

# FISHERYPROGRESS.ORG

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## **Human Rights and Social Responsibility Policy**

**June 10, 2021**

# FISHERYPROGRESS

198

PUBLISHED  
FIPS

99

COUNTRIES  
REPRESENTED

3.3k+

REGISTERED  
USERS



This map represents all Active Basic, Comprehensive, Prospective, and Completed FIPs currently listed on FisheryProgress.

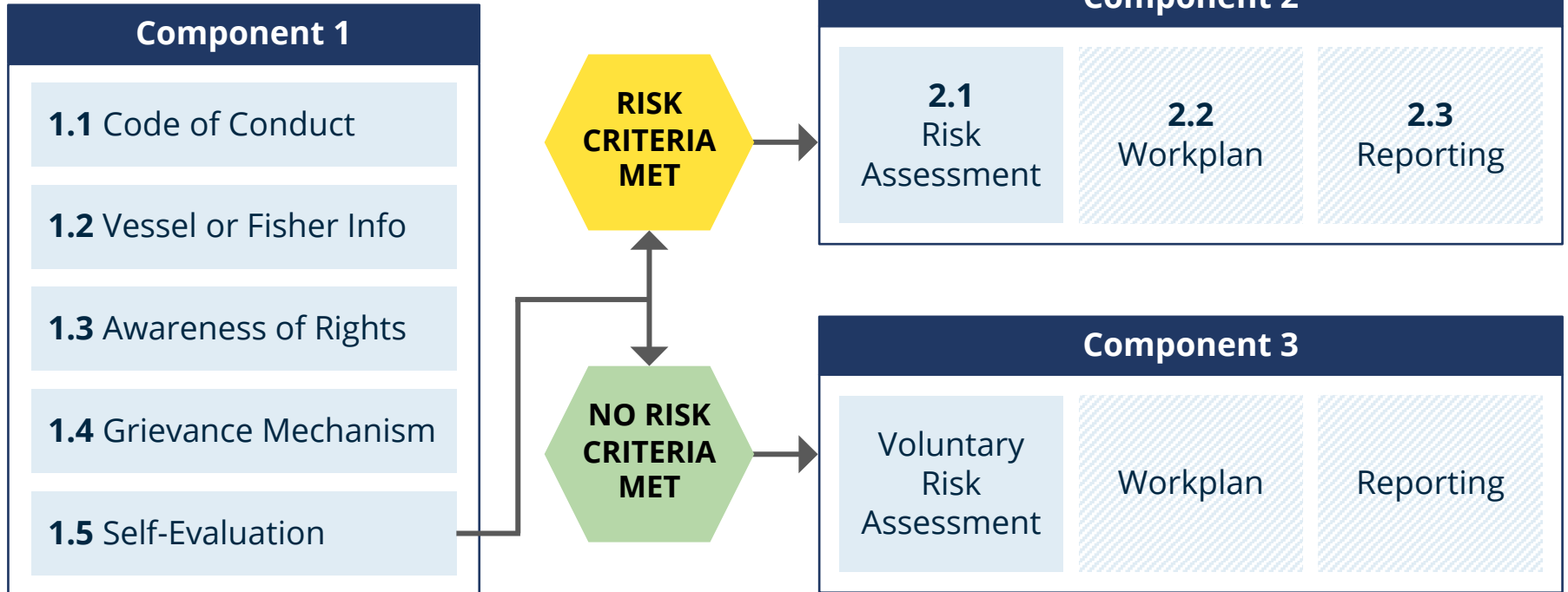
# BALANCING IMPACT AND PRACTICALITY



It is tricky to strike a balance between urgency due to the nature of the issue and incremental implementation due to the financial and human costs this policy will add on FIPs.

– **Industry stakeholder**

# POLICY | COMPONENTS



# POLICY | COMPONENTS

## Component 1

**1.1** Code of Conduct

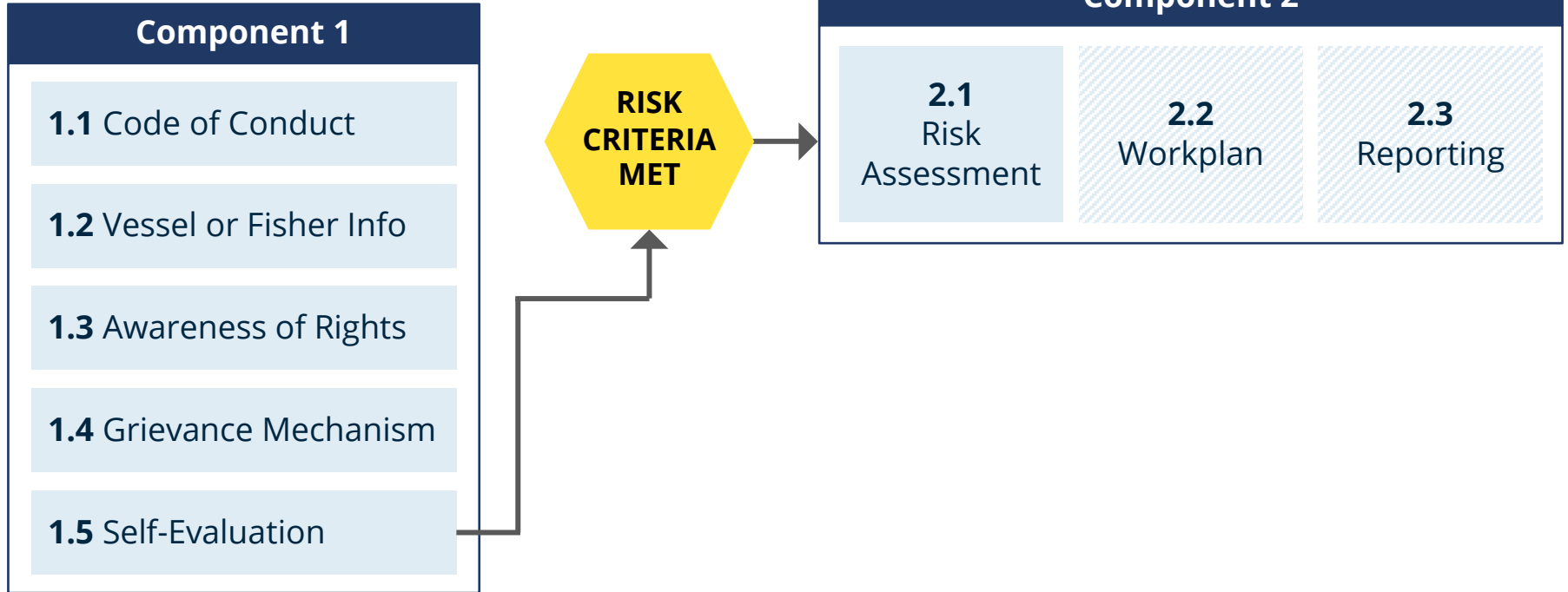
**1.2** Vessel or Fisher Info

**1.3** Awareness of Rights

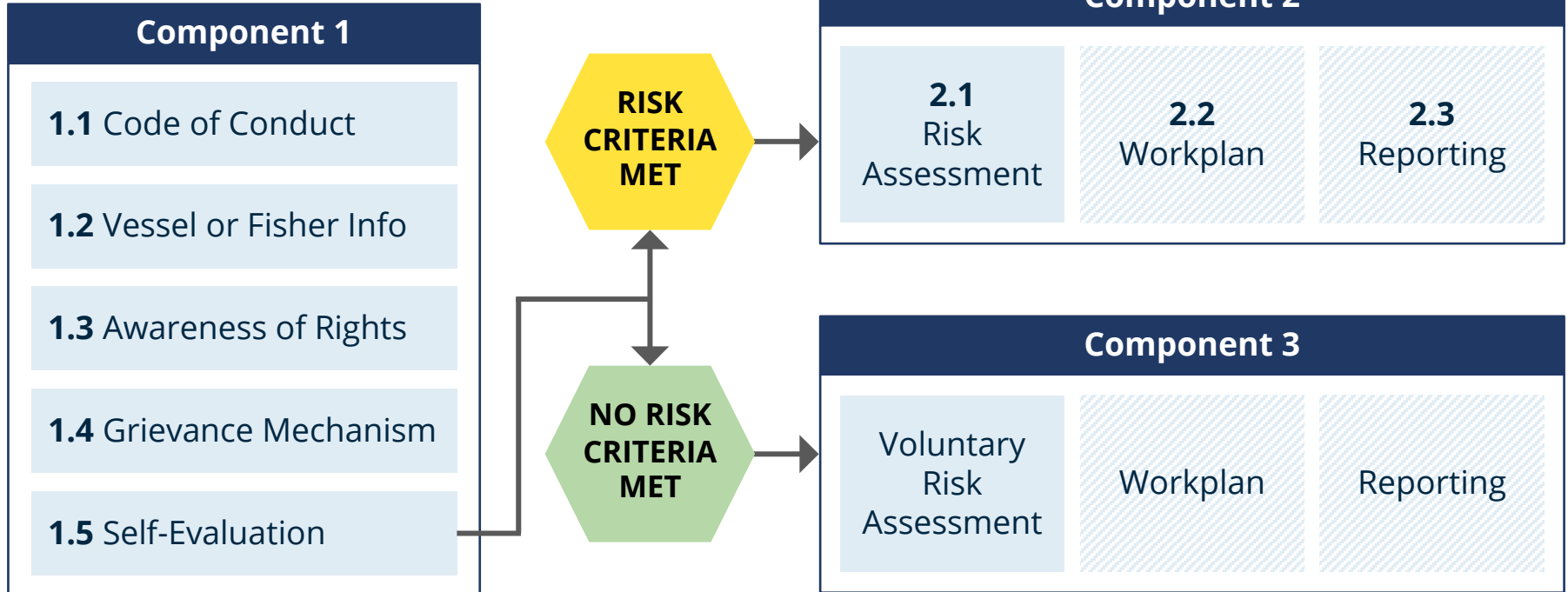
**1.4** Grievance Mechanism

**1.5** Self-Evaluation

# POLICY | COMPONENTS



# POLICY | COMPONENTS



# POLICY | RISK CRITERIA

1. There is **at-sea transshipment** of product and/or fishers among large vessels in the FIP.
2. The FIP has one or more vessels with a **significant foreign migrant workforce** (defined as 25% or more of fishers are not citizens of the vessel's flag state).
3. The FIP has one or more vessels where **fishers are not allowed on shore at least once every 90 days**.
4. The fishery has a **known instance of forced labor, child labor, or human trafficking abuse** within the past four years.
5. The FIP **doesn't have enough information** to determine if it meets any of the above criteria.



# POLICY | SOCIAL RESPONSIBILITY ASSESSMENT

Credible

Comprehensive

Flexible



SOCIAL RESPONSIBILITY ASSESSMENT TOOL  
FOR THE SEAFOOD SECTOR

CONSERVATION  
INTERNATIONAL 

Hosted by



# TECH | SITE CHANGES

**FIP at a Glance**

**ENVIRONMENTAL** ⓘ Addressing 28 of 28 indicators

**Current Status:**

32% 68%

**Starting Evaluation:** November 01, 2017

36% 64%

**Progress Rating** ⓘ

**Actions Complete**

**Next Update Due** ⓘ

**Target End Date**

**Additional Impacts:**

TRACEABILITY IJU ROUNDTABLE OTHER

**SOCIAL** ⓘ Assessing 17 of 24 indicators

**Risk Assessment** ⓘ : Required

**Last Assessment** ⓘ : April 8, 2021

**Workplan Components** ⓘ :

HUMAN AND LABOR RIGHTS ACCESS RIGHTS EQUALITY EQUITY

**SOCIAL** ⓘ Assessing 17 of 24 indicators

**Risk Assessment** ⓘ : Required

**Last Assessment** ⓘ : April 8, 2021

**Workplan Components** ⓘ :

HUMAN AND LABOR RIGHTS ACCESS RIGHTS EQUALITY EQUITY

# TECH | SITE CHANGES

## Indian Ocean tuna and large pelagics - longline (Afrutex)

Overview

Details

Improvement Progress

Actions Progress

Social Performance

### Social Performance

The information presented below details the FIP's efforts to understand and improve their human rights and social responsibility performance. The FIP's vessel information can be found [here](#). Learn more about the FisheryProgress Human Rights and Social Responsibility Policy [here](#).

#### Summary

FisheryProgress launched its Human Rights and Social Responsibility policy on May 12, 2021. There is a phased timeline for FIPs currently reporting on FisheryProgress to meet the new requirements:

- First regular reporting deadline after Nov. 1, 2021: FIPs must sign the FisheryProgress Human Rights Code of Conduct and complete the Self-evaluation of Risk Criteria (Requirements 1.1 and 1.5 in the policy)
- First regular reporting deadline after May 1, 2022: FIPs must provide information about the vessels or fishers in the FIP, undertake efforts to make fishers aware of their rights, and demonstrate there is a grievance mechanism available to all fishers in the FIP (Requirements 1.2, 1.3, and 1.4 in the policy)
- 12 months after submitting the Self-evaluation of Risk Criteria (for most FIPs, around/after Nov. 1, 2022): If a FIP meets one or more criteria for increased risk of forced labor and human trafficking, it must conduct a risk assessment and complete a social workplan to address red-scoring indicators (Requirements 2.1 and 2.2 in the policy)

This summary will be updated as the FIP meets the policy requirements.

#### Risk Assessment ⓘ

No Record

#### Social Workplan & Progress Reporting ⓘ

No Record



# Andy Hickman

Head of Human Rights - Food and Procurement  
Tesco

# BENEFITS FOR FIPS



We welcome the new FisheryProgress policy on human rights, because it will ensure FIPs are addressing human rights risks alongside environmental challenges. We are committed to supporting the FIPs that we buy from to meet the policy requirements and report transparently on FisheryProgress. This information will make a significant contribution to our human rights due diligence efforts - **William Rash, The Big Prawn Company**

# BENEFITS FOR FIPS



**Prepare to meet  
MSC requirements**

**Get ahead of  
legislation**

**Reduce the  
risk of abuse**

# OUR COMMITMENT GOING FORWARD



Providing hands-on  
support to FIPs



Advocating for financial  
support from supply chain



Strengthening the policy  
over time

# WHAT SEAFOOD BUYERS CAN DO



Communicate to FIPs that addressing human rights is a priority for your company



Encourage FIPs you buy from to continue reporting on FisheryProgress and work toward meeting the policy requirements





Questions?



# FISHERYPROGRESS.ORG

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## **Thank You!**

# POLICY | PHASED IMPLEMENTATION



# POLICY | RISK CRITERIA

Focus on situational factors that occur most often in industrial fisheries for two reasons:

Issues are well-documented  
and easier to assess

**AND**

Greater technical and  
financial capacity

# POLICY | SOCIAL RESPONSIBILITY ASSESSMENT

## 1: Protect Human Rights and access to resources

1.1 Human and labor rights	1.1.1 Abuse and harassment
	1.2.2a Human trafficking and forced labor
	1.2.2a Debt bondage in small-scale fisheries
	1.1.3 Child labor
	1.1.4 Freedom of association and collective bargaining
	1.1.5 Earnings and benefits
	1.1.6 Adequate rest
	1.1.7a Access to basic services for worker housing
	1.1.7b Access to basic services for small-scale fishing communities
	1.1.8 Occupational safety
	1.1.9 Medical response
1.2 Access Rights	1.2.1 Customary resource use rights
	1.2.2 Corporate responsibility and transparency

# POLICY | SOCIAL RESPONSIBILITY ASSESSMENT

## 2 : Ensure equality and equitable opportunity to benefit

2.1 Equality	2.1.1 Grievance reporting and access to remedy
	2.1.2 Stakeholder participation and collaborative management
2.2 Equity	2.2.1 Equitable opportunity to benefit
	2.2.2 Discrimination

## 3 : Improve food, nutrition, and livelihood security

3.1 Food and nutrition security	3.1.1a Food and nutrition security impacts of industrial fisheries
	3.1.1b Food and nutrition security for small-scale fishing communities
	3.1.2 Healthcare
	3.1.3 Education
3.2 Livelihood security	3.2.1 Benefits to and within community
	3.2.2 Economic value retention
	3.2.3 Long-term profitability and future workforce

# POLICY | COMPONENTS

## **Component 1** : Requirements for all FIPs

- 1.1 Sign the Human Rights Code of Conduct
- 1.2 Provide information about the vessels or fishers included in the FIP
- 1.3 Undertake best efforts to make fishers aware of their rights
- 1.4 Demonstrate there is a grievance mechanism available to all fishers in the FIP
- 1.5 Complete a self-evaluation against the FisheryProgress criteria for increased risk of forced labor and human trafficking

## **Component 2** : Additional Requirements for FIPs that meet the risk criteria

- 2.1 Complete a risk assessment using the Social Responsibility Assessment (SRA)
- 2.2 Create a social workplan to address all red indicators in the risk assessment
- 2.3 Report publicly on action progress and update indicator scores

## **Component 3** : Requirements for voluntary reporting on social performance