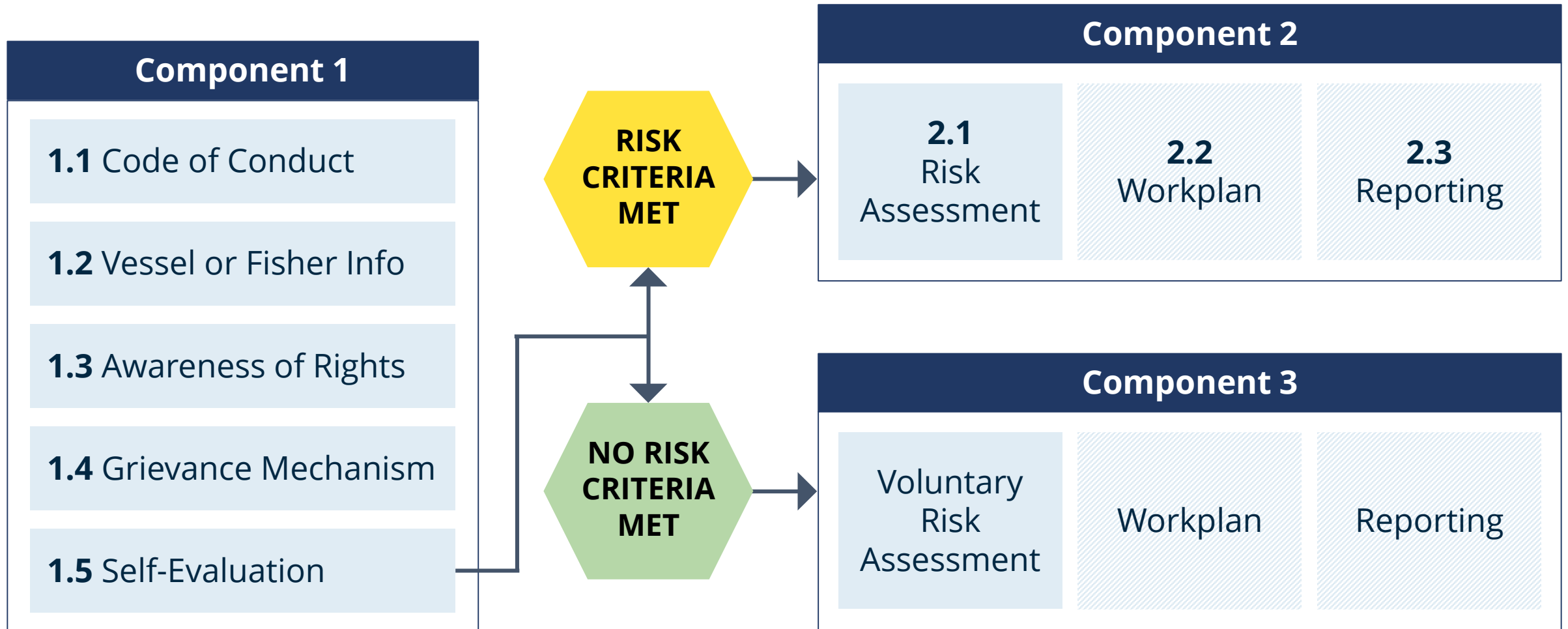


Human Rights and Social Responsibility Policy Amendment

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

Overview | HRSR Policy



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



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

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 at sea, and all 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



One or more policy statements



FisheryProgress Policy Statement
Description template for each Policy
Statement

Minimum criteria:

- ✓ Apply to all vessels and fishers fishing, who are reporting catch of FIP product
- ✓ Address 12 specific categories corresponding to the FIP
- ✓ 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

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

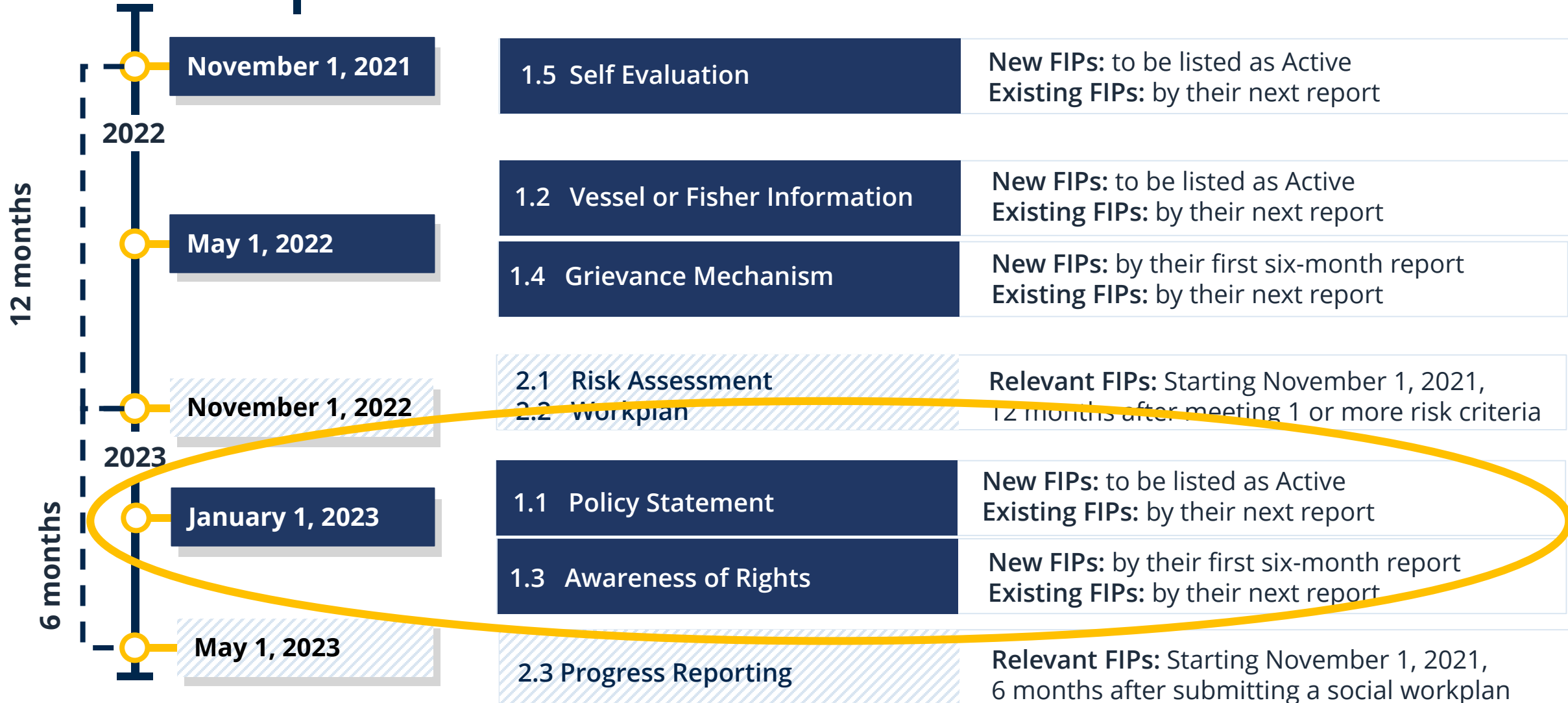
HRSR Policy Amendment

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!

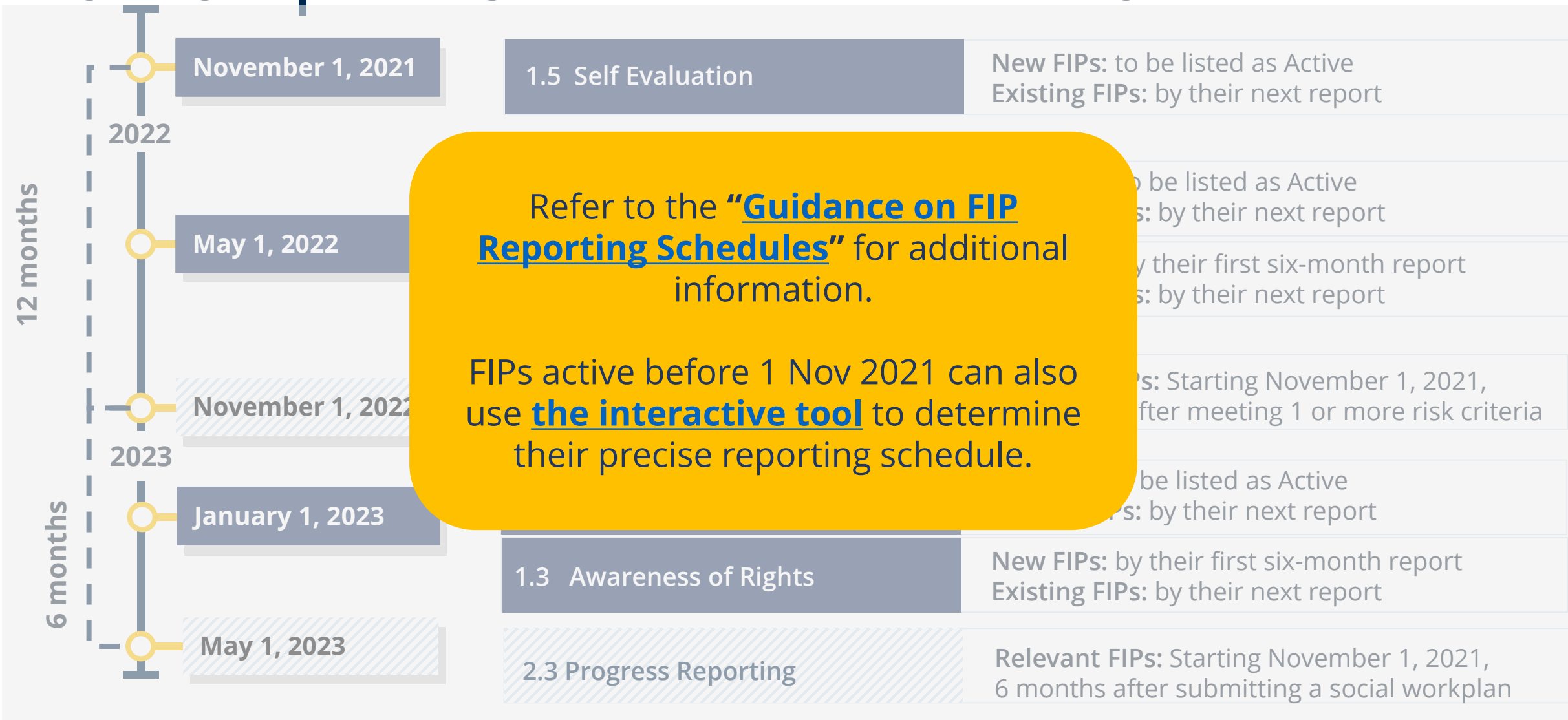
POLICY | PHASED IMPLEMENTATION



POLICY | PHASED IMPLEMENTATION



POLICY | PHASED IMPLEMENTATION



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