


THIRD PARTY CERTIFICATION

The example of the Fair food program

SWFPA AND SWFPA CREW SERVICES

- ❖ Represent 260 vessels and 1400 crew
- ❖ Wholly owned subsidiary in SWFPA Crew services
- ❖ Provider Bupa Healthcare
- ❖ Members of various industry forums



SWFPA
The Scottish White Fish Producers Association Ltd

444 (0)1346 585 367/585 368 info@swfpa.com REGISTER LOGIN

HOME ABOUT SERVICES DOCUMENTS DOWNLOADS GEAR LOCATIONS GILL NETS & LINE MEDIA BLOG MEMBERS SUSTAINABILITY

SEARCH

ABOUT

Our fishermen are the last of Scotland's hunter-gatherers. We are their voice

We are the Scottish White Fish Producers Association.
Formed in 1943, SWFPA is the largest fishing association in Scotland - and in Europe. We represent around 220 vessels and 1,400 fishermen who contribute a collective £158 million to Scotland's economy.

What We Do


We are the political voice of our members. This means we continually speak to our fishermen - hearing their experiences, concerns, and insights - and then relay those messages to policymakers and other relevant industry figures. This helps facilitate a sustainable fishing sector which works for the environment, for consumers, and for the fishermen.

The Environment

We value our industry's wealth not only by its income but also by the health of its resources. That's why we are always working to improve the way the seas are managed.

OUR ROLE

- ❖ Horizon Scanning – Problem solving
- ❖ Wholly owned subsidiary - SWFPA Crew services
- ❖ Provider of Bupa Healthcare
- ❖ Members of various industry forums



SWFPA
The Scottish White Fish Producers Association Ltd

444 (0)1346 585 367/585 368 info@swfpa.com REGISTER LOGIN

HOME ABOUT SERVICES DOCUMENTS DOWNLOADS GEAR LOCATIONS GILL NETS & LINE MEDIA BLOG MEMBERS SUSTAINABILITY

Search

ABOUT

Our fishermen are the last of Scotland's hunter-gatherers. We are their voice

We are the Scottish White Fish Producers Association.
Formed in 1943, SWFPA is the largest fishing association in Scotland - and in Europe. We represent around 220 vessels and 1,400 fishermen who contribute a collective £158 million to Scotland's economy.

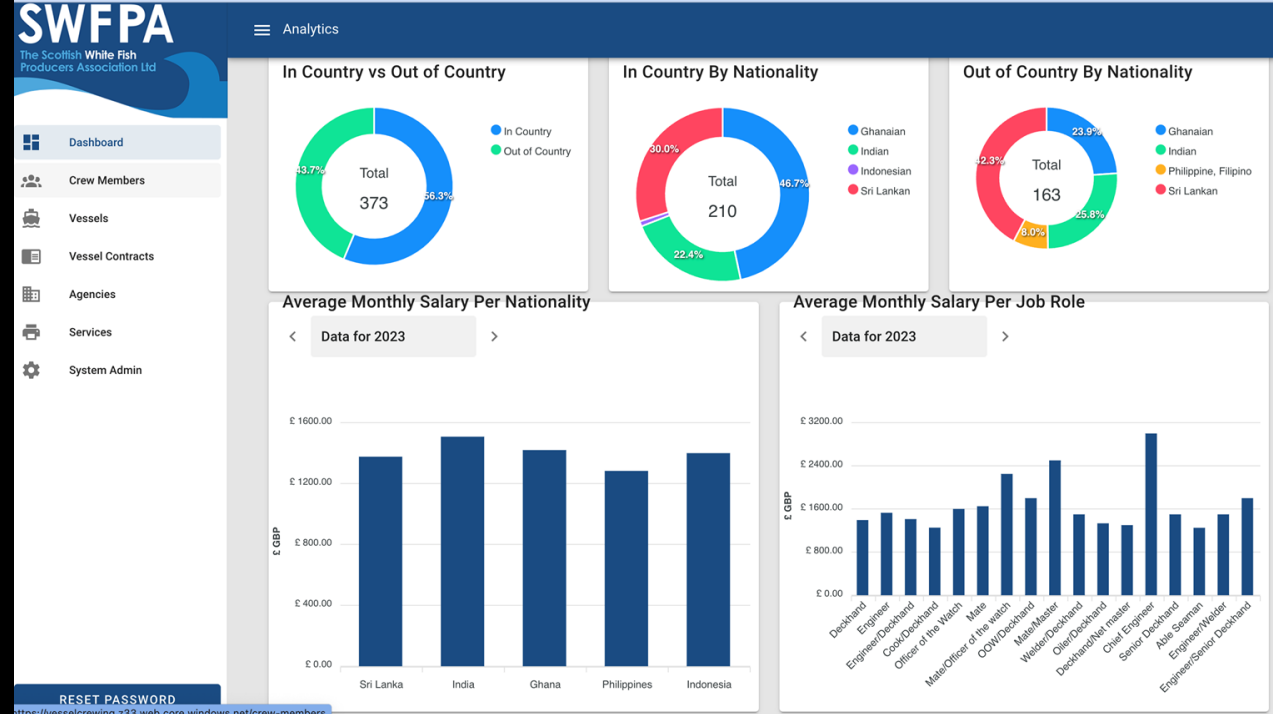
What We Do

We are the political voice of our members. This means we continually speak to our fishermen - hearing their experiences, concerns, and insights - and then relay those messages to policymakers and other relevant industry figures. This helps facilitate a sustainable fishing sector which works for the environment, for consumers, and for the fishermen.

The Environment

We value our industry's wealth not only by its income but also by the health of its resources. That's why we are always working to improve the way the seas are managed.

AIMS AND GOALS OF CREW SERVICES



Translated Files

-  [Crewmans_responsibility_MP__Sinhala_si.docx](#)
-  [Crewmans_responsibility_MP__Indonesian_id.docx](#)
-  [Crewmans_responsibility_MP__Tagalog_tl.docx](#)
- [Crewmans_responsibility_MP__Akan_ak.docx](#)
-  [Crewmans_responsibility_MP__Hindi_hi.docx](#)

ASSUMPTIONS



MISSING ELEMENTS

 **WORKERS'
VOICE**

Grievance Procedures



**Third Party
Audit**

EXAMPLES OF BEST PRACTICE

Immokalee today: Nothing is impossible...

FAIR FOOD CODE OF CONDUCT

PART I: EMPLOYMENT PRACTICES AND MINIMUM REQUIREMENTS FOR PARTICIPATING GROWERS



WORKER-DRIVEN SOCIAL RESPONSIBILITY:

A New, Proven Model for Defining, Claiming, and
Protecting Workers' Human Rights



Who delivers the change



F IMMOKA

Who delivers the change



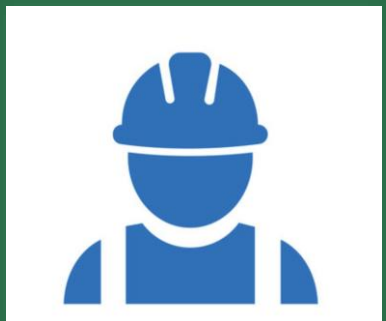
F IMMOKA

Who delivers the change



F IMMOKA

Who delivers the change



F IMMOKA

Who delivers the change



F IMMOKA

NEXT STEPS



CREATE A CODE OF CONDUCT

- HOME
- ABOUT
- REPORTS
- RESOURCES

- FAQ
- CODE OF CONDUCT
- PARTICIPATING GROWERS
- PARTICIPATING BUYERS
- SUPERVISOR ELIGIBILITY ANALYSES

- CAREERS
- CONTACT
- SUPPORT OUR WORK!



FAIR FOOD CODE OF CONDUCT

PART I: EMPLOYMENT PRACTICES AND MINIMUM REQUIREMENTS FOR PARTICIPATING GROWERS

1. Participating Growers are required to abide by all applicable laws, codes, and regulations, including this Code, regarding wages and benefits, working hours, equal opportunity, and employee safety.

Further, Participating Growers will follow these employment and workplace practices:

2. Participating Growers will participate in, and comply with, the Fair Food Program (FFP or Program) Premium pass-through requirements and pass through to their Qualifying Workers the appropriate Premium payments received under that Program. The term "appropriate Premium payments" means the Qualifying Workers' portion of the FFP Premium paid by a Participating Buyer as part of the Program.
3. If paying by the piece, Participating Growers will pay Qualifying Workers for all agricultural products harvested, such as by using a 32 pound bucket for calculation for round "gas green" tomatoes, or the appropriate standard weight and container for other types of agricultural products, if different.
4. All compensable hours shall be recorded, and Participating Growers will keep accurate hours through a system (time clock punch, card swipe or other method) in which Qualifying Workers control their time cards or other time registration device used by the Participating Grower.
5. Participating Growers will hire Qualifying Workers as employees.
6. Participating Growers will pay wages and benefits directly to Qualifying Workers.
7. Participating Growers, without cost to the Qualifying Workers, will provide Qualifying Workers with protective equipment adequate for its intended purpose, including shade to avoid danger from excessive heat, and provide training on company time on the use of such equipment.
8. Participating Growers will take all necessary steps to avoid endangering the safety of Qualifying Workers including, but not limited to:



ATTRACT PHILANTHROPIC FUNDING

PUMP PRIMING CHANGE

THIRD PARTY AUDITS

STANDARDS COUNCIL- WHAT DOES THAT
LOOK LIKE IN THE CONTEXT OF THE
FISHING INDUSTRY

WHAT WE CAN'T DO IS MARK OUR OWN
HOMEWORK

LONGTERM FUNDING MODEL


WHO PAYS WHAT AND WHO
BENEFITS

Funding
the Future



A close-up photograph of a hand gripping a wooden tiller. The hand is positioned in the center, with fingers wrapped around the handle. The tiller is a long, dark wooden shaft that extends from the hand towards the bottom right of the frame. The background is a clear, bright blue sky. The text "WHICH HAND OR HANDS REMAIN ON THE TILLER" is overlaid in white, bold, uppercase letters in the lower-middle section of the image. A short white horizontal line is located below the text on the left side.

WHICH HAND OR HANDS REMAIN ON THE
TILLER



THIRD PARTY CERTIFICATION

The example of the Fair food program