

Sustainable Development Policy

Thai Union Feedmill Public Company Limited (the “Company”) is committed to developing high-quality, standardized aquaculture feed products to meet the growing demands of the aquaculture sector. We adhere to principles of innovation, feed safety, and production efficiency to enhance the quality of farmers’ and aquaculture producers’ outputs, delivering the best products to customers.

The Company recognizes the importance of conducting business responsibly, transparently, and fairly throughout every stage of the supply chain, while minimizing environmental impacts from production. At the same time, we strive to create value for all stakeholders under the principles of good corporate governance, ensuring balanced and sustainable growth for business, society, and the environment.

The Board of Directors has therefore established a Sustainable Development Policy to promote valuable business growth aligned with the Company’s vision of being the leading producer of high-quality aquaculture feed. The policy covers the following sustainability dimensions:

Economic and Governance

The Company operates with transparency, accountability, and adherence to business ethics to build trust among all stakeholders.

1. Conduct business fairly and in strict compliance with good corporate governance principles, ensuring transparency and accountability, and fully supporting and adhering to anti-corruption policies.
2. Consider the best interests of all stakeholders fairly and manage relationships responsibly.
3. Emphasize efficient value chain management and uphold fairness and transparency in dealings with business partners.
4. Promote innovation development to improve product quality, enhance production efficiency, and ensure business sustainability, while sharing innovations that reflect social, environmental, and stakeholder responsibility.
5. Continuously manage risks in alignment with business strategies to adapt to changes, strengthen organizational resilience, and support long-term growth.

Social

The Company values its employees, customers, communities, and society, striving to improve quality of life in accordance with international human rights standards and social responsibility principles.

1. Respect human rights, ensure equality, prevent discrimination, and safeguard against human rights violations throughout all processes and the supply chain, in compliance with relevant international principles and laws.
2. Protect employees and the environment through a standardized Safety, Health, and Environment (SHE) management system with a clear structure.
3. Encourage business partners to operate ethically in accordance with the Company's Supplier Code of Conduct.
4. Prioritize product quality and safety by using high-quality raw materials and standardized production processes to deliver safe, high-quality, and cost-effective products to customers.
5. Continuously develop employees by promoting learning, training, and new skill development to create advancement opportunities and strengthen organizational capabilities.
6. Support social responsibility (CSR) activities and encourage employee and stakeholder participation in social development to foster a sense of responsibility and sustainable growth together.

Environmental

The Company emphasizes responsible sourcing and sustainable use of natural resources to maintain ecological balance and environmental integrity in the long term.

1. Comply with environmental laws and implement preventive, corrective, and restorative measures when impacts occur, while continuously improving production processes to reduce environmental impacts.
2. Enhance energy and resource efficiency throughout the value chain, reduce waste, promote reuse, and mitigate climate change impacts through greenhouse gas and carbon reduction plans.
3. Implement environmental projects under Thai Union Group's SEACHANGE® program, focusing on traceability of marine by-products and sourcing plant-based raw materials from verified Deforestation and Conversion Free (DCF) production areas to promote responsible and sustainable sourcing.