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Summary of Changes to the Human Rights and Social Responsibility Policy v2.0

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Introduction

The FisheryProgress Human Rights and Social Responsibility (HRSR) Policy was first published in May 2021 and subsequently updated in March 2022 through an amendment, followed by the release of Version 1.1 in December 2022. The 2022 updates aimed to incorporate lessons learned from the first year of implementation and to enhance the policy's clarity and readability.

Since the last update, the FishChoice team has gathered extensive feedback from the FIP community and key stakeholders, including buyers, NGOs, and fishers. This feedback highlighted the need for clearer, more straightforward data on FIPs' social progress, aligned with companies' approaches to human rights due diligence. Stakeholders also identified key challenges with implementation, in particular the need for the Policy to better accommodate the diverse contexts in which FIPs operate. Additionally, feedback highlighted that the original policy was perceived as overly compliance-focused rather than improvement-driven.

This invaluable feedback has been instrumental in the development of the HRSR Policy 2.0. The changes, which are accompanied by new guidance documents, are intended to ease key implementation challenges for FIP implementers, offer greater flexibility and better guidance on the most demanding requirements, and enhance the overall credibility of FIP social reporting. The updated Policy also better highlights the ongoing nature of social engagement and continuous social improvement.

Overview of Changes to the HRSR Policy

In the latest version of the HRSR Policy (version 2.0) we integrated updates to address the most significant stakeholder feedback and to enhance the Policy's effectiveness, making it more practical for FIPs and more valuable to supply chain partners. Updates centered around the three following ideas:

1. **Assessment Drives Effective Action**: By emphasizing risk assessment and tailored reporting, the Policy fosters meaningful action planning and tracking.
2. **Flexibility to Address Context-Specific Challenges**: Ensuring FIP reporting on social improvements reflects diverse challenges and priorities. Additionally, recognizing the cost and complexity of third-party assessments and the risk of focusing too heavily on assessment in lieu of improvement, the Policy reduces annual reassessment burdens while ensuring transparency and accountability.
3. **Focus on Continuous Improvement**: Better accommodating reporting on planned or ongoing efforts to align with a continuous improvement approach, in an effort to avoid superficial compliance, support genuine progress, and enhance the credibility and utility of FisheryProgress data.

The following table provides more details on the changes.

Theme or Requirement	Description of changes
Approach to Extensions	• Extension requests, which were previously available for all HRSR Policy requirements with the exception of Requirement 1.5, have been eliminated. Version 2.0 introduces flexibility for reporting progress toward some HRSR requirements while maintaining rigor for cornerstone elements: publishing a Policy Statement, Vessel List/Description, and results of the Self Evaluation of Risk Criteria (SERC).
Approach to Reporting and Reporting Timelines for Requirements 1.3 and 1.4	• FIPs have a new option to report work towards Requirements 1.3 (fisher awareness of rights) and 1.4 (grievance mechanisms). This change is designed to support FIPs that are actively progressing toward completion of these requirements, allowing them to receive credit for their efforts and access support where needed. For FIPs not yet able to fully meet the initial requirements, this approach provides additional time to achieve meaningful implementation. This flexibility benefits FIPs operating in complex environments, those seeking funding to advance these workstreams, or those conducting robust workforce assessments to guide their efforts. To ensure accountability and transparency, FIPs still working toward these requirements are subject to more frequent progress reporting. • Initial reporting on Requirements 1.3 (fisher awareness of rights) and 1.4 (grievance mechanisms) has been shifted to the first annual report from the first six-month report.
Aligning Requirement 1.4 with a continuous improvement approach	• Approach to grievance mechanisms has shifted to focus more heavily on an approach of assessing, understanding and improving the systems in place for fishers' issues to be raised and addressed. FIPs must provide findings from an assessment of the availability of grievance mechanisms to all fishers and an initial appraisal of their effectiveness and complete a new template that will provide consistent data to FishChoice and FisheryProgress users. As noted above, FIPs also have the option to report on work towards a robust assessment and appraisal should they require more time to do so meaningfully. Progress reporting on effectiveness of existing mechanisms remains unchanged.
Streamlining reporting through flexible approach	• FIPs that complete Requirements 2.1 & 2.2 (via SRA only[1]) are no longer required to report separately on Requirements 1.3 and 1.4. They may choose to continue to directly report on these requirements OR to centralize reporting on related improvement efforts through their SRA Workplan.

[1] FIPs with alternative assessments are still required to report on requirements 1.3 and 1.4. The SRA is the only risk assessment option that enables opting out of reporting on 1.3 and 1.4.

Theme or Requirement	Description of changes
Aligning risk assessments (2.1) and workplans (2.2) with a continuous improvement approach	● FIPs operating in high-risk contexts (as identified in Requirement 1.5) must assess a defined set of key risk areas, regardless of whether they use the SRA tool or an alternative assessment. Required assessment topics for FIPs completing an SRA remain unchanged. FIPs publishing alternative assessments (AA) now must ensure the assessment includes the following themes, as applicable to their context: forced labor; human trafficking and fair recruitment; debt bondage in small-scale fisheries; child labor; and, availability of and access to grievance mechanisms. ● Timelines have been adjusted to support meaningful workplans and capacity to focus on improvement efforts: ○ Risk reassessment is required every three years for all FIPs operating in high-risk contexts, more frequently as desired by the FIP. Reassessment is new for FIPs with AAs. FIPs with high-risk scores in their SRA are no longer required to reassess those indicators annually. ○ FIPs may choose to publish their Social Workplans up to six months after their Risk Assessments are due. ○ Progress reporting on workplans (efforts, outcomes, and obstacles) is still required every six months, and FIPs submitting an AA will now use the FisheryProgress social workplan template and also report every six months (instead of annually). ● FIPs will no longer be moved to inactive when a 3-year SRA reassessment does not show an improvement in at least one high-risk-scoring indicator. FIPs will continue to report efforts, progress, and obstacles even if reassessments show no improvement in high-risk indicators.
Additional updates for clarity and to align with FisheryProgress	● The release of Version 2.0 of the HRSR Policy coincides with the launch of an updated FisheryProgress reporting platform. Updates have been made throughout the Policy to align with changes to the reporting platform as well as resulting shifts in templates, jotforms, and other associated documents used in reporting. ● Terminology related to FishChoice and FisheryProgress was updated to better clarify that the former refers to the organization and the latter refers to the website. ● Rationales for each requirement have been updated to provide additional context, clarity, and intent. ● References to indicators from the Social Responsibility Assessment (SRA) Tool were updated to reflect the language and numbering from version 2.0 of the SRA Tool, which will be published later in 2025. The list of Core FisheryProgress SRA Indicators, and the aligned list of required themes for the Policy Statement (Requirement 1.1) was updated to be consistent with the updated SRA Tool as well.