

Annual Report 2022 on GLP activities of TFFA

Background

1) **Ship To Shore Rights Thailand Project of the International Labour Organization (ILO)**

Implementation of the project was initiated under ILO's Ship to Shore Rights Thailand (2016-2020) , supported by the European Union. The project aimed to work in all dimensions along the Thai Seafood supply chain. In collaboration with the Thai government, private organizations, employers' organization, employee organization and civil society organizations with the following objectives:

- (1) Strengthen Legal, Policy and Regulator Framework
- (2) Improve the capacity of labour inspectors to deal with forced labour and violate other rights.
- (3) Improve compliance with ILO core labour standards and establish a compliant mechanisms in supply chain.
- (4) Increase access to assistance services for workers, especially victims of abuse labour rights.

In 2021, the project name was changed to “Ship to Shore Rights South East Asia (SEA)” is multi-country, multi-annual initiative of the European Union (EU) and the United Nations (UN) to expand cooperation projects between 7 countries, namely Thailand, Cambodia, Indonesia, Laos, Myanmar, the Philippines and Vietnam. The duration from August 2020 to July 2024, supported by the European Union amounted to 10 million euros, implemented by the International Labour Organization (ILO) in collaboration with International Organization for Migration (IOM) and United Nations Development Programme (UNDP). Its overriding objective is to promote regular and safe labour migration and decent work for all migrant workers in the fishing and seafood processing sectors in South East Asia. The Thai Frozen Foods Association (TFFA) was appointed as an advisory committee on the project.

Ship To Shore Rights South East Asia (SEA) Project has the following objectives :

- (1) Strengthen Frameworks : Strengthen the legal, policy, and regulatory frameworks related to labour migration and labour standards, focusing on the fishing and seafood processing sectors in SEA
- (2) Implement Protections : Protect labour rights and promote safe and secure working environments for all migrant workers, from recruitment to post-admissions and end of contract.
- (3) Empower Workers : Empower migrant workers, their families, organizations, and communities to promote and exercise their rights.

Labour Activities 2022

1. the 3rd National Project Advisory Committee meeting was held for the Ship to Shore Rights South East Asia (SEA) Project

On June 16,2022 at the Amari Watergate Hotel, Bangkok, the 3rd National Project Advisory Committee meeting was held for the Ship to Shore Rights South East Asia (SEA) Project. In addition, Thai Frozen Food Association (TFFA) and The Thai Tuna Industry Association (TTIA) have organized Discuss “ The Next steps of Thai processed Seafood Industry for Improving Working Conditions and Labour Rights” , the latest edition of the report. International Labour Organization (ILO) on “Turning Principles the Way: The Future of Good Labour Practices in the Seafood Industry”.



2. A memorandum of understanding on GLP cooperation was signed between the Ministry of Labour and the Thai Chamber of Commerce and the Board of Trade of Thailand

On September 15, 2022 at the Ministry of Labour meeting room on 5th floor of the Ministry of Labour. A memorandum of understanding on GLP cooperation was signed between the Ministry of Labour and the Thai Chamber of Commerce and the Board of Trade of Thailand. In driving Good Labour Practices (GLP) to raise the level of labour management. The establishment can be used to improve the conditions of employment and working conditions. To establish norms of labour practices that are compared with international labour standards. Employees are well taken care of, have a better quality of life as well as preventing and solving the problem of child labour, forced labour and human trafficking.

And will bring a good image to the organization that produces Thai products and services that respect human rights. It also increases the potential and competitiveness of trade under the Good Labour Practices (GLP) project in the Thai seafood industry. And follow up on labour continuously. In the form of voluntary participation to establish labour standards.

In addition, attention to migrant workers. Emphasize the work of women workers in the seafood processing industry. Create strong standards and develop sustainability for all related sectors to make the use of standards and measures “Good Labour Practices: GLP” is trusted by foreign customers. and creating opportunities and equality for workers in the industry.



3. GLP visit to TFFA members 2022 : Activities under Ship To Shore Rights South East Asia Project

Thai Frozen Foods Association has 144 members divided 2 categories

1. 124 ordinary members consist of manufacturing factories and exporters of seafood products such as shrimp, fish, cephalopod, shellfish and crab.
2. 19 affiliated members consist of exporter (trading), distributors, cold storage and others.

Thai Frozen Foods Association plans to conduct a visit to TFFA members to cover all product groups. And cover all areas where TFFA members are located both large, medium and small. And regularly collect data on good and ethical labour practices for workers. For the year 2022, Thai Frozen Foods Association target 30 companies (25%) from 124 ordinary members. Which has now been implemented throughout the year as targeted.

In the order to visit the operations of TFFA members, the association has gathered data on factories. Labour basic labour data such as data on the member of Thai and migrant workers various welfare, social security, including freedom of association issues collective bargaining participation in the workplace through the Welfare Committee including job interviews and will prepare a summary of the annual report to publish on the website of the Thai Frozen Foods Association.

Activities step by step :

Due to the situation of the Covid-19 pandemic in the past two years, As a result, the GLP visit TFFA member in each province encountered problems. Resulting to adjust the inspection format and TFFA visit both in the form of onsite or virtual or remote meetings online meeting with the following formats.

- 1) Conduct a labour self-assessment form in the workplace, employers shall submit the self-checklist form and related documents proofing the compliance to labour law to TFFA and submit photos showing physical environment in the workplace including medical room, bulletin board, restroom, canteen, chemical storage room, access to occupational safety and health, knowledge of grievance mechanisms and workplace welfare committee's activities to provide evidence of compliance with GLP.

2) Visit TFFA members

- 10 companies to conduct self-assessment participated in virtual visits.
- 20 companies to conduct self-assessment participated in onsite visits.

3.1 GLP Visits to TFFA ordinary members

There are 9,995 workers in 30 members of Thai Frozen Foods Association. Among these 4,818 are Thai and 5,177 are migrant workers. (Cambodian 45/ Laos 13/ Burmese 5,116 and South Korean, Chinese 3)

No.	List of company	No. of total workers							No. of workplace welfare committee members		
		Total	Thai		%	Non-Thai		%	Total	Thai	Non-Thai
			Man	Woman		Man	Woman				
1	A	271	33	41	27	73	124	73	5	5	0*
2	B	755	88	202	38	163	302	62	10	8	2
3	C	630	13	119	21	133	365	79	7	4	3
4	D	60	1	7	13	27	25	87	0	0	0
5	E	632	84	64	23	140	344	77	7	2	5
6	F	309	25	76	33	67	141	67	6	4	2
7	G	2,632	162	294	17	988	1,188	83	5	4	1
8	H	482	94	310	84	27	51	16	5	4	1
9	I	598	90	179	45	171	158	55	5	5	0*
10	J	1,831	510	995	82	172	154	18	7	5	2
11	K	187	23	99	65	25	40	35	6	6	0*
12	L	39	5	17	56	12	5	44	0	0	0
13	M	2,447	174	434	25	325	1,514	75	20	7	13

No.	List of company	No. of total workers							No. of workplace welfare committee members		
		Total	Thai		%	Non-Thai		%	Total	Thai	Non-Thai
			Man	Woman		Man	Woman				
14	N	985	78	169	25	310	428	75	8	3	5
15	O	514	8	85	18	63	358	82	6	5	1
16	P	343	26	87	33	73	157	67	8	7	1
17	Q	251	35	51	34	60	105	76	7	5	2
18	R	176	19	30	28	46	81	72	7	4	3
19	S	160	25	84	68	18	33	32	5	5	0*
20	T	266	59	207	100	0	0	0	5	5	0*
21	U	455	42	50	20	148	215	80	6	4	2
22	V	45	0	2	5	21	22	95	5	2	3**
23	W	2,208	174	435	28	725	874	72	10	5	5
24	X	159	15	24	25	53	67	75	5	3	2
25	Y	699	26	103	18	293	277	82	7	4	3
26	Z	114	15	37	45	7	55	55	5	5	0*
27	AB	149	11	35	30	50	53	70	5	4	1
28	CD	833	51	125	21	260	397	79	5	2	3
29	EF	381	100	233	87	13	35	13	11	8	3
30	GH	367	140	201	92	0	26	8	15	14	1

No.	List of company	No. of total workers							No. of workplace welfare committee members		
		Total	Thai		%	Non-Thai		%	Total	Thai	Non-Thai
			Man	Woman		Man	Woman				
	Total	18,978	2,126	4,795	40	4,463	7,594	60	203	139	64

- Note;**
1. Proportion of Thai workers : Migrant workers (40:60) * 3.3 page 23
 2. There are 15 members have disabled workers. ** 3.1 page 22
 3. There are 6 members have aged over 60 years are still working

Photo : GLP Visits to TFFA ordinary members

Workplace environment



Work equipment, occupational safety and health



Community engagement





Grievance mechanisms and welfare committee activities in the workplace



Visiting the factory with the government (The Women and Children Labour Group of Labour Protection Division, Ministry of Labour)



CSRs: Sharing and donation items



3.2 Summary of GLP Visits

The GLP visits were conducted to 30 TFFA members, or 25% of the total 124 members with manufacturing factories. These factories, producing frozen food products that include shrimps, fish, and squids - are located in Samut Sakhon, Samut Prakan, Petchaburi Provinces, eastern provinces (Rayong and Cha Choeng Sao), and southern provinces (Chumphon, Songkhla, Ranong, Pattani, Trang, Pang Nga, and Phuket). Findings from the GPL visits reflected that the factories operated in compliance with Thai labour law and Good Labour Practice (GLP).

In summary, the visits did not find the use of workers under 18 years of age nor force labour. Workers are paid at a minimum wage and above through bank transfer and on time as workers are informed. Companies with 50 workers and above have elected workplace welfare committees, which regular meetings were conducted. Orientation sessions were conducted for new workers after being recruited. Training sessions on various issues were organised for workers on a regular basis – including occupational health and safety, food safety, labour rights, COVID-19 prevention and protection measures and fire drills. In addition, companies provide welfare and services other than specified by the law including free accommodations with minimal electricity and water supply charge, free transportation, food allowance, diligence allowance and survival kits.

Findings on TFFA members' compliance with Thai labour laws and GLP standards can be summarised in the following table. These findings already include ILO's recommendations on how companies can correct and improve their good labour practices. These actions can also be used for replication to promote good labour practice in other industries.

Recommendations	Year 2021	Year 2022	Details
<p>1. Promoting collaboration of the 3rd Party in GLP visits, increased number of interviewed workers, using independent interpreters while interview workers in factories.</p>	<ul style="list-style-type: none"> ● The visits to members' factories were conducted by TFFA which involve observing production line and virtual visits which include interviewing with Thai and migrant workers. 	<ul style="list-style-type: none"> ● The visits to members' factories were conducted by TFFA which involve observing production line and virtual visits which include interviewing with Thai and migrant workers. ● Consultations among TFFA members were conducted. TFFA also collaborated with civil society organisations to pilot their participation in GLP visits to member factories. This practice could also be replicated in the future. 	<ul style="list-style-type: none"> ● In 2021, GLP visits were conducted to 16 members or 12.8% of total members of TFFA in this year. ● In 2022, GLP visits were conducted to 30 members or 25 of total members of TFFA in this year. <p><u>Comparison between 2021 and 2022</u></p> <p>TFFA members have collaborated with government agencies and NGOs in the locality more than before.</p> <p>- Government agencies, including for the provincial office of labour protection and welfare, social</p>

Recommendations	Year 2021	Year 2022	Details
			<p>security, and immigration police had a chance to visit the factories to inspect factories’ practice relating to their mandates.</p> <p>- Civil society organisations also visited migrant workers in the factories—using the factories’ premises as a platform to provide training to migrant workers and distributing survival kits during COVID-19 pandemic.</p>
<p>2. Prioritise follow up and record the companies’ actions to correct their practices and improve working conditions for workers as reported/complained by workers.</p>	<ul style="list-style-type: none"> ● Complaints were made through different channels such as supervisors, human resource departments, opinion boxes and workplace welfare committees. 	<ul style="list-style-type: none"> ● Complaints were made through different channels such as supervisors, human resource departments, opinion boxes and workplace welfare committees. ● In addition, in 2022, workers can make complaints via social media. 	<ul style="list-style-type: none"> ● In 2021, urgent complaints were addressed immediately. Non urgent complaints were not timebound. ● In 2022, the system handling complaints was improved to include a clear and step by step complaint

Recommendations	Year 2021	Year 2022	Details
	<ul style="list-style-type: none"> ● Workers' complaints were addressed and rectified, but without time bound. Urgent complaints were addressed immediately but less urgent complaints are not bound by deadline. 	<ul style="list-style-type: none"> ● Workers' complaints were addressed and rectified with time bound action plan. Management system was designed to be more effective and benefit workers' interest. 	<p>procedure with required documents to be submitted by workers.</p> <p><u>Comparison between 2021 and 2022</u></p> <p>The GLP Visits found that, under the improved system handling workers complaints, complaint procedure has been more organized with sufficient support documents and actions are more promptly:</p> <ul style="list-style-type: none"> - When a complaint received, the workplace welfare committee shall organize a meeting to consider the complaint immediately. - Measures to address the complaint shall be decided within one week after receiving complaints. - Workers can submit complaint anonymously via suggestion boxes. In this case, the factory will investigate

Recommendations	Year 2021	Year 2022	Details
			the issues/concerns and report back to the complaints on bulletin board located near the suggestion box.
3. Prepare GLP Visits report in English to disseminate to buyers and interested audiences.	<ul style="list-style-type: none"> ● Report on GLP Visit and Progress was developed in Thai language and available on TFFA website: www.thai-frozen.or.th 	<ul style="list-style-type: none"> ● Report on GLP Visit and Progress was developed in Thai and English language and available on TFFA website: www.thai-frozen.or.th 	<ul style="list-style-type: none"> ● Please see further details in TFFA website: www.thai-frozen.or.th
4. Specify correction measures with timebound action plan and follow up measure.	<ul style="list-style-type: none"> ● TFFA recommended correction measures to factories to comply with the labour standards, such as making a copy of employment contract for employees and having application form, notices and information sheets in languages understood by employees. 	<ul style="list-style-type: none"> ● TFFA recommended correction measures to factories to comply with the labour standard and sent summary report of GLP visits to the factories. TFFA also recommended the members to develop a timebound action plan and report back to TFFA on progress of correction actions, including any newly developed policy documents in languages understood by employees. 	<p><u>Comparison between 2021 and 2022</u></p> <p>In addition to recommendations for correction provided to visited factories, TFFA sent summary report of GLP visits to visited factories. TFFA also recommended the members to develop a timebound action plan and send back to TFFA to use for monitoring the progress.</p> <p>Among 30 visited factories, 11 of them already developed their action plans and sent back to TFFA.</p>

Recommendations	Year 2021	Year 2022	Details
<p>5. Integrate GLP implementation plan into a tangible annual action plan with an authorized signatory.</p>	<ul style="list-style-type: none"> ● This was not done in 2021. 	<ul style="list-style-type: none"> ● In 2022, TFFA request its members to integrate GLP implementation into their annual action plan. 	<ul style="list-style-type: none"> ● Based on GLP Visits to 30 factories, 11 of them already submitted their GLP implementation plan with an authorized signatory by management.
<p>6. Prioritise and develop actions on equal participation of migrant workers and women workers in workplace affairs and activities.</p>	<ul style="list-style-type: none"> ● Visited factories prioritised equal participation of both migrant workers and female workers. <ul style="list-style-type: none"> - All factories promote female workers in factories' affairs and activities. - All visited factories prioritise health and wellbeing of pregnant workers. After being informed by workers that they are pregnant, factories would move them to other jobs that suitable for their conditions. 	<ul style="list-style-type: none"> ● Visited factories prioritised equal participation of both migrant workers and female workers with more emphasises on welfare provided to pregnant female workers. <ul style="list-style-type: none"> - Factories have better promoted equal participation of workers in factories' affairs. The election of workplace welfare committee members opens for all members including male and female workers and Thai and migrant workers to apply. 	<p><u>Comparison between 2021 and 2022</u></p> <p>Factories have better promoted equal participation of all workers in factories' affairs and activities including the following:</p> <ul style="list-style-type: none"> ● Workplace welfare committee <ul style="list-style-type: none"> - Factories promote equal participation of all workers in the welfare committees. In factories where no migrant workers were elected as members, management took the approach of assigning a migrant employee representative in each unit to be part of the team of

Recommendations	Year 2021	Year 2022	Details
		<p>However, the election resulted in all elected members were Thai workers. Companies planned that for the next election of workplace welfare committees, quotas for female and migrant workers.</p>	<p>workplace welfare committee.</p> <ul style="list-style-type: none"> - Factories provide incentives for workplace welfare committee members with uniforms provided to all members, lunch provided during quarterly meeting, and there were seminars and workshops organised outside the workplace. ● Pregnant workers <ul style="list-style-type: none"> - Workers register with human resource departments when they found out they are pregnant, and the company would move them to work in a job suitable for pregnant women. - Factories provide milk to pregnant workers.

Recommendations	Year 2021	Year 2022	Details
			- Company staff accompanying pregnant workers to hospitals for antenatal care and monthly check-up.
<p>7. Develop a measure to protect personal information of workers who submitted complaints. (to be added in the TFFA recommendations to visited factories and in the report)</p>	<p>● Factories have measure to protect person protection measures for personal information of workers who submitted complaints.</p>	<p>● Factories have measure to protect person protection measures for personal information of workers who submitted complaints and describe this provision in company’s policy document.</p>	<p><u>Comparison between 2021 and 2022</u> Factories have measure to protect person protection measures for personal information of workers who submitted complaints in both 2021 and 2022. In 2022, however, the measure has been described in the companies’ policy document especially under complaint mechanism of employees.</p>
<p>8. Develop a summary report highlighting gradual progress on GLP implementation comparing with previous years to demonstrate improvement and changes made.</p>	<p>● Not yet implemented in 2021.</p>	<p>● GLP Visit report provided an overview of progress made by factories visited.</p>	<p><u>Comparison between 2021 and 2022</u> When comparing between 2021 and 2022, it was found that factories have better prioritise reports and documentations to illustrate its progress in compliance with GLP and</p>

Recommendations	Year 2021	Year 2022	Details
			improving good labour standards in its member factories. The factories also ensure that all documents are translated into languages understood by workers, and develop policy documents on good labour practice, environment preservation and drug abuse prevention.
<p>9. Include gender equality and non- discrimination practices in GLP checklists and prioritise women’s rights in the workplace.</p>	<ul style="list-style-type: none"> ● Members started to see importance of women’s rights and turn it into practice. 	<ul style="list-style-type: none"> ● Members prioritized women’s rights by issuing a written policy documents on sexual harassment and non-discrimination practices. 	<p><u>Comparison between 2021 and 2022</u></p> <p>Factories are more aware of gender equality and women rights than in previous year, partly due to the ratio of female workers are higher than male.</p> <ul style="list-style-type: none"> - Factories developed corporate policies on sexual abuses and non-discrimination practices. - Factories established facilities for female workers including

Recommendations	Year 2021	Year 2022	Details
			<p>breastfeeding corners, provision of milk for babies and pregnant workers.</p> <p>- Factories established a nursery to provide childcare for Thai and migrant workers who have babies. Workers pay 2,000 Thai Baht per month for this service – which is cheaper than childcare centers outside the factories.</p> <p>Nurseries were operated based on pre-primary school standard with teachers, nurses and caretakers – where workers can leave the children in the morning and pick them up in the afternoon.</p>

3.3 Overview of results of GLP Visits in 2022

Topic	Details
<p>1.No child labour</p> <p>2.No force labour which includes the following practices: workers’ identification documents are not withheld, wage payment was made on time, pay slip was provided to workers in languages understood by them.</p> <p>3.Factories with 50 employees and above have elected workplace welfare committee, conducted meetings at least</p>	<p>1.1 100% of 30 factories visited do not hire workers under 18 years old</p> <p>2.1 From the GLP Visits to 30 factories, one factory was found to withhold workers’ identification documents. According to workers interviewed, workers voluntarily wanted the company to keep their documents to prevent loss.</p> <ul style="list-style-type: none"> - When workers’ work permits expired after 90 days, the company proceeded the extension of work permits on behalf of workers – which was considered convenient for workers. - Although the documents were kept with employers, workers have access to their identification documents as they can request for it at any time when need. For example, when workers need to carry their identification documents while going out of the factory premise, they can request to possess them at any time. <p>3.1 The visits found that factories with less than 50 employees also established a workplace welfare committee to coordinate negotiation and bargaining between employers and employees.</p>

quarterly, and submitted reports to provincial labour protection and welfare.

4. Factories with 200 employees and above have had a medical room and patient beds for workers.

5. Factories with 50 employees and above were obliged to establish a workplace occupational health, safety and environment committee with at least one meeting conducted on a monthly basis.

3.2 The visits also found that factories provide incentives for workplace welfare committee members with uniforms provided to all members, lunch provided during quarterly meeting, and there were seminars and workshops organised outside the workplace to strengthen work relationship between employers, the committee and employees.

3.3 Majority of workplace welfare committee have representatives of male and female, as well as both Thai and migrant workers as members. In some factories where no migrant workers were elected to the committee, management took the approach of assigning a migrant employee representative in each unit to be part of the team of workplace welfare committee.

4.1 30 factories visited (or 100%) have complied with this provision.

5.1 The GLP visits found that one factory with more than 50 employees has not had a workplace occupational health, safety and environment established. The factory already started the process of coordinate with government agencies in the area to

6.Rights and welfare for female workers.

seek advice on establishing one.

6.1 Factories promote the rights of female workers in different aspects including encourage them to participate more in the activities organised for workers and, in 2022, developed corporate policies on sexual abuses and non-discrimination practices.

6.2 30 member companies, or 100% of visited factories, complied with provisions related to pregnant workers' treatment. Workers informed human resource departments when they found out they are pregnant, and the company would move them to work in a job suitable for pregnant women.

6.3 Factories established facilities for female workers including breastfeeding corners

6.4 Other services are provided including provision of milk to pregnant workers, company staff accompanying pregnant workers to hospital for antenatal care and monthly check-up and establishing a nursery to provide childcare for workers who have babies, to name a few.

<p>7. Personal protective and work-related equipment</p>	<p>7.1 All companies provide personal protective equipment to workers – with 95 % of the companies provide for free of charge.</p> <p>7.2 Factories provide labour saving devices for workers, for example, footrest for workers in production line who stand for a long period of time</p> <p>7.3 Only 5 % of the visited factories provide PPE only partially. Some factories sell the equipment to workers at a price cheaper than market price during probation period. After workers pass probation period, all expenses paid by workers for PPE would be returned to them. According to the factories, this practice is for minimising factories’ cost on providing PPE to workers who stay for only 1-2 months and leave.</p>
<p>8. Other welfares</p>	<p>8.1 Factories provide accommodations for free of charge, with minimal electricity and water supply charge, free transportation, food allowance, diligence allowance and survival kits.</p> <p>8.2 Factories organised events and activities for workers and with surrounding communities such as children’s day,</p>

	community cleaning days, distribution of survival kits during COVID-19 pandemic, tree planting and other agricultural and environment related activities.
--	---

3.4 TFFA's Programme GLP Visit 2022

No.	List of company	Product	Province	Date	Note
1	Sea-Tech Intertrade	Shrimp, Soft shell Crab, Shellfish, Surimi	Samutprakarn	Jan 24,2022	Virtual Visit
2	Thai Heng Trading	Shrimp	Suratthani	Feb 18,2022	Virtual Visit
3	Goodluck Product	Shrimp	Samutsakhon	Mar 3,2022	Virtual Visit
4	Kianghuat Sea Gull Trading Frozen Food Public (Mahachai)	Cephalopod	Samutsakhon	Mar 9,2022	Virtual Visit
5	Andaman Seafood	Shrimp, Fish	Samutprakarn	Apr 7,2022	Virtual Visit
6	Chaicharoen Marine (2002)	Fish, Cephalopod	Pattani	Apr 19,2022	Virtual Visit
7	Kantang Seafood	Shrimp, Fish	Trang	June 9,2022	Virtual Visit
8	Viya Crab Products	Canned Crab	Suratthani	Aug 11,2022	Onsite

No.	List of company	Product	Province	Date	Note
9	Asian Seafoods Cold storage (Suratthani)	Shrimp, Cephalopod	Suratthani	Aug 9,2022	Onsite with The Women and Children Labour Group of Labour Protection Division (Secretary of the Sub- Committee to monitor and collect data on prevention and solution of child labour, forced labour, Labour Protection and Welfare Department, Ministry of Labour)
10	SRT Foods	Shrimp	Suratthani	Aug 10,2022	
11	Jaroensap Frozen Foods	Shrimp	Samutsakhon	Sep 16,2022 (A)	Onsite
12	Golden Sea Frozen Foods	Shrimp, Fish	Samutsakhon	Sep 16,2022 (M)	Onsite
13	Top Product Food	Shrimp, Soft Shell Crab	Phang-nga	Sep 1,2022 (A)	Onsite
14	Seaspire Phuket	Tuna	Phuket	Sep 2,2022 (M)	Onsite
15	Thai Ocean Venture	Tuna	Phuket	Sep 2,2022 (A)	Onsite
16	Asian Sea Corporation Public	Shrimp	Samutsakhon	Sep 23,2022 (M)	Virtual Visit

No.	List of company	Product	Province	Date	Note
17	Kitchens Of The Oceans (Thailand)	Shrimp	Chachoengsao	Oct 4,2022 (M)	Onsite
18	Yeenin Frozen Foods	Shrimp	Rayong	Oct 5,2022 (M)	Onsite
19	Thai Spring Fish	Cephalopod	Rayong	Oct 5,2022 (A)	Onsite
20	Seafresh Industry Public	Shrimp	Chumphon	Oct 7,2022 (M)	Virtual Visit
21	Pacific Fish Processing	Fish & Fishmeal, Surimi Product	Songkhla	Oct 11,2022 (A)	Onsite
22	S2K Marine Product	Cephalopod, Fish	Songkhla	Oct 12,2022 (M)	Onsite
23	Nissui (Thailand)	Salmon	Songkhla	Oct 12,2022 (A)	Onsite
24	Xian-Ning Seafood	Shrimp	Phetchaburi	Oct 20,2022 (M)	Onsite
25	Smile Heart Foods	Surimi Product	Samutsakhon	Oct 20,2022 (A)	Onsite
26	Marine Gold Products	Shrimp	Samutsakhon	Oct 25,2022 (A)	Onsite
27	Golden Seafoods International	Shrimp	Ranong	Oct 27,2022 (M)	Virtual Visit
28	Thaveevong Industry	Surimi Product	Samutsakhon	Nov 10,2022 (M)	Onsite
29	Pacific Marine Food Products	Fish & Fishmeal	Samutsakhon	Nov 11,2022 (M)	Onsite
30	Andaman Surimi Industries	Fish & Fishmeal	Samutsakhon	Nov 11,2022 (A)	Onsite

Note; 1.(M) = Morning 2.(A) = Afternoon