

QUARTER 1, 2017

ADVANCING HUMAN RIGHTS IN THE THAI FISH SUPPLY CHAIN: PROGRESS UPDATE

Last year we launched our global Action Plan to help guide our efforts as we seek to protect and promote human rights in our Thai fish supply chain. This Action Plan follows the Mars, Incorporated Global Human Rights Framework and has four key priorities:

Commit

Increase the number of dedicated, local staff to lead our work in Thailand and ensure strong governance by the global Petcare Leadership Team

Assess

Seek full transparency of our supply chain and engage with human rights experts, social compliance firms and community-based NGOs to conduct human rights conditions assessments

Respond

Activate prevention and monitoring systems across our supply chain as we seek to ensure that human rights standards are upheld including support for awareness-raising and capability building among relevant industry actors and workers

Engage

Collaborate with others in industry, government and civil society to drive systemic change across the industry, engaging in transparent dialogues with stakeholders and regularly reporting on our commitments, progress and challenges.

Mars Petcare continues to work towards all of the targets set out in our Action Plan and we are committed to collaborating and engaging with our stakeholders in order to systematically improve human rights conditions across the Thai Fish industry. The Action Plan can be read in full [here](#).

We are pleased to be able to report strong progress against the Action Plan, as follows:

COMMIT

We have put in place a dedicated local Programme Project Team with three full time associates responsible for on-going Action Plan implementation. The work of this team is supervised by

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Programme Steering Team that consists of Regional and Global Mars Petcare senior leaders. Both teams are meeting on a monthly basis to review progress.

ASSESS

We have been working closely with our Thai suppliers and business partners to trace our supply chain, and can now confirm that, thanks to their support, we have gained a good understanding of our fish supply chain up to vessel level.

RESPOND

We have committed to two new cross-sector collaborations, which will help us to make significant progress in understanding our extended supply chain. Firstly, we have finalised the details of a new partnership with the ISSARA Institute, enabling us to leverage its unique networks among vulnerable migrant workers in the Thai fish industry to improve their living and working conditions and ensure that workers' voices are heard.

We are also working in partnership with Thai Union, the Thai Department of Fisheries and USAID to implement digital traceability - a ground breaking new pilot programme to enhance traceability of whole fish supply chain in the Region and drive fundamental change across all of the industry.

By the end of quarter four of 2016, we have also assured that all our Tier 1 suppliers comply with our Fisheries Code of Conduct, and all of our suppliers were audited against Supplier Code of Conduct.

ENGAGE

We continue to engage with key industry leaders, government and NGO community through the Seafood Task Force (previously known as the Sustainable Shrimp Task Force) – a unique coalition formed in 2014 to eradicate social and environmental issues in Thai fish supply chains by tackling illegal fishing practices. As part of the Task Force, Mars Petcare continues to lead the Tuna oversight subgroup along with major players from the entire supply chain, including fleet owners.

We have launched a robust stakeholder mapping and continuously reach out to different organizations and experts in the Region. We believe that by working together our impact will be more efficient, more targeted and we will be able to see change faster.