

Nomination: 5764

Thai Union Group PCL.

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Thai Union Group PCL.
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Thai Union Group PCL.
Category A01 - A31 Employer of the Year > A17 - Employer of the Year - Food & Beverage
Employer of the Year Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required Thai Union is the world's largest seafood company having been established in 1977. We have a global portfolio of 18 major brands, with 13 production locations, 2 innovation centers, and 9 corporate offices in 16 countries around the world. Our revenue in 2021 was a record THB 141 billion, with a net profit of THB 8 billion, which was attributed to our teams around the world who banded together to ensure minimal disruption to customers during the Covid-19 pandemic. We are also one of the leaders in the areas of environmental and community sustainability, having been nominated to the Dow Jones Sustainability Index for 8 years in a row. Our strategy focuses on enabling "Healthy Living, Healthy Oceans", building on our determination to provide healthy and tasty products to consumers and on our commitment to industry-leading sustainability. There are six elements that make up our strategy: Growing the core, diversifying along our value chains, exploring new horizons, future-proofing our operations, continuing our sustainability leadership, prioritizing the wellbeing and capability of our employees. We align and develop our workforce structure to support our business strategy, whilst magnifying global best practices in a way that engaged our teams worldwide.
b. Outline the organization's employee-relations achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required (1.) Global Employee Engagement Survey: We have been running an annual Employee Engagement Survey, covering all regions and business units world-wide. HR works in conjunction with business units to create and track engagement plans, focusing on continuous engagement improvement so that we can do better for our employees. (2.) We provide online channels to support employees to connect easily to everyone in the company (including executives): Through our "Workplace" and "MS Teams" platforms, employees can reach out to other colleagues around the world, post individual and team updates, and recognize others. Our HRIS platform enables a seamless and connected experience where employees can access online learning, linked to their areas of development. Online benefits system: employees can readily access their benefits (e.g., reimbursement, welfare, attendance, etc), linked directly to our HRIS system and an online dashboard. This seamless experience is for employees to access information that is important for them. (3.) Human Rights and Equitable Treatment of Employees: As a leader in sustainability and community practices in our industry, we have a strong policy and determination to promote human rights practices throughout the supply chain. Our use of labor strictly follows all laws and regulations related to the hiring and use of labor together with a policy of fair and equitable compensation and distribution of benefits for workers with the aim of satisfying and retaining good quality employees and attracting more capable people. (4.) Thai Union Academy: We provide learning and development opportunities through live classes, coaching, and online platforms.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

Wellbeing And Capability of Our Employees

We are continually focused on improving employees' wellbeing, productivity and capability. As the COVID-19 impact continues in many regions, we continue to support our employees and have adapted the work environment across our offices and manufacturing locations to dynamically react to the respective local situation and requirements. We have also deployed initiatives to ensure employees are able to balance their personal and professional responsibilities, while prioritizing their emotional, mental and physical wellbeing. In addition, we will continue our drive to increase employee engagement across all our businesses and employee demographics.

Through connection with senior leaders, our employees are able to voice their concerns and receive recognition for their efforts. We run regular "Thai Union Connect" events where our Executives have small group forums to hear the voice of our employees. This is further bolstered by our Employee Engagement Survey, where actions are implemented based on employee input.

Activities for engaging people. We run various of activities to connect and celebrate achievements, cultural events, and to further recognize our diverse culture. Some of these include:

- Party for New Year, Local / Global special days, etc.
- Celebrating Women Day, Pet Day, Valentines
- CSR activities which employee can join

Sustainability is at heart of what we do. We have been listed on the Dow Jones Sustainability Indices (DJSI) for eight consecutive years, as recognition of our efforts to drive positive change across the business and the wider seafood sector.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Thai Union has received many awards as we hold ourselves to a high standard, as a company promoting ethical standards, with a strong sustainability strategy regarding safe and legal labor.

- Rated "Excellent" and received a 5-star rating from the Corporate Governance Report of Thai Listed Companies 2021 by the Thai Institute of Directors Association (IOD) This marked the sixth consecutive year, received the highest level of CG Scoring.

- New Code of Work Award 2021 for Leadership by PeopleStrong The New Code of Work Award is an annual event that highlights the future of work, of workplaces, and of talent, with more than 100 companies worldwide participating.

- HR Excellence Awards 2021, being a finalist in three categories and winning the award for "Excellence in CSR strategy"

- Human Rights Award 2021 by the Rights and Liberties Protection Department, Thai Ministry of Justice Thai Union was recognized as a role model organization for best practices on human rights for the second consecutive year in the private sector category.

- Thailand Labour Management Excellence Award 2021 by the Department of Labour Protection and Welfare, Thai Ministry of Labour Thai Union and subsidiaries, Thai Union Manufacturing, Thai Union Feedmill, Okeanos, and Pakfood, were presented the award for excellent performance in managing Thai labor standards in the category of Labour Relations and Labour Welfare and Benefits. This marked the ninth consecutive year.

- Techsauce Corporate Award 2021 Techsauce is the leading source of tech and business news in Thailand and Southeast Asia

Webpage Link

<https://seachangesustainability.org/> (<https://seachangesustainability.org/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://investor.thaiunion.com/misc/ar/20220325-tu-or2022-en.pdf> (<https://investor.thaiunion.com/misc/ar/20220325-tu-or2022-en.pdf>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.thaiunion.com/en/about/company/award-and-recognition> (<https://www.thaiunion.com/en/about/company/award-and-recognition>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.thaiunion.com/en/sustainability/code-of-conduct> (<https://www.thaiunion.com/en/sustainability/code-of-conduct>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://www.linkedin.com/company/1633969/> (<https://www.linkedin.com/company/1633969/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://thaipublica.org/2022/03/thai-union-celebrates-international-womens-day-2022-pr/> (<https://thaipublica.org/2022/03/thai-union-celebrates-international-womens-day-2022-pr/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 7

<https://www.bangkokpost.com/thailand/pr/2216327/thai-union-listed-on-dow-jones-sustainability-indices-for-8th-year-in-a-row>
(<https://www.bangkokpost.com/thailand/pr/2216327/thai-union-listed-on-dow-jones-sustainability-indices-for-8th-year-in-a-row>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/15334/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTMzNCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9Annual%20Report_TU.pdf)

Would you like to add an additional supporting document?

Yes

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Download File (https://stevies-sage.secure-platform.com/file/15335/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTMzNSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9dw8AQyH4YraCfkZXPJm_J_KZHbskYAe_enA?Corporate%20Governance%20Policy_TU.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (https://stevies-sage.secure-platform.com/file/15336/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTMzNiwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9ySustainability-report-2021_TU.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 4

Download File (<https://stevies-sage.secure-platform.com/file/15337/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTMzNywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9TCFD-Report-2021.pdf>)

Would you like to add an additional supporting document?

No

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