JOB DESCRIPTION

➢ Role Mandate

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Laboratory Technician</th>
<th>Band</th>
</tr>
</thead>
<tbody>
<tr>
<td>Function</td>
<td></td>
<td>Dept.</td>
</tr>
<tr>
<td>Manager</td>
<td>Erika Blickem</td>
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<td>Organization</td>
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Verified by (HRBP) | Date
Approved by (Manager) | Date

➢ Job Purpose

- Conduct qualitative, quantitative, analytical, and container examinations on samples of all COSI products.
- Maintain records and files of data collected. Enter evaluation data in Q.A. Database.
- Summarize data and prepare reports for management.
- Prepare product samples for management cuttings.
- Assist Consumer Affairs as needed.
- Participate in special projects as requested by management

➢➢ Job responsibility (action + output)

- Qualitative and quantitative evaluations are performed for all TU/COSI products, including private label products, according to evaluation schedule and special projects. Take pictures of samples when needed.
- Evaluate product packaging according to LACF requirements, such as double seam teardown evaluations, ensure all data is accurately recorded and all measurements are within specification.
- Evaluate consumer complaint samples and report results to Consumer Affairs on a timely basis.
- Manage all aspects of the QA Laboratory, including incoming samples, lab equipment, evaluation records and shipping.
- Develop and provide reports of product evaluations to QA management, including charts to summarize data and PowerPoint presentations of evaluation pictures.
- Train QC laboratory personnel in all aspects of product evaluation procedures, specifically product organoleptic, grading, drain weight and press weight evaluations.
• Organize and prepare samples for product cuttings, including weekly Brand Strategy, quarterly Competitive Can Cut, Specialty Seafood, Food Service, new employee Onboarding Can Cut and R&D Samples. Many of these cuttings require prior product evaluations. Summarize and communicate descriptions of product quality and specifications during cuttings to the team.
• Organize and prepare samples for third party laboratory analysis as needed, including nutrition analysis and quarterly food safety and quality verification.
• Provide support for in continuous improvement of product quality (Quality Improvement Project) by organizing product cuttings, summarizing evaluation results and audits to management and communicating observations regarding product quality and specifications.
• Assist in the development of product specifications and quality continuums.
• QA Laboratory samples are maintained complete and, unless otherwise directed, within shelf life/best by date codes.
• Ability to travel as needed.
• Ability to work unsupervised for long periods of time, adapt to changing prioritize and prioritize projects, as needed.
• Maintain a clean and organized laboratory and work space.

➤ KPIs

**Quantitative:**
• Monthly reports, summaries and charts on quality evaluation of audit samples and import co-packer products.
• Consumer Affairs evaluations performed and results communicated to Consumer Affair team within 1 week of receipt.
• Product evaluation reports are provided to Quality Assurance management within 1 week of completion or as requested.

**Qualitative:**
• Training modules developed and maintained of product evaluations and lab procedures.
• Samples are organized and available for product cuttings and product evaluations.
• Samples for third party laboratory analysis are prepared and shipped within project timelines.

➤ Reports & Team

Direct sub-ordinate ____0____ persons:
•

Indirect sub-ordinate ____0____ persons:
•

➤ Relationship/ Communication

Internal:
• Marketing
• Procurement
• Logistics/Supply Chain
• Sales
• Plant Quality Control
• Operations

External:
• TMP (Consumer Affairs Company)
• Wolfgang Plath (Inspection Company)
• Third Party Laboratory of nutrition, microbiological and chemical (Michelson, Covance)
• Laboratory Supply Vendors

Profile/Qualifications

Education:
• College graduate with emphasis on science / chemistry or equivalent experience.

Experience:
• Knowledge of commonly used computer software.
• Knowledge of approved basic laboratory, analytical and quality evaluation procedures, preferred.
• Knowledge of seafood preferred.

Competencies:

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<tr>
<th>General and Functional skills</th>
<th>BA</th>
<th>WK</th>
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<th>T</th>
<th>Comments</th>
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<tbody>
<tr>
<td>1 Product Management</td>
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<td>2 HACCP (FDA Regulation)</td>
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<td>3 Low Acid Canned Foods (FDA Reg)</td>
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<td>4 Established Product Standards</td>
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<td>5 Organoleptic Evaluation</td>
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<td>6 Product Evaluation Procedures</td>
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Leadership Behaviors aligned with our Big 6 Values

<table>
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<tr>
<th>Values</th>
<th>Expected Behaviors</th>
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<tbody>
<tr>
<td>Passionate</td>
<td>Share product observations with team members</td>
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<tr>
<td>Humble</td>
<td>Accept support or advice from other team members</td>
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<tr>
<td>Respectful</td>
<td>Respond to requests within a timely manner</td>
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<tr>
<td>Responsible</td>
<td>Provide support to all project functions and team members</td>
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<tr>
<td>Collaborative</td>
<td>Work closely with other QA Team members to develop/improve product specifications or evaluation methods</td>
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<tr>
<td>Innovative</td>
<td>Support innovation activities through product cuttings, evaluations and specification development</td>
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Thai Union Group Public Company Limited or ‘TU’, (listed in Stock Exchange of Thailand) is the world’s trusted seafood leader, leveraging its expertise, bringing high quality, safe, delicious and seafood products to customers across the world for over 40 years.

Today, Thai Union is regarded as the world’s largest processor of shelf-stable tuna products with annual sales exceeding THB120 Billion and a global workforce of over 46,000 people who are dedicated to pioneering sustainable and innovative seafood products.

The company is dedicated to producing sustainable, convenient and quality seafood products for healthy families worldwide. Its brand portfolio includes Thai-leading brands Sealect, Fisho, Marvo and Bellotta; as well as highly recognized international brands Chicken of the Sea, John West, Petit Navire, Parmentier, Moreblu, King Oscar and Rugen Fisch.

As a company committing to innovation and globally responsible business practices, Thai Union is proud to be a member of the United Nations Global Compact, a founding member of the International Seafood Sustainability Foundation (ISSF) and the first Thai company in the food products sector to be recognized as a member of Dow Jones Sustainability Indices (DJSI) Emerging Markets 2016 – for the third year running.

As a global seafood leader, we have a responsibility to set the standard for social, environmental and economic responsibility.

We heeded our stakeholders’ calls with SeaChange®, Thai Union’s sustainability strategy with measurable commitments to delivering real, lasting changes in the way we operate. SeaChange® aims to drive a positive transformation throughout the global seafood industry.

For further information, please visit www.thaiunion.com