Table 1: Parties involved in the forced labour trafficking chain

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<th>Party</th>
<th>Elements of the offence potentially committed</th>
<th>Actions going toward proof of actus reus</th>
<th>Actions going toward proof of mens rea</th>
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</table>
| New Zealand Charter Party (NZCP) | • Arranged entry of persons into New Zealand.  
• Created an environment in which crew were coerced into working. | • Instructed agent to lodge application with Immigration New Zealand for approval in principle to hire foreign crew.  
• Lodged visa applications with New Zealand authorities.  
• Met crew at airport and escorted to vessel.  
• Gave crew members’ documents to vessel officers to hold.  
• Together with Korean officers, forced crew to sign a bank nomination form for wages to be paid into an account not controlled by crew. | • Chartered a foreign vessel to fish their annual catch entitlement.  
• Made demonstrably weak effort to obtain New Zealand crew ensuring foreign (cheap-labour) crew from Indonesia will be permitted entry.  
• Intimidated crew members, for example by identifying “whistle-blowers”. One charter party placed an advertisement in the local newspaper offering a “bounty” for information on missing crew member. These examples reinforce the position that the NZCP is in a position of power over crew members. |
| Korean Officers | • Arranged entry of crew into New Zealand.  
• Coerced crew members. | • Physically, emotionally and sexually abused crew members.  
• Took possession of crew members’ documents.  
• Forced crew to work long shifts without | |
| Korean fishing companies | • Arranged entry into New Zealand of crew, knowing that the entry was arranged through an act of coercion or deception.  
• Arranged or procured or organised the reception in New Zealand of a person, knowing that the person's entry was arranged by an act of coercion or deception. | • Undertook charter agreement to fish. Contract set up to ensure Immigration NZ will allow fishing operation to proceed.  
• HIred officers and crew, and took primary responsibility for paying their wages.  
• Made contract with Korean manning agent.  
• Forced crew to sign a bank nomination form for wages to be paid into an account not controlled by crew.  
• Paid Korean manning agent the monthly salary for each crew member as stated on the Indonesian contract. | • Terminated contracts of some fishers, sending them home early before they could testify in court.  
• Attempted to prevent crew members from talking to authorities by entering into a “Peace Agreement” with them. |
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<td>The Korean Manning Agent</td>
<td>• Received money to be paid to crew - deducted 50% before forwarding remainder to Indonesian agent.</td>
<td></td>
<td>• Undertook contract with Indonesian manning agents to provide crew.</td>
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| The Indonesian Manning Agents | • Arranged entry into New Zealand of crew, knowing that the entry was arranged through an act of coercion or deception. | • Recruited crew members as per contract with Korean manning agent.  
• Applicants required to pay cash fee of three months’ salary as well as put up security in the form of titles to property.  
• Applicant not shown New Zealand | |
| | employment contract. Some applicants required to sign blank signature pages.  
| | • Intimidated crew members to ensure compliance.  
| | • Deducted commission from funds received from Korean manning agent. Withheld up to 40% of remainder to ensure ongoing compliance, and pays what is left to crew member. |