Human Rights and Social Responsibility Policy Amendment

- Overview of changes
- Changes to Requirements 1.1 & 1.3
- Updated timeline & deadlines for reporting
Overview | HRSR Policy

Component 1

1.1 Code of Conduct
1.2 Vessel or Fisher Info
1.3 Awareness of Rights
1.4 Grievance Mechanism
1.5 Self-Evaluation

Component 2

2.1 Risk Assessment
2.2 Workplan
2.3 Reporting

Component 3

Voluntary Risk Assessment
Workplan
Reporting
Overview | HRSR Policy Amendment

Component 1

1.1 Code of Conduct
1.2 Vessel or Fisher Info
1.3 Awareness of Rights
1.4 Grievance Mechanism
1.5 Self-Evaluation

What requirements have changed?

Component 1

1.1 Public Policy Statement
1.2 Vessel or Fisher Info
1.3 Awareness of Rights
1.4 Grievance Mechanism
1.5 Self-Evaluation

FIPs must now demonstrate they have a public policy statement outlining their commitment to respect human and labor rights.

FIPs must now ensure fishers are aware of the FIP's public policy statement.
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

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 | Requirement details

One or more policy statements

FisheryProgress Policy Statement Description template for each Policy Statement

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

Note!
We do not require how you must address these categories, but FP strongly encourages that FIPs take a firm stance on mitigating and eliminating HR abuses.
1.1 Policy Statement | Requirement details

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

FisheryProgress Policy Statement Description template for each Policy Statement

A few options:
- The FIP lead(s) signs a Policy Statement on behalf of the FIP supply chain participants OR
- Each FIP supply chain participant signs a Policy Statement OR
- Each FIP supply chain participant has a Policy Statement published on their company's website
1.3 Fisher Awareness of Rights | Requirement details

Make fishers aware of their rights:

- Commitments and responsibilities outlined in the FIP’s policy statement
- The availability of grievance mechanisms and how to use them

FisheryProgress Fisher Awareness of Rights template

Evidence to support actions
More details can be found in the Policy Amendment itself on our website: https://fisheryprogress.org/social-responsibility/our-approach

More guidance and resources to be shared in the coming weeks!
**YOUR FIP’s deadline**
to complete these requirements follows the FIP’s **existing** reporting schedule.

**January 1, 2023**
- **1.1 Policy Statement**
- **1.3 Awareness of Rights**
- **2.3 Progress Reporting**

**May 1, 2023**
- **2.1 Risk Assessment**
- **2.2 Workplan**

**November 1, 2022**
- **2.1 Risk Assessment**
- **2.2 Workplan**

**November 1, 2021**
- **2.1 Risk Assessment**
- **2.2 Workplan**

**2022**
- **November 1, 2021**
- **May 1, 2022**
- **November 1, 2022**
- **May 1, 2023**
Refer to the "Guidance on FIP Reporting Schedules" for additional information.

FIPs active before 1 Nov 2021 can also use the interactive tool to determine their precise reporting schedule.
Keep in mind

• Amendment is available now in Spanish, Bahasa, and Chinese, and will be live on the site in the coming days

• Revised social review guidelines and templates will be available later this spring

• A revised policy that incorporates changes from the amendment will be released by the end of the year

• We will continue to consult on our approach to allegations, which will be released by the end of the year
Questions?
You can direct further questions to the FisheryProgress Team at:
contact@fisheryprogress.org