

# FISHERYPROGRESS.ORG

## Human Rights and Social Responsibility Policy Requirement 1.1 Policy Statement Policy Statement Model Instructions Version 1.0, December 2022

This document outlines the instructions for how to adopt and adapt the [Policy Statement Model](#) (the “Model”) for FIPs that wish to create their own collective policy statement in order to meet Requirement 1.1. The use of the Model is voluntary and it is designed to be easily adopted and applicable to most contexts. Nevertheless, it must be reviewed and adapted to reflect the unique characteristics and context of the FIP and its participants.

### To adopt and/or adapt the Policy Statement Model to your FIP’s context:

1. Download the Model from the [FIP Templates](#) page.
2. Download or open a copy of the latest version of the [FisheryProgress Human Rights and Social Responsibility \(HRSR\) Policy](#).
3. Review and familiarize yourself with Requirement 1.1’s minimum criteria<sup>1</sup> within the HRSR Policy. You are free to modify the Model as you see fit so long as the final policy statement meets the minimum criteria (see step 6).
4. In the Model, Review Section IV Roles and Responsibilities to ensure the information reflects the participants in your FIP and adjust their roles and responsibilities as needed. Delete any participants that do not apply to your FIP and add participants as needed.

#### IV. Roles and Responsibilities

The specific roles and responsibilities of signatories are outlined as follows:

**[FIP lead name]** serves as the FIP lead. Key responsibilities include:

- Ensure that all current and future FIP participants are made aware of this statement, and the expectation to uphold the values and principles included therein. This includes sharing the statement in the language(s) participants understand.
- Support FIP participants to report on FisheryProgress to demonstrate the actions they are taking to uphold their commitments herein.

**[FIP Participant 1], a fishing company**, is responsible for understanding and addressing human rights and social responsibility in its supply chain. Key responsibilities include:

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<sup>1</sup> The English version of the Policy Amendment can be found [here](#). For other languages, please visit: <https://fisheryprogress.org/social-responsibility/our-approach>. Links to the Amendment in other languages are found under the paragraph beginning with “On March 1, 2022 ...”

5. Replace any **highlighted text** throughout the document with the name of your FIP, FIP lead, participants, etc., where indicated.

<p><b>[FIP NAME]</b></p> <p><b>Human Rights and Social Responsibility Statement</b></p> <p>Month Year</p> <p><b>I. Introduction</b></p>
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6. The categories listed in Section VI Guiding Framework are derived from the [Social Responsibility Assessment \(SRA\) Tool for the Seafood Sector](#). Review each category to determine whether each category is applicable to the context of your FIP. **ALL** FIPs must include categories 1, 4, 5, 9, 10, 11 (colored in dark blue) but the applicability of categories 2, 3, 6, 7, and 8 (colored in gray-blue) is dependent on the FIP's operating context. Categories that do not apply to your FIP's context may be deleted. For additional guidance on determining which categories are applicable, please refer to the Scoring Guidance table on page 7 in the [SRA Tool](#).

<p><b>3. Debt bondage</b> <i>Based on SRA indicator: 1.1.2b</i> <i>For small-scale fisheries with self-employed fishers.</i></p>
<p><b>3.1</b> If paying off debt to the cooperative, association, buyer, or permit holder (for equipment, permit fees, fuel costs, ice, etc.), the fisher shall keep most of their income with only a minimal percentage used to pay back their debts.</p> <p><b>3.2</b> If the fisher is paying off debt to the cooperative, association, buyer, or permit holder, their debt shall remain stable or decreased over time proportional to their income.</p>

7. Once you have finalized the categories in Section VI, review the statements under each category (encircled in orange in the image below). The statements under each category are based on specific SRA indicators and express the FIP's commitment to promote and protect the human rights of all fishers harvesting or transporting FIP products. The FIP may choose to fully adopt or modify the statements under each category. The FIP may also choose to add any additional categories not listed in the Model Statement that best reflect the context of the FIP and the commitments it wishes to express.

<p><b>4. Child labor</b> <i>Based on SRA indicator: 1.1.3</i> <i>Applicable to all fisheries</i></p>
<p><b>4.1</b> Hazardous child labor is prohibited, including alongside family members, such as handling toxic substances, operating heavy machinery, or any other task that may harm their physical and mental, or put their development at risk.</p> <p><b>4.2</b> Children below the legal age of employment shall not be employed as waged fishers and shall not work at night.</p> <p><b>4.3</b> Children below the legal age of employment shall only work alongside family members if it will not interfere with schooling, and on tasks which do not harm their health, safety or morals. This also applies to children, particularly young girls, assisting with unpaid domestic work.</p> <p><b>4.4</b> For vessels that operate for more than 30 days at sea during a single fishing trip, no crew members under the age of 18 years old shall be employed or recruited.</p>

8. Section VII Best Practice Categories (Optional) (colored in green) outlines an additional set of categories and statements that FisheryProgress recommends FIPs adopt. The inclusion of these best practice categories and their statements within, along with any other additional categories the FIP wishes to include, is entirely optional.

<b>VII. Best Practice Categories (Optional)</b>
<b>12. (Best Practice) Equal opportunity to benefit</b> <i>Based on SRA indicator: 2.2.1</i> <i>Applicable to all fisheries</i>
<b>12.1</b> There shall be equal access to or opportunity to benefit from the fishery regardless of gender, ethnicity, religion, sexual orientation, class, migrant status, political affiliation, etc.
<b>12.2</b> A strategy or policy to address inequity in the fishery/supply chain shall be in place.
<b>12.3</b> Marginalized groups shall be in leadership positions or positions of power. Similarly, women working in productive and reproductive roles shall be given attention, voice, and strong representation in decision-making roles in policy, sector bodies, and businesses.
<b>12.4</b> Gender transformative policies and programs shall be in place, such as routine data collection of gender-disaggregated data to understand, identify and rectify inequities and inequality, including intersectional factors.

9. Ensure all participants have read, understand, and agree to the commitments outlined in the policy statement.
10. Endorse the statement. Options for endorsement may include one or all of the following:  
1) the FIP lead signs the policy statement on behalf of all FIP supply chain participants;  
2) each FIP supply chain participant signs the collective policy statement; and/or 3) each FIP supply chain participant publishes the collective policy statement on their company's website and provides the link to the page where it is posted.
11. Complete the [Policy Statement Description Template](#) form to affirm the policy statement meets FP requirements.
12. Upload your Policy Statement **and** the completed Policy Statement Description Template to the policy statement section on the Social Performance Tab on the FIP Profile. The Policy Statement and Template are submitted as part of the FIP's progress reporting deadlines.

**The FIP's collective Policy Statement along with the Description Template will be published to the policy statement section on the Social Performance Tab on the FIP Profile.**

### **Additional Context**

Policy statements outline a set of fundamental tenets related to the protection of human rights and the promotion of social responsibility. In seafood supply chains, such statements call for the promotion and protection of human rights and social responsibility as a fundamental condition for sustainable fishing. Policy statements do not claim to address the full scope of social and labor issues across a FIP, nor are they intended to prescribe practical actions to effectuate social change in the fishery. They merely express the FIP's commitment to promote and protect the human rights of all fishers harvesting or producing FIP products. Translating policy statements into action requires that the FIP and its stakeholders agree upon and develop a comprehensive strategy and action plan to identify, respond to, and mitigate any risks to human and labor rights in their supply chains.