



MEMORANDUM OF UNDERSTANDING

"COOPERATION ON FISHERS AND SEAFARERS' LABOUR RIGHTS IN THAILAND'S TUNA INDUSTRY"

The Thai Tuna Industry Association (TTIA) and the Catholic Commission for Social Pastoral Ministries – Stella Maris Thailand, under the Catholic Bishops' Conference of Thailand, share a common commitment to promoting the protection of fishers and seafarers' rights throughout the supply chain of Thailand's tuna industry; exchanging information related ; and strengthening fishing workers' knowledge and understanding of their rights under applicable laws. The cooperation aims to improve workers' welfare, strengthen confidence among consumers and international business partners, and promote a positive and sustainable image of Thailand's tuna industry.

Both parties recognise that information sharing, joint field visits, and consultations conducted in good faith will contribute to mutual understanding and support the constructive prevention and resolution of labour-related issues. The cooperation under this Memorandum of Understanding (MOU) is voluntary, does not create any legally binding obligations, does not constitute an endorsement or verification of information provided by either party, and does not affect the rights, independence, or respective mandates of either party.

In accordance with their shared commitment, TTIA and Stella Maris Thailand hereby agree as follows:

1. TTIA and Stella Maris Thailand will promote the exchange of relevant information concerning working conditions, labour rights, welfare, and other issues affecting seafarers on foreign-flagged frozen-tuna carrier vessels (Carrier Vessels) and fishers on thai-flagged purse-seine fishing vessels targeting skipjack and yellowfin tuna. Such cooperation will support efforts to prevent human trafficking and forced labour, as well as promote the improvement of labour standards on fishing vessels.

2. Both parties will jointly conduct Ship Visits to fishers and seafarers on tuna carrier vessels and fishing vessels at ports in Thailand. The purpose of such visits is to listen to workers' concerns, provide appropriate advice, and observe their living and working conditions, without disrupting the normal operations of the vessels or businesses concerned. Where issues or concerns are identified, the parties will provide or facilitate appropriate assistance, as appropriate and within their respective mandates.

3. If either party becomes aware of information or has concerns regarding working conditions, labour rights, welfare, or violations of crew members' rights on tuna carrier vessels or fishing vessels, both parties will provide an opportunity for the relevant facts to be reviewed and will coordinate, as appropriate, to support the resolution of such issues. The parties will also consult with each other, as appropriate, before releasing relevant information to the public, while respecting the independence and respective mandates of each party.

Fishers and seafarers or other persons who submit complaints, provide information, act as witnesses, or seek assistance under this cooperation shall not be subject to retaliation, threats, dismissal, unlawful reduction of wages, unlawful transfer, forced repatriation, or any other adverse consequences as a result of exercising their rights or seeking assistance.

4. Both parties will jointly organise training and awareness-raising activities on labour rights, relevant labour laws, rights and obligations under employment contracts, Occupational Health and Safety (OHS), channels for submitting complaints and seeking assistance, as well as good practices in accordance with international standards. The purpose is to strengthen workers' knowledge, awareness, and capacity to understand and protect their own rights.

5. TTIA will communicate relevant information and outcomes arising from this cooperation to its members for consideration in risk assessments and to promote fair employment practices. Both parties may organise joint meetings or technical consultations, as appropriate, to further develop and improve the effectiveness of their cooperation.

For details concerning the arrangements, modalities, and action plans for implementing activities under this MOU, the parties will consult with each other periodically and may develop additional agreements or implementation guidelines, as appropriate. This MOU shall remain in effect for a period of three (3) years, commencing on 12 October 2026 and ending on 30 September 2029.

(Dr. Chanintr Chalisarapong)

President of the Thai Tuna Industry Association (TTIA)

Signed on 12 Oct 2026

(Rev. Fr. Rocco Pairat Sriprasert, MI)

National Director of Stella Maris Thailand