol Pattananukij, TTIA Senior Officer** presented key contents of GLP handbook which was produced by TTIA in collaboration of Ministry of Labour, TFPA and ILO. Key contents of the handbook include international standards and domestic labour law that guide the GLP Principles, and detailed checklists in each area for self-assessment by both employers and employees of the company.

2.1 Summary of companies' compliance to GLP standard, noncompliance to the law, risks, and correction actions

From Table 1, which summarise the companies' compliance to GLP standards based on the updated edition of GLP Guideline, none of the companies have any standards that are not compliance with the law, nor risks for internal management.

Table 1: Summary of compliance to GLP standards, risks for internal management, and status of correction actions

| No. | GLP Standard | Not compliance with the law (issue) | Identified risk and internal management | Correction by company (issue) | |
|-------------------------|--|-------------------------------------|---|-------------------------------|---------------|
| | | | | Corrected | In process |
| 1 | Recruitment and employment (0 issue) | 0 | 0 | 0 | 0 |
| 2 | Child Labour (0 issue) | 0 | 0 | 0 | 0 |
| 3 | Freedom of Association, Collective Bargaining and Workplace | 0 | 0 | 0 | 0 |
| 4 | Discrimination (Equal Employment Opportunity and Treatment) (0 | 0 | 0 | 0 | 0 |
| 5 | Wages, Compensation, and Working Time (0 issue) | 0 | 0 | 0 | 0 |
| 6 | Occupational Safety and Health and workers' welfare (0 issue) | 0 | 0 | 0 | 0 |
| 7 | Welfare and Community Engagement (0 issue) | 0 | 0 | 0 | 0 |
| Total (0 issues) | | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |

2.2 Results from worker interviews on understanding of workplace condition

Based on the self-assessment forms submitted to TTIA from 4 companies, topics that workers have knowledge and understanding most are: 1) workplace welfare committee 2) minimum age for employment and 3) non-discrimination practice in workplace.

- Workplace welfare committee:** Workers understand roles and responsibilities of workplace welfare committee especially on support and assistance provided to workers in their complaints and grievances, and that workers can participate in electing their representatives in the committee.
- Minimum age for employment:** Workers know about the minimum age of employment from orientation session organized for them before start working.
- Non-discrimination practice in workplace:** workers received equal treatment in wage payment and promotion for both male and female – based on past performance and experiences without discriminating practice by supervisors.

2.3 Annex: TTIA GLP Visits to supply chain companies in 2021

During 2021, TTIA conducted a virtual training on GLP Visits for supply chain companies. Ten companies participated in the training as detailed as follow:

| Company | | Types of supply chain |
|---------|---------------------------------|-----------------------|
| 1 | Thai Containers Group Co., Ltd. | Paper packaging |
| 2 | Tang Hua Cin Co., Ltd. | Package labeling |

| Company | | Types of supply chain |
|---------|--------------------------------------|-----------------------|
| 3 | Lohakij Rung Charoen Sub Co., Ltd. | Metal can |
| 4 | Swan Industry (Thailand) Co., Ltd. | Metal can |
| 5 | Royal Can Industry Co., Ltd. | Metal can |
| 6 | H.B. Holding Co., Ltd. | Cold storage |
| 7 | Andaman Seafood Co., Ltd. | Cold storage |
| 8 | V.C Packaging Co., Ltd. | Packaging |
| 9 | LLH Printing and Packaging Co., Ltd. | Packaging |
| 10 | Eka Global Co., Ltd. | Packaging |

Note: 1) Due to the COVID-19 Pandemic, TTIA could not conduct face-to-face visits to extraordinary members and supply chain companies, virtual activities were conducted instead for orientation and the members were asked to send back to TTIA the self-assessment forms or organize virtual visits within the timeframe. 2) Only 4 out of 10 supply chain companies send back the self-assessment form to TTIA which results in incomplete information for this report.

Photos: TTIA GLP Virtual Visit 2021 to 8 factories



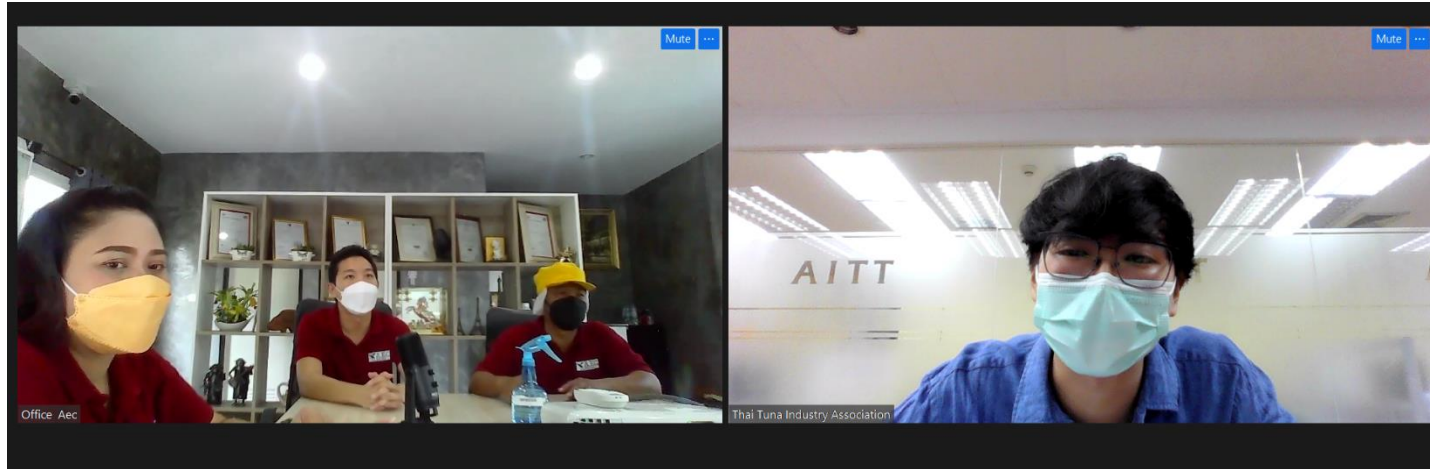
Kingbell Producer Co., Ltd.



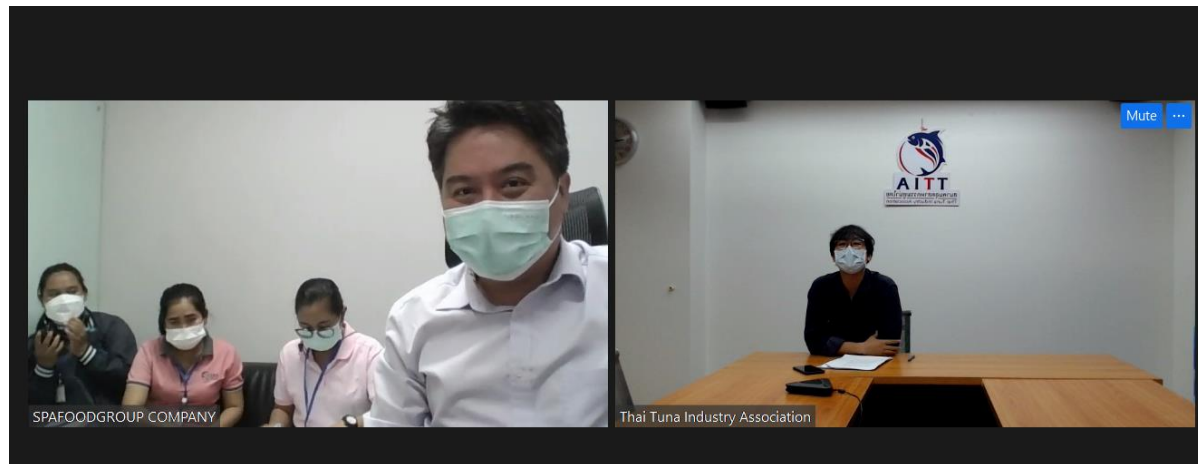
I.S.A Value Co, Ltd.



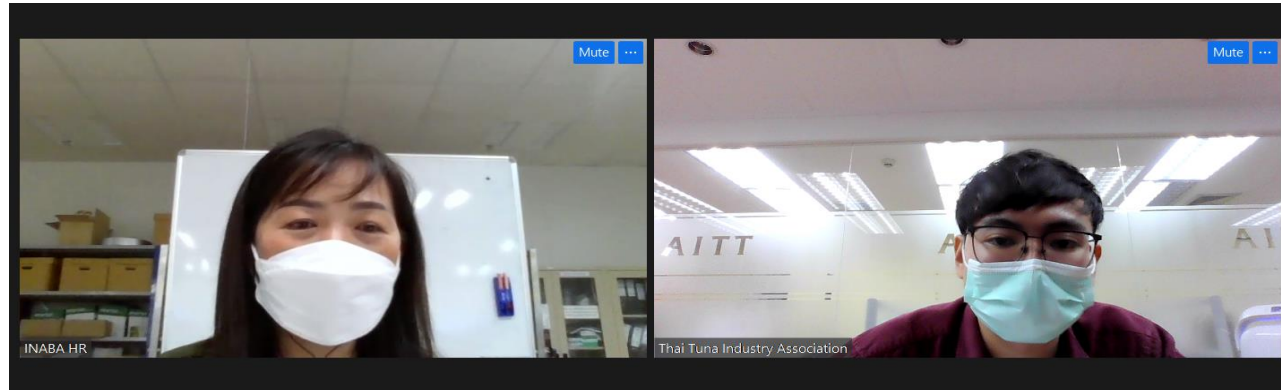
SIAM INTERNATIONAL FOOD CO., LTD.



A.E.C. CANNING CO., LTD



S.P.A. INTERNATIONAL FOOD GROUP CO., LTD.



THAI INABA FOODS CO., LTD

Photos: GLP Training for Supply Chain in tuna industry 2021





Reported by: Mr. Nolphawat Padungkiat, Labour Officer

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