



To whom this may concern,

Thai Food Processors' Association (TFPA) recognizes the importance of Thai and migrant workers in building the successful food industry in Thailand. While TFPA has adopted the policy on social responsibility, namely:

1. The Association and its members shall have the policy to comply with the Thai Labor Protection Law of BE 2541.
2. We shall employ workers who are legally registered in accordance with the law and shall treat workers ethically according to the law.
3. We shall not employ child labor and forced labor, or to be engaged in any activities that may be deemed as human trafficking in any step of the production process.
4. We shall promote and support the compliance with the Thai Labor Law throughout the supply chain.

TFPA is actively participating with International Labor Organization (ILO) and the Fishery Department, Ministry of Agriculture and Cooperatives, Thailand in drafting Good Labor Practice (GLP) to be implemented in the fishing and down-stream processing facilities, especially among members.

TFPA and its members welcome independent researches, including the recent report by Finnwatch, which may report on weaknesses in the social responsibility programs of the food industry in Thailand. This will assist TFPA and its members to coherently implement further action plans in order to comply with social compliance requirements of importing countries and to uphold greater social standards, including the requirement on social compliance audit under Sedex Ethical Trading Initiative (ETI) or Business Social Compliance Initiatives (BSCI).

A handwritten signature in blue ink, appearing to read 'Ghanyapad', is written over a faint circular stamp or watermark.

Ghanyapad Tantipipatpong  
President  
Thai Food Processors' Association  
29 March 2013