



# **SEA Alliance update to SECLG**

Wednesday 5<sup>th</sup> July 2023

# SEA Alliance members



ASDA



flatfish



Iceland



Loving Foods  
Leading ambient food specialist

LYONS SEAFOODS

M&S  
EST. 1884

Morrisons

UK SEAFOOD  
INDUSTRY ALLIANCE



ocado

PRINCES  
GROUP

Sainsbury's

SeafreshGroup

TESCO

Secretariat provided by

seafish



Thistle Seafoods  
EST. 1947



Waitrose

WHITBY  
BLOOMIN' SPECIAL  
Seafoods

WORLD  
WISE  
FOODS



# Our strategy to drive change



*Improved Human Rights Due Diligence*



*Advocacy and engagement*



*Change on the Water Fund*

Underpinned by robust member company commitment and **action**

# Corporate Sustainability Due Diligence Directive



This Directive establishes a **corporate due diligence duty**. The core elements of this duty are identifying, bringing to an end, preventing, mitigating and accounting for negative human rights and environmental impacts in the company's own operations, their subsidiaries and their value chains.

# Improving Human Rights Due Diligence



- SEA Alliance Fishery Risk Tool.
- Anchoring Due Diligence Webinar Series.
- Joint Human Rights Due Diligence.
- Human Rights Allegation Engagement Groups.
- UK Action Plan.

# Advocating for improved regulation



- Advocacy Strategy developed.
- Cape Town Agreement on Fishing Vessel Safety – engaged 120 Ministries across 40 countries.
- Publicly calling for ratification and implementation of ILO C.188.
- Tailored advocacy with key sourcing countries.
- Engagement with MSC and other standards bodies.

# Change on the Water Fund



**Project 1**  
Northern Ireland

**Fishing Safety Management and grievance mechanism**

**Project 4**  
UK wide

**Direct worker outreach to support migrant fishers in UK**

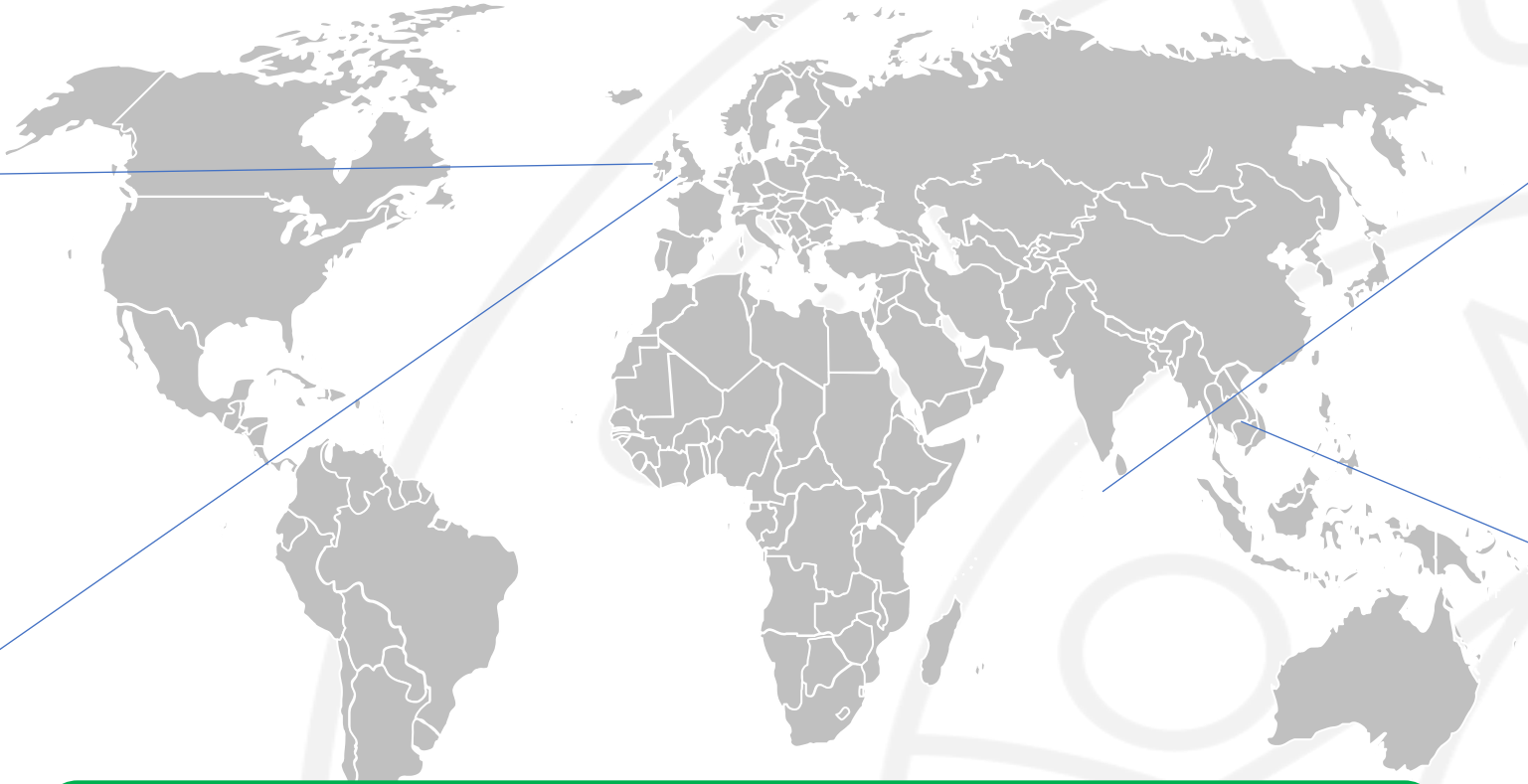
**Project 3**  
Maldives

**Establishing a mobile application promoting worker rights and incorporating a national grievance mechanism**

**Project 2**  
Thailand

**Ulula worker voice survey and grievance mechanism tool**

# Change on the Water Fund



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**Fund to be expanded with 2 further funding rounds planned for next 12 months**



# SEA Alliance UK Action Plan



- Developed Action Plan following ITF and University of Nottingham publications.
- Focuses on information gathering and supply chain mapping, worker support, advocacy, and supply chain outreach.
- SEA Alliance and participating company support for ITF/Stella Maris worker outreach.

**FISHING NEWS** READ YOUR FAVOURITE MAGAZINES ON YOUR DEVICE

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**SEA ALLIANCE AND INDUSTRY MEET TO DEVELOP CREWING PROPOSALS**  
29th June 2023

**CatchCam** SafetyNet  
The most robust video camera for commercial fishing  
Learn more at [sntech.co.uk](http://sntech.co.uk)

**LATEST POSTS** POPULAR POSTS

- DNA testing kits for fish
- Welsh oyster restoration 'risking mussel recovery'
- A Day In The Life Of Fish merchant Sean Perkes

**FISHING NEWS AWARDS 2023**

This Action Plan has been developed by the SEA Alliance following concerns about human rights/labour issues in the UK fishing sector. The Action Plan was developed by member companies that are part of the IPRED Working Group, and with input from consultant Tim Clark. We are seeking ongoing cooperation to collaborate on the implementation of this action plan, as well as individual actions where relevant. We will hold quarterly meetings to review the implementation of the Action Plan and to identify any additional actions we need to take.

Category	Action	Due date
Information gathering and supply chain mapping	1. SEA Alliance members with UK-caught fish map all supply chain points (or actors) upstream (inc. catch vessels, landing points, and crew lists (national/elsewhere of transit vessels).	Q1 2023
	2. SEA Alliance work with Fishermen's Welfare Alliance, ITF and Stella Maris to map recruitment "supply chain", inc. identifying costs and risks to workers in range of home countries, and involvement of home country agents/agents.	Q1 2023
	3. SEA Alliance advocates for key information on migrant fishers to be collected at a national level and published in aggregate form (inc. no. of migrant workers/nationality/status), in line with MSD Global Charter for Transparency.	Q2 2023
	4. SEA Alliance Secretariat collates, shares and records information on regulatory developments, known instances of exploitation, and any other relevant information.	Ongoing
Worker support	5. SEA Alliance scopes our project to support Stella Maris and ITF to undertake worker outreach to improve information for workers on current situation and ensure access to effective grievance mechanisms. Project would also scope our potential to support provision of legal and subsistence support to workers in National Referral Mechanisms (NRM); information and support to be provided in worker's first language wherever possible.	Q4 2022
	6. Alliance leads the development of worker films that help ensure workers have a good understanding of working conditions in UK (fishing gear/equipment and port arrival), and are empowered to seek support where they need it. Undertaken in partnership with Fish Producer Organisations and Stella Maris.	Q1 2023
Advocacy and engagement	7. SEA Alliance works with Government Affairs consultants, fishing sector representatives and welfare organisations to advocate to the Home Office and other relevant Government departments. Advocacy will focus on the need for an appropriate channel through which to responsibly recruit foreign fishers guaranteeing equity and compliance with ILO C 188, and may be accompanied by a petition to the SF A. Alliance's petition on renewable recruitment for the Indian sector. Advocacy will take account of the results of the stakeholder consultation with the Forth business measurement.	Q1 2023
	8. SEA Alliance participates in DEFRA Access to Labour Working Group and engages with the fishing sector and civil society organisations to improve conditions for all fishers in the UK.	Ongoing
	9. SEA Alliance holds a meeting with Maritime and Coastguard Agency (MCA) to better understand approach to verifying compliance with ILO C 188, and level of training/competency of MCA personnel on vessel categorisation. Follow-up activities of collaboration to be identified in meeting.	Q1 2023
Supply chain/employer outreach, engagement or support	10. SEA Alliance supports pilot project in Northern Ireland through the Change on the Water Fund. The pilot project will include undertaking vessel level assessments against international standards, ensuring effective grievance mechanisms are in place, and will be externally evaluated to ensure lessons can be learnt across other SEA Alliance supply chains.	Q2 2023
	11. SEA Alliance holds quarterly meeting with Fishermen's Welfare Alliance to discuss developments and review progress. A key objective of this engagement will be discussing/agreeing role of fish producer organisations in ensuring effective grievance mechanisms are in place for all crew.	Ongoing
	12. SEA Alliance supports members to engage supply chain actors and communicate expectations in short-term, inc. through the creation of information materials, and the holding of briefing meetings where required.	Q1 2023
Member support and progress monitoring	13. SEA Alliance requests support from Jessica Sparks, author of University of Nottingham study, to provide recommendations on how purchasing practices can drive improvements in UK fish supply chains (as part of wider project funded by Humanity United/Freeform Fund).	Q1 2023
	14. SEA Alliance assesses and provides recommendation relating to the potential participation of SEA Alliance member companies in a "Fair Fish Programme" pilot in the UK.	Q1 2023
	15. SEA Alliance supports members to communicate actions relating to issues identified in UK fisheries to supply chain partners and publicly, with the development of joint statements where relevant.	Ongoing
	16. SEA Alliance holds quarterly meeting of interested member companies (inc. buyers) to provide updates, review progress with this action plan, and identify any additional actions we need to take.	Ongoing

# SEA Alliance UK Action Plan



SEA Alliance in-person  
North East Scotland  
visit

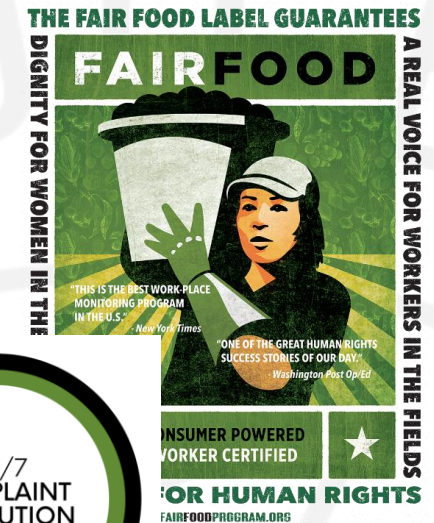
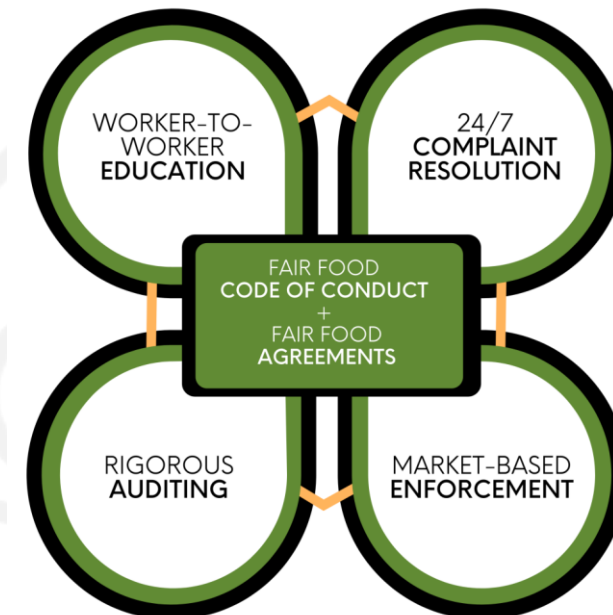
June 2023



# SEA Alliance UK Action Plan



- Engaged in the development of a Worker Driven Social Responsibility (WSR) pilot project in the Scottish fishing sector, working with ITF, Jessica Sparks, the Scottish Whitefish Producers Association (SWFPA) and the Fair Food Program.
- Learning from the successes of the Fair Food Program in US agriculture, with a field visit to Fort Myers with fishing sector representatives in January 2023.
- Meeting in June in London with Fair Food Program, Coalition of Immokalee Workers, and leading retailers and seafood businesses to discuss a UK pilot.
- Work underway by ITF to engage workers in Code of Conduct development.



# Thank you



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Please do get in touch if you would like to discuss our work.