

**Note of Seafood Ethics Common Language Group (SECLG) meeting held at Friends House, London. Thursday 21 July 2016**

**1. Welcome, introductions and apologies**

Estelle Brennan welcomed everyone to the meeting.

**Attendees**

Aisha Aswani	Co-op
Alessa Rigal	Ethical Trading Initiative
Alex Olsen	Esperson
Alma Bonilla	Joseph Robertson Ltd
Andrew Mallison	IFFO
Angela Doherty	CP Foods
Ben Rutledge	Ethical Trading Initiative
Brett Dodge	Ergon Associates
Chris Brown	Asda
Claire McKeon	Garda National Protective Services Bureau
David Dickens	Fishermen's Mission
David Hammond	Human Rights at Sea
David Parker	Young's Seafoods
Dominique Gautier	SeaFarms
Elisabeth Mavropoulou	Human Rights at Sea
Estelle Brennan	Lyons Seafoods (Chair)
Fergus Morgan	2 Sisters Food Group
Helen Duggan	Seafish
Huw Thomas	Morrisons
Josh Stride	Fisheries and Supply Chain Consultant
Justine Currell	Unseen
Kara Brydson	Seafish
Karen Green	Seafish (Minutes)
Ken Fleming	International Transport Workers Federation
Kevin Powell	Icelandic Seachill
Klara Skrivankova	Ethical Trading Initiative/Anti-Slavery International
Laky Zervudachi	Direct Seafoods
Laura Falk	Sainsbury's
Libby Woodhatch	Seafish
Maria Varbeva-Daley	BSI Group
Marylin Bell	Seafish
Mel Groundsell	Seafish
Melanie Siggs	Sancroft International
Melissa Pritchard	New England Seafood
Michaela Archer	Seafish
Mike Berthet	Global Aquaculture Alliance
Mike Mitchell	Fair Seas Consultancy
Morven Robertson	Friend of the Sea
Natasha Zervudachi	Bidvest Fresh
Nichola Smith	International Transport Workers Federation
Peter Andrews	British Retail Consortium
Robert Greenwood	National Federation of Fishermen's Organisations
Roger Plant	Issara Institute

Ross Jolliffe	Cefas
Sam Rush	Consultant
Sian Turner	National Crime Agency
Stephan Jermendy	Environmental Justice Foundation
Stewart Cuchey	Cefas

**Apologies were received from**

Alison Austin	Seafish Board
Andres Reyes-Alzate	Lovering Foods Ltd
Andy Hickman	Tesco
Audrey Guichon	The Freedom Fund
Barry Harland	Whitby Seafoods
Clare Dodgson	Seafish Board
Clare Norman	Waitrose
Colleen Theron	CLT Envirolaw
Dan Lee	Global Aquaculture Alliance
Dario Galasso	Project Scale, Interpol
Elena Piana	SeaFarms
Emi Katoh	MRAG
Emily Pearce	Co-op
Helen McTaggart	M&S
Jeremy Langley	Waitrose
Louise Unsworth	Maritime and Coastguard Agency
Lucy Blow	New England Seafood
Malcolm Morrison	Scottish Fishermen's Federation
Neil Auchterlonie	IFFO
Nick Kightley	ETI
Parosha Chandran	Barrister
Steve Bridges	CP Foods
Tom Pickerell	Seafish
Tracey Strauch	Birds Eye Igloo

**2. Minutes of the previous meeting on 10 February 2016 and outstanding actions. Estelle Brennan, Chair.**

The final minutes were accepted as a true reflection of the meeting and have been added to the Seafish web page. Attendees were asked to take note of the meeting guidelines. In the following minutes Seafish will provide a link to the various presentations given at the meeting but not summarise the whole presentation. In the main we do not attribute the comments made at the meeting. Estelle welcomed everyone to the meeting and reflected on the last two years and what we have worked on collaboratively.

**Mapping and risk assessment - seafood risk assessment tool and supply chain signposting.**

**3. Speaking a common language: “modern slavery” terminology in context. Klara Skrivankova, Ethical Trading Initiative/Anti-Slavery International.**

[http://www.seafish.org/media/1643046/seclg\\_july2016\\_terminology.pdf](http://www.seafish.org/media/1643046/seclg_july2016_terminology.pdf)

This is about framing the discussion with the terms modern slavery/contemporary slavery used as umbrella terms. Whilst there has been ongoing discussion for decades in practice there is still confusion and overlap. There is a difference between the definition and what we see in reality and we need to consider how the worker fits into that dialogue. The term modern slavery has become the dominant term, but modern slavery does not have a legal definition, it is used as an umbrella term but can mean a number of things depending on who we are talking about. In the UK we talk about various situations where slavery is occurring, which are all criminal offences across the multi-jurisdictional UK.

There are also other terms used. There is an international definition of trafficking. Trafficking is the process of bringing a person into a situation of exploitation and this involves three elements. There is an International Labour Organisation (ILO) definition of forced labour. This is now quite an old definition and today is a little difficult to understand, but there are also ILO indicators of forced labour. Exploitation is also a term often used. There is not yet an agreement on what would constitute exploitation but reference to situations where exploitation may occur. Exploitation is a situation which deviates substantially from the norm, often with deterioration over time. There is generally talk about a continuum of exploitation with varying degrees of severity and illegality. From a workers perspective the situation is very rarely static. A worker may expect exploitation as the norm as they may come from somewhere where conditions are harsher.

The crux is where to draw the line? For enforcement there must be proof.

- How much do definitions matter in practice? From a supply chain perspective if you know something is wrong there is a duty to act. This is very much case based and in a legal context the correct legal definition needs to be applied.
- Who is responsible? There is a legal duty of care on employers and businesses.
- When do you involve the authorities? It does depend on the jurisdiction but in the UK you can be reasonably confident UK authorities will deal with this. In other countries not so obvious.
- The key consideration is the risk to the worker. Mitigating/resolving the situation for the worker is the priority.
- After the worker issue is resolved than ask why the exploitation occurred in the first place and start to address any underlying causes.
- Good practice involves a multi-stakeholder response and strategy development

#### Discussion

- **Q.** This seems to be a minefield. Are there any recommendations on who to report to? **Answer.** In terms of investigation it is good to have a framework in place. For anyone operating in an environment where there are issues it is important to know who to call. Is there a hotline? Do you know who you would call? Who is responsible? But be very careful about trying to take on the role of the police. There are various frameworks in place to deal with the immediate need, but the next step is to deal with the underlying causes.
- **Q.** I have been aware of issues with gangmasters in the past. Are the issues the same and have things improved? **Answer.** Yes basically we are talking the same issues and yes, under the Gangmaster Licensing Authority things have improved. There is now the opportunity, under the Immigration Act, to re-look at the role of the GLA and expand its remit and this is considered likely to extend to fishing. The advice is to make the GLA the first point of contact and far better to share than investigate individually.
- There was discussion over whether the duty to investigate claims of forced labour was enshrined in law.
- Under the ILO 11 indicators it does not take much to nudge into a forced labour situation, for example, this can occur on a fishing vessel which is isolated and where movement is restricted. There will be those who may not have planned exploitation but it occurs.
- **Q.** It is very common for skippers to retain passports. What is difference between holding a passport for safety purposes and holding it as exploitation? **Answer.** The difference is whether you can access your passport or get a copy at any time. In the UK holding some else's passport is a criminal offence.
- There are two sides to this. On the one side labour justice, and on the other side criminal justice. There are hardly ever successful prosecutions in the criminal justice route, so it is important to go down the labour justice route. The seafood industry has to grapple with this and needs a Code of Practice.

#### **4. Progress of risk assessment tool and Seafish supply chain signposting. Michaela Archer, Seafish.**

[http://www.seafish.org/media/1643049/seclg\\_july2016\\_risk\\_tool\\_and\\_supply\\_chain\\_mappin\\_g.pdf](http://www.seafish.org/media/1643049/seclg_july2016_risk_tool_and_supply_chain_mappin_g.pdf)

##### **Risk assessment tool**

The request from SECLG was to work on one risk assessment tool but to get industry input on this; to look at what happens after the initial risk rating to understand what you would need to do if a risk was highlighted. The framework for the risk tool is the fishery and the country. This focusses on whether there are credible reports of slavery in a fishery or country published within the last five years and looks at an assessment of critical, high, medium or low risk, and the importance of mitigation measures. We need to ID these measures so an entire country's fisheries are not downgraded due to the activities in one fishery e.g. the UK and scallops. The assessment tool methodology is in draft form and has been just been issued by the three partners to external reviewers. A date in August has been set for feedback. The idea is to have a collective platform and we are hoping to share resources and roll out the profiles on our respective tools. We will all be using the same profiles developed using the same framework and evidence.

##### Discussion

- **Q.** Is it the intention Seafish will have a webpage and monitor where each country stands in terms of key reports and legislation including whether countries be listed as signing up for the Palermo Protocol or Port State Measures? **Answer.** A fishery could have multiple countries fishing it which makes it complicated. For each profile we will make available the detail and evidence of how that profile was derived.
- **Q.** Where there is no information on a country or fishery is it by default considered risky or not risky? **Answer.** If there is no evidence at fishery level you would do down to the next level (high) which is based on fishing activities within the country. We are also looking for feedback on this.
- **Q.** Who is reviewing the tool, does it include retailers and Stronger Together? **Answer.** There is a very wide range of peer reviewers including industry and NGOs.

##### **Supply Chain signposting**

Seafish is developing a signposting tool to help seafood buyers with guidance on understanding and managing social issues in their supply chain. The risk assessment tool will help identify what the issue is and where are the risks. Once a risk has been identified the signposting tool will provide information on what the supply chain do. This online tool will provide simple signposting to numerous tools and approaches.

#### **5. Seafish Responsible Fishing Scheme update. Kara Brydson, Seafish.**

[http://www.seafish.org/media/1643052/seclg\\_july2016\\_rfs.pdf](http://www.seafish.org/media/1643052/seclg_july2016_rfs.pdf)

The Responsible Fishing Scheme was officially launched in the House of Commons in January 2016. In total 164 vessels are in application with 24 certified. The Scheme has been publically committed to by a number of retailers by including RFS vessels in their sourcing policies. Seafish has run one-day courses aimed at skippers, vessel owners, POs and supply chain contacts to equip attendees with the knowledge to support others through the RFS audit process. International roll-out of the Responsible Fishing Scheme has always been the plan. Feasibility studies carried out working with vessels from the Icelandic cod and Peruvian anchovy fisheries have been very successful in demonstrating the international applicability of the RFS Standard. The next step is to use the results to inform the development of the International Translation Process, which will be how international fleets can enter RFS and over the coming months we'll need to identify fleets with the resources and commitment to fund and participate in International pilots. A Vessel Improver Programme toolkit has been finalised in draft. We now need to road test the "VIP Toolkit" and have identified two pilots – the Ben Tre project is progressing well with Phase 1 well underway and we're supporting the IPLNF in facilitating a second pilot which will enable us

to capture feedback from a tuna fishery's perspective. We are also working with the Marine Stewardship Council on a pilot in Poole to see how MSC and RFS certification could work together. The future of RFS beyond the current Seafish Corporate Plan (post March 2018) is currently being discussed internally.

### Discussion

- **Q.** The real issue for me is knowing what the workforce says not the managers. Do you think this has been covered? **Answer.** The RFS is not a social audit – it looks at responsible vessel operations. Ethics and welfare considerations are a key part of the standard and we have involved ethical NGOs in the governance process from the start. We aim to be as comprehensive as possible but this is a new scheme and it is the first time it has been trialled but over time it will evolve. We have auditor guides and ways they can look for information. We hope we will be able to spot the signs but do understand the limitations. If there are crew on board the auditor can speak to the crew.
- **Q.** If only the skipper is asked can people validly use RFS to say there is no exploitation in the supply chain. **Answer.** The RFS is not a social audit – it audits compliance to high standards of vessel operations and provides an independent, third party assurance mechanism for the supply chain.
- **Q.** Who is the certification body? **Answer.** Acoura Marine provide independent third party auditing. They are fully trained.
- **Q.** I have concerns about the composition of the crew. A number of Scottish boats have been certified which assumes that none of those boats are using undocumented migrant workers? **Answer.** It is possible non-EEA workers are employed legally on those vessels which work outside of 12nm. The fact they are on board does not mean they are illegal.
- There is no mention of a worker representative group being involved in the RFS governance process which creates concerns about human resources and a 'crew voice'. **Answer.** The governance group does include end to end supply chain representation, and ETI and EJF have been on the RFS Oversight Board since the beginning. We would welcome further feedback from organisations not formerly linked to the governance structure.
- The RFS is a tool to showcase responsible vessel operation. It is a voluntary scheme designed to make things better. It has not been easy to get to this point and we want help to keep this improving.

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### Update on Thailand

#### **6. Assessing Government and Business Responses to the Thai Seafood Crisis. Josh Stride, Consultant.**

[http://www.seafish.org/media/1643055/seclg\\_july2016\\_thailand.pdf](http://www.seafish.org/media/1643055/seclg_july2016_thailand.pdf)

The aim was to provide independent, impartial, field-based assessment of recent government and private sector reforms

#### Observations:

- There is regulatory failure and it would be very premature to say everything has been sorted or solved. This is still very much a work in progress.
- A Tier 3 ranking on the U.S. Trafficking in Persons report made the Thai Government take notice, however the EU IUU yellow card has had an immediate impact and has been a catalyst for change coupled with a lot of pressure from the private sector.
- Positive action has come out of the negative media coverage with lots of legislative and regulatory reform.
- The Thai Government has worked to restructure. This is a work in progress but there are still entrenched problems.

- On paper all the reforms look very good, but the purpose of this research was to find out how well it was working. The structure is a centralised Government with a lot of provinces. There is a political will at a high level to make changes and the right noises are being made but there is strong local resistance.
- By going to the ports it was possible to see what was actually working and what was not. On paper Thailand now has one of the best inspections schemes anywhere in the world but implementation is another aspect. Everything is meant to be checked as vessels come to port with further inspections at sea so that there is 100% inspection. This is a big ask and an overreach.
- There is significant variance in the Port in:Port out inspections with some indication that while they were being observed the inspection was more vigorous. The key issue is that there is variance in the inspections and the inspections lacked vigour, were often very cursory, there were no translators and an over reliance on the identity card issued to all migrant workers. There appears to be the assumption by the Thai Government that if you have an ID card everything is OK. The inspection target of 100% seems to be a tick box exercise. The most fundamental aspect is that there is no translator and they are not actually boarding the vessels or if they were it was a very cursory inspection. A large number of people are missing and there is too much focus on easy paperwork.
- There are also a number of other issues: There is no real-time VMS tracking facility in ports; inadequate resource and funding allocation; undue influence from local businessmen; regular personnel changes; inadequate specialisation/expertise; intra-Governmental cooperation is a challenge; labour shortage and informal recruitment remains; and an overreliance on technological fixes.
- The Thai Government has made huge steps. There is a decent framework in place but it is now a matter of implementation.

#### Discussion

- **Q.** Within the inspections is non-conformity being highlighted? **Answer.** No. At high level procedures are in place, but at lower levels a lot of small scale abuse is not being addressed and there is abuse of the visa system.
- **Q.** Has there been any response to this report from the Thai Government? **Answer.** No there has not and I feel there should be some response.

#### **7. Developments with Project Issara. Roger Plant, Chair, Issara Institute.**

[http://www.seafish.org/media/1643058/seclg\\_july2016\\_issara.pdf](http://www.seafish.org/media/1643058/seclg_july2016_issara.pdf)

The Issara Institute was formally registered in August 2015 as non-profit organisation in US. A Strategic Partners programme was launched in January 2016. This brings together an expanded group of retailers and importers. There are three main work areas: 1. The Issara Labs - a new database for risk mapping and analysis in business partner supply chains which includes a Burmese language smartphone App for migrant workers. 2. A Strategic Partners Programme and the use of the inclusive Labour Monitoring method, the alternative to social auditing. 3. Freedom of Choice - support for victims of trafficking with a menu of choice which includes cash transfers, and legal and health support. The strategic partners do want different growth and direction with some wanting product expansion beyond seafood and some thought of geographical expansion.

A practical example was given of the work of the Issara Institute model. A factory said they used an employment agency to employ non Thai workers but lots of workers complained of issues with the agency making deductions from their wages. The Issara Institute collated a full dossier of information from multiple sources and went back to factory and asked to work co-operatively. The factory sacked the agency and started to recruit directly.

## **8. Shrimp Sustainable Supply Chain Task Force. Dominique Gautier, SeaFarms/Huw Thomas, Morrisons.**

[http://www.seafish.org/media/1643061/seclg\\_july2016\\_task\\_force.pdf](http://www.seafish.org/media/1643061/seclg_july2016_task_force.pdf)

The Task Force is the only international multi-stakeholder collaboration with entire supply chain participation addressing the risks of forced labour, human trafficking and IUU Fishing in the seafood supply chain. It is all about implementing practical solutions. The Task Force is now registered in the US and has 20 business members who all contribute to the budget (with a possible 18 further businesses interested in joining). The Task Force has also appointed an Advisory Group to make recommendations to the board.

A number of sub groups have been set up.

1. Vessel compliance and monitoring to understand the vessels
2. Surimi and traceability
3. SFP warranty adoption
4. Vessel Monitoring systems
5. Fishery Improvement Projects development
6. Independent validation
7. Tuna oversight to look at tuna supply chains
8. Farm to plate to do some education and speak to workers and implement lock traceability on feed

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## **UK and Ireland - Monitoring and control**

### **9. The process to identify and remove human trafficking victims from fishing vessels.**

Sian Turner, Organised Crime Command/UK Human Trafficking Centre, National Crime Agency.

[http://www.seafish.org/media/1643064/seclg\\_july2016\\_nca.pdf](http://www.seafish.org/media/1643064/seclg_july2016_nca.pdf)

This focussed on the role of the UK Human Trafficking Centre at the National Crime Agency as the one stop shop to deal with trafficking and modern slavery issues. This unit is very victim focussed. New legislation in July 2015 provides the legal definition of slavery, servitude and human trafficking as specific offences. There are also clear distinctions between human trafficking and human smuggling. The Modern Slavery Act 2015 (MSA) puts the onus on statutory bodies to act and lists the powers to arrest.

The National Referral Mechanism (NRM) provides the means to record all issues. All the published facts and figures come from these forms; however the statistics are seen to be the tip of the iceberg. Maritime referrals represent only 1% of the labour exploitation being reported and there were no referrals in 2015 and 2016 from the fishing sector (it is not clear if this is because people don't speak up, or they don't see it, or there have not been any instances). There was reference to Operation Alto in Scotland 2012/2013 involving at least six fishing vessels which is still ongoing. Eight Filipino men were recovered from the vessels and referred to the NRM. From this the authorities were able to look at other vessels. However there was also the realisation that UK law was not adequate and there was no legislation to ask those boats to come inshore. That is why we now have the MSA.

A reception centre has also been established to enable: the identification of victims of trafficking/modern slavery; the protection and safety of vulnerable and exploited people; the collection of evidence in an evidential form; and the relocation of people to a safe environment with consideration of HR and dignity.

#### **Discussion**

- **Q.** There are issues over whether victims are treated as illegal migrants rather than as potential abused victims. How can we ensure there is a differentiation? Is there training? **Answer.** This is the role of the Immigration Service and we do advise the

Immigration offices to look for trafficking indicators. Since the MSA there is training but not all forces are following this advice and training.

- A description was given on the process followed by say someone from the Philippines coming to work here. He has to have papers in order to leave the country they come from. When they get here they are completely disorientated. A trained officer should be able to differentiate between illegal migrants and those who have followed the legal process and are potential victims of abuse.
- There is frustration over imminent prosecutions that have been mooted that have still not appeared. It is hoped that the MSA and agencies working together better will improve the situation.

#### **10. Progress in Ireland - Atypical Worker's Scheme and the new Stakeholder Group. Claire McKeon, Human Trafficking Investigation & Co-Ordination Unit, Garda National Protective Services Bureau.**

[http://www.seafish.org/media/1643067/seclg\\_july2016\\_ireland.pdf](http://www.seafish.org/media/1643067/seclg_july2016_ireland.pdf)

Claire updated the group on the progress of the Government task force on non EEA workers in the Irish fishing industry and the sector specific 'atypical worker permission mechanism' which means all migrant (non-EEA) workers recruited to work in the Irish fishing sector will be engaged through a standardised and transparent process with a valid contract of employment reflecting national and EU legislation in terms of the right to a safe working environment, regular breaks and rest periods, annual leave and payment of a statutory minimum wage. The Task Force recommended that the State establish a depository of such atypical worker contracts to be put in place which will also monitor overall numbers (to be capped at 500), allocating a unique reference number to each contract.

The scheme commenced on 15 February 2016 with the first three months confined to Non-EEA crew members who are already working in Ireland. After 15 May 2016 all non-EEA workers intending to work in the fishing industry had to obtain an Atypical Worker Permission from INIS and Visa clearance, if applicable, prior to entering the State. As part of the Scheme vessel owners must comply with the licence condition that at least 50% of the crew of a sea fishing vessel must be nationals of EU Member States. The Scheme deadline was extended to 30 June 2016. There have been 165 applicants and to date 130 have been processed.

There was mention of the Santa Marta Group North Atlantic Maritime Project, which in Ireland initially tried to encourage cross-agency working. A large number of organisations are now involved and this has the benefit of raising awareness, increased training opportunities, research, an EU Directive on Victims' Rights, operational actions and building partnerships.

#### Discussion

- **Q.** Has the introduction of a fee influenced the success of the Scheme? **Answer.** After the Guardian articles the Government decided to extend their 90 day scheme for those coming to work in Ireland to 360 days for fishing sector. The Scheme provides the framework but does need enforcement. The key to getting this off the ground was getting all the key players together.
  - **Q.** Is it all non EEA – or does 12nm rule apply? **Answer.** All non EEA. The Scheme is in its infancy but if the take up is 130 this would indicate there are more outside of the scheme than in. It is misleading to think that there are only 130 non-EEA fishermen working in Irish fishing fleet.
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## **Modern Slavery TISC statements - current reporting landscape**

Under S.54 of the Modern Slavery Act 2015 organisations are required to report on the processes and due diligence taken to ensure that their supply chains are slavery free. This 'Transparency in Supply Chains' clause requires organisations with a worldwide turnover of £36m or more and that have a 'demonstrable' presence in the UK to produce and publish a slavery and human trafficking statement each financial year ending on or after 31 March 2016. There is no mandatory requirement for companies to upload their Transparency in Supply Chain statements to a central register. During the passage of MSA 2015 Government was very clear a central registry was desired but would not be set up by Government however a central repository would be a means to increase transparency and make it easier for consumers and others to view the statements.

### **11. Central registry for business transparency statements. Justine Currell, Unseen.**

[http://www.seafish.org/media/1643070/seclg\\_july2016\\_unseen.pdf](http://www.seafish.org/media/1643070/seclg_july2016_unseen.pdf)

Justine outlined the work of Unseen and [www.tiscreport.org](http://www.tiscreport.org) which is a central registry for business transparency statements for all businesses, regardless of size, which operates a subscription model with a fee of a minimum £200 + VAT which supports wider efforts to tackle modern slavery through the new modern slavery helpline and resource centre. In terms of functionality visitors will be able to look at statements by businesses and by sector as the list builds. Filing with [www.tiscreport.org](http://www.tiscreport.org) demonstrates a conscious commitment to transparency.

### **12. Business & Human Rights Resource Centre. Klara Skrivankova, Ethical Trading Initiative/Anti-Slavery International.**

Many believe that Government should take responsibility for a central registry and a number of key stakeholders – ETI, Business & Human Rights Resource Centre, Anti-Slavery International, FLEX, KnowTheChain, Humanity United, Freedom Fund and the CORE Coalition have canvassed for a transparent, free and open access registry. The Business & Human Rights Resource Centre registry of slavery and human trafficking statements <https://business-humanrights.org/en/registry-of-slavery-human-trafficking-statements-under-uk-modern-slavery-act/> under the UK Modern Slavery Act is collating statements in a free searchable dynamic database. To date there are 380 statements. One of the key issues is not knowing exactly who is required to report with requests for Government to publish a list so everyone knows. It is very difficult to create a good system when there is a lack of knowledge about who is required to report.

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### **13. Implementation of the UN Guiding Principles on Business and Human Rights/Expansion of the Missing Seafarers Reporting Programme. David Hammond, Human Rights at Sea (HRAS).**

[http://www.seafish.org/media/1643073/seclg\\_july2016\\_hras.pdf](http://www.seafish.org/media/1643073/seclg_july2016_hras.pdf)

There is no real requirement to implement the UN Guiding Principles on Business and Human Rights ...unless driven by civil society (external), internal management (policy) and in-house champions. There is also no indication whether businesses understand what the UNGPs are and why their integration and implementation will benefit the business? If there is the relevant professional expertise to advise the senior management team and Board correctly? If there is any policy commitment to implementing the UNGPs? If there is a set of core corporate principles and values that uphold the UNGPs and specifically the second pillar of 'Respect' as a matter of agreed company policy? There also needs to be clarity as to whether the conversation is about human rights or labour rights which are two very different rights agendas.

Human rights at sea are fundamental and HRAS has expanded the Missing Seafarers Reporting Programme to include fishers <https://www.missingseafarers.org/> and have also

launched an initiative to use Android app called 'eyeWitness to atrocities' which hides pictures on a mobile phone through encryption, which could be used to prove human rights and labour abuses.

The first International Maritime Human Rights Conference 'Respect, Responsibility, Remedy in the Maritime Environment' will take place at the Royal College of Surgeons, London on 14 September 2016. This will explicitly address cross industry, civil society and government concerns and strategies concerning human rights protections, respect and remedies for abuses in the maritime environment. Topics to be addressed include: Seafarer welfare – challenges, responsibilities and the future; The fishing community; Gender and LGBT at sea; CSR and the application of the UN Guiding Principles on Business and Human Rights; Refugees, migrants, immigration and shipping – abuses, investigation and remedies. See: <http://mar-rights.com/registration-2/>

#### **14. Date of the next meeting.**

Estelle thanked all the speakers for their insight and commented we are still on this journey but there has been a lot of passion in the room today. The date of the next meeting was not discussed but was later set as Wednesday 25 January 2017.