Human Rights and Social Responsibility Policy

**Requirement 1.1 Policy Statement**

Policy Statement Description Template

Version 1.1, December 2022

Instructions

FIPs must submit this completed FisheryProgress Policy Statement Description Template to fulfill Requirement 1.1. The Policy Statement Description Template does not replace a Policy Statement. FIPs must provide one or more [policy statements](https://fisheryprogress.org/resources-buyers/glossary#P) that collectively cover all vessels and fishers fishing, whether on shore or on a vessel, as well as those transshipping catch of FIP product. FIPs must use this template to validate and confirm that the policy statement(s) meet FisheryProgress requirements. Whether submitting one or multiple statements, only one template is submitted.

FIPs must complete the Policy Statement Description Template in English. Once they have completed the form, they should upload a PDF version to the FIP profile in the Policy Statement section on the Social Performance tab of the FIP profile, along with a copy of the corresponding policy statement(s) or link(s) to the corresponding policy statement(s) in the Details field. They may provide corresponding policy statement(s) in languages other than English.

# Overview

**FIP Name**

*Please use the FIP name as displayed on your FisheryProgress profile. If not yet listed as active, please provide the country/geography, species, and gear types.*

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**FIP Identification Number**

*Find your FIP ID number by going to the Overview tab of your FisheryProgress FIP profile. Once on the Overview tab, scroll down until you get to the bottom of the “FIP Leads” section on the right side of the page. The ID number is just below that section.*

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**Date Template Was Completed**

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**Completed By**

*Please provide the full name of the individual or organization who completed the template.*

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**Relationship to the FIP**

*We recommend the form be completed by the FIP lead, but anyone with the knowledge to complete and authority to sign the template may do so.*

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# Policy Statement Details

*Please complete this table for all policy statements.[[1]](#footnote-1) Highlighted text is provided as an example only and* ***must*** *be replaced to reflect the information for your FIP. Please add additional rows as needed.*

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| --- | --- | --- | --- |
| **Name of Document***Please list the document names* | **Effective Date***Please provide the date when the policy statement(s) went into effect, i.e., when the relevant parties began meeting their obligations to support the policy statement. The effective date may or may not be the same date the document was published.* | **Expiration Date (if applicable)***The policy statement(s) must remain active throughout the time the FIP is active on FisheryProgress. If not applicable, please write N/A or “no expiration date.”* | **Endorsement***Please describe how the policy statement(s) are endorsed. Options for endorsement may include: 1) The FIP lead signs the policy statement on behalf of all FIP supply chain participants[[2]](#footnote-2); 2) Each FIP supply chain participant signs its own policy statement; 3) Each FIP supply chain participant publishes a policy statement on their company’s website (provide link)* |
| Fishing Company A Code of Conduct | 1 January 2023 | No expiration date | All FIP fishers work for Company A. The Code of Conduct was signed by fishing captains in Company A and published to Fishing A’s company website (URL). |
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1. **Implementation and Enforcement**

**Please provide a description of the policies, procedures, practices, and systems in place to ensure the responsibilities, commitments, and/or expectations in each policy statement are implemented and upheld.** *Highlighted text is provided as an example only and* ***must*** *be replaced to reflect the information for your FIP.*

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| Example: Fishing Company A Code of Conduct Objective: * The objective of this policy statement is to ensure that [the FIP] and its partners’ activities uphold and protect the human rights of all fishers and crew members involved in the catch and transport of FIP product.

Fishing Company A Code of Conduct Procedures:* This policy statement will be included in all contracts and memorandums of understanding with current and future FIP partners.
* Activities will be monitored through annual audits to ensure they are not in breach of this policy statement.
* The policy statement is made publicly available via the [FIP participant’s] website, signage on vessels/ports in local languages, etc.
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1. **Affirmation of requirements met**

*Please write ‘Y’ to affirm that the following requirements have been met.*

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|  | **Are all fishers and vessels in the FIP covered by one or more policy statement(s)?[[3]](#footnote-3)**  |
|  | **Has the policy statement(s) addressed ALL applicable SRA indicator categories?** Please see Appendix A for a checklist of required categories the FIP must address. |
|  | **Has the policy statement(s) been shared with the FIP participants and in the language(s) they understand?** |

*(Optional) Please provide any additional information on how the policy statement was shared that you think is relevant for FisheryProgress users or the FisheryProgress review team. That may include: in which languages the statement was shared, accommodations made for illiterate fishers, the means by which the statement was shared (meetings or trainings held, social media, etc.).*

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**I hereby declare that the information furnished above is true, complete, and correct to the best of my knowledge and belief.**

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*Typing your name assumes a signature.*

**APPENDIX A: (Optional) Verification and Mapping of Required Categories for Policy Statements**

*The following categories directly correspond to Social Responsibility Assessment (SRA) indicators, and are applicable to the vessels and fishers in the FIP. FIPs are welcome to use this table as a checklist to verify whether their statement(s) fulfill FisheryProgress requirements and can add additional columns as needed. The Performance Indicators highlighted in blue are the Core FisheryProgress SRA Indicators. A single asterisk (\*) denotes categories that* ***must*** *be addressed in all policy statements. A double asterisk (\*\*) denotes categories that must be addressed in policy statements only when applicable[[4]](#footnote-4) to the FIP. Highlighted text is provided as an example only and must be replaced to reflect the information for your FIP.* ***If the FIP determines that the policy statement(s) does not meet all required categories applicable to the FIP, the FIP will need to submit an extension request found on the*** [***FIP Templates page***](https://fisheryprogress.org/resources/launching-fip)***.***

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| **Component** | **Performance Indicator** |
| **Principle 1: Protect human rights, dignity, and access to resources** | **Policy Statement 1 (Y/N)** | **Policy Statement 2 (Y/N)** | **Policy Statement 3 (Y/N)** |
|  | **If useful, please also indicate where the policy statement addresses the category** (section #, page #, etc.). **If not applicable, please write “N/A.”** |
| 1.1 Human and labor rights | 1.1.1\* | Abuse and harassment*(Required for all fisheries)* | Y - Pg. 4, paragraph 1 | Y - Section 3.1 |  |
| 1.1.2a\*\* | Human trafficking and forced labor*(For fisheries industrial medium scale with likely labor recruitment from other countries and/or contracts with employers)* | N - N/A since small scale and local labor only | N - N/A since small scale and local labor only |  |
| 1.1.2b\*\* | Debt bondage in small-scale fisheries*(For small-scale fisheries only)* | Y - Pg. 5, paragraph 3 | Y - Section 3.2 |  |
| 1.1.3\* | Child labor*(Required for all fisheries)* |  |  |  |
| 1.1.4\* | Freedom of association and collective bargaining*(Required for all fisheries)* |  |  |  |
| 1.1.5\*\* | Earnings and benefits*(For fisheries with wage workers)* |  |  |  |
| 1.1.6\*\* | Adequate rest*(For fisheries with self-employed workers)* |  |  |  |
| 1.1.7a\*\* | Access to basic services for worker housing/live-aboard vessels*(For fisheries/farms that provide worker housing or require liveaboard vessel time)* |  |  |  |
| 1.1.7b | Access to basic services for small-scale fishing communities*(For small-scale fisheries only)* |  |  |  |
| 1.1.8\* | Occupational safety*(Required for all fisheries)* |  |  |  |
| 1.1.9\* | Medical response*(Required for all fisheries)* |  |  |  |
| 1.2 Access Rights | 1.2.1 | Customary resource use rights*(For fisheries that operate within or adjacent to a customary use area)* |  |  |  |
| 1.2.2 | Corporate responsibility and transparency*(For fisheries that constitute a single taxable enterprise or business)* |  |  |  |
| **Principle 2: Ensure equality and equitable opportunity to benefit** | **Policy Statement 1 (Y/N)** | **Policy Statement 2 (Y/N)** | **Policy Statement 3 (Y/N)** |
|  | **If useful, please also indicate where the policy statement addresses the category** (section #, page #, etc.). **If not applicable, please write “N/A.”** |
| 2.1 Equality | 2.1.1\* | Grievance reporting and access to remedy*(Required for all fisheries)* |  |  |  |
| 2.1.2 | Stakeholder participation and collaborative management*(Required for all fisheries)* |  |  |  |
| 2.2 Equity | 2.2.1 | Equitable opportunity to benefit*(For fisheries that employ women or other marginalized groups, e.g., migrants, ethnic, or religious minorities)* |  |  |  |
| 2.2.2\* | Discrimination*(Required for all fisheries)* |  |  |  |
| **Principle 3: Improve food, nutrition, and livelihood security** | **Policy Statement 1 (Y/N)** | **Policy Statement 2 (Y/N)** | **Policy Statement 3 (Y/N)** |
|  | **If useful, please also indicate where the policy statement addresses the category** (section #, page #, etc.). **If not applicable, please write “N/A.”** |
| 3.1 Food and nutrition security | 3.1.1a | Food and nutrition security impacts of industrial fisheries*(For fisheries that operate adjacent to or offshore of a marine/coastal resource-dependent community(ies) (within the country’s EEZ) and are industrial to medium-scale)* |  |  |  |
| 3.1.1b | Food and nutrition security for small-scale fishing communities*(For fisheries that pertain to a marine/coastal resource-dependent community(ies))* |  |  |  |
| 3.1.2 | Health care*(For fisheries that pertain to a marine/coastal resource-dependent community(ies))* |  |  |  |
| 3.1.3 | Education*(For fisheries that pertain to a marine/coastal resource-dependent community(ies))* |  |  |  |
| 3.2 Livelihood security | 3.2.1 | Benefits to and within community*(For fisheries that pertain to a marine/coastal resource-dependent community(ies))* |  |  |  |
| 3.2.2 | Economic value retention*(For fisheries that operate for subsistence purposes only)* |  |  |  |
| 3.2.3 | Long-term profitability and future workforce*(For fisheries that operate for subsistence purposes only)* |  |  |  |
| 3.2.4 | Economic flexibility and autonomy*(For fishers and/or their organization – e.g., cooperative, association, etc. – who/which sell their own product)* |  |  |  |
| 3.2.5 | Livelihood security*(For fisheries that contribute to local livelihood security)* |  |  |  |
| 3.2.6 | Fuel resource efficiency*(For fisheries that operate for subsistence purposes only)* |  |  |  |

1. Each individual policy statement can apply to a subset of the FIP so long as the collective policy statements cover all fishers and vessels in the FIP’s scope. [↑](#footnote-ref-1)
2. FIP participants that buy or sell FIP products. They include both companies and their representatives. [↑](#footnote-ref-2)
3. If providing one policy statement, the policy statement MUST cover all vessels and fishers in the FIP, whether fishing onshore or on a vessel or fishing and transporting FIP product. If providing multiple policy statements, each individual policy statement can apply to a subset of the FIP so long as the collective policy statements cover all fishers and vessels in the FIP’s scope. [↑](#footnote-ref-3)
4. These categories (corresponding to SRA indicators) are designed to accommodate a range of fisheries and contexts. That means that not all categories are applicable to all FIPs. For additional guidance on determining which categories are applicable, please refer to the Scoring Guidance table (pg. 7) in the [*Social Responsibility Assessment Tool for the Seafood Sector*](https://riseseafood.org/topics/actioning-the-monterey-framework/)*.* [↑](#footnote-ref-4)