

FISHERYPROGRESS.ORG

Human Rights and Social Responsibility Policy Amendment to Version 1.0

Release Date: March 1, 2022
Effective Date: March 1, 2022

Table of Contents

Preface	3
Summary of Policy Changes	4
Detailed Policy Changes	5
General changes	5
Overview of the policy (Revised)	6
When are FIPs required to comply with this policy? (Revised)	6
How will FisheryProgress handle allegations of human rights abuses? (Removed)	7
Requirement 1.1 (Revised): Demonstrate there is a public policy statement outlining a commitment to human rights and social responsibility	8
1.1.1 Requirement details	8
1.1.2 Rationale and additional information	10
Requirement 1.3 (Revised) Undertake best efforts to make fishers aware of their rights.	12
1.3.1 Requirement details	12
1.3.2 Rationale and additional information	13
Appendix A (Removed)	14
Appendix B (Revised) Core FisheryProgress SRA Indicators	15
Appendix D (Revised) Key Terms and Definitions	17

Preface

In May 2021, FishChoice released the [FisheryProgress Human Rights and Social Responsibility Policy](#) along with a new set of features on the FisheryProgress website to allow fishery improvement projects (FIPs) to publicly report on social performance. We launched the policy as a starting point, recognizing that there is a lot that FisheryProgress and the community will learn as we begin to embed a social responsibility focus into FIPs. We emphasized in a cover letter for the new policy that this first year of implementation would focus on assessing both the effectiveness and practicality of the policy and making adjustments where needed.

We are grateful for the feedback of the [29 FIPs](#) that signed up as early adopters, as well as the many other FIP stakeholders who have continued to work with us to understand and improve the policy. As a result of these conversations, [in October 2021 we announced](#) that we were considering changes to the policy and delayed the related deadlines. There are two main challenges that led us to make this decision.

The first is related to the requirement for FIPs to sign the FisheryProgress Human Rights Code of Conduct (Requirement 1.1), which may give users false assurances about the social responsibility of FIPs and is duplicative for FIP participants that have already made public commitments. The changes outlined in this amendment are intended to address these issues, as well as increase FIP ownership over the responsibility to respect human and labor rights. Our goals are to improve the policy's impact by better highlighting the work that FIPs are already doing and by increasing flexibility to allow FIPs to design or utilize existing commitments that reflect their unique contexts.

The second challenge is establishing an approach to handling allegations of human rights abuses that balances risks – for FishChoice, for FIPs, and for workers – with the reality that we are a small organization with limited capacity and expertise to conduct on-the-ground investigations. Over the last several months, FishChoice has conducted additional research and spoken to numerous human rights, industry, and FIP stakeholders in order to outline a credible yet realistic approach to handling serious allegations of human rights abuses. The overwhelming conclusion from this process is that moving forward with an underdeveloped approach could cause more harm than good.

We still have work to do to finalize our approach to handling allegations of human rights abuses. FishChoice will continue to consult with FIPs and their stakeholders as we move through this process. We expect to have a clear answer to this question by Q4 2022, when we will launch a minor revision of this policy that incorporates this amendment, along with additional learnings from the first year of implementation.

If you have any questions regarding this amendment, or the changes and future of the Human Rights and Social Responsibility Policy, please email us at contact@fisheryprogress.org.

Sincerely,
The FisheryProgress Team

Summary of Policy Changes

The following table (Table 1) summarizes the changes detailed in this amendment. All other requirements and guidance outlined in the original policy, version 1.0, remain unchanged.

Table 1. Summary of Policy Changes

Policy Section	Change	Description
General changes	Revised	References to requirements and terms that are revised in this amendment are substituted for their revised content throughout the policy.
“Overview of the policy”	Revised	Two subsections are amended: <ul style="list-style-type: none"> • The phased implementation timeline is revised. • Information on allegations of human rights abuses is removed.
“Requirement 1.1 Code of Conduct”	Revised	Requirement 1.1 is revised in its entirety. In lieu of requiring FIPs to sign the FisheryProgress Human Rights Code of Conduct, the revised requirement requires FIPs to demonstrate they have a public policy statement outlining a commitment to respect human and labor rights and to provide a description of their policy statement via a template.
“Requirement 1.3 Fisher Awareness of Rights”	Revised	Requirement 1.3 is revised in its entirety. In lieu of requiring FIPs to make fishers aware of the FisheryProgress Human Rights Code of Conduct, the revised requirement requires FIPs to make fishers aware of the FIP’s policy statement (see revised Requirement 1.1) and to provide required information via a template.
“Appendix A: FisheryProgress Human Rights Code of Conduct”	Removed	Appendix A is removed from the policy. The FisheryProgress Human Rights Code of Conduct is being retooled into a model that FIPs may use to meet Requirement 1.1 (Revised).
“Appendix B: Alignment of Social Responsibility Assessment Tool (SRA) Indicators with the Human Rights Code of Conduct”	Revised	Appendix B is revised to remove references to the FisheryProgress Human Rights Code of Conduct.
“Appendix D: Key Terms and Definitions”	New content	New terms and definitions are added to Appendix D

This amendment will be fully integrated into version 1.1 of the Human Rights and Social Responsibility Policy, scheduled for release in Q4 2022.

FisheryProgress is in the process of updating the [FIP Social Review Guidelines](#) to reflect how the revised requirements will be evaluated by FisheryProgress reviewers. The updated guidelines will be released in Q2 2022. FIPs are strongly encouraged to review the guidelines in detail.

Detailed Policy Changes

General changes

The following changes apply to terms used throughout the Human Rights and Social Responsibility Policy, Version 1.0:

- All references to requirements 1.1 and 1.3 now refer to the revised requirements outlined in this amendment
- All references to “SRA indicators aligned with the Human Rights Code of Conduct” and “Code of Conduct Indicators” are replaced with “Core FisheryProgress SRA Indicators”

Overview of the policy (Revised)

Two subsections, “When are FIPs required to comply with this policy?” and “How will FisheryProgress handle allegations of human rights abuses?”, from the “Overview of the policy” section are revised. All other subsections remain unchanged.

When are FIPs required to comply with this policy? (Revised)

The phased implementation timeline is updated to provide additional time for FIPs to understand and meet revised Requirements 1.1 and 1.3. The implementation timelines for all other requirements remain unchanged.

To allow time for FIPs to review and begin to implement the amended requirements, FisheryProgress is phasing in requirements over time, as presented below (Table 2).

Note that, although Table 2 indicates when requirements go into effect, specific deadlines for FIPs to meet requirements vary according to their unique reporting schedules. This is because the document submission and review process occurs as part of the FIP’s regular six-month and annual reporting. Furthermore, each requirement details both initial and reporting deadlines, which ensure that information is kept up to date. Please see [“Guidance on FIP Reporting Schedules”](#) for additional information.

Key Terms and Definitions

Existing FIPs: All active FIPs, including both basic and comprehensive FIP types, reporting on FisheryProgress before the relevant Human Rights and Social Responsibility Policy requirement effective date. This also includes FIPs that have already submitted a profile to be listed as active prior to the relevant policy requirement effective date.

New FIPs: All FIPs, including both basic and comprehensive FIP types, that submit a profile to be listed as active on FisheryProgress after the relevant Human Rights and Social Responsibility Policy requirement effective date.

Next report: The first report due after the relevant Human Rights and Social Responsibility Policy requirement effective date. The next report could be either a six-month or annual report, whichever comes first.

Table 2. Phased implementation timeline (revised)

Policy Requirement	Existing FIPs	New FIPs
Effective Nov. 1, 2021 (currently in effect):		
1.5 Self-evaluation - no timeline change	Next report	To be listed as active
2.1 Risk assessment (if required)¹ - no timeline change	12 months after submission of self-evaluation (Requirement 1.5)	First annual report
2.2 Social workplan (if required)² - no timeline change	12 months after submission of self-evaluation (Requirement 1.5)	First annual report
Effective May 1, 2022:		
1.2 Vessel list - no timeline change	Next report	To be listed as active
1.4 Grievance mechanism - no timeline change	Next report	First six-month report
Effective Jan. 1, 2023:		
1.1 Policy statement (formerly Code of Conduct) - revised timeline	Next report	To be listed as active
1.3 Fisher awareness of rights - revised timeline	Next report	First six-month report

How will FisheryProgress handle allegations of human rights abuses? (Removed)

This subsection is removed in its entirety. FisheryProgress will outline its approach to handling allegations of human rights abuses by Q4 2022 (see Preface for additional details).

¹ FIPs that meet one or more of the criteria for increased risk of forced labor and human trafficking (see Requirement 1.5) must complete a risk assessment.

² FIPs must develop a workplan to address at least all red indicators in the risk assessment.

Requirement 1.1 (Revised): Demonstrate there is a public policy statement outlining a commitment to human rights and social responsibility

Requirement 1.1 has been revised in order to increase FIP ownership of human rights and social responsibility commitments and to reduce duplication for those FIP participants that already have in place public policy statements.

1.1.1 Requirement details

FisheryProgress expects all FIPs reporting on FisheryProgress to share our commitment to reduce the risk of human and labor rights abuses in FIPs. FIPs demonstrate this commitment by providing a public policy statement (“Policy Statement”) that expresses their responsibilities, commitments, and/or expectations regarding human rights and social responsibility.

To meet this requirement, FIPs must provide a copy and/or link to one or more Policy Statement(s) and submit a completed FisheryProgress Policy Statement Description template for each Policy Statement.

Key Terms and Definitions

FIP participant: Any entity that actively participates in a FIP by contributing financial or in-kind support to the project and/or working on activities in the workplan. FIPs are required to have active participation by companies in the supply chain. Other important participants include government, fishery managers, and nongovernmental organizations. (Source: [Guidelines for Supporting Fishery Improvement Projects](#), Conservation Alliance for Seafood Solutions, 2021)

FIP supply chain participants: FIP participants that buy or sell FIP products. This includes both companies and their representatives.

Policy statement: A documented agreement a FIP and/or its participants employ to publicly disclose responsibilities, commitments, and/or expectations regarding, at a minimum, human rights and social responsibility. The policy statement may come in the form of a code of conduct, commitment, policy, guidelines, standards, or other document.

The Policy Statement(s) must meet the following criteria:

1.1.1a Apply to all vessels and fishers fishing, whether on shore or on a vessel, and transporting catch of FIP product.

1.1.1b Address the following categories (corresponding to SRA indicators), as applicable to the vessels and fishers in the FIP³:

- Abuse and harassment (SRA1.1.1)
- Human trafficking and forced labor (SRA1.1.2a)
- Debt bondage (SRA1.1.2b)
- Child labor (SRA1.1.3)
- Freedom of association and collective bargaining (SRA1.1.4)
- Earnings and benefits (SRA1.1.5)
- Adequate rest (SRA1.1.6)

³ These categories (corresponding to SRA indicators) are designed to accommodate a range of fisheries and contexts. This 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 in the [Social Responsibility Assessment Tool for the Seafood Sector](#).

- Access to basic services for worker housing/live-aboard vessels (SRA1.1.7a)
- Occupational safety (SRA1.1.8)
- Medical response (SRA1.1.9)
- Grievance reporting and access to remedy (SRA2.1.1)
- Discrimination (SRA2.2.2)

1.1.1c Be endorsed by the relevant party or parties in the FIP. At a minimum, this means one or more of the following:

- The FIP lead(s)⁴ signs a Policy Statement on behalf of the FIP supply chain participants.
- Each FIP supply chain participant signs a Policy Statement.
- Each FIP supply chain participant has a Policy Statement published on their company's website.

1.1.1d Be active throughout the time the FIP is active on FisheryProgress.

1.1.1e Be shared with all FIP participants in the language(s) they understand.

The FisheryProgress Policy Statement Description template provides the following information for each Policy Statement:

- A description of the policies, procedures, practices, and systems in place to ensure the responsibilities, commitments, and/or expectations outlined in the Statement(s) are implemented and upheld.
- A description of how the Policy Statement(s) meet the above criteria, including:
 - For 1.1.1a, the applicability of each Policy Statement
 - For 1.1.1b, the categories (corresponding to each SRA indicator) that are addressed by the Policy Statement(s)
 - For 1.1.1c, the party or parties in the FIP that endorse each Policy Statement
 - For 1.1.1d, the effective date and, as applicable, expiry date of the Policy Statement(s)
 - For 1.1.1e, confirmation that the Policy Statement(s) has been shared with all FIP participants in the language(s) they understand

Best Practice

The FIP model is based on the idea that a variety of stakeholders must support each other to improve performance, and to monitor and enforce behavior changes in the supply chain. In order to demonstrate that the FIP's sense of collective action and shared responsibility apply to not only environmental sustainability, but also social responsibility, **FisheryProgress strongly encourages all FIP participants to commit to a single, collective policy statement.** Actions taken to uphold the policy statement may vary for different types of FIP participants and stakeholders. For example:

- Retailer/brand participants can establish, communicate, and enforce expectations, and provide financial and/or technical support to producers.
- Processor participants can reinforce commitments and expectations through their sourcing decisions.
- Producer participants can improve their company's management, policies, and procedures and engage with worker representatives.
- Trade and industry organization participants can set goals and increase accountability of member companies.
- Conservation NGO participants can leverage their insights to highlight potential risks and ensure their own work takes a "do-no-harm" approach.
- Socio-economic, labor, and human rights NGO participants can provide expertise in

⁴ In cases where a FIP has multiple FIP leads, only one FIP lead is required to sign.

assessing risks and designing improvements that are tailored to the local context.

- Academic participants can work to understand the risks and identify best practices to mitigate risk.
- All FIP participants can lobby RFMOs, and EEZ and vessel flag states to improve legal, regulatory, and enforcement frameworks to meet international standards.
- Government participants can identify legal, regulatory, and enforcement shortcomings and work to improve them.

FIPS wishing to adopt this approach are encouraged to use the FisheryProgress model policy statement to meet Requirement 1.1. This model can be found on FisheryProgress under "[FIP Templates](#)."

Initial Deadline⁵

FIPs must meet this requirement to be listed as active on FisheryProgress.

FIPs that are unable to meet the initial deadline may request an extension of up to six months. To request this extension, the FIP must complete and submit the FisheryProgress Policy Statement Description template and outline the activities the FIP will undertake in order to fully meet the requirement by the end of the requested extension period.

Progress Reporting Deadlines

FIPs must continue to meet this requirement throughout the time the FIP is active on FisheryProgress. FIPs must confirm during their annual report that the information provided remains current and meets the above requirement details. Any changes to the FIP, including but not limited to changes to the FIP lead and/or FIP participants, must be reflected in updated Policy Statement(s) and the FisheryProgress Policy Statement Description template.

1.1.2 Rationale and additional information

Providing a public policy statement is an effective way to communicate to fishers and other stakeholders how the FIP prioritizes and addresses human rights and social responsibility. It is a basic tenant of the UN Guiding Principles on Business and Human Rights that increases both internal and external accountability.

FIPs come in a variety of shapes and sizes. This requirement is designed to accommodate that diversity by allowing FIP leads and participants to determine the best model for outlining their commitment to human rights and social responsibility. Some FIPs may choose to meet this requirement by providing a single policy statement, such as the one described in the Best Practices box above. Other FIPs may choose to meet this requirement by sharing, for example, the codes of conduct their supply chain participants have already adopted. Allowing FIPs to design their own policy statements increases their sense of ownership and accountability and creates flexibility to ensure their approach reflects their unique contexts.

Regardless of who endorses the policy statement, all FIP participants have a moral and legal responsibility to ensure that human rights are respected.

⁵ See above, Overview of the Policy, for details on when this and other requirements go into effect.

Best Practice

FIPs are strongly encouraged to consult with all relevant stakeholders, especially and importantly fishers and their representatives, as they design their policy statements. Once the policy statement is finalized, it is important to effectively communicate expectations to all relevant parties. For example, the policy statement can and should be included in partnership, financing, and purchasing contracts among FIP participants and their supply chain partners, including any Memorandum of Understanding signed by FIP participants.

Requirement 1.3 (Revised) Undertake best efforts to make fishers aware of their rights.

Requirement 1.3 is revised to address direct references to Requirement 1.1 and the changes made to that requirement. In lieu of requiring FIPs to make fishers aware of the FisheryProgress Human Rights Code of Conduct, the revised requirement requires FIPs to make fishers aware of the FIP's policy statement (see revised Requirement 1.1).

1.3.1 Requirement details

FIPs must undertake best efforts to make fishers aware of their rights, including, at a minimum:

- The commitments and responsibilities outlined in the FIP's policy statement(s) (see Requirement 1.1)
- The availability of grievance mechanisms and how to use them

FIPs must ensure that up-to-date information is available to fishers throughout the time when the FIP is active on FisheryProgress.

To meet this requirement, FIPs must submit a completed FisheryProgress Fisher Awareness of Rights template and provide evidence to support the actions described in the template.

The FisheryProgress Fisher Awareness of Rights template provides the following information:

- A list of actions undertaken, including the approximate timeframe that they occurred.
- A list of evidence to support the listed action(s).
- Confirmation that the action(s) undertaken were designed to reach all fishers involved in the catch of FIP product.
- Confirmation that the action(s) were completed in a language fishers understand and that accommodations were made for illiterate fishers.

Best Practice

There are multiple effective approaches to making fishers aware of their rights, including but not limited to: posting notices on vessels and at ports, providing training, and/or including information on the FIP policy statement and grievance mechanism in hiring materials such as crew contracts and employee manuals. Fisher trade unions and other worker representatives are best positioned to help FIPs and their participants to meaningfully empower fishers to report any violations of their rights through grievance mechanisms.

Making fishers aware of their rights is not the sole responsibility of any one stakeholder. Rather, it is a collective effort in effective communication that is supported through regular messaging from multiple sources.

Initial Deadline⁶

FIPs must meet this requirement during their first six-month report after being listed as active on FisheryProgress.

FIPs that are granted an extension for Requirement 1.1 and/or Requirement 1.3 may request an extension, which must not exceed the extension period granted for Requirement 1.1 and/or Requirement 1.3. To request this extension, the FIP must complete and submit the

⁶ See above, Overview of the Policy, for details on when this and other requirements go into effect.

FisheryProgress Fisher Awareness of Rights template and outline the activities the FIP will undertake in order to fully meet the requirement by the end of the requested extension period.

Progress Reporting Deadlines

FIPs must provide an update on their continuing efforts to make fishers aware of their rights as part of their annual report, beginning with their first annual report after being listed as active on FisheryProgress.

1.3.2 Rationale and additional information

Making sure that fishers are aware of their rights is essential to ensure that the working environment is safe and healthy, and that human rights are upheld in the workplace. An informed and empowered workforce can serve as a powerful workplace monitor that identifies issues as they occur. This kind of fisher engagement is a critical part of human rights due diligence processes.

FIPs are strongly encouraged to work with local labor and human rights agencies and organizations, and worker representatives (where they exist) to meet this requirement. These organizations are well positioned to help FIP participants understand how to communicate rights to fishers in a way that empowers them to engage with management to continually improve working conditions.

Appendix A (Removed)

The policy no longer requires FIPs to sign the FisheryProgress Human Rights Code of Conduct, so Appendix A is removed from the policy in its entirety. FisheryProgress is redesigning the previously released FisheryProgress Human Rights Code of Conduct into a model that FIPs may use to meet Requirement 1.1 (Revised). The model and corresponding guidance will be released in Q2 2022 and, thereafter, accessible on FisheryProgress under [“FIP Templates.”](#)

Appendix B (Revised) Core FisheryProgress SRA Indicators

Appendix B is revised to reflect changes made to Requirement 1.1.

The table below (Table 3) presents the full set of SRA performance indicators (PIs). **The PIs highlighted in blue and noted with an asterisk (*) are the Core FisheryProgress SRA Indicators.** These are indicators that:

- Are required to be assessed (as applicable⁷) for FIPs that meet one or more of the criteria for increased risk of forced labor and human trafficking (see Requirement 1.5 and 2.1).
- Must be assessed by an individual or team with the qualifications outlined in Appendix C of the FisheryProgress Human Rights and Social Responsibility Policy, regardless of whether the FIP is required to assess them or is doing so voluntarily (see Requirement 2.1 and 3.1).

Table 3: SRA Performance Indicators

Component	Performance Indicator (PI)	
Principle 1: Protect human rights, dignity, and access to resources		
1.1 Human and labor rights	1.1.1*	Abuse and harassment
	1.1.2a*	Human trafficking and forced labor
	1.1.2b*	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/live-aboard vessels
	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
Principle 2: Ensure equality and equitable opportunity to benefit		
2.1	2.1.1*	Grievance reporting and access to remedy

⁷ The SRA is designed to accommodate a range of fisheries and contexts and provides a comprehensive set of PIs to that end. This means that not all PIs are applicable to all FIPs. For additional guidance on determining which PIs are applicable, please refer to the Scoring Guidance table in the [Social Responsibility Assessment Tool for the Seafood Sector](#).

Equality	2.1.2	Stakeholder participation and collaborative management
2.2 Equity	2.2.1	Equitable opportunity to benefit
	2.2.2*	Discrimination
Principle 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
	3.2.4	Economic flexibility and autonomy
	3.2.5	Livelihood security
	3.2.6	Fuel resource efficiency

Appendix D (Revised) Key Terms and Definitions

New terms and definitions outlined below support the changes described in this policy amendment. All other terms and definitions outlined in Appendix D remain unchanged.

The following terms and definitions are added to the [FisheryProgress Glossary](#). These are key concepts that help the reader understand this policy and its related materials.

Existing FIPs

All active FIPs, including both basic and comprehensive FIP types, reporting on FisheryProgress before the relevant Human Rights and Social Responsibility Policy requirement effective date. This also includes FIPs that have already submitted a profile to be listed as active prior to the relevant policy requirement effective date.

FIP supply chain participants

FIP participants that buy or sell FIP products. This includes both companies and their representatives.

New FIPs

All FIPs, including both basic and comprehensive FIP types, that submit a profile to be listed as active on FisheryProgress after the relevant Human Rights and Social Responsibility Policy requirement effective date.

Next report

The first report due after the relevant policy requirement effective date. The next report could be either a six-month or annual report, whichever comes first.

Policy statement

A documented agreement a FIP and/or its participants employ to publicly disclose responsibilities, commitments, and/or expectations regarding, at a minimum, human rights and social responsibility. The policy statement may come in the form of a code of conduct, commitment, policy, guidelines, standards, or other document.