

PART I:

1.1 Policy statement outlining a commitment to human rights and social responsibility

- Overview of requirement
- Overview of the policy statement template
- Deadlines and extensions
- Testing your knowledge

1.1 Policy Statement | Overview

What is a 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.



1.1 Policy Statement | Requirement details



One or more policy statements



FisheryProgress Policy Statement template

Minimum criteria:

- ✓ Apply to all vessels and fishers fishing, whether on shore or on a vessel, and transporting catch of FIP product
- ✓ Address 12 specific categories corresponding to select SRA indicators
- ✓ Be endorsed by the relevant party or parties in the FIP
- ✓ Be active throughout the time the FIP is active on FisheryProgress
- ✓ Be shared with all FIP participants in the language(s) they understand

1.1 Policy Statement | 12 Categories to address

1. Abuse and harassment (SRA1.1.1)
2. Human trafficking and forced labor (SRA1.1.2a)*
3. Debt bondage (SRA1.1.2b)*
4. Child labor (SRA1.1.3)
5. Freedom of association and collective bargaining (SRA1.1.4)
6. Earnings and benefits (SRA1.1.5)*

7. Adequate rest (SRA1.1.6)*
8. Access to basic services for worker housing/live-aboard vessels (SRA1.1.7a)*
9. Occupational safety (SRA1.1.8)
10. Medical response (SRA1.1.9)
11. Grievance reporting and access to remedy (SRA2.1.1)
12. Discrimination (SRA2.2.2)

1.1 Policy Statement | 12 Categories to address

1. Abuse and harassment (SRA1.1.1)

2. Human trafficking and
(SRA1.1.2a)*

3. Debt bondage (SRA1.1.2b)

4. Child labor (SRA1.1.3)

5. Freedom of association and
collective bargaining (SRA1.1.4)

6. Earnings and benefits (SRA1.1.5)*

7. Adequate rest (SRA1.1.6)*

Note!

We do not require how you must address these categories, but we strongly encourage that FIPs take a firm stance on mitigating and eliminating HR abuses

8. Safety and health
protections for worker
vessels

9. Freedom of movement
(SRA1.1.8)

10. Medical response (SRA1.1.9)

11. Grievance reporting and access to
remedy (SRA2.1.1)

12. Discrimination (SRA2.2.2)

1.1 Policy Statement | Endorsed by the relevant party

- ✓ The FIP lead(s) 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

FIP supply chain participant: any FIP participant that buys or sells FIP products. This includes both companies and their representatives.

1.1 Policy Statement | Template

Template (required)

- Applicability of the policy statement(s)
- Checklist of minimum requirements
- FIP verifies that it meets FisheryProgress requirements

FISHERYPROGRESS.ORG

Human Rights and Social Responsibility Policy
Requirement 1.1 Policy Statement
Policy Statement Template
Version 2.0, October 2022

Instructions

FIPs must submit a completed FisheryProgress Policy Statement Template to fulfill requirement 1.1. The Policy Statement Template does **not** replace a policy statement. FIPs must provide one or more policy statements that must apply to all vessels and fishers fishing, whether on shore or on a vessel, and transporting catch of FIP product, and they 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 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 provide a link(s) to the corresponding policy statement(s). They may provide corresponding policy statement(s) in languages other than English. However, providing policy statements in languages other than English may be subject to secondary review and may take longer to publish on the site.

1. 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.

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.

Date Template Was Completed

Completed By

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

1.1 Policy Statement | Model

HRSR Statement Model (Optional)

- Adaptable model for FIPs that wish to develop their own collective statement
- FisheryProgress **strongly encourages** all FIP participants to commit to a single, collective policy statement
- Available in December

[FIP NAME]

Human Rights and Social Responsibility Statement

Month Year

I. Introduction

Eliminating human rights violations and abuses in seafood supply chains is both a legal and moral imperative. Under the Universal Declaration of Human Rights, every individual has fundamental rights to decent and safe working conditions free of discrimination, harassment, abuse and coercion, whether on land or at sea. In addition, several United Nations (UN) agencies, entities and programs have set international standards and developed guidance on human rights, labor standards, and decent working conditions applicable to fisheries. Notably, the International Labour Organization (ILO) has defined eight fundamental Conventions that are considered essential for protecting labor rights, as well as one specific to the fishing sector. The Work in Fishing Convention (2007, No. 188) updates older ILO instruments on fisheries¹ and aims to ensure decent conditions of work on board, conditions of service, accommodation and food, occupational safety and health protection, medical care and social security.² At the time of writing, the vast majority of nations have ratified the eight fundamental Conventions³, while 20 countries have ratified C188.

In 2011, the UN Human Rights Council endorsed the Guiding Principles on Business and Human Rights (UNGPs) to help guide States and companies to prevent, address and remedy human rights abuses committed in business operations. The UNGPs are the first global standard of its kind and establish businesses as responsible for respecting human rights and providing workers access to remedy should a human rights abuse occur.

The UNGPs have received widespread adoption and support from both the private and public sector and have impacted business practices. Within the seafood industry, seafood retailers, suppliers and foodservice providers are increasingly seeking products that commit to social responsibility and the protection of human rights in seafood supply chains. Addressing social issues and ensuring adequate working conditions for fishers is now viewed as a necessary

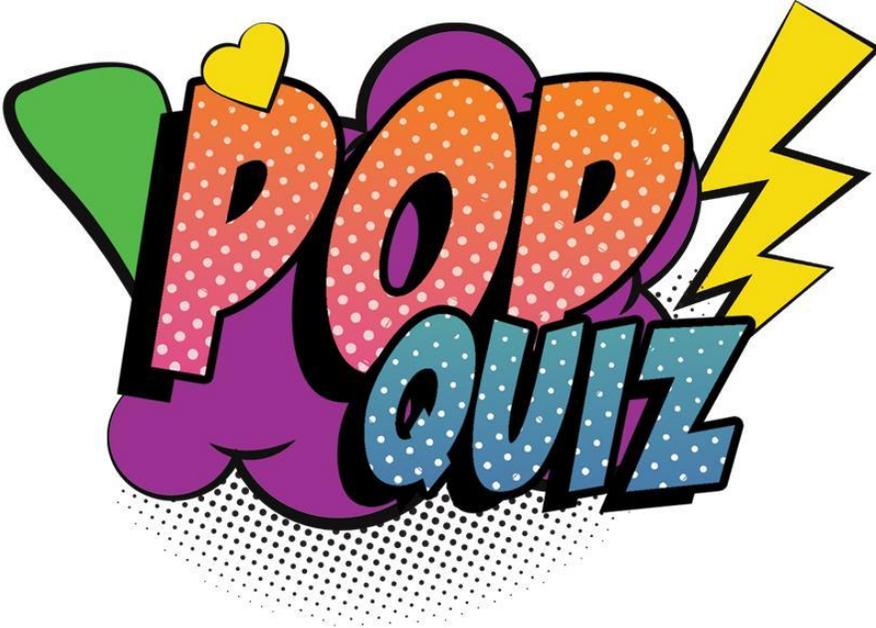
1.1 Policy Statement | Extensions & Reporting

Initial Deadline

- FIPs must meet this requirement to be listed as active on FisheryProgress
- May request 12-month extension

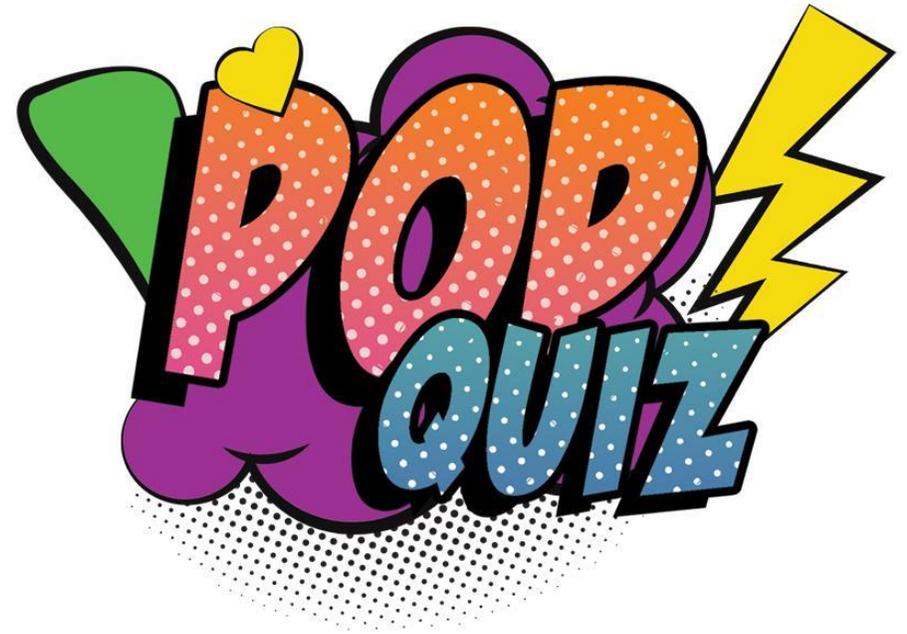
Progress Reporting

- Statement(s) must remain in effect throughout the life of the FIP on FP.org
- Confirm at their annual report that the information provided remains current and still meets requirement details
- Changes to the FIP must be reflected in updated Policy Statement(s) and corresponding template



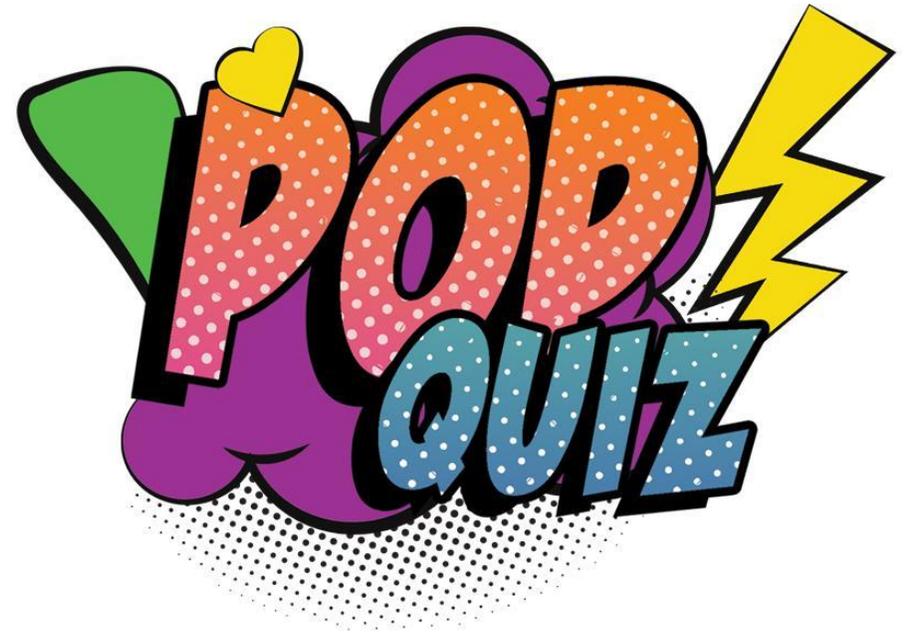
WHICH FIPS MUST PROVIDE A POLICY STATEMENT?

- a) FIPs that meet one or more risk criteria
- b) Basic FIPs
- c) Comprehensive FIPs
- d) All of the above



WHICH FIPS MUST PROVIDE A POLICY STATEMENT?

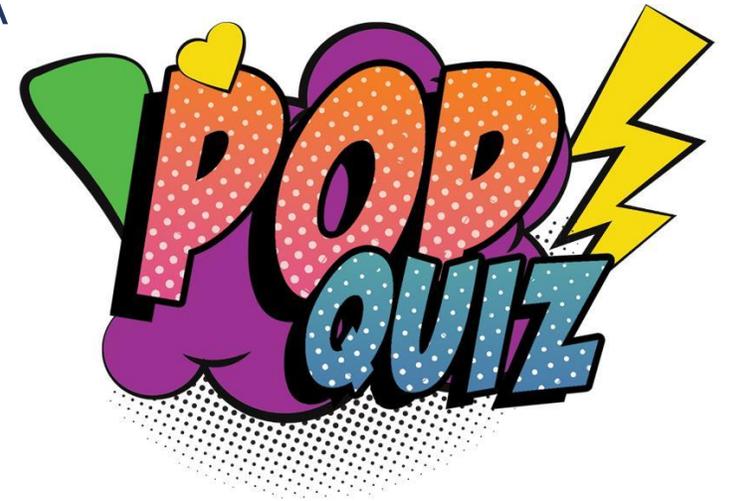
- a) FIPs that meet one or more risk criteria
- b) Basic FIPs
- c) Comprehensive FIPs
- d) All of the above



ALL FIPs must provide a policy statement to be listed as active on FisheryProgress.

Policy statement(s) must do/provide all of the following EXCEPT:

- a) Apply to all vessels and fishers fishing, whether on shore or on a vessel, and transporting catch of FIP product
- b) Address ALL 12 categories corresponding to select SRA indicators
- c) Be endorsed by the relevant party or parties in the FIP
- d) Be active throughout the time the FIP is active on FisheryProgress
- e) Be shared with all FIP participants in the language(s) they understand



Policy statement(s) must do/provide all of the following EXCEPT:

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

b) Address ALL 12 categories corresponding to select SRA indicators

c) Be endo

d) Be active
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e) Be shar
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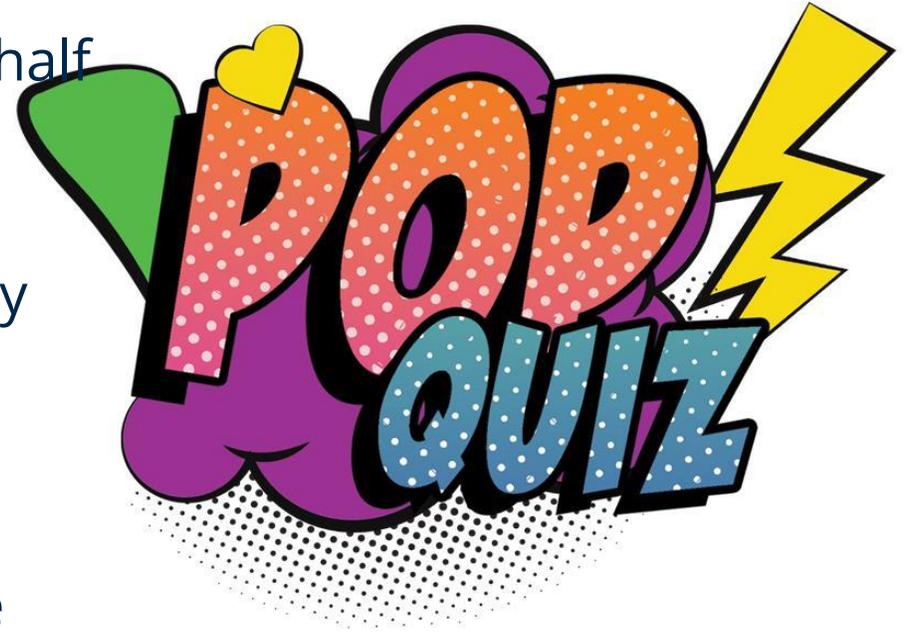
The 12 categories are NOT applicable to ALL FIPs.

Please refer to the Scoring Guidance table in the SRA tool for additional guidance.



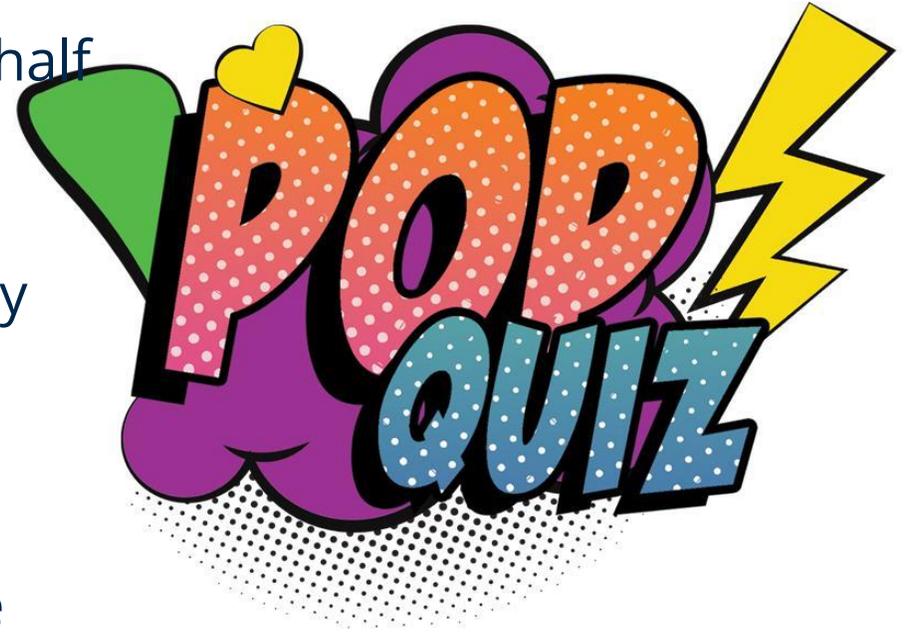
WHAT DOES 'ENDORSED BY THE RELEVANT PARTY OR PARTIES' MEAN?

- a) The FIP lead(s) signs a Policy Statement on behalf of the FIP supply chain participants
- b) Each FIP supply chain participant signs a Policy Statement.
- c) Each FIP supply chain participant has a Policy Statement published on their company's website
- d) Any or all of the above



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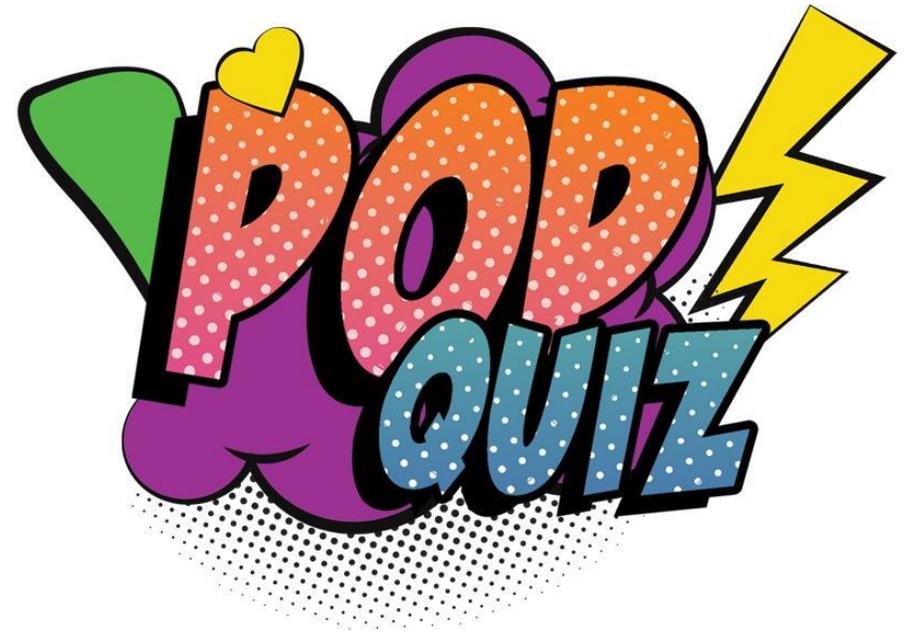
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d) Any or all of the above

True or False: the only required documentation FIPs must submit for the Policy Statement Requirement (1.1) is/are the Policy Statement(s)

- True
- False

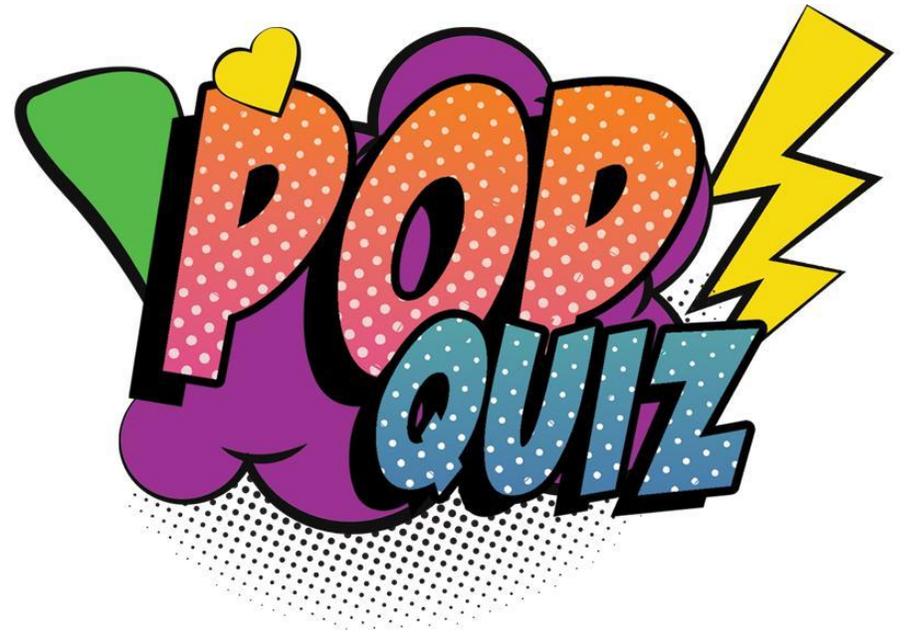


True or False: the only required documentation FIPs must submit for the Policy Statement Requirement (1.1) is/are the Policy Statement(s)

True

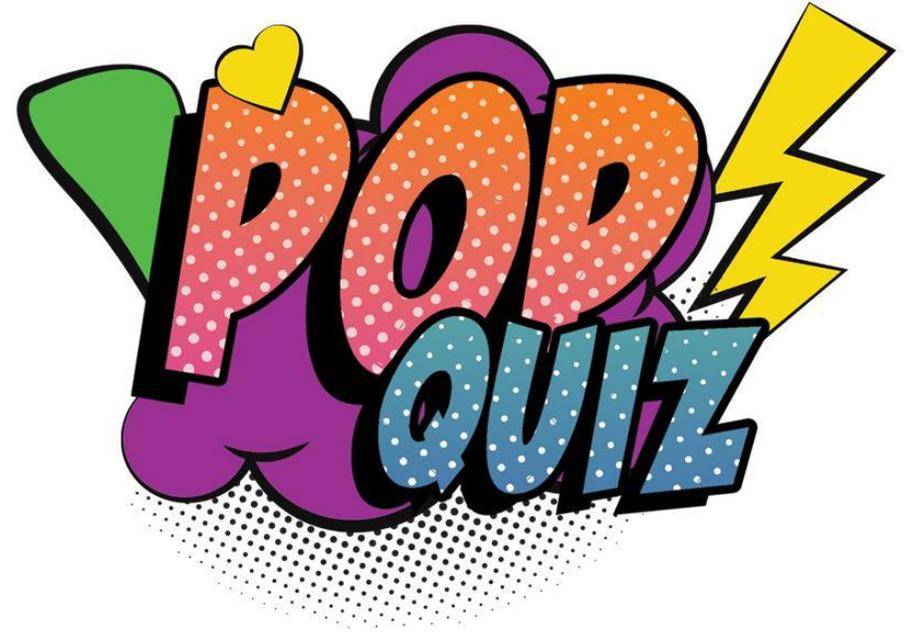
False!

FIPs must also fill out the Policy Statement template!



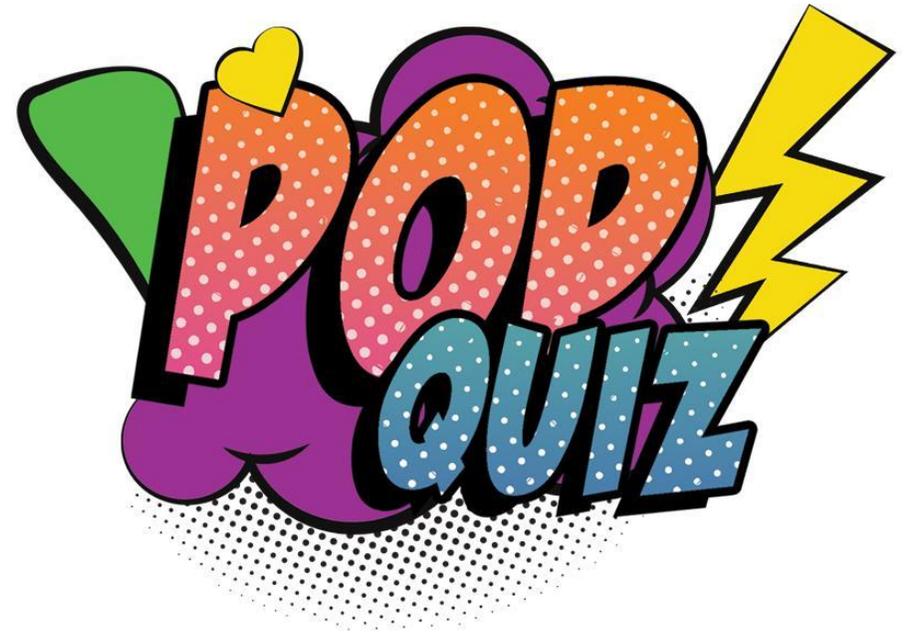
WHEN DO FIPs NEED TO PROVIDE AN UPDATE ON THE POLICY STATEMENT?

- a) Never
- b) Every report
- c) Every annual report
- d) Only when changes are made to FIP participants



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- b) Every report
- c) Every annual report
- d) Only when changes are made to FIP participants



The FIP must confirm that the policy statement(s) is still current & provide updated policy statements as soon as FIP participants change

Questions?

You can direct further questions to:

Melissa (Social Responsibility Program Associate) | melissa@fishchoice.com

Juliana (FIP Analyst) | juliana@fishchoice.com

One more thing...

 *Before you go, reminder to fill out the POST-webinar survey* 

THANK YOU!