

[FISHERYPROGRESS.ORG](https://fisheryprogress.org)

# Comprehensive Overview of the Human Rights and Social Responsibility Policy

This comprehensive overview of the FisheryProgress HRSR Policy is intended as a tool for FIP Implementers. It includes:

- A two-page overview of the Policy
- Information on the timeline for implementing Policy requirements
- Visual depictions of decision points and pathways to meet Components 2 and 3 of the Policy
- A summary of each requirement from the Policy

# Human Rights and Social Responsibility Policy



**The protection of human rights for those working in fisheries is of critical importance.**

The objectives of the FisheryProgress Human Rights and Social Responsibility (HRSR) Policy are to **help FIPs identify and reduce the risk of human and labor rights abuses** at the harvest stage of their supply chains and to **increase transparency around the efforts FIPs and their participants are taking to address human and labor rights risks.**

Compliance with the HRSR Policy does not mean that FIPs can claim that they are free from human rights abuses. Rather, FisheryProgress encourages seafood buyers to review the social responsibility information on the site as part of their own human rights due diligence efforts.



REQUIREMENTS FOR ALL FIPs

## COMPONENT 1

**All FIPs active on FisheryProgress must take a series of actions and report on their progress over time:**



### 1.1 POLICY STATEMENT

Demonstrate their commitment to social responsibility and human and labor rights publicly via a Policy Statement.



### 1.2 VESSEL LIST

Confirm the actors involved in social responsibility at the harvest and transshipment level by identifying and documenting the vessels and/or fishers in the FIP.



### 1.3 FISHER AWARENESS OF RIGHTS

Help ensure fishers in the FIP are informed and empowered by taking actions to ensure fishers are aware of their rights.



### 1.4 GRIEVANCE MECHANISM

Help ensure that all fishers in the FIP have a grievance mechanism available to them so that they have a system through which they can report and remediate complaints and labor violations.



### 1.5 SELF-EVALUATION

Determine whether key situational risk factors for forced labor and human trafficking apply to their FIP through a self-evaluation.





# Human Rights and Social Responsibility Policy



REQUIREMENTS  
FOR HIGHER  
RISK FIPs

## COMPONENT 2

**FIPs that operate in a higher-risk context (i.e. met one or more criteria in Requirement 1.5) must also implement:**



### 2.1 RISK ASSESSMENT

Delve deeper into understanding risks related to social issues, labor, and human rights through a more detailed risk assessment, via the Social Responsibility Assessment Tool (SRA) or another alternative assessment.



### 2.2 SOCIAL WORKPLAN

As applicable, develop and implement a social workplan to address challenges and risks identified. This is required for FIPs that submitted an alternative assessment as well as those that have high-risk-scoring indicators in their SRA.



OPTIONS FOR  
VOLUNTARY  
REPORTING

## COMPONENT 3

**Any FIP may choose to delve deeper via a risk assessment and social workplan, and share their related actions and progress, even if not required to do so.**

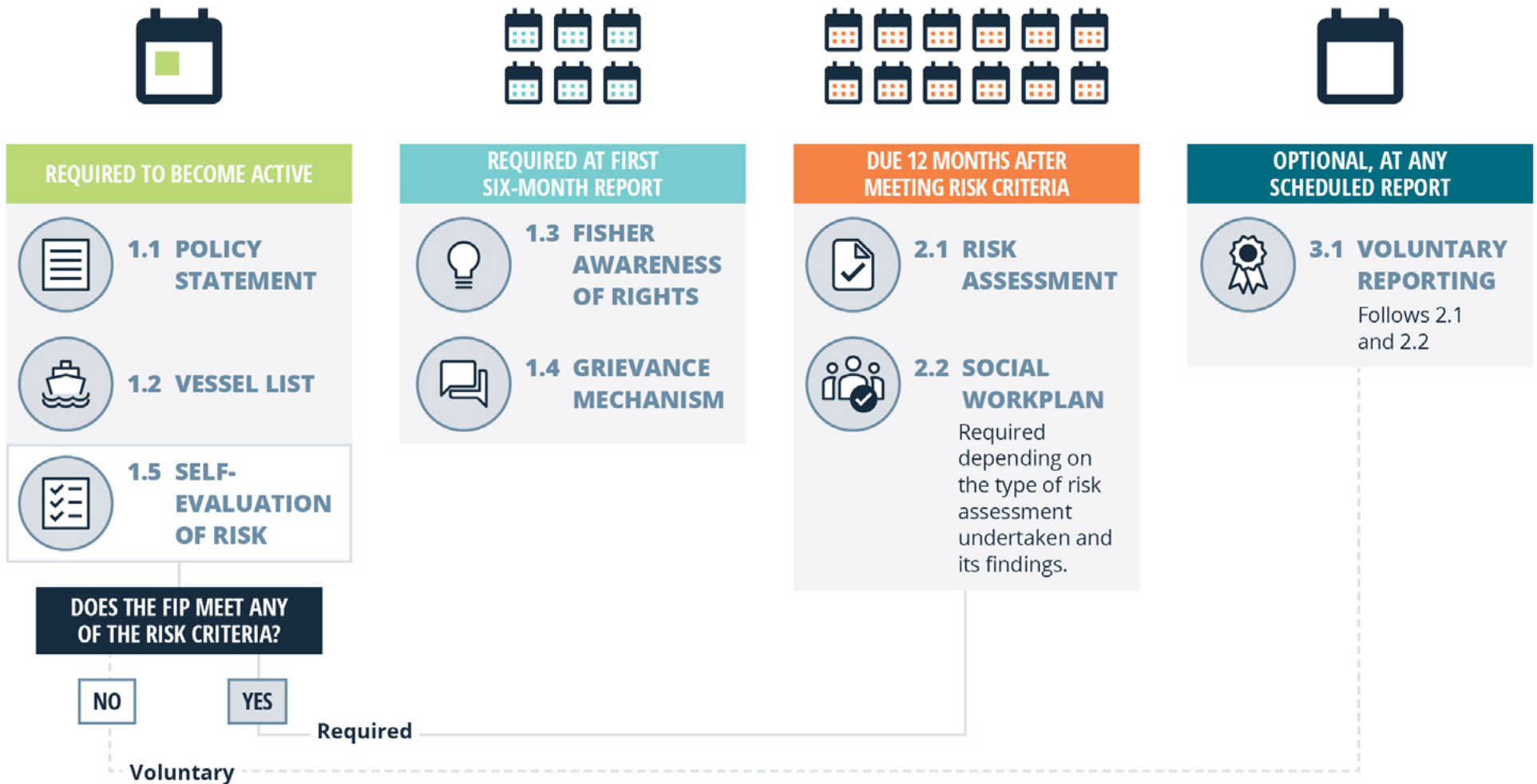


### 3.1 VOLUNTARY REPORTING

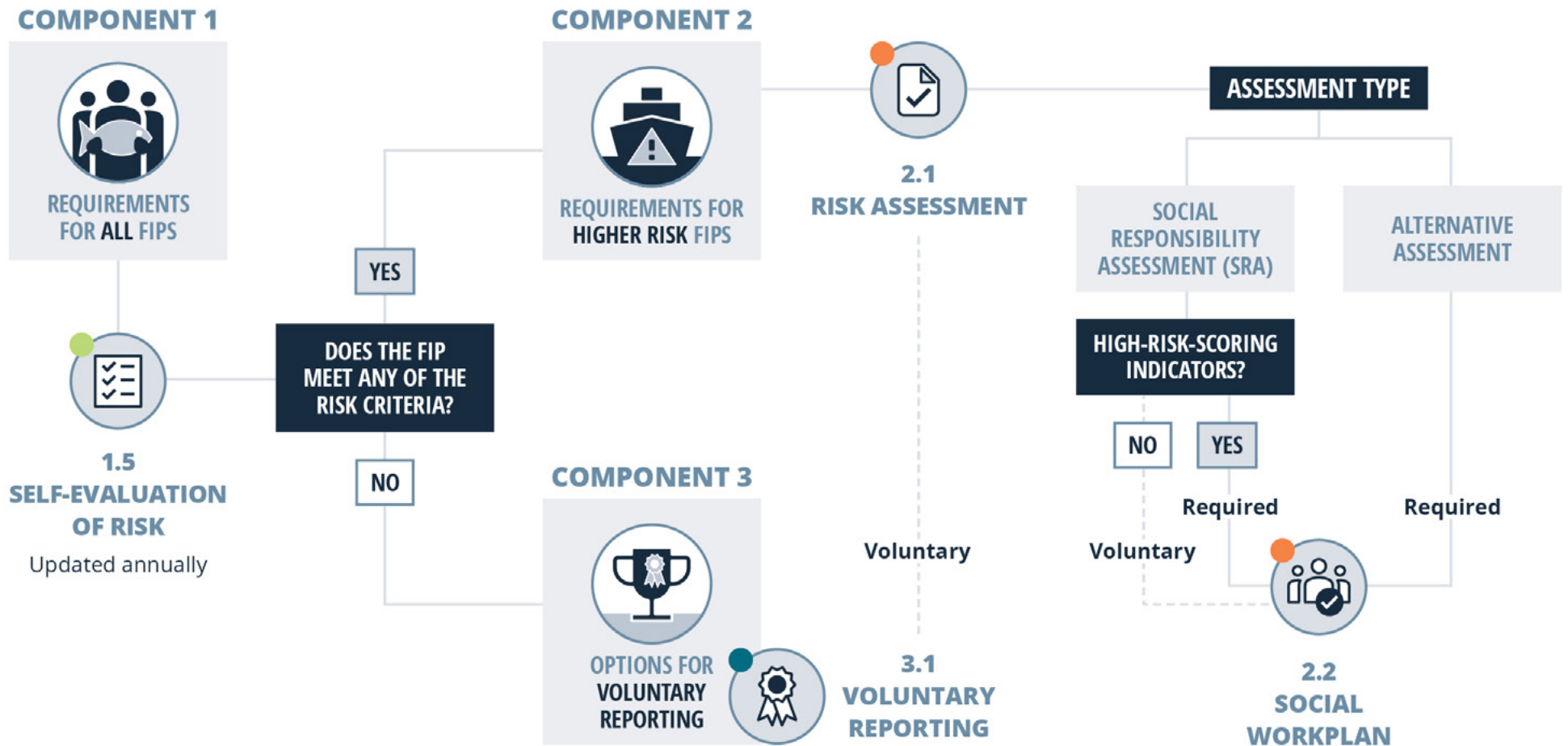
Go beyond the minimum requirements by voluntarily complying with Component 2 when it is not required, or by assessing and reporting on social issues beyond the Core FisheryProgress SRA Indicators.

**For more information and to download the HRSR Policy, visit [fisheryprogress.org/social-responsibility](https://fisheryprogress.org/social-responsibility)**

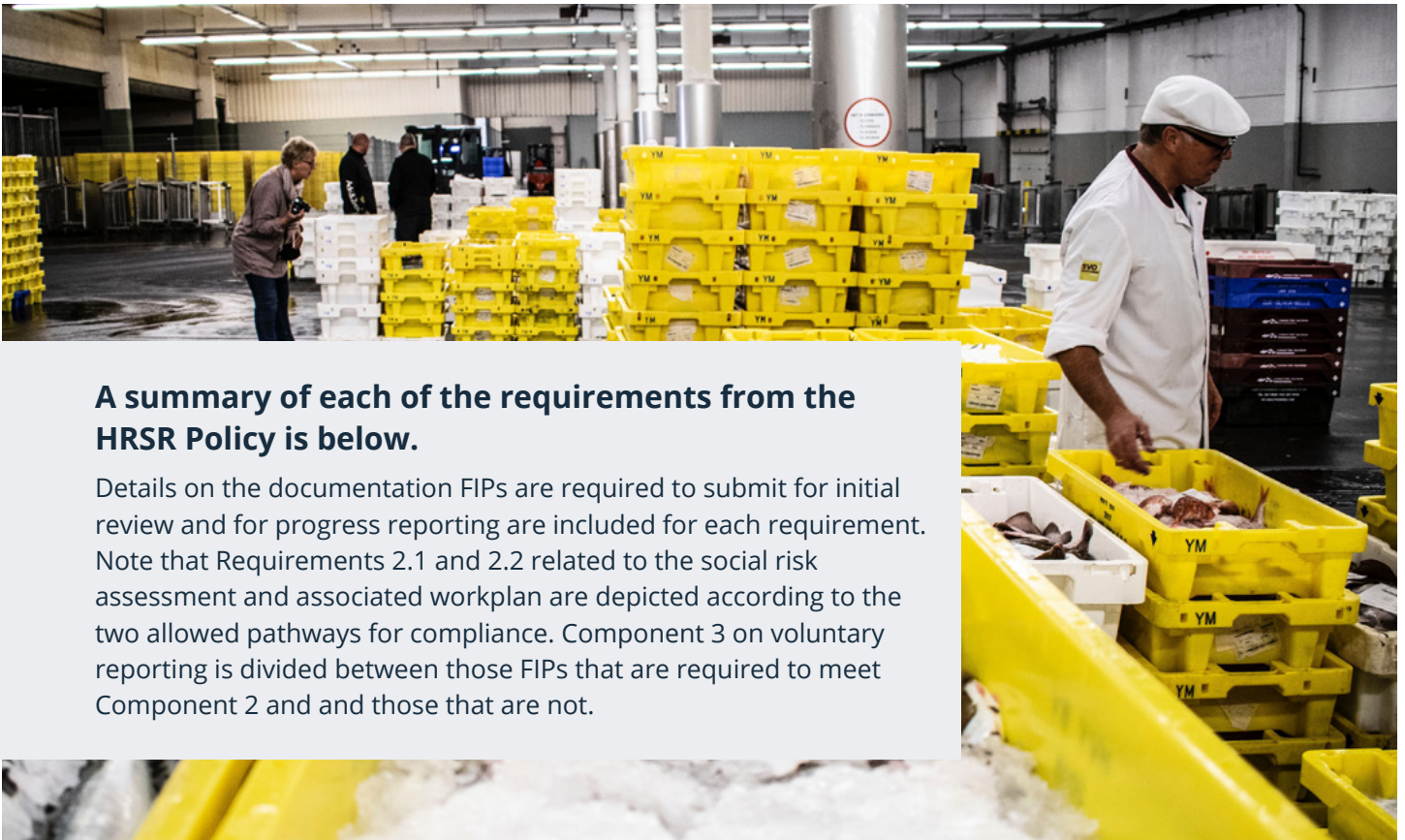
FisheryProgress is a progress reporting platform that makes FIP improvement data transparent and accessible. FisheryProgress does not endorse or verify claims regarding on-the-ground working conditions or the absence of human and labor rights violations.



- Required to become active on FisheryProgress
- Due 12 months after meeting 1 or more risk criteria
- Optional, at any regularly scheduled report







**A summary of each of the requirements from the HRSR Policy is below.**

Details on the documentation FIPs are required to submit for initial review and for progress reporting are included for each requirement. Note that Requirements 2.1 and 2.2 related to the social risk assessment and associated workplan are depicted according to the two allowed pathways for compliance. Component 3 on voluntary reporting is divided between those FIPs that are required to meet Component 2 and those that are not.

**COMPONENT 1**




REQUIREMENTS FOR ALL FIPs




**1.1 POLICY STATEMENT**

FIPs must demonstrate their commitment to reduce the risk of human and labor rights abuses by providing a public Policy Statement that expresses their responsibilities, commitments, and/or expectations regarding human rights and social responsibility.

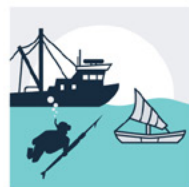
**REQUIRED DOCUMENTATION:**

-  One or more Policy Statements
-  FisheryProgress Policy Statement template

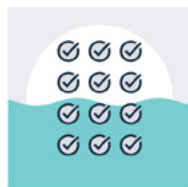
**PROGRESS REPORTING:**

-  Update as needed

**MINIMUM REQUIREMENTS:**



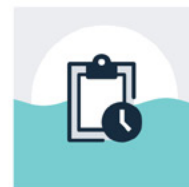
Applies to all vessels and fishers



Twelve SRA themes addressed



Endorsed by all supply chain participants



Remain current



Understood by all FIP participants

COMPONENT 1



REQUIREMENTS FOR ALL FIPs



## 1.2 VESSEL AND/OR FISHER INFO

Requirements vary by vessel size and type of fishing activity.

REQUIRED DOCUMENTATION:



FisheryProgress Vessel and/or Fisher Information template

PROGRESS REPORTING:

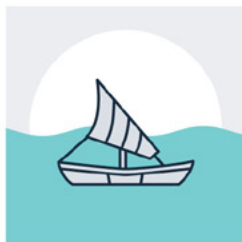


Update at annual report as needed



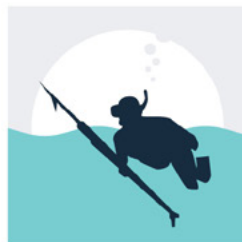
### Large vessels\* or vessels outside EEZ

Vessel list



### Small Vessels

Vessel list or fleet description



### No Vessels

Description of fishers



### Mixed Vessel Size

Follows requirements according to vessel size

\*Those which weigh 10 GT or more or are 12 meters or longer

COMPONENT 1



REQUIREMENTS FOR ALL FIPs



## 1.3 FISHER AWARENESS OF RIGHTS

FIPs must undertake best efforts to make fishers aware of:

And ensure that:

REQUIRED DOCUMENTATION:



FisheryProgress Fisher Awareness of Rights template



Evidence to support actions

PROGRESS REPORTING:



Update and report on progress at annual report



Commitments and responsibilities outlined in the FIP's Policy Statement



The availability of grievance mechanisms and how to use them



Information is available to and understood by fishers throughout the life of the FIP

COMPONENT 1



REQUIREMENTS FOR ALL FIPs



## 1.4 GRIEVANCE MECHANISM

All fishers must have access to at least one grievance mechanism that:

REQUIRED DOCUMENTATION:



Copy of grievance mechanism(s)

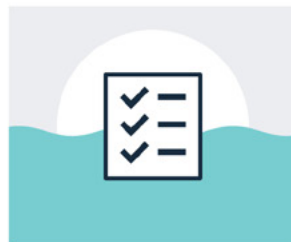
PROGRESS REPORTING:



Annual appraisal of effectiveness and update GM as needed



Is available to all fishers in the FIP



Details the full complaint and remedy process



Is available to fishers in a timely manner (**at least once every 24 hours**), regardless of whether they are on land or at sea

COMPONENT 1



REQUIREMENTS FOR ALL FIPs



## 1.5 SELF-EVALUATION

All FIPs must fill out the online **Self-Evaluation of Risk Criteria** form. The four risk criteria are:

REQUIRED DOCUMENTATION:

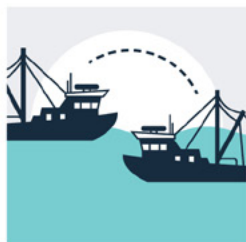


PDF of results from FisheryProgress Self-Evaluation of Risk Criteria form

PROGRESS REPORTING:



Update at each annual report



There is at-sea transshipment among large vessels in the FIP



The FIP has one or more vessels with a significant foreign migrant workforce



The FIP has one or more vessels where fishing trips exceed 90 days



The FIP has a reported incident of forced labor, child labor, or human trafficking within the past two years



COMPONENT 2



REQUIREMENTS FOR HIGHER RISK FIPs



2.1 RISK ASSESSMENT & 2.2 SOCIAL WORKPLAN

PREFERRED PATHWAY

Use the SRA tool and receive recognition on FIP profile

REQUIRED DOCUMENTATION:

- Results via FisheryProgress or Elevate SRA template
- FisheryProgress Social Workplan template

PROGRESS REPORTING:

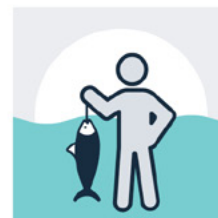
- Update SRA every 1 – 3 annual reports, depending on findings
- Report on workplan progress every 6 months and update workplan anytime the SRA is updated, until no indicators score as high risk



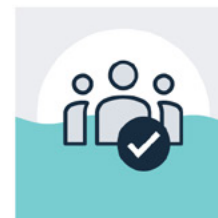
Assess the Core FP SRA Indicators



Use FP-approved qualified assessors for SRA and workplan



Consult with fishers for SRA and as best practice for workplan development



Develop social workplan for high-risk-scoring indicators, at minimum

COMPONENT 2



REQUIREMENTS FOR HIGHER RISK FIPs



2.1 RISK ASSESSMENT & 2.2 SOCIAL WORKPLAN

ALTERNATE PATHWAY

Provide evidence of an alternative social assessment

REQUIRED DOCUMENTATION:

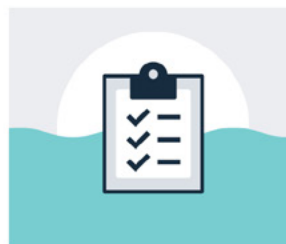
- Alternative Social Assessment and Workplan jotform
- Assessment results or summary of findings
- Workplan in format of choice

PROGRESS REPORTING:

- Report on progress against workplan annually



Share findings or results from an alternative assessment



Provide an associated workplan or corrective action plan



Both completed by an individual or team of the FIP's choosing

FisheryProgress will publish relevant documentation on these FIPs' profiles but will not review or verify their findings.

COMPONENT 3



OPTIONS FOR VOLUNTARY REPORTING



3.1 VOLUNTARY REPORTING

FIPs **NOT REQUIRED** to meet Component 2 can voluntarily choose to:

**REQUIRED DOCUMENTATION:**

Follows Component 2 for respective pathways

**PROGRESS REPORTING:**

Follows Component 2 for respective pathways

SRA PATHWAY

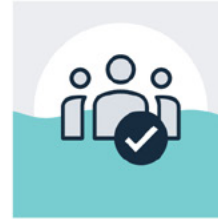


Assess the Core FP SRA Indicators using qualified assessors

AND/OR



Assess **ADDITIONAL** SRA Indicators using qualified assessors or those who meet general SRA qualifications



Workplan required for **ANY** high-risk-scoring indicators

ALTERNATE PATHWAY

OR



Voluntary Alternative Assessment & Workplan follows relevant pathway for Component 2

COMPONENT 3



OPTIONS FOR VOLUNTARY REPORTING



3.1 VOLUNTARY REPORTING

FIPs **REQUIRED** to meet Component 2 that complete an SRA can voluntarily assess and report on issues **BEYOND** the Core SRA Indicators:

**REQUIRED DOCUMENTATION:**

Follows Component 2 for respective pathways

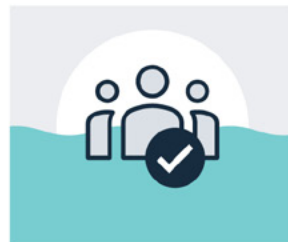
**PROGRESS REPORTING:**

Follows Component 2 for respective pathways

SRA PATHWAY



Assess **ADDITIONAL** SRA Indicators using qualified assessors or those who meet general SRA qualifications



Workplan required for **ANY** high-risk-scoring indicators

OR

ALTERNATE PATHWAY



Voluntary Alternative Assessment & Workplan follows relevant pathway for Component 2



[FISHERYPROGRESS.ORG](https://fisheryprogress.org)

## Human Rights and Social Responsibility Policy

The HRSR Policy's objectives are to help FIPs identify and reduce the risk of human and labor rights abuses at the harvest stage of their supply chains and to increase transparency around the efforts FIPs and their participants are taking to address human and labor rights risks and impacts. FisheryProgress is committed to supporting FIPs in their understanding of the Policy and to helping FIPs access additional resources and information to support their work on social responsibility.

To download the HRSR Policy and access additional resources for social responsibility, visit [fisheryprogress.org/social-responsibility](https://fisheryprogress.org/social-responsibility). To download the FIP Review Guidelines, which provide further detail on protocols for reporting on FIP progress, including FisheryProgress' review process for determining whether information submitted meets the site's requirements, visit [fisheryprogress.org/resources-fips/fip-review-guidelines](https://fisheryprogress.org/resources-fips/fip-review-guidelines). Note that the HRSR Policy and the FIP Review Guidelines are available in multiple languages.

Further questions can be directed to your FIP reviewer or to [contact@fisheryprogress.org](mailto:contact@fisheryprogress.org).

