

ADVANCING HUMAN RIGHTS IN THE THAI FISH SUPPLY CHAIN: A MARS PETCARE PLAN

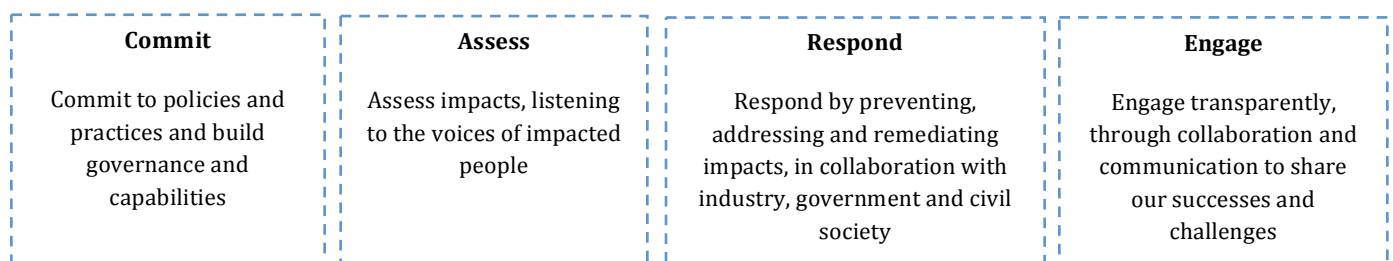
According to the International Labour Organization, forced labor is a problem that affects nearly 19 million people in the private economy across the world. There have been reports of forced labor in the Southeast Asian fishing industry. Mars Petcare sources fish in this region – mainly in Thailand – and we run a risk of finding human rights issues in our fishery supply chains there. Therefore, we are taking immediate steps to understand and seek to prevent the issue within our extended supply chain.

Millions of people rely on the fishery industry, and we want to be a part of the solution to the human rights and environmental challenges it is currently facing. We have developed an Action Plan to guide our efforts as we seek to protect and promote human rights in our Thai fish supply chain. Building on the lessons-learned from this plan, we will roll out similar actions across our fish supply chains in other parts of the world. Our ambition is for the human rights of everyone in our fish supply chain to be respected and to seek the elimination of forced labor. We know progress toward this ambition requires cross-sector collaboration, complementing our own efforts.

Forced labor is a major issue we are focused on in our global approach to human rights. In our global Mars, Incorporated Human Rights Policy, we commit to promoting and respecting human rights throughout our value chain. Our policy is aligned with the United Nations Guiding Principles on Business and Human Rights.

We invite you to review our Action Plan and to visit our website for quarterly updates on our progress.

Our Thai Fish Supply Chain Human Rights Action Plan follows the Mars' global Human Rights Framework:



Our Action Plan priorities are:

Commit

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

Assess

Seek full traceability 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 Thai Fish Supply Chain Human Rights Action Plan 2016/2017

1. COMMIT	Action	Timeframe
STAFFING		
	Ensure the Action Plan is appropriately resourced.	
	<ul style="list-style-type: none"> Invest in dedicated resources to lead and co-ordinate all activities – including new hires to support the regional team. 	Q1 2017
KPI	Number of Mars Associates actively engaged in program	
GOVERNANCE		
	Ensure a strong governance structure to make sure the Action Plan is implemented, and challenges are immediately tackled.	
	<ul style="list-style-type: none"> Senior-level governance, guidance and oversight on progress and corrective interventions if milestones and targets are not met. 	As of Q4 2016
	<ul style="list-style-type: none"> Establish targets and measures for Action Plan KPIs. 	Q1 2017
KPI	Quarterly internal progress updates	

2. ASSESS	Action	Timeframe
TRACEABILITY		
	Seek to ensure full traceability-to-vessel in all our supply chain.	
	<ul style="list-style-type: none"> Support and work with our Thai suppliers and Thai business partners to trace our supply chain to the vessel. 	Q1 2017
	<ul style="list-style-type: none"> Work to ensure that all vessels in our supply chain are registered, identifiable and have Marine Purchasing Documents, as required by Thai law. 	Q3 2017
	<ul style="list-style-type: none"> Explore opportunities to participate in programs that focus on piloting digital traceability (e.g. USAID Oceans program). 	Q4 2016

KPI	Our full supply chain is traceable to vessel	
CONDITIONS ASSESSMENT		
	Seek to assess human rights conditions across our entire supply chain for sea-based and land-based workers.	
	<ul style="list-style-type: none"> Partner with Issara Institute to assess and improve working and living conditions, leveraging its unique networks among vulnerable migrant workers in the Thai fish industry. 	Q3 2016
	<ul style="list-style-type: none"> Partner with an additional 3rd party with expertise in rights-holder mapping and supply chain compliance to begin to assess risk within our supply chain with a focus on relevant root cause issues such as recruitment agencies and fees. 	Q4 2016
KPI	The human rights conditions in our supply chain have been assessed	

3. RESPOND	Action	Timeframe
PREVENTING		
	Seek to ensure that relevant standards are upheld and compliance can be demonstrated across our Thai fish supply chain.	
	<ul style="list-style-type: none"> Seek to ensure our suppliers continue to be in compliance with our Supplier Code of Conduct through independent 3rd party audits. 	Q4 2016
	<ul style="list-style-type: none"> Seek to ensure our suppliers continue to be in compliance with our Fisheries Code of Conduct through internal audits. 	Q4 2016
	<ul style="list-style-type: none"> Engage our suppliers and business partners in rolling-out the new Port Code of Conduct for all ports, brokers, vessels and processors in our supply chain. 	Q1 2017
	<ul style="list-style-type: none"> Develop, in collaboration with a 3rd party, audit standards and metrics; begin to pilot audit standards and metrics; develop broader roll-out plan. 	Q2 2017
KPI	Our suppliers and business partners are upholding relevant standards	
MONITORING		
	In collaboration with 3rd parties, monitor labor conditions in our supply chain.	
	<ul style="list-style-type: none"> Monitor our supply chain conditions by utilizing worker voice through the Issara Institute multilingual hotline. 	As of Q2 2017
	<ul style="list-style-type: none"> Based upon insights gained through supply chain assessment, explore and build other avenues for grievance mechanisms to monitor labor conditions. 	As of Q3 2017
	<ul style="list-style-type: none"> Monitor our supply chain conditions through 3rd party audits; take corrective actions including termination of supply chain relationships when compliance cannot be secured after a reasonable period of time. 	As of Q2 2017
KPI	Monitoring is in place across our supply chain	
REMEDIATION		
	In collaboration with suppliers, local authorities, industry and partners:	

	support awareness raising and labor training programs in our Thai fish supply chain, as we seek to ensure that worker voices are heard and rights violations are remediated.	
	<ul style="list-style-type: none"> • Capability building and management training across our supply chain - seek to ensure that relevant business managers understand the relevant standards and why they need to be upheld. 	Q1 2017
	<ul style="list-style-type: none"> • The Issara Institute Hotline - providing insights and feedback directly from workers to strengthen the effectiveness of social compliance prevention and monitoring actions. 	As of Q2 2017
	<ul style="list-style-type: none"> • Issara Inclusive Labour Monitoring – providing technical expertise to support the implementation of supplier solutions and systems changes. 	As of Q2 2017
	<ul style="list-style-type: none"> • Activate mechanisms to seek to remediate individual rights violations. 	As of Q3 2017
KPI	All workers in our supply chain have access to a credible grievance mechanism Relevant leaders of all our supply chain partners have been trained	

4. ENGAGE	Action	Timeframe
COLLABORATION		
	Collaborate and engage with relevant stakeholders and industry leaders to systematically improve the human rights conditions in the Thai fish industry.	
	<ul style="list-style-type: none"> • Engagement with key industry leaders, government and NGO community through the Sustainable Shrimp Task Force – a unique coalition formed in 2014 to eradicate social and environmental issues in Thai fish supply chains by tackling IUU. 	Q4 2015
	<ul style="list-style-type: none"> • Take an active role in enlarging the Sustainable Shrimp Task Force’s scope to include Tuna through leading the Tuna subgroup. 	Q2 2016
KPI	Deliverables of the Tuna subgroup.	
COMMUNICATION		
	Regular engagement and transparent public reporting on challenges and progress against components of action plan.	
	<ul style="list-style-type: none"> • Regular engagement with key stakeholders from government, business and civil society (e.g. WWF US, Issara Institute, USAID, CGF) 	As of Q3 2016
	<ul style="list-style-type: none"> • Annual public reporting with quarterly updates. 	As of Q4 2016
	<ul style="list-style-type: none"> • Stakeholder mapping in the region, leading to an active engagement plan. 	Q4 2016
KPI	Public reporting on progress of all KPIs	