



Report 2025

TPFA Good Labour Practice (GLP), Recruitment and Human Rights



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Section 1

Background, Objectives, Methodology, and Results

1.1 Background

The Thai Pet Food Trade Association (TPFA) was established in 2019 to promote and support the development of Thailand's pet food industry. Initially, the Association's scope of work covered only wet pet food products, which were closely linked to the tuna industry. Subsequently, at the Annual General Meeting held on 20 April 2023, it was resolved to expand the scope of operations to cover all types of dog and cat pet food across all packaging formats, in order to align the Association's work with market expansion and international industry trends.

With respect to labour policy, during the founding meeting on 9 September 2019, it was agreed that the TPFA would adopt labour policies consistent with those of the Thai Tuna Industry Association (TTIA), as all TPFA member companies are also members of TTIA. In particular, the Ethical Code of Conduct was adopted to promote socially responsible business practices.

In 2022, the Association began conducting GLP Visits using the ILO (International Labour Organization) GLP Handbook and Checklist (2019) under the Ship to Shore Rights Project. The GLP framework covers six main areas:

- (1) Prevention of forced labour
- (2) Prohibition of child labour
- (3) Freedom of association and collective bargaining
- (4) Non-discrimination
- (5) Wages, compensation, and working hours
- (6) Occupational safety and health, worker welfare, and community engagement

GLP activities focus on three core components: Good Labour Practices, Fair Recruitment, and Human Rights. In addition, the Association has invited external organisations (NGOs) to participate as observers during GLP Visits to enhance transparency and to utilise their feedback to further develop sustainable labour practices within Thailand's pet food industry.

In 2025, the Association plans to implement a pilot Supply Chain Monitoring initiative with member companies to assess supplier practices both on land—such as packaging, carton, can, label, and raw material manufacturers—and at sea, including fishing vessels.

1.2 Objectives

The Good Labour Practices (GLP) are a voluntary framework developed to encourage enterprises to conduct their business in accordance with appropriate and fair labour standards. TPFA has continuously

implemented the GLP Visit program on an annual basis to assess and monitor the labour practices of its member companies, while also providing recommendations for improvement.

This report has been prepared to summarize the results of monitoring and assessing compliance with GLP among all 10 member companies of the TPFA. The assessment covers three key areas: 1) good labour practices; 2) fair recruitment of migrant workers; and 3) protection of human rights. The results aim to raise labour standards within the industry, enhance confidence among trading partners and stakeholders both domestically and internationally, and support sustainable business operations by member companies in compliance with Thai laws and labour standards.

1.3 Methodology

The TPFA carries out the activities through two approaches:

- 1) On-site visit
- 2) Online visit

The process consists of the following steps:

- **Site inspections of production areas and surrounding facilities:** These inspections are conducted to assess living conditions and occupational safety measures for workers, and to determine compliance with applicable laws and the GLP. For companies participating through online visits, required documents are submitted to the TTIA, such as company policies, rules and regulations, sample employment contracts in Thai and in the migrant workers' native languages, lists of welfare committee members and meeting minutes, pay slips, and photographs of key areas such as canteens, infirmaries, and notice boards.
- **Interviews with employer and worker representatives:** The TTIA interviews human resources representatives and five random workers, including Thai and migrant workers who are members of the welfare committee. The interviews cover key issues, including working conditions, understanding of rights and benefits, and overall satisfaction with the company.
- **Follow-up and corrective actions to ensure compliance with laws and the GLP:** After the visit, the TPFA prepares an assessment report and informs member companies of the results. If any non-compliance with labour laws or the GLP is identified, the TPFA issues the Corrective Action Form for members to implement within a specified timeframe. Members are required to submit supporting evidence of improvements to the TPFA for follow-up in subsequent monitoring cycles.
- **Preparation of company-specific and consolidated reports:** Upon completion of the GLP Visit, the TPFA prepares individual company reports along with an industry-wide overview report. These reports summarise findings from interviews and assessments from both employer and worker perspectives. The results are presented using a colour-coded system (white–grey–black) to reflect levels of compliance with legal requirements and the GLP, as well as workers' levels of understanding regarding their rights, duties, and the role of the welfare committee within the workplace. The annual summary report is prepared in both

Thai and English and published on the TPFA’s website to promote transparency and serve as a reference for further improvements in labour standards.

1.4 Overall Results

From the implementation of the GLP Visit activities in 2025, a total of 10 member companies participated. The Association collected and assessed data in three key areas: 1) Good Labour Practices (GLP), 2) Recruitment, and 3) Human Rights. The results are summarized as follows:

1. Good Labour Practices (GLP) It was found that all 10 member companies (100%) fully complied with the GLP guidelines in all areas, including recruitment and employment; prohibition of child labour; freedom of association, collective bargaining, and workplace cooperation; non-discrimination; wages, compensation, and working hours; as well as occupational safety, health, and worker welfare.

2. Recruitment All 10 member companies (100%) covered all recruitment-related costs for workers across all company sizes. This practice was primarily driven by customer requirements, along with members’ intentions to encourage migrant workers to remain with companies in the long term and to reduce the financial burden on workers.

3. Human Rights All 10 member companies (100%) signed the Association’s revised Labour Ethics Policy, which strengthens provisions related to labour ethics and incorporates elements on workers’ fundamental rights and freedoms (referencing TTIA/TPFA COC 2022, Clause 10 on Human Rights Implementation). In addition, all companies have adopted their own non-discrimination policies covering recruitment and treatment of workers regardless of gender, religion, or nationality, and each company has developed an annual human rights action plan.

Section 2

Good Labour Practice (GLP)

2.1 Size classification of participating members

The association organizes GLP Visit 2025 activities between June and September 2025, both in onsite and online formats. Participation will depend on the evaluation and follow-up results from the previous year. In 2025, all member companies (10 companies) participated, as shown in Table 1.

Table 1 Classification of TTIA member companies by size and their participation formats.

Total member companies onsite or online	Small companies with up to 50 workers	Medium companies with 51-200 workers	Large companies with 201+ workers
10	0	0	10
Onsite	0	0	7
Online	0	0	3

Remark: Reference: The Small and Medium Enterprise Promotion Act B.E. 2543 (2000), which categories of companies based on the number of employees.

2.2 Key findings from the GLP Visit

From the 2025 monitoring activities on Good Labour Practices (GLP), and based on the legal checklist and GLP guidelines, the Association collected data across six key areas:

- Recruitment and employment
- Child labour
- Freedom of association, collective bargaining, and workplace cooperation
- Non-discrimination
- Wages, compensation, working hours, and worker benefits
- Occupational safety, health, and worker welfare

No non-compliance with labour laws or GLP principles was identified. The key findings from interviews with employer and worker representatives are summarized as follows:

2.2.1 Results from Interviews with Employer Representatives

1. Recruitment and Employment:

All 10 member companies (100%) have established clear recruitment and employment policies covering both daily and monthly employees. Employment contracts are provided in both Thai and the migrant workers' native languages, and their contents are explained to workers prior to commencement of employment.

Important documents such as employment contracts, national ID cards, and passports always remain in the possession of workers. Companies retain only copies for verification purposes. Where original documents are required, such as for work permit or visa renewal, workers are informed in advance and documents are returned immediately after completion of the process.

All workers receive pre-departure training in countries of origin and additional orientation upon arrival in Thailand. Training covers workers' rights and responsibilities, job characteristics, workplace regulations, welfare benefits, disciplinary measures, and the proper use of work equipment in respective departments.

2. Child Labour:

All 10 member companies (100%) place strong emphasis on the prohibition of child labour. Policies and regulations are in place to prohibit the employment of workers under 18 years of age, in accordance with the 2016 Ministerial Regulation prohibiting the employment of people under 18 in establishments involving aquatic animals or seafood processing.

Screening measures are implemented from the recruitment stage, including verification of age documents, cross-checking documentation against workers' physical characteristics, and conducting additional interviews. If an underage worker is later identified, companies immediately terminate employment and

provide remediation measures, such as supporting access to education and providing appropriate guidance to parents.

3. Freedom of Association, Collective Bargaining, and Workplace Cooperation:

All member companies (100%) promote worker participation in communication and negotiation with management, primarily through the Workplace Welfare Committee, which functions as the key mechanism for receiving complaints, providing recommendations, and coordinating with employers.

In addition to the Welfare Committee, most companies provide multiple complaint channels such as suggestion boxes, human resources departments, and supervisors. Written timelines for grievance resolution are in place (for example, within 15 days or depending on case of severity). Once issues are resolved, outcomes are communicated to workers via the Welfare Committee or through internal announcements.

4. Non-Discrimination:

All 10 member companies (100%) have non-discrimination policies covering both recruitment and employment processes, ensuring equal treatment regardless of gender, ethnicity, religion, or pregnancy status.

Many companies have discontinued pre-employment pregnancy testing to demonstrate commitment to gender equality. In addition, specific welfare measures for pregnant workers are provided, such as: Relocation to safer work areas Breastfeeding areas within infirmary, facilities Training on women's health and pregnancy care, delivered in collaboration with external organizations

5. Wages, Compensation, Working Hours, and Benefits:

All member companies (100%) comply with the legal minimum wage and ensure timely payment of wages through bank transfers. Payslips clearly indicate wage components in both Thai and migrant workers' native languages.

In addition to statutory entitlements, several companies provide additional benefits, including annual bonuses, attendance allowances, special skill allowances, employee transportation, annual company events, and full entitlement to annual leave, sick leave, personal leave, and maternity leave as prescribed by law.

6. Occupational Safety and Health:

All member companies (100%) have established occupational safety policies and appointed Safety Committees in accordance with labour laws.

In 2025, only a small number of workplace accidents were reported, most of which were minor incidents such as knife injuries or accidents caused by lack of caution. Companies provide personal protective equipment (PPE) free of charge, including gloves, footwear, earplugs, and face masks.

Furthermore, every company maintains an infirmary and on-site nurse to provide basic medical care, and conducts annual fire evacuation drills to enhance workers' preparedness and awareness in emergency situations

2.2.2 Results from Interviews with Worker Representatives

1. Recruitment, Employment, and Working Conditions

Workers reported that they entered employment voluntarily without coercion. Upon arrival, they received orientation explaining their rights, entitlements, and workplace rules in detail, presented in both Thai and their native languages. Workers retained possession of their own personal documents, including national ID cards, passports, and employment contracts, while companies kept only copies for verification of employment status.

2. Child Labour

Workers confirmed awareness that the minimum legal age for employment is 18 years. Monitoring found no cases of workers under the legal age being employed in factories.

3. Freedom of Association, Collective Bargaining, and Workplace Cooperation

Most workers demonstrated an understanding of the role of the Welfare Committee as a mechanism for providing support, receiving suggestions, and facilitating communication with employer representatives. However, some workers still lacked full awareness of the Welfare Committee's functions. This was attributed to factors such as satisfactory workplace conditions, which reduced the need to lodge complaints, and the fact that newly employed workers were not yet familiar with the committee despite receiving some introductory training.

4. Non-Discrimination

Workers generally reported fair and equal treatment by supervisors, with no discrimination based on gender or nationality. Workers expressed satisfaction with the assistance and guidance provided when issues arose. However, some factories reported isolated cases where supervisors used inappropriate language, which was noted as an area requiring improvement.

5. Wages, Overtime Compensation, and Benefits

Workers demonstrated an understanding of wage rates, working hour calculations, and benefits under labour law. Wages were paid on time, and no unlawful wage deductions were reported. Workers were aware of holiday entitlements and various types of leave, including sick leave, annual leave, and personal leave, through orientation programs, employee handbooks, and company rules and regulations.

6. Occupational Safety and Health

Workers reported that they were provided with appropriate work equipment and a safe working environment in accordance with occupational safety and health standards. Access to infirmary and first-aid services was available for minor illnesses. Workers were provided with PPE, including aprons, shoes, and protective equipment, prior to work and had received safety training, including hazardous chemical handling and fire evacuation drills.

2.2.3 Other Findings

1. Regarding labor complaints, most member companies have various complaint channels, such as welfare committees, suggestion boxes, supervisors, labor relations departments, and various online channels (Line, Facebook). Similar problems were found, such as hot weather in production areas, insufficient restrooms, and inadequate shuttle buses.

2. Regarding the factory environment, some members have constructed dormitories to help reduce expenses for workers. These include workers only paying for utilities or low-cost dormitories. However, some factories still need to improve the hygiene of the dormitories, such as restrooms, living areas, and ventilation systems, to prevent health problems and reduce the risk of inappropriate incidents, such as sexual harassment in the residences.

3. Regarding the non-confirmation of pregnancy testing before employment, complaint handling guidelines, measures to address cases involving workers under 18 years of age, and the promotion of additional women's rights and welfare, all 10 companies (100%) have implemented the following:

- No pregnancy testing is conducted before employment, demonstrating an intention not to discriminate against those hired due to pregnancy.

- There are guidelines for handling complaints. - Clearly defined written solutions to problems, such as policies or work instructions (WIs), and established complaint handling procedures with timelines set by each company.

- Measures in place to address issues if underage workers (under 18 years old) are found employed, such as termination of employment, notification to labor inspectors, and remedial measures for the workers (paying severance pay based on length of service, supporting appropriate education).

- Support for other welfare benefits or emphasis on women's labor rights, such as establishing breastfeeding corners and providing training on prenatal and postpartum care.

4. Setting retirement age for workers: Data collected from 10 member companies shows that each has a different retirement age. All companies pay severance pay based on length of service to workers who meet the legal requirements. The table shows that most members (70%) set the retirement age at 55, and 20% set it at 60. One member company stated that the retirement age is 65, due to company policy recognizing the importance of skilled workers, most of whom have worked for more than 10 years.

Table 2 Determining the retirement age for workers.

Retirement age	55 Years	60 Years	65 Years
Number of companies	7 companies	2 companies	1 company
Percentage.	70%	20%	10%

2.2.4 Number of workers and welfare committees in the enterprise

Currently, the total number of workers in the industry is 55,481, comprising 17,515 Thai workers (33%) and 37,966 migrant workers (67%). The Welfare Committee consists of 105 members (representing 0.19% of the total workforce), of whom 46 are Thai workers (44%) and 59 are migrant workers (56%). Details are presented in Table 3.

Table 3 *The number of workers and welfare committees in the enterprise in 2025.*

NO	Number of workers (person)						Number of welfare committees (person)					
	Total	%	Thai	%	Migrant	%	ทั้งหมด	%	Thai	%	Migrant	%
1	3,244	100	1,592	49	1,652	51	15	100	7	47	8	53
2	6,311	100	1621	26	4690	74	9	100	6	67	3	33
3	3,344	100	2,980	89	364	11	8	100	6	75	2	25
4	3,497	100	908	26	2,589	74	8	100	1	13	7	88
5	14,722	100	2,797	19	11,925	81	15	100	4	27	11	73
6	12,045	100	4,857	40	7,188	60	7	100	5	71	2	29
7	2,680	100	924	34	1,756	66	7	100	4	57	3	43
8	4,196	100	899	21	3,297	79	17	100	6	35	11	65
9	2,216	100	291	13	1,925	87	6	100	2	33	4	67
10	3,278	100	698	21	2,580	79	0	100	5	38	8	62
Total	55,481	100	17,515	33	37,966	67	105	100	46	44	59	56

2.3 Changes and developments among member companies resulting from the GLP Visit (2022 – 2025)

from GLP Visits conducted from 2022 to 2025 show continuous improvement among members. Specifically, non-conformities to GLP laws and principles decreased, and no issues were found in 2025. Details are shown in Table 4.

Table 4 Changes resulting from the implementation of GLP Visit activities from 2022 to 2025.

Labour issues identified \ Years implemented the GLP Visit	GLP Visit (X= some companies were not operating in compliance with GLP)				
	before GLP	2022	2023	2024	2025
1. Member lacks a welfare committee	x				
2. Members do not have migrant workers in their welfare committee.	x				
3. Welfare committee members are not selected through an election process.	x	x			
4. Employment contracts are only available in Thai language.	x		x		
5. Pay-slips are not provided.	x				

Labour issues identified \ Years implemented the GLP Visit	GLP Visit (X= some companies were not operating in compliance with GLP)				
	before GLP	2022	2023	2024	2025
6. Deductions from wages are made (for accommodation, utilities, and penalties).	x	x		x	
7. Workers are required to purchase their own work equipment.	x				
8. Workers are provided with restroom access cards.	x		x	x	
9. Pregnancy tests are conducted before employment.	x		x		
10. There is no suggestion box for complaints.	x				

all 10 member companies are members of the Thai Tuna Industry Association and have been conducting GLP Visits since 2016, data from 2023 shows that most companies have begun to adapt to the association's recommendations regarding employment contracts, the elimination of restroom passes, and the elimination of pregnancy tests during the hiring process. By 2025, no non-compliance with labor laws or GLP practices was found, reflecting the success of the project over three years and the continued development in the industry.

Section 3

Ethical Recruitment

The TPFA uses a checklist developed in 2020 with informal guidance from the International Organization for Migration (IOM). The checklist was designed to align with the tuna industry context and has been used for data collection since 2020. In 2025, data collection was conducted by requiring employer representatives to submit self-assessment forms to the TPFA. The TPFA also interviewed employer representatives and conducted interviews with random worker representatives to support the preparation of this report. Based on the data in Table 4, recruitment costs for migrant workers are summarized in two categories: costs incurred in countries of origin (Items 1–4) and costs incurred in Thailand (Items 5–12), with details presented in Table 5.

Table 5 Expenses in recruiting migrant workers

No.	Expenses in recruiting migrant workers in 2024 – 2025	Number of members	Covered by companies				Changes between 24/25 (%)
			2024		2025		
			Companies	%	Companies	%	
Expenses in the source countries							
1	Passport obtainment fees	10	10	100	10	100	0

No.	Expenses in recruiting migrant workers in 2024 – 2025	Number of members	Covered by companies				Changes between 24/25 (%)
			2024		2025		
			Companies	%	Companies	%	
2	Documents in the countries (accommodation, food, travel costs)	10	10	100	10	100	0
3	Contract signing, uniforms, smartcards, life insurance on the Myanmar side	10	10	100	10	100	0
4	Agency service fees in the source countries	10	10	100	10	100	0
Expenses incurred in Thailand							
5	Visa fees	10	10	100	10	100	0
6	Work permit fees	10	10	100	10	100	0
7	Medical checkup	10	10	100	10	100	0
8	Tests for hepatitis	10	10	100	10	100	0
9	Food, drinks, and travel costs in Thailand	10	10	100	10	100	0
10	COVID-19 swab test (ATK, PCR)	10	10	100	10	100	0
11	Medical checkup for 6 forbidden diseases for work permit application	10	10	100	10	100	0
12	Costs for 14-day quarantine due to the COVID 19	10	10	100	10	100	0

3.1 Key findings

1. From the table, "Personal Expenses for Migrant Workers" in items 1, 6, and 7, according to the Alien Employment Management Act B.E. 2560 (2017), Section 49 stipulates that "Personal expenses such as passport fees, health check fees, work permit fees, and other similar expenses are the responsibility of the worker." The table shows that several member companies are covering expenses for their workers beyond what the law requires.

2. Ten member companies have already covered all expenses in items 1-12 for their workers (100%), covering all company sizes. The main reason is that clients are placing more importance on managing worker expenses. Furthermore, members want to incentivize migrant workers to stay with their companies longer and reduce costs for them.

3. "Expenses for migrant workers' 14-day quarantine due to the COVID-19 situation": Even though the COVID-19 situation has eased, members still conduct COVID-19 tests if there is suspicion that a worker is at risk of contracting the disease.

Section 4

Human Rights

In 2021, the United Nations (UN) started to increase emphasis on human rights in relation to labour. Accordingly, the TTIA developed a checklist based on the Human Rights Due Diligence Handbook prepared by the National Human Rights Commission of Thailand. The checklist was reviewed, approved, and amended at the TTIA's Labour Committee Meeting No. 1/2021 on 7 July 2021, then adapted to suit the tuna industry and has been used for data collection since 2021. For data collection in 2025, employer representatives were required to submit self-assessment forms and relevant supporting documents. These materials were used by the TTIA as reference information during interviews with employer representatives or human resources personnel. The key findings are summarized as follows:

4.1 Findings from interviews with employer representatives

Interviews with employer representatives from 10 member companies of the Thai Pet Food Association found that all companies promote and give importance to human rights. The key findings are summarized as follows:

- All 10 member companies (100%) have signed the Association's revised Code of Conduct on Labour Ethics (TTIA/TPFA Code of Conduct: Revised 2022), which strengthens provisions on labour ethics and incorporates fundamental rights and freedoms to which workers are entitled, as stipulated in Clause 10, "Human Rights Implementation." In addition, each member company has established clear internal non-discrimination policies covering recruitment, employment, and treatment of workers in the workplace, ensuring equal treatment regardless of gender, religion, or nationality.

- All 10 member companies (100%) have policies related to environmental protection and responsibility toward surrounding communities. These policies include monitoring potential community impacts, such as noise, odor, or other disturbances, through periodic assessments conducted at least once a year. Where issues were identified, such as noise caused by raw material transportation, companies undertook timely corrective actions. Furthermore, companies implemented activities to foster good relationships with local communities and mitigate environmental impacts.

- Five member companies (50%) implemented additional proactive measures beyond their stated human rights policies. These included appointing Welfare Committees that include LGBTQ+ representatives, organizing human rights and sexual harassment prevention training in collaboration with external organizations, and disseminating human rights information and awareness-raising materials to workers through various communication channels.

4.2 Other Observations

- All member companies implemented Corporate Social Responsibility (CSR) activities to support surrounding communities and society, covering environmental, human rights, and social development dimensions. Examples include donations of canned fish products to local communities, support for public infrastructure (such as pedestrian bridges), and participation in environmental conservation activities such as reforestation in cooperation with local authorities.

- Several companies have begun developing annual Human Rights Action Plans to ensure that policy implementation is concrete, systematic, and measurable.

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Appendix of GLP Visit Activities 2025

In 2025, the Association conducted GLP Visit activities with 27 of 28 member companies, starting from June 2025 to September 2025, as scheduled in the table.

Company		June	July	August	September
1	ASIAN ALLIANCE INTERNATIONAL CO., LTD.	17 June 25			
2	CHOTIWAT MANUFACTURING CO., LTD.			22 Aug 25	
3	I.S.A. VALUE CO., LTD.		18 July 25		
4	I-TAIL PUBLIC CO., LTD.				30 Sep 25
5	MMP INTERNATIONAL CO., LTD.		15 July 25		
6	PATAYA FOOD INDUSTRIES LTD.			13 Aug 25	
7	SIAM INTERNATIONAL FOOD CO., LTD.			28 Aug 25	
8	SOUTHEAST ASIAN PACKAGING AND CANNING LTD.	24 June 25			
9	TROPICAL CANNING PUBLIC (THAILAND) CO., LTD.			26 Aug 25	
10	UNICORD PUBLIC CO., LTD.		10 July 25		

Pictures of TTIA GLP Visit activities in 2025 via onsite and online,
with 10 member companies

GLP Visit Onsite with 7 members



GLP Visit online with 3 members

