Does it do What it Says on the Tin?
Fisheries and Aquaculture Certification, Standards and Ratings Ecosystem: An Independent Review 1.0

www.humanrightsatsea.org
#humanrightsatsea
© February 2023 Human Rights at Sea
All Rights Reserved.
Table of Contents

FOREWORD 04
GLOSSARY 05
ABBREVIATIONS 06
INTRODUCTION: AVOIDING PROTECTING PERSONS AT SEA 07
THIS INDEPENDENT REVIEW 10
METHODOLOGY 10
BASELINE KEY PERFORMANCE INDICATORS 11
FISHERIES RESULTS 16
AQUACULTURE RESULTS 22
SO WHAT? 23
THE FAILINGS 23
THE SOLUTIONS 23
CONCLUSION 24
RECOMMENDATIONS 25
EXTERNAL CONSULTANCY SUPPORT 26
FUNDING 26
CONFLICT OF INTEREST 26
DISCLAIMER 26
WHO WE ARE 27
ANNEX 28

Human rights apply at sea, as they do on land.
Foreword

As consumers we’re led to believe we hold the power to ensure the goods we buy are not harmful to humans and the planet. In classic economics, companies simply supply what the market demands. We are ‘the market’ and it is the market that sets the price. And we are increasingly aware, in this information age, that price goes far beyond the ticket on the shelf. It’s not just what’s in the tin, but how it got there – the husbandry, the working conditions, the production process. The outcome? A plethora of labels of various certification schemes aimed at meeting that demand. But do these labels really address the true cost and help empower consumers to leverage their purchases to get what they want?

This much-needed data-driven examination of labels – certification standards – within the fisheries industry shows that all is not what it might seem. It demonstrates the complexity of a solution based on voluntary standards, beginning with the plethora of schemes, each with its own criteria, inconsistent both in mandate, assessment process and enforcement. The existence of such a report, on just one industry, indicates just how unrealistic it is as a means for consumers to understand the true cost of a product and exercise our purchasing power accordingly.

Certification stamps do little to empower consumers to leverage their purchase influence, particularly if their concerns are forced labour. For consumers willing to be proactive to avoid complicity in exploitation, this report shows that the knowledge, time, and analysis needed to assess the meaning of labels on products in an average grocery store basket, from fish to flowers, cotton products to cocoa. The weight of the task at hand undermines any good intentions claimed by such schemes.

This report makes clear that consumers cannot be expected to carry the weight of ensuring their purchasing decisions are not tainted by human rights abuses. It underpins the frustration with voluntary principles and the growing calls for mandatory human rights and environmental due diligence legislation across the economy, to set a true baseline of what we agree are international minimum standards, that are then built upon for a future world economy that puts people and the planet above profit.

Joanna Ewart-James
Co-Founder and Executive Director, Freedom United

Glossary

ESG
Envionment, Social and Governance considerations that are used to evaluate sustainability performance.

Grievance Mechanism
Confidential complaints process that can be used by affected stakeholders such as individuals, employees, civil society and communities to obtain a resolution.

International Bill of Human Rights
Refers to the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

Maritime Labour Convention (MLC)
ILO Convention adopted in 2006 covering seafarers’ rights at work. The MLC was adopted in conjunction with the IMO and entered into force in 2013.

Remediation
Process of stopping, reversing and redressing adverse human rights impacts and providing guarantees of non-repetition.

UN Sustainable Development Goals
The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth while tackling climate change and working to preserve the oceans and forests.

UN Guiding Principles on Business and Human Rights
Non-binding guidelines for States and companies to prevent, Business and Human Rights address and remedy human rights abuses committed in business operations.
Introduction: Avoiding Protecting Persons at Sea

To date, sustainability efforts in the fisheries and aquaculture sectors have largely been focused on the environmental consequences of wild capture and fish farm production, with an increasing focus on the UN Sustainable Development Goals (SDGs) and the applicable UN Guiding Principles on Business and Human Rights (UNGPs) in addition to established international standards and legal instruments. The economic focus of corporate fisheries and aquaculture appears to assume that sustainability is synonymous with profit and de facto, market dominance. Meanwhile, fundamental worker rights’ protections within fisheries and aquaculture operations have largely been neglected and often appear within voluntary sustainability programs as an afterthought bolted on to environmental credentials.

Across the fisheries and aquaculture sectors, the often-blatant disregard of assured protections for fundamental worker’s rights through voluntary certifications, standards and rating schemes that aim to measure the environmental and sometimes the chain of custody performance of commercial operations remains prevalent.

This situation is not acceptable.

What seems like a persistent reluctance to comprehensively address the social aspects of fisheries and aquaculture means that human and labour rights protections are regularly excluded from voluntary evaluations and audits of performance for most at-sea operations. Only now, in 2023, and at the time of writing, are we starting to see an increased interest and uptake in the human and labour rights aspects of the ‘S’ in Environmental, Social and Governance (ESG).

As the founding principle of Human Rights at Sea (HRAS) has stated since April 2014, “Human rights apply at sea, as they do on land”. This framing and positioning is key for true impact and better victim remediation within voluntary certifications, standards and rating schemes that aim to measure the environmental and sometimes the chain of custody performance of commercial operations remains prevalent.

Let us be clear. Human and labour rights protections are not limited just to land-based operations.

Today, with real-time data, intelligence gathering and analytic methods increasing, improvements in worker voice and union representation alongside widespread public reporting, there is now significantly more demand by consumers for transparency surrounding the provenance of products and the real working conditions used to source and produce them. This includes at sea.

For the global seafood industry across fisheries and aquaculture sectors, this means continuously pressing the necessity for accessible and embedded supply chain transparency and accountability from vessel or farm through to plate. It is everyone’s responsibility to implement.
But this call to action is not new, and that is the exasperating aspect of this kind of advocacy. Consequently, there remains the need for continuous and ongoing sector reviews.

To sum up, the current seafood certification, standards, ratings and ESG ecosystem is saturated in entities vying for market position while their operations are often opaque and hidden behind corporate veils. For this reason, with the external support of MarFishEco and peer reviews, HRAS has spent 36 months examining this landscape to produce an open-source fisheries and aquaculture independent Ecosystem 1.0 review addressing the worker’s rights and social components that are lacking. Subject to funding, HRAS intends to continue delivering such independent reviews and associated reporting, first, to provide a baseline for public access to available data and, second, to catalyse individual and collective actions for demonstrable change.

David Hammond
CEO, Human Rights at Sea
8th February 2023
This Independent Review

An Independent insight into the scale of human rights protections within voluntary fisheries and aquaculture certifications, standards and ratings.

At the time of writing, this independent, transparent report provides a detailed review of all pertinent voluntary certifications, standards, and ratings for what is being publicly stated by the identified entities across their online platforms and in the media. It is framed as the ‘Ecosystem 1.0’ version and will be updated as an iterative publication. All current and updated data sets will be held on the HRAS website, www.humanrightsatsea.org.

Please note that the data contained within this review will be secured on the HRAS website and made available from 1st March 2023 at: www.humanrightsatsea.org/csrreview

All updates and/or relevant comments related to this review should be emailed to HRAS at: enquiries@humanrightsatsea.org (“FAO Certification Review”).

Methodology

An ecosystem review of online grey literature, open-source website, public media content and discussions with key informant experts was undertaken over 36 months to uncover all viable certifications, standards and rating ecosystems within the fisheries and aquaculture sectors.

HRAS has provided a comprehensive suite of 16 Key Performance Indicators (KPIs) that, if included in a certification, standard or ratings program, could be considered inclusive of the necessary human and labour rights dimensions and fundamental protections for fishery and aquaculture operations. These HRAS KPIs represent an iterative starting point and, arguably, a robust holistic ‘ground-zero’ that correctly considers human and labour rights standards, protection measures, as well as established policy standards such as the ILO Forced Labour indicators and relevant international law instruments.

Each certification, standard and rating identified in the review was benchmarked against the 16 subjective HRAS KPIs as a baseline of best practice. Where a certification, standard or rating did include, acknowledge, or correctly consider a single HRAS KPI, a score of one was given. The HRAS KPIs were compared across every certification, standard and rating. The highest score attainable was a 16 (a program that covers all HRAS KPIs), and the lowest score attainable was a zero (a program that does not consider any of the HRAS KPIs).

Baseline Key Performance Indicators

Table 1: HRAS KPIs used to benchmark the fisheries and aquaculture certification, standards and rating ecosystems. These are subjective to HRAS.

<table>
<thead>
<tr>
<th>Category</th>
<th>HRAS KPI</th>
<th>Description: Questions / Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>PATHWAY</td>
<td>Voluntary or mandated?</td>
<td>Was the design pathway a voluntary concept or was it created as a commercial need?</td>
</tr>
<tr>
<td></td>
<td>Independent anti-bribery and/or corruption</td>
<td>Are there public statements regarding anti-bribery and corruption checks?</td>
</tr>
<tr>
<td></td>
<td>front-end accountability.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Covers (a) human rights.</td>
<td>Mention of human rights standards?</td>
</tr>
<tr>
<td></td>
<td>Covers (b) labour rights.</td>
<td>Mention of labour rights standards?</td>
</tr>
<tr>
<td></td>
<td>Covers (c) social rights.</td>
<td>Mention of social rights standards?</td>
</tr>
<tr>
<td>TRANSPI REN C Y</td>
<td>Public disclosure of clients.</td>
<td>Is there a list of clients that are certified / are undergoing certification?</td>
</tr>
<tr>
<td></td>
<td>Public disclosure of a client’s remediation</td>
<td>Is there disclosure regarding where on the audit / review pathway to certification a client is, and at what stage of the process client remediation pathways are actioned?</td>
</tr>
<tr>
<td></td>
<td>pathways during an audit / review process.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Audit / review findings disclosed to workers</td>
<td>Is there public disclosure of how a standard has or has not been met?</td>
</tr>
<tr>
<td></td>
<td>and/or to the general public.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Identification and public disclosure of conflicts of interest(s) in the design, establishment and running of the review process / pathway / platform.</td>
<td>Where is funding coming from to conduct the audits / review and fund the associated platform?</td>
</tr>
<tr>
<td>MONITORING</td>
<td>Policy for vessels to be in port for audits /</td>
<td>What is the stated scope and regularity for audits reflecting the location of auditors?</td>
</tr>
<tr>
<td></td>
<td>reviews to be conducted.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Third party auditing.</td>
<td>Is auditing undertaken remotely, locally or delivered with a fly in / fly out approach?</td>
</tr>
<tr>
<td>REMEDIATION</td>
<td>Mediation / Arbitration / Alternative Dispute Resolution (ADR) process profiled and available.</td>
<td>Is there a stated, publicly available mediation/arbitration (ADR – alternative dispute resolution) process for victims?</td>
</tr>
<tr>
<td></td>
<td>Company commitment to assist / compel remediation of victims of abuse.</td>
<td>Are there publicly available policies for supporting victims of abuse?</td>
</tr>
<tr>
<td></td>
<td>Business engagement directly with national human rights defenders (in person and/or through civil society orgs) and not just unions.</td>
<td>What is the degree and level of engagement with human rights defenders (civil society entities)?</td>
</tr>
<tr>
<td>LEGAL</td>
<td>Explicit reference to and policy statements about the application of the International Bill of Human Rights, pertinent ILO Conventions, and ILO Forced Labour Indicators.</td>
<td>Is there detailed mention of international human and labour rights instruments, or a reference to the instrument only?</td>
</tr>
<tr>
<td></td>
<td>100% assurance that workers have access to legally binding contracts of employment that provide requisite protections of worker rights.</td>
<td>Are the contents of contracts of employment covered in detail?</td>
</tr>
</tbody>
</table>

www.humanrightsatsea.org © February 2023 Human Rights at Sea. All Rights Reserved.
Fisheries Certification, Standards and Ratings Ecosystem 1.0

Figure 1: Mapping diagram shows the fisheries certifications, standards and ratings uncovered in the ecosystem review.

Explanation: The size of each blue bubble represents the benchmarking score. The red circles represent scores of zero in which there was no alignment with the HRAS KPIs.
Fisheries Certification, Standards and Ratings Bar Graph 1.0

Figure 2: Bar graph showing the benchmarking scores for all the fishery certifications, standards and ratings uncovered in the ecosystem review.

**Explanation:** The size of the bar represents the benchmarking score. Bars are ordered from best performer to worst performer.
The KPIs that were most commonly not addressed in fishery certification, standards and rating programs were related to transparency and remediation. These were:

- There is no disclosure regarding where on the audit / review pathway to certification a client is and at what stage of the process client remediation pathways are actioned.
- There is no public disclosure of how a standard has or has not been met.
- There are no publicly available policies for supporting victims of abuse.

At the time of the Ecosystem 1.0 review publication, there are a total of 23 active fishery certification, standards and ratings programs. Of these, 12 (52%) did not satisfy even a single HRAS KPI, therefore, scoring 0.

None of the certifications, standards and rating programs scored the maximum 16 points when benchmarked against the HRAS KPIs.

The average score across all the fishery certification, standards and ratings programs was 3.65.

None of the 11 (48%) fisheries certification, standards and rating programs did not mention human rights, social wellbeing or welfare at all.

The next highest score compared to the HRAS KPIs was the Sustainable Supply Chain Initiative’s At Sea Operations Scope from the Consumer Goods Forum.
Aquaculture Certification, Standards and Ratings Ecosystem 1.0

Figure 3: Mapping diagram shows the aquaculture certifications, standards and ratings uncovered in the ecosystem review.

Explanation: The size of each blue bubble represents the benchmarking score. The red circles represent scores of zero in which there was no alignment with the HRAS KPIs.
Aquaculture Certification, Standards and Ratings Bar Graph 1.0

Figure 4: Bar graph showing the benchmarking scores for all the aquaculture certifications, standard and ratings uncovered in the ecosystem review.

Explanation: The size of the bar represents the benchmarking score. Bars are ordered from best performer to worst performer.
Results

At the time of the Ecosystem 1.0 review publication, there are a total of 17 active aquaculture certification, standards and ratings programs. Of these 17 active aquaculture certification, standards and ratings programs, 7 (41%) did not satisfy even a single HRAS KPI, therefore, scoring 0.

7 of the 17 (41%) aquaculture certification, standards and rating programs did not mention human rights, social wellbeing or welfare at all.

The average score across all the aquaculture certification, standards and ratings programs was 4.53.

None of the certifications, standards and rating programs scored the maximum 16 points when benchmarked against the HRAS KPIs.

The KPIs that were most commonly not addressed in aquaculture certification, standards and rating programs were related to transparency and remediation.

These were:
- There is no disclosure regarding where on the audit / review pathway to certification a client is and at what stage of the process client remediation pathways are actioned.
- There is no public disclosure of how a standard has or has not been met.
- There are no publicly available policies for supporting victims of abuse.

So What?

The Failings

1. The benchmarking of the HRAS KPIs against the existing Ecosystem 1.0 review of fisheries and aquaculture certification, standards and rating programs clearly shows that there is not enough consideration for the human rights-associated aspects of these operations.
2. Some fisheries and aquaculture certifications, standards and rating programs do consider a selection of the HRAS KPIs, but still, an overwhelming majority do not even consider one of the 16 potential HRAS KPIs.
3. Without due consideration of human rights protection and assessments within fisheries and aquaculture certification, standards and rating programs, it will not be possible for retailers or consumers to source and buy produce in the knowledge that their purchasing decisions are not tainted by human rights abuses.
4. The results of this fisheries and aquaculture certification, standards and rating Ecosystem 1.0 review highlight a historic focus and sustainability narrative that centres around environmental sustainability and neglects the human component of fisheries and aquaculture supply chains.

The Solutions

With improved data capture, technology, communication and implementing policy and legal standards that are accountable and enforced, there is no excuse for such shortfalls in human rights considerations, protections and implementations throughout the fisheries and aquaculture supply chain.
Conclusion

This Human Rights at Sea (HRAS) report is the NGO’s first comprehensive collation review of fishery and aquaculture certifications, standards and rating programs and subsequent evaluation of their due consideration of human rights considerations, protections and implementations.

Whilst some of the fishery and aquaculture certifications, standards and rating programs do consider and address some of the KPIs that HRAS have subjectively highlighted as being essential for inclusion, there remain major gaps that must be filled to be confident that human rights are being considered properly and transparently within these programs, and throughout the associated supply chains.

The Ecosystem 1.0 review shows compelling evidence that, collectively, there is not enough being done to incorporate human rights considerations into certifications, standards and ratings in fishery and aquaculture supply chains.

This is likely driven by five background issues:

1. **A historic tendency to focus on public reporting of environmental sustainability and impact** over the human welfare of people working in fishery and aquaculture supply chains.
2. **A virtual lack of data related to suspected or identified human rights abuses** when compared to the extensive public reporting surrounding environmental sustainability impacts of fishery and aquaculture operations.
3. **Unwillingness to embrace the additional complexity** of incorporating another audit consideration into certifications, standards and rating programs.
4. **A core concern that exposing abuses within the supply chain will directly affect commercial reputation, market position and, therefore, profit.**
5. **A general apprehensiveness that the empowerment of workers** will lead to potential litigation against employers for abusive behaviours, poor working standards, and increased unionisation.

Moving forward there must be a collective, transparent effort in improving the consideration of human rights in seafood supply chains to both protect those working in them and to give confidence to retail and consumers that purchasing decisions are not promoting potentially unlawful and abusive practices.

**Human rights abuses in seafood supply chains are no longer out of sight, nor out of mind. It is, therefore, time to come together, act as a collective and address the current gaps in fishery and aquaculture certifications, standards and rating programs for the betterment of the millions working in seafood supply chains.**

All the identified programs have significant room for improvement on the issues raised.

Recommendations

There are **three recommendations** from this Ecosystem 1.0 review of fisheries and aquaculture certifications, standards and ratings.

1. All certifications, standards and ratings programs should note the contents of the HRAS review and publicly act upon the issues raised.
2. All certifications, standards and ratings must be accountable for their inclusion, reporting, tracking and support to victim remediation for all incidents of worker rights abuse about which they are put on notice; however, that notice is given.
3. Bi-annual updates of these ecosystem reviews are required and must be funded for public awareness of individual program improvements.
External Consultancy Support

MarFishEco Fisheries Consultants Ltd. MarFishEco (MFE) Ltd is a network of senior fishery professionals with experience in over 25 countries, helping to formulate and implement viable and practicable sustainability solutions across fishery sectors. Headquartered in Edinburgh, Scotland, with offices in Portland, Oregon, USA, MFE is a trusted source of objective advice and support for the future of sustainable and profitable fisheries. www.marfisheco.com

Who We Are

Background

Human Rights at Sea was established in April 2014. It was founded as an initiative to explore issues of maritime human rights development, review associated policies and legislation, and to undertake independent investigations of abuses at sea. It rapidly grew beyond all expectations and for reasons of governance it became a registered charity under the UK Charity Commission in 2015.

Today, the charity is an established, regulated and independent registered non-profit organisation based on the south coast of the United Kingdom. It undertakes Research, Advocacy, Investigation and Lobbying specifically for human rights issues in the maritime environment, including contributing to support for the human element that underpins the global maritime and fishing industries.

The charity works internationally with all individuals, commercial and maritime community organisations that have similar objectives as ourselves, including all the principal maritime welfare organisations.

Our Mission

We exist to prevent, detect, and remedy human rights abuses at sea. We raise public awareness of abuses at sea, and support people at sea to understand their rights.

Funding

The Review report has been funded by charitable funds sourced from HRAS. Annual accounts are available to review via the UK Charity Commission website. Annual organisation reports are also available to download via the Charity’s website. www.humanrightsatsea.org

Stay in Contact

We welcome any questions, comments or suggestions. Please send your feedback to: Human Rights at Sea, VBS Langstone Technology Park, Langstone Road, Havant, PO9 1SA, UK

Email: enquiries@humanrightsatsea.org

https://www.humanrightsatsea.org/donate

As an independent charity, Human Rights at Sea relies on public donations, commercial philanthropy and grant support to continue delivering its work globally.

Twitter

twitter.com/hratsea

LinkedIn

www.linkedin.com/company/human-rights-at-sea/

Instagram

@humanrightsatsea

Our Consultancy

International Maritime Human Rights Consultancy

Who We Are

External Consultancy Support

MarFishEco Fisheries Consultants Ltd. MarFishEco (MFE) Ltd is a network of senior fishery professionals with experience in over 25 countries, helping to formulate and implement viable and practicable sustainability solutions across fishery sectors. Headquartered in Edinburgh, Scotland, with offices in Portland, Oregon, USA, MFE is a trusted source of objective advice and support for the future of sustainable and profitable fisheries. www.marfisheco.com

Who We Are

Background

Human Rights at Sea was established in April 2014. It was founded as an initiative to explore issues of maritime human rights development, review associated policies and legislation, and to undertake independent investigations of abuses at sea. It rapidly grew beyond all expectations and for reasons of governance it became a registered charity under the UK Charity Commission in 2015.

Today, the charity is an established, regulated and independent registered non-profit organisation based on the south coast of the United Kingdom. It undertakes Research, Advocacy, Investigation and Lobbying specifically for human rights issues in the maritime environment, including contributing to support for the human element that underpins the global maritime and fishing industries.

The charity works internationally with all individuals, commercial and maritime community organisations that have similar objectives as ourselves, including all the principal maritime welfare organisations.

Funding

The Review report has been funded by charitable funds sourced from HRAS. Annual accounts are available to review via the UK Charity Commission website. Annual organisation reports are also available to download via the Charity’s website. www.humanrightsatsea.org

Conflict of Interest

There are no known conflicts of interest declared in the preparation, drafting or publishing of this Review.

Disclaimer

The content of this Review has been published by Human Rights at sea (HRAS) following public desk-top research, international maritime legal reviews, and consultancy support. The contents have been checked as best as possible for accuracy at the time of writing. HRAS is not liable in any way whatsoever in any jurisdiction for the contents of this Review, which has been published in good faith in support of the Charity’s Objectives. All text and pictures have been acknowledged, where able. Any stated opinions, perspectives and comments are solely those of the authors quoted.

Any omissions or factual inaccuracies should be immediately alerted to HRAS by writing to: enquiries@humanrightsatsea.org

### Annex

Matrix 1. Benchmark Scoring matrix for the Ecosystem 1.0 review. **Aqua cells** represent the aquaculture certification, standards and ratings. Each column is a separate certification, standard or rating, and each row is an HRAS KPI and the resultant alignment between the two. **Blue cells** represent the fisheries’ certification, standards and ratings. **Green cells** highlight scores of one in which a HRAS KPI is included in the certification, standard or rating. **Red cells** highlight scores of zero in which a HRAS KPI is not included in the certification, standard or rating. Total scores for each certification, standard or rating are given in the final row. The certifications, standards and ratings are arranged in the order that they were identified during the review within the respective aquaculture versus fisheries groupings. Full details of the data sets held within the matrix will be available on the HRAS website from 1st March 2023.

<table>
<thead>
<tr>
<th>Certification/Standard/Rating</th>
<th>Human Rights at Sea</th>
<th>Aquaculture</th>
<th>Fisheries</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Human Rights at Sea KPIs</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Policy or guidelines</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Labour laws and regulations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Collective bargaining</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Freedom of association</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Freedom of speech</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Freedom of religion</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Child labor laws and regulations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Worst forms of child labor laws and regulations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Forced labor laws and regulations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Discrimination</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Working conditions</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Health and safety</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Human rights &amp; labor standards</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Remedies and rights to an effective remedy</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Monitoring</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transparency</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public disclosure of clients</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public disclosure of how a standard has been developed</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Benchmark Scoring matrix for the Ecosystem 1.0 review.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total score per Certification/Standard/Rating</strong></td>
<td>16</td>
<td>10</td>
<td>8</td>
</tr>
</tbody>
</table>
Table 2. Tools identified within the fisheries and aquaculture review that can be used to navigate the ESG landscape.

NB: Within the Ecosystem 1.0 review no aquaculture-specific tools were identified.

<table>
<thead>
<tr>
<th>Type</th>
<th>Tools</th>
<th>Company</th>
<th>Link</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fisheries</td>
<td>The GSSI Global Benchmark Tool</td>
<td>Global Sustainable Seafood Initiative</td>
<td>Annual-Report-GSSI-2020.pdf (ourgssi.org)</td>
<td>Tool provides confidence in certified seafood and promotes improvement in seafood certification schemes by recognizing robust and credible certification schemes.</td>
</tr>
<tr>
<td>Fisheries</td>
<td>Conservation Measures &amp; Commitments</td>
<td>International Seafood Sustainability Foundation</td>
<td>Conservation Measures &amp; Commitments - International Seafood Sustainability Foundation (iss-foundation.org)</td>
<td>List of conservation measure that ISSF participating companies commit to conform to.</td>
</tr>
<tr>
<td>Fisheries</td>
<td>Setting Social and Environmental Standards ISEAL Code of Good Practice</td>
<td>ISEAL</td>
<td>ISEAL Standard Setting Code of Good Practice Version 6.0.pdf</td>
<td>The goal of all ISEAL Codes of Good Practice is to support standards systems to deliver positive social and environmental impact.</td>
</tr>
<tr>
<td>Fisheries</td>
<td>OceanWise Seafood Rating System</td>
<td>OceanWise</td>
<td>Our Standards - Ocean Wise Seafood</td>
<td>Ocean Wise Seafood uses a binary rating system (Ocean Wise Recommended or Not Recommended) to communicate seafood's environmental sustainability.</td>
</tr>
<tr>
<td>Fisheries</td>
<td>The Roadmap for Improving Seafood Ethics</td>
<td>RISE</td>
<td>Roadmap - RISE (riseseafood.org)</td>
<td>The RISE Roadmap includes clear, actionable guidance with eight simple steps to build a comprehensive social responsibility program. The RISE Roadmap includes clear, actionable guidance with eight simple steps that companies may take to build comprehensive social responsibility programs.</td>
</tr>
<tr>
<td>Fisheries</td>
<td>The Seafood and Gender Equality (S.A.G.E) initiative</td>
<td>SAGE - Seafood and Gender Equality</td>
<td><a href="https://www.seafoodandgenderequality.org/">https://www.seafoodandgenderequality.org/</a></td>
<td>Aims to achieve gender equality in at least 75% of global seafood production by 2030. S.A.G.E hopes to work with certifying bodies to suggest additional standards that reflect important considerations that impact women working in the fishing industry.</td>
</tr>
<tr>
<td>Fisheries</td>
<td>Seafood Slavery Risk Tool</td>
<td>The Monterey Bay Aquarium Seafood Watch program</td>
<td><a href="https://libertyshared.org/ssrt-beta">https://libertyshared.org/ssrt-beta</a></td>
<td>Tool used to identify companies free from slavery in the supply chain.</td>
</tr>
<tr>
<td>Fisheries</td>
<td>Seafood Stewardship Index</td>
<td>World Benchmarking Alliance</td>
<td>Seafood Stewardship Index - World Benchmarking Alliance</td>
<td>Benchmark of the 30 most influential companies in the seafood industry. Measuring actual performances compared to the Sustainable Development Goals set by the UN.</td>
</tr>
</tbody>
</table>

*Links accessed 4th February 2023.*
### Table 3. Applicable legal instruments relating to human rights in maritime settings identified during the Ecosystem 1.0 review.

<table>
<thead>
<tr>
<th>Conventions Relating to Maritime Human Rights</th>
<th>Link</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Maritime Labour Conventions (MLC), 2006</strong></td>
<td>wcms_554767.pdf (ilo.org)</td>
<td>It provides wide-ranging rights and protection at work for all seafarers and sets minimum global standards for seafarers' living and working conditions.</td>
</tr>
<tr>
<td><strong>The International Chamber of Shipping (ILO) Convention 185: Seafarers' Identity Documents Convention, 2003</strong></td>
<td>Convention C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) (ilo.org)</td>
<td>Convention held on the subject of Seafarers' identity documents - i.e. nations to issue resident seafarers with Seafarers' Identity Documents (SIDs), and to facilitate the entry of foreign seafarers holding such documents into their territory for the purposes of shore leave, transfer and transit. Convention discusses how to invoice SIDs for human rights.</td>
</tr>
<tr>
<td><strong>International Labour Organization (ILO) Convention 188: Work in Fishing Convention (2007)</strong></td>
<td>Convention C188 - Work in Fishing Convention, 2007 (No. 188) (ilo.org)</td>
<td>It entitles all fishermen to written terms and conditions of employment (a Fisherman's Work Agreement), decent accommodation and food, medical care, regulated working time, repatriation, social protection and health and safety on board.</td>
</tr>
<tr>
<td><strong>International Convention for the Safe and Environmentally Sound Recycling of Ships – not yet in force</strong></td>
<td>UNCLC-ANNEXES-RES-AGREEMENT</td>
<td>An international maritime treaty that sets minimum safety standards in the construction, equipment and operation of merchant ships.</td>
</tr>
<tr>
<td><strong>ISO Standards related to shipbuilding and marine structures</strong></td>
<td>ISO - 47020.01 - General standards related to shipbuilding and marine structures</td>
<td>General Standards related to shipbuilding and marine structures.</td>
</tr>
<tr>
<td><strong>Hong Kong Convention, 2009 (The Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships – not yet in force)</strong></td>
<td><a href="https://www.imo.org/en/About/Conventions/Pages/The-Hong-Kong-International-Convention-for-the-Safe-and-Environmentally-Sound-Recycling-of-Ships.aspx">https://www.imo.org/en/About/Conventions/Pages/The-Hong-Kong-International-Convention-for-the-Safe-and-Environmentally-Sound-Recycling-of-Ships.aspx</a></td>
<td>Aims at ensuring that ships, when being recycled after reaching the end of their operational lives, do not pose any unnecessary risk to human health and safety or to the environment.</td>
</tr>
<tr>
<td><strong>Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</strong></td>
<td>OHCHR</td>
<td>International Convention on the Protection of the Rights of All Migrant Workers</td>
</tr>
<tr>
<td><strong>International Convention on the Elimination of All Forms of Racial Discrimination</strong></td>
<td>OHCHR</td>
<td>A third-generation human rights instrument, the Convention commits its members to the elimination of racial discrimination and the promotion of understanding among all races.</td>
</tr>
<tr>
<td><strong>Paris Memorandum of Understanding on Port State Control</strong></td>
<td><a href="https://www.parismou.org/inspections-risk/library-faq/memorandum#:~:text=The%20Paris%20Memorandum%20of%20Understanding,-system%20of%20Port%20State%20Control">https://www.parismou.org/inspections-risk/library-faq/memorandum#:~:text=The%20Paris%20Memorandum%20of%20Understanding,-system%20of%20Port%20State%20Control</a>.</td>
<td>The official agreement between the 27 participating Maritime Authorities implementing a harmonized system of Port State Control. It includes 5 annexes, in which the Maritime Authorities agree on: the relevant international conventions their inspection commitments. The principles for the selection of ships for inspection, the inspection procedures the exchange of information on inspections, the structure of the Paris MoU organization, the Secretariat amendment procedures of the Memorandum itself.</td>
</tr>
</tbody>
</table>

*Links accessed 4th February 2023.*
We rely on your donations to bring justice for victims at sea
https://www.humanrightsatsea.org/donate
www.humanrightsatsea.org  #humanrightsatsea