



HUMAN RIGHTS AT SEA



Does it do What it Says on the Tin?

**Fisheries and Aquaculture
Certification, Standards
and Ratings Ecosystem:
An Independent Review**

1.1

6 March 2023

www.humanrightsatsea.org

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

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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	Environment, 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.

Abbreviations

AKRFM	Alaska Responsible Fisheries Management
ASC	Aquaculture Stewardship Council
BAP	Best Aquaculture Practices
BIM	Bord Iascaigh Mhara
CGF	Consumer Goods Forum
CQA	Certified Quality Aquaculture
ESG	Environmental, Social, Governance
FIA	Fishing Industry Association
FISH	Fairness, Integrity, Safety & Health
FOS	Friends of the Sea
G.A.P.	Good Agricultural Practices
GSA	Global Seafood Assurances
GULF	Gulf United for Lasting Fisheries
HRAS	Human Rights at Sea
HRDD	Human Rights Due Diligence
ILO	International Labour Organization
MEL	Marine Eco-Label (Japan)
MLC	Maritime Labour Convention
MSC	Marine Stewardship Council
OPAGAC	Organización Productores Asociados Grandes Atuneros Congeladores
RFM	Responsible Fisheries Management
SDG	Sustainable Development Goals
SSCI	Sustainable Supply Chain Initiative
UNGP	UN Guiding Principles on Business and Human Rights

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, as well as accurate ESG reporting if the current evaluation programs are to accurately account for the environmental, economic and social aspects of operations at sea.

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 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



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 (updated v1.1 6 March 2023 from first issue v1.0 on 8 February 2023) 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. 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 at: www.humanrightsatsea.org/csrreview

All updates and/or relevant comments related to this review should be emailed to HRAS at: csrreview@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 ratings systems within the fisheries and aquaculture sectors.

HRAS has provided a comprehensive suite of 16 Key Performance Indicators (KPIs) (15 Key Performance Indicators for Aquaculture standards) 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 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 for fisheries certifications, standards, or ratings programs, and 15 for aquaculture certifications, standards, or ratings programs. This would indicate that a program meets all the HRAS KPIs. The lowest score attainable was a zero, indicating 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.

Category	HRAS KPI
PATHWAY 	Voluntary or mandated?
	Independent anti-bribery and / or corruption front-end accountability.
	Covers (a) human rights.
	Covers (b) labour rights.
TRANSPARENCY 	Covers (c) social rights.
	Public disclosure of clients.
	Public disclosure of client's remediation pathways during an audit / review process.
MONITORING 	Audit / review findings disclosed to workers and/or to the general-public.
	Identification and public disclosure of conflicts of interest(s) in the design, establishment and running of the review process / pathway / platform.
REMEDATION 	Policy for vessels to be in port for audits / reviews to be conducted. This KPI does not apply to aquaculture programs.
	Third party auditing.
LEGAL 	Mediation / Arbitration / Alternative Dispute Resolution (ADR) process profiled and available.
	Company commitment to assist / compel remediation of victims of abuse.
	Explicit reference to and policy statements about the application of the International Bill of Human Rights, pertinent ILO Conventions, and ILO Forced Labour Indicators.
	100% assurance that workers have access to legally binding contracts of employment that provide requisite protections of worker rights.
	Engagement with National Human Rights Institutions (NHRI) or Regional Human Rights Mechanisms (RHRM) or UN Human Rights system

Fisheries Certification, Standards and Ratings

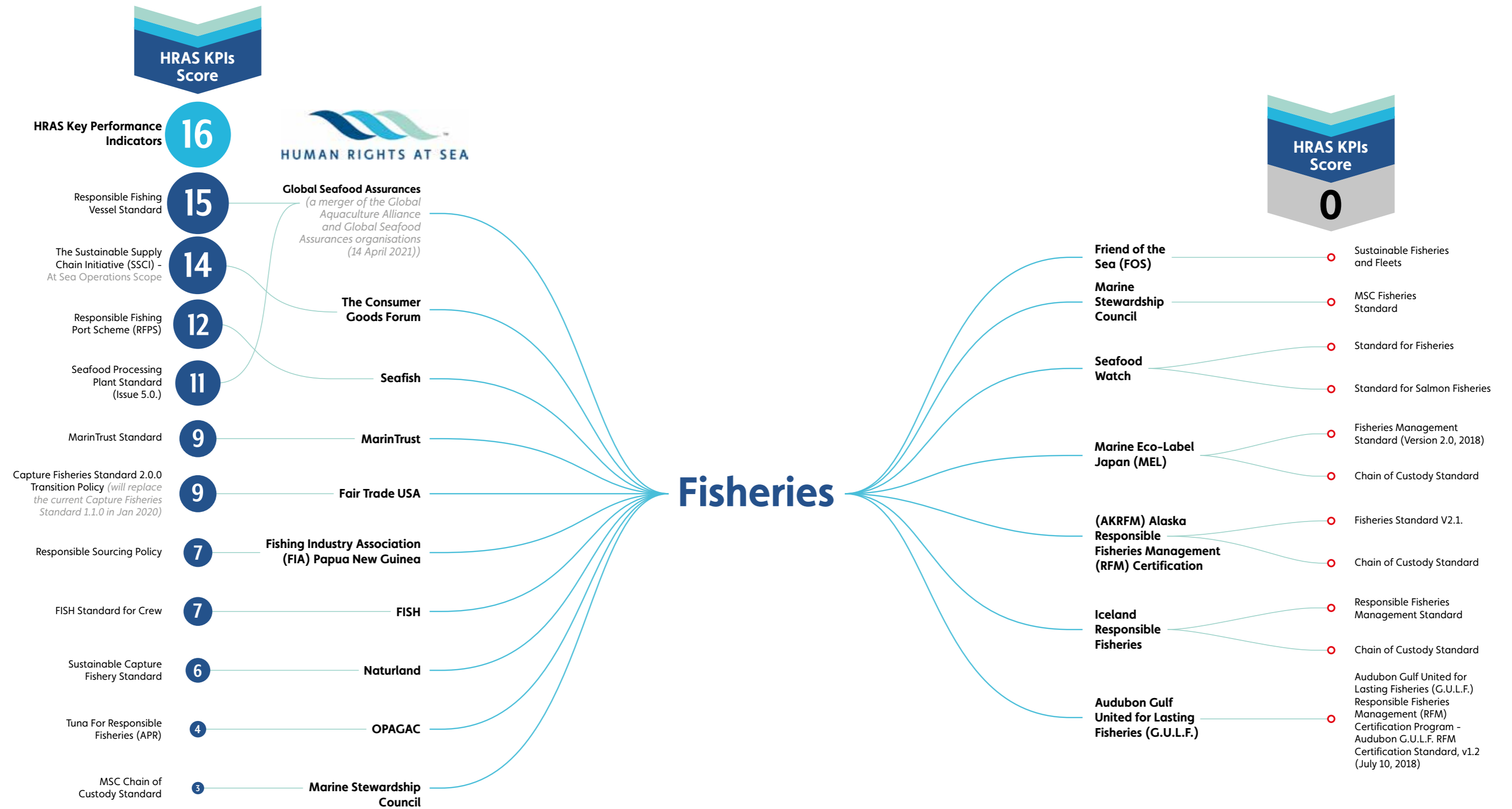


Figure 1: Mapping diagram shows the fisheries certifications, standards and ratings uncovered in the ecosystem review.

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

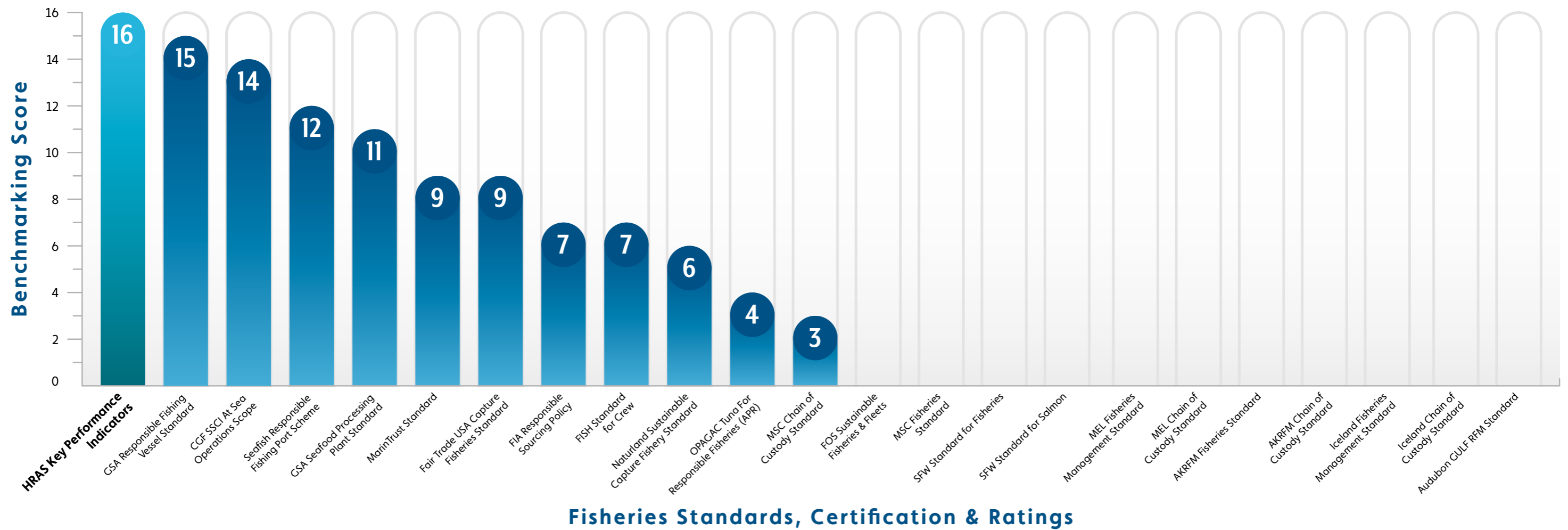


Figure 2: Bar graph showing the benchmarking scores for all the fishery certifications, standards and ratings uncovered in the ecosystem review.

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

Results

At the time of the review publication, there are a total of **22** active fishery certification, standards and ratings programs.

Of these **22** active fishery certification, standards and ratings programs, **11 (50%)** did not satisfy even **a single HRAS KPI**, therefore, scoring **0**

11 of the **22 (50%)** fisheries certification, standards and rating programs did not mention **human rights, social wellbeing** or **welfare** at all.

The average score across all the fishery certification, standards and ratings programs was **4.18**

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



The **next highest score** compared to the HRAS KPIs was the Responsible Fishing Vessel Standard and the Sustainable Supply Chain Initiative's At Sea Scope.

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.



Aquaculture Certification, Standards and Ratings

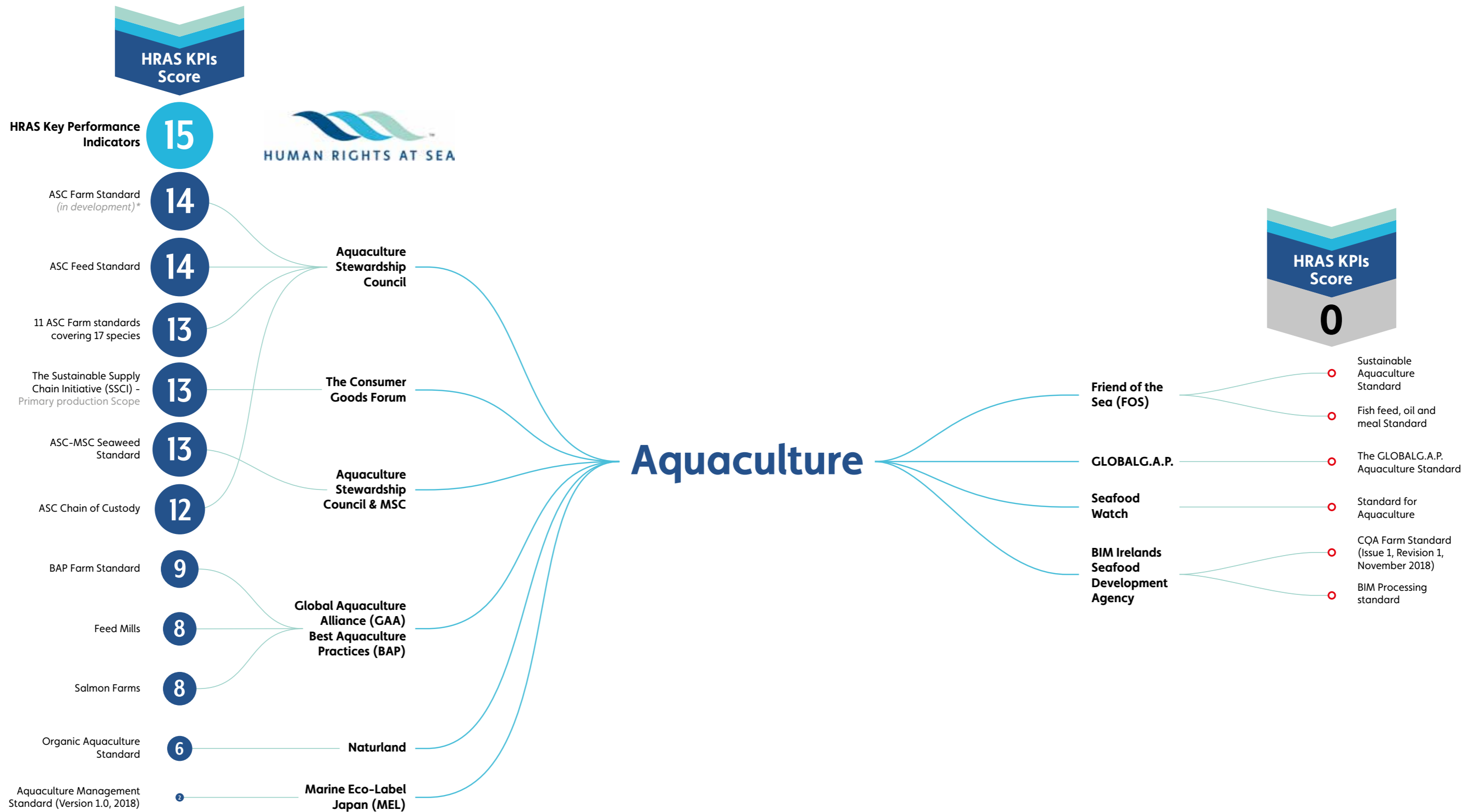


Figure 3: Mapping diagram shows the aquaculture certifications, standards and ratings uncovered in the ecosystem review.

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

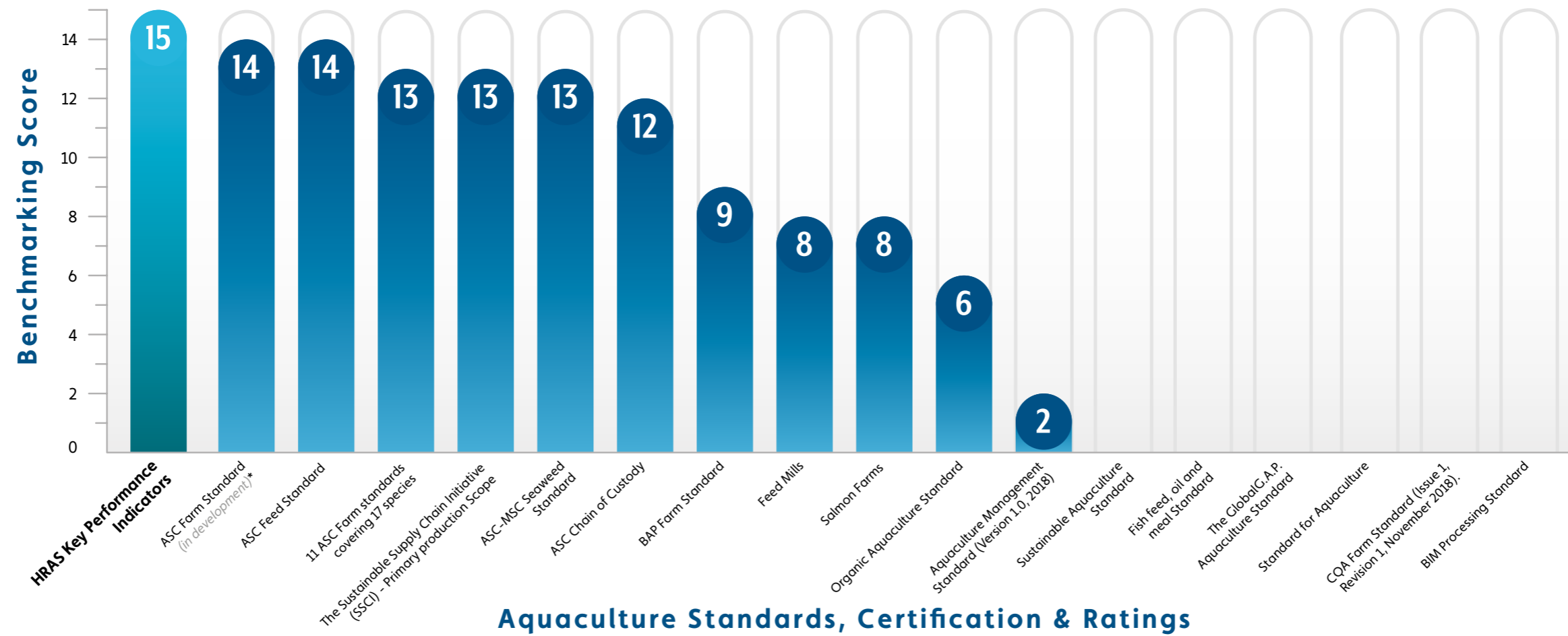


Figure 4: Bar graph showing the benchmarking scores for all the aquaculture certifications, standard and ratings uncovered in the ecosystem review.

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 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, **6 (35%)** did not satisfy even **a single** HRAS KPI, therefore, scoring **0**

6 of the **17 (35%)** 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 **6.53**

None of the certifications, standards and rating programs scored the **maximum 15 points** when benchmarked against the HRAS KPIs.



The **next highest score** compared to the HRAS KPIs was the 4 different standards from the Aquaculture Stewardship Council and the Sustainable Supply Chains Initiative Primary Production Scope.

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 system 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 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 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 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 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



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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

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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.

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

 www.humanrightsatsea.org

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Annex

Matrix 1. Benchmark Scoring matrix for the review. Each column is a separate certification, standard or rating, and each row is an HRAS KPI and the resultant alignment between the two. **Aqua cells** represent the aquaculture certification, standards and ratings. **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. **Amber cells** highlight where no data has been found to support a score of 1. **Red cells** highlight where criteria have not been assessed, either because they are not applicable, or because the standard/certification does not mention human rights and/or is not maritime focused. 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 are available on the HRAS website.

		Aquaculture															Fisheries																														
		The Consumer Goods Forum	Aquaculture Stewardship Council	Aquaculture Stewardship Council	Aquaculture Stewardship Council	Aquaculture Stewardship Council	Aquaculture Stewardship Council & MSC	Friend of the Sea (FOS)	Friend of the Sea (FOS)	Global Aquaculture Alliance (GAA) Best Aquaculture Practices (BAP)	Global Aquaculture Alliance (GAA) Best Aquaculture Practices (BAP)	Global Aquaculture Alliance (GAA) Best Aquaculture Practices (BAP)	Naturland	GLOBALG.A.P.	Seafood Watch	Morrie Eco-Label Japan (MEL)	BM Ireland's Seafood Development Agency	BM Ireland's Seafood Development Agency	The Consumer Goods Forum	Seafish	Global Seafood Assurances (to merger of the Global Aquaculture Alliance and Global Seafood Assurances organisations (14 April 2021))	Global Seafood Assurances (to merger of the Global Aquaculture Alliance and Global Seafood Assurances organisations (14 April 2021))	Fair Trade USA	FISH	Friend of the Sea (FOS)	Naturland	Morrie Stewardship Council	Morrie Stewardship Council	Morrie Trust	Seafood Watch	Seafood Watch	Morrie Eco-Label Japan (MEL)	Morrie Eco-Label Japan (MEL)	(AKRFM) Alaska Responsible Fisheries Management (RFM) Certification	(AKRFM) Alaska Responsible Fisheries Management (RFM) Certification	Iceband Responsible Fisheries	Iceband Responsible Fisheries	Audubon Gulf United for Lasting Fisheries (G.U.L.F.)	OPAGAC	Fishing Industry Association (FIA) Papua New Guinea							
		The Sustainable Supply Chain Initiative (SSCI) - Primary production Scope	ASC Farm Standard (in development)*	ASC Farm standards covering 17 species	ASC Feed Standard	ASC Chain of Custody	ASC-MSD Seaweed Standard	Sustainable Aquaculture Standard	Fish feed and on-land Standard	BAP Farm Standard	Feed Mills	Salmon Farms	Organic Aquaculture Standard	The GLOBALG.A.P. Aquaculture Standard	Standard for Aquaculture	Aquaculture Management Standard (Version 10, 2018)	CQA Farm Standard (Issue 1, Revision 1, November 2018)	BM Processing standard	The Sustainable Supply Chain Initiative (SSCI) - At-Sea Operations Scope	Responsible Fishing Port Scheme (RFPS)	Responsible Fishing Vessel Standard (RFV)	Seafood Processing Plant Standard (Issue 5.0)	Capture Fisheries Standard 2.0 Transition Policy (will replace the current Capture Fisheries Standard 1.0 in Jan 2020)	FISH Standard for Crew	Sustainable Fisheries and Fleets	Sustainable Capture Fishery Standard	MSC Fisheries Standard	MSC Chain of Custody Standard	Morrie Trust Standard	Standard for Fisheries	Standard for Salmon Fisheries	Fisheries Management Standard (Version 2.0, 2018)	Chain of Custody Standard	Fisheries Standard V2L	Chain of Custody Standard	Responsible Fisheries Management Standard	Chain of Custody Standard	Audubon Gulf United for Lasting Fisheries (G.U.L.F.) Responsible Fisheries Management (RFM) Certification Program - Audubon G.U.L.F. RFM Certification Standard, V2 (May 10, 2018)	Tuna For Responsible Fisheries (APR)	Responsible Sourcing Policy							
PATHWAY	Voluntary or mandated?	1	1	1	1	1	1	NA	NA	1	1	1	ND	NA	NA	ND	NA	NA	1	1	1	1	ND	1	NA	1	NA	ND	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	ND
	Independent anti-bribery and corruption accountability.	1	1	ND	1	1	ND	NA	NA	ND	ND	ND	ND	NA	NA	ND	NA	NA	1	1	1	1	ND	ND	NA	ND	NA	ND	ND	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	1	
	Covers (a) human rights.	1	1	1	1	1	1	NA	NA	1	1	1	1	NA	NA	ND	NA	NA	1	1	1	1	1	1	NA	1	NA	ND	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	1	
	Covers (b) labour rights.	1	1	1	1	1	1	NA	NA	1	1	1	1	NA	NA	1	NA	NA	1	1	1	1	1	1	NA	1	NA	1	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	1	
	Covers (c) social rights.	1	1	1	1	1	1	NA	NA	1	1	1	1	NA	NA	ND	NA	NA	1	1	1	1	1	1	NA	1	NA	ND	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	1	
TRANSPARENCY	Public disclosure of clients.	1	1	1	1	1	1	NA	NA	1	1	1	ND	NA	NA	1	NA	NA	1	ND	1	1	1	1	NA	ND	NA	ND	ND	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	ND	
	Public disclosure of client's remediation pathways.	1	1	1	1	1	1	NA	NA	ND	ND	ND	ND	NA	NA	ND	NA	NA	1	ND	1	ND	ND	ND	NA	ND	NA	ND	ND	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	ND		
	Audit / review findings disclosed to workers and / or to the public.	1	1	1	1	1	1	NA	NA	ND	ND	ND	ND	NA	NA	ND	NA	NA	1	ND	1	ND	ND	ND	NA	ND	NA	ND	ND	ND	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	ND		
	Identification and public disclosure of conflicts of interest(s).	ND	1	1	1	1	1	NA	NA	ND	ND	ND	ND	NA	NA	ND	NA	NA	ND	1	1	ND	ND	ND	NA	ND	NA	1	ND	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	ND		
MONITORING	Policy for vessels to be in port for audits / reviews to be conducted.	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	1	1	ND	ND	1	NA	ND	NA	ND	ND	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	ND		
	Third party auditing.	1	1	1	1	1	1	NA	NA	1	1	1	1	NA	NA	ND	NA	NA	1	1	1	1	1	1	NA	ND	NA	1	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	1		
REMEDIATION	Mediation / Arbitration / Alternative Dispute Resolution (ADR) process profiled and available.	1	1	1	1	ND	1	NA	NA	1	1	ND	ND	NA	NA	ND	NA	NA	1	1	1	1	1	ND	NA	ND	NA	ND	ND	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	1	
	Company commitment to assist / compel remediation of victims of abuse.	ND	ND	ND	ND	ND	ND	NA	NA	ND	ND	ND	ND	NA	NA	ND	NA	NA	ND	ND	ND	ND	ND	ND	NA	ND	NA	ND	ND	ND	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	ND		
LEGAL	Engagement with Human Rights bodies	1	1	1	1	1	1	NA	NA	ND	ND	ND	ND	NA	NA	ND	NA	NA	1	1	1	1	1	ND	NA	ND	NA	ND	ND	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	ND		
	Explicit reference to key Human Rights instruments	1	1	1	1	1	1	NA	NA	1	1	1	1	NA	NA	ND	NA	NA	1	1	1	1	1	ND	NA	1	NA	ND	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ND	1		
	Assurance that workers have access to legally binding contracts of employment.	1	1	1	1	ND	1	NA	NA	1	ND	1	1	NA	NA	ND	NA	NA	1	1	1	1	1	ND	NA	1	NA	ND	ND	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	ND			
Score		13	14	13	14	12	13	0	0	9	8	8	6	0	0	2	0	0	14	12	15	11	9	7	0	6	0	3	9	0	0	0	0	0	0	0	0	0	0	0	0	4	7				
Max. Score		15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16				

Table 2. Tools identified within the fisheries and aquaculture review that can be used to navigate the ESG landscape.

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

Type	Tools	Company	Link	Description
Fisheries	The GSSI Global Benchmark Tool	Global Sustainable Seafood Initiative	Annual-Report-GSSI-2020.pdf (ourgssi.org)	Tool provides confidence in certified seafood and promotes improvement in seafood certification schemes by recognizing robust and credible certification schemes.
Fisheries	Conservation Measures & Commitments	International Seafood Sustainability Foundation	Conservation Measures & Commitments - International Seafood Sustainability Foundation International Seafood Sustainability Foundation (iss-foundation.org)	List of conservation measure that ISSF participating companies commit to conform to.
Fisheries	Setting Social and Environmental Standards ISEAL Code of Good Practice	ISEAL	ISEAL Standard-Setting Code of Good Practice Version 6_0.pdf	The goal of all ISEAL Codes of Good Practice is to support standards systems to deliver positive social and environmental impact.
Fisheries	OceanWise Seafood Rating System	OceanWise	Our Standards - Ocean Wise Seafood	Ocean Wise Seafood uses a binary rating system (Ocean Wise Recommended or Not Recommended) to communicate seafood's environmental sustainability.
Fisheries	The Roadmap for Improving Seafood Ethics	RISE	Roadmap - RISE (riseseafood.org)	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.
Fisheries	The Seafood and Gender Equality (S.A.G.E) initiative	SAGE - Seafood and Gender Equality	https://www.seafoodandgenderequality.org/	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.
Fisheries	Seafood Slavery Risk Tool	The Monterey Bay Aquarium Seafood Watch program	https://libertyshared.org/ssrt-beta	Tool used to identify companies free from slavery in the supply chain.
Fisheries	Seafood Stewardship Index	World Benchmarking Alliance	Seafood Stewardship Index - World Benchmarking Alliance	Benchmark of the 30 most influential companies in the seafood industry. Measuring actual performances compared to the Sustainable Development Goals set by the UN.

*Links accessed 4th February 2023.

Table 3. Applicable legal instruments relating to human rights in maritime settings identified during the review.

Conventions Relating to Maritime Human Rights	Link	Description
Maritime Labour Conventions (MLC), 2006	wcms_554767.pdf (ilo.org)	It provides wide-ranging rights and protection at work for the world's seafarers and sets minimum global standards for seafarers' living and working conditions.
The International Chamber of Shipping (ICS) Convention 185: Seafarers' Identity Documents Convention, 2003	Convention C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) (ilo.org)	Convention held on the subject of 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.
International Labour Organization (ILO) Convention 188: Work in Fishing Convention (2007)	Convention C188 - Work in Fishing Convention, 2007 (No. 188) (ilo.org)	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.
International Convention on Maritime Search and Rescue (SAR) (1985)	https://www.imo.org/en/About/Conventions/Pages/International-Convention-on-Maritime-Search-and-Rescue-(SAR).aspx	Convention aimed at developing an international SAR plan, so that, no matter where an accident occurs, the rescue of persons in distress at sea will be co-ordinated by a SAR organization and, when necessary, by co-operation between neighbouring SAR organizations.
UN Convention on the Law of the Sea, 1982	UNCLOS+ANNEXES+RES.+AGREEMENT	It lays down a comprehensive regime of law and order in the world's oceans and seas establishing rules governing all uses of the oceans and their resources.
International Convention for the Safety of Life at Sea (SOLAS) (1980)	International Convention for the Safety of Life at Sea (SOLAS), 1974 (imo.org)	An international maritime treaty that sets minimum safety standards in the construction, equipment and operation of merchant ships.
ISO Standards related to shipbuilding and marine structures	ISO - 47020.01 - General standards related to shipbuilding and marine structures	General Standards related to shipbuilding and marine structures.
Hong Kong Convention, 2009 (The Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships – not yet in force)	https://www.imo.org/en/About/Conventions/Pages/The-Hong-Kong-International-Convention-for-the-Safe-and-Environmentally-Sound-Recycling-of-Ships.aspx	Aimed 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.

Conventions Relating to Maritime Human Rights	Link	Description
Convention on the Elimination of All Forms of Discrimination against Women New York, 18 December 1979	OHCHR Convention on the Elimination of All Forms of Discrimination against Women	An international treaty adopted in 1979 by the United Nations General Assembly. It is an international legal instrument that requires countries to eliminate discrimination against women and girls in all areas and promotes women's and girls' equal rights.
International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families	OHCHR International Convention on the Protection of the Rights of All Migrant Workers	A United Nations multilateral treaty governing the protection of migrant workers and families.
International Convention on the Elimination of All Forms of Racial Discrimination	OHCHR International Convention on the Elimination of All Forms of Racial Discrimination	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.
United Nations Human Rights- Guiding Principles of Business and Human Rights	https://www.ohchr.org/documents/publications/GuidingprinciplesBusinesshr_eN.pdf	An instrument consisting of 31 principles implementing the United Nations' "Protect, Respect and Remedy" framework on the issue of human rights and transnational corporations and other business enterprises.
Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises	https://www.oecd.org/daf/inv/mne/48004323.pdf	Reflects the expectation from governments to businesses on how to act responsibly. They bring together all thematic areas of business responsibility, including human rights and labour rights, as well as information disclosure, environment, bribery, consumer interests, science and technology, competition, and taxation.
Paris Memorandum of Understanding on Port State Control	https://www.parismou.org/inspections-risk/library-faq/memorandum#:~:text=The%20Paris%20Memorandum%20of%20Understanding,system%20of%20Port%20State%20Control.	The official agreement between the 27 participating Maritime Authorities implementing a harmonized system of Port State Control. It includes 12 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.

*Links accessed 4th February 2023.



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