



Seafood Stewardship Index

Draft methodology | online public consultation

22 October 2018



**World
Benchmarking
Alliance**

See things as they are. Not better, not worse.



“The Seafood Stewardship Index is a bold response to the major challenges facing the global seafood industry these days.”

Bas Geerts
Lead Seafood Stewardship Index

For centuries, our planet’s oceans, lakes, rivers and other water sources have shaped and inspired our societies and cultures, informed our adventurous and scientific intrigue, and safeguarded communities with the provision of food sources, trade resources and income. These bodies of water have played a pivotal role in many societies and still do. However, alterations to our human and environmental systems in recent years resulting from climate change, growing populations and mounting seafood consumption per capita are placing monumental pressures on aquatic ecosystems.

For these reasons, I am grateful to introduce you to **the draft methodology for the Seafood Stewardship Index (SSI)**, which – when finalised and in use – is aimed at facilitating the steps towards truly sustainable seafood production over time. The SSI is a bold response to the major challenges facing the global seafood industry these days. We build on a solid, relatively recent and proven tradition of indexes on industries’ sustainability efforts, such as the Access to Medicine Index for the pharmaceutical industry, the Access to Seeds Index for the agricultural industry, the Access to Nutrition Index for the food industry, the Responsible Mining Index, the Corporate Human Rights Benchmark and several others.

Seeking to measure and compare the efforts of the world’s largest seafood companies in regard to how they contribute to the United

See things as they are. Not better, not worse.

Nations' Sustainable Development Goals (SDGs), the SSI will not only highlight practices – from best to worst – among the sector's largest companies, but will also create a platform for new and nuanced dialogues capable of generating more systemic accountability and pioneering innovations.

We will assess the 30 largest seafood companies globally, in an unbiased manner, and see how and to what extent they contribute to sustainability and to the SDGs. We will show the seafood industry as it is, both the good and the bad. If we are collectively bold enough to face and recognise the truth, then the industry will be in the best position to plot its critical next steps towards increasing levels of sustainability – environmental, social and economic – and, therefore, act as a future-proof steward of the world's seafood resources and as such support the many people relying on them.

The SSI methodology will be publicly available and free for all to use. In this way, companies not in scope of our assessment will also be able to assess their own performance levels. Likewise, external stakeholders may do so, either in partnership with the companies they assess or independently.

The SSI report will include a scorecard for each company assessed and will reveal these companies' best practices to inspire others in

the seafood business to implement them as well. This kind of peer-to-peer learning presents an opportunity for fast-track sustainability efforts across the industry. Also, the Index will show where companies lag behind compared to their peers, highlighting where they can step up their efforts or partner with others to improve.

We are convinced that sustainability is a team effort. The SSI methodology will become more robust as we continue to bring many different views on the table. Therefore, we kindly invite you to share your reflections, feedback and suggestions with us regarding this draft methodology.

Together we can make this world an even more beautiful place. We are thrilled to support and facilitate the journey towards exactly that and are looking forward to working with you to make it happen.

Thank you in advance for your contribution!



Bas Geerts

Lead Seafood Stewardship Index
Amsterdam, October 2018

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INTRODUCTION



Benchmarking the seafood industry

The global seafood industry provides food and employment to millions of people. Around 60 million people are employed in the primary sector – capture fisheries and aquaculture – of the global seafood industry¹, and an estimated 660-880 million people depend on the seafood industry for their livelihoods². Seafood is also an important protein source, especially for those living in developing countries.

The seafood industry is facing a number of serious challenges. Climate change poses significant threats to capture fisheries and aquaculture production in marine and terrestrial ecosystems³. Also, growth in the global demand of seafood products has contributed to overfishing and an unsustainable use of fish stocks. The aquaculture industry in particular has sustainability issues around the use of antibiotics and chemicals, disease control, pollution and conversion of ecosystems with loss of habitats and biodiversity. Furthermore, the seafood industry faces a dynamic production environment with variable levels of regulatory oversight for human rights and labour conditions⁴. These challenges affect the future potential of the seafood industry to continue to provide employment and nutritious food.

Seafood is the single largest globally traded food commodity¹. A small number of companies hold a significant proportion of control over global production and trading. Among the 100 largest seafood companies in the world, the ten largest companies have revenues



Benchmarking the seafood industry

of nearly 40 percent of the industry's total revenue⁵. Furthermore, 13 of the largest companies control 11-16 percent of the global marine catches (reaching up to 9-13 million tonnes) and 19-40 percent of the largest and most valuable stocks, according to research by the Stockholm Resilience Centre⁶. Given their influential position, the largest companies can address serious problems that are linked to seafood production, for example, food insecurity in developing countries, human rights violations, and Illegal, Unreported and Unregulated (IUU) fishing worldwide. These companies are often at the forefront of new developments and investments within their sector and set a model for other firms to follow. Most of these companies also work with thousands of business partners throughout their value chains. By setting sustainability standards, creating incentives and providing support to other companies, these large companies have potential for substantial leveraged impact in driving the transition to more sustainable, responsible and inclusive seafood value chains.

One way to prompt companies to work towards a more sustainable seafood industry is to benchmark their sustainability performance and develop an index where company performance is assessed and compared. A legitimate and credible index can be a catalyst to drive this envisioned transition. In other industries, benchmarking has already proven to incite companies to progress. The Access to

Medicine Index has been benchmarking the largest pharmaceutical companies over the past 10 years with the aim of improving access to medicines for people living in developing countries. The Index “has made commendable contributions towards advancing the engagement of the pharmaceutical industry with the issue of access to medicine. The Foundation itself has become a well-regarded authority on access to medicines and has succeeded to a remarkable degree in building consensus between stakeholders in a highly politicised field around the access to medicine expectations for the industry⁷.” Other successful benchmarks include the Access to Seeds Index, the Access to Nutrition Index and the Corporate Human Rights Benchmark.

Seafood Stewardship Index

The Seafood Stewardship Index (SSI) aims to build more sustainable and inclusive seafood supply chains by assessing and benchmarking the performance of the world's largest seafood companies regarding their contribution to the United Nations (UN) Sustainable Development Goals (SDGs)⁸ closest to their core business. The SSI is being developed by the World Benchmarking Alliance (WBA).

The purpose of the SSI is to clarify what seafood companies can do and what they are already doing to improve responsibility and sustainability in seafood supply chains. The SSI will provide a transparent and impartial framework by which seafood companies and their stakeholders can monitor stewardship performance. The SSI will recognise those companies that show strong performance, while holding poor performers to account. By highlighting best practices, the SSI will stimulate learning across the seafood industry and accelerate the private sector's contributions to the SDGs. Results will be published in two-year cycles to raise awareness, reward positive changes and build a better understanding of the role that major seafood companies play in promoting stewardship of natural resources and supply chains.

The SSI will provide financial institutions, companies, governments and civil society with information they can use to allocate capital, increase transparency, track and compare corporate sustainability

WHAT IS STEWARDSHIP?

Stewardship can be understood as “the responsible use, including conservation, of natural resources in a way that takes full and balanced account of the interests of society, future generations, and other species, as well as of private needs, and accepts significant answerability to society⁹.” Stakeholder consultations revealed that the definition of stewardship should go beyond the responsible use of natural resources to include other dimensions, such as community engagement, human rights and labour practices, and fair operating practices. Seafood companies can demonstrate stewardship, for example, by efficiently using natural resources, sourcing materials from sustainable origins and performing ethically, for example by ensuring decent working conditions for all employees and respecting local communities.

performance, and ultimately catalyse action to accelerate progress on the SDGs. Financial institutions can use the SSI's results while engaging with seafood companies which they invest in or provide finance. Retailers, importers and exporters will be able to see the

Seafood Stewardship Index

relative strengths and weaknesses of the companies from which they source their seafood products. Civil society organisations and governments can use the SSI to identify and engage with companies that have a significant influence on the impact areas that are closest to their own interests.

WORLD BENCHMARKING ALLIANCE

The WBA is a newly launched institution that will serve as a public good offering free, publicly available benchmarks to assess corporate performance and business impact in alignment with the SDGs. By working with and providing this information to all stakeholders, the WBA aims to build a movement where civil society, companies, financial institutions and governments can exert their full influence and ultimately help the private sector play its role in delivering the SDGs. Working in the spirit of SDG 17 (partnerships for the goals) is central to the WBA's approach. Index Initiative – as one of the founding partners – will undergo a name and governance change to become the WBA Secretariat that will lead the development and delivery of the WBA benchmarks. Index Initiative acted as the secretariat for SSI from 2015 through 2018.

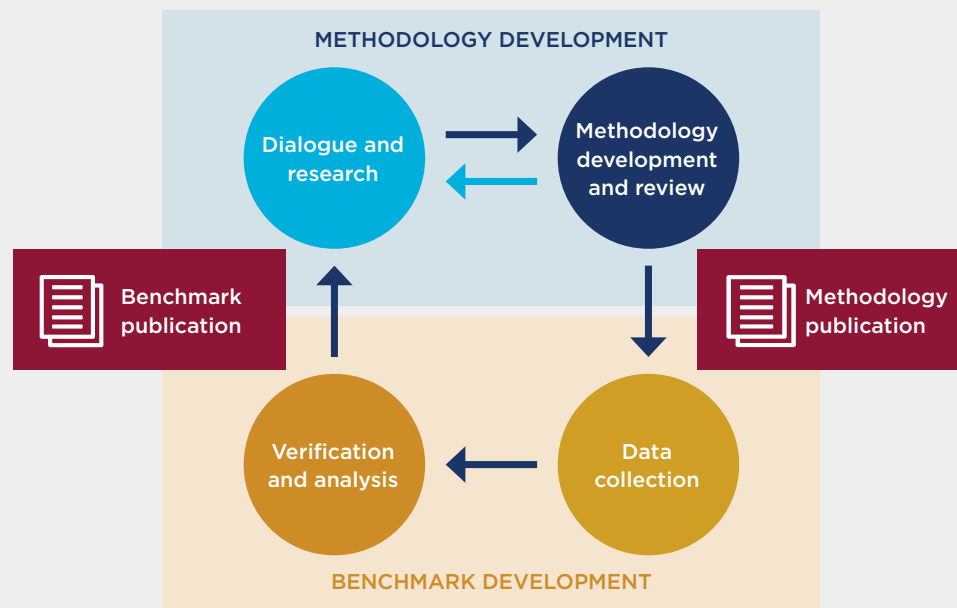
The WBA is a fully independent organisation that is backed by an Alliance of over 70 institutions. For more information about the WBA, visit www.worldbenchmarkingalliance.org



Benchmark development cycle

The SSI is being developed according to a robust and structured process, outlined in Figure 1. The benchmark development process follows the WBA's 'Guiding Principles', which can be found in Annex 1.

Figure 1 | Benchmarking development cycle



DIALOGUE AND RESEARCH

Dialogue and research are crucial parts of the benchmarking development process, as they ensure the SSI and its methodology address the right themes and reflect stakeholders' expectations for the seafood industry. Throughout this methodology development process, continuous consultation and dialogue with stakeholders are taking place to gather input for the methodology and create awareness around the SSI.

The research began in September 2015 with Index Initiative's report "Unraveling the role of the private sector", a [landscape study](#) that identifies 15 industries that are best positioned to contribute to the SDGs. This study concluded that the seafood industry can make important contributions to SDG 1 (no poverty), SDG 2 (zero hunger), SDG 5 (gender equality), SDG 8 (decent work and economic growth), SDG 12 (responsible consumption and production), SDG 14 (life below water), SDG 15 (life on land), SDG 16 (peace, justice and strong institutions) and SDG 17 (partnerships for the goals). It also revealed that while much effort has been made to improve and certify regional fisheries, still little is known about the corporate performance of the largest seafood companies, due to low levels of transparency around policies and practices.

Benchmark development cycle

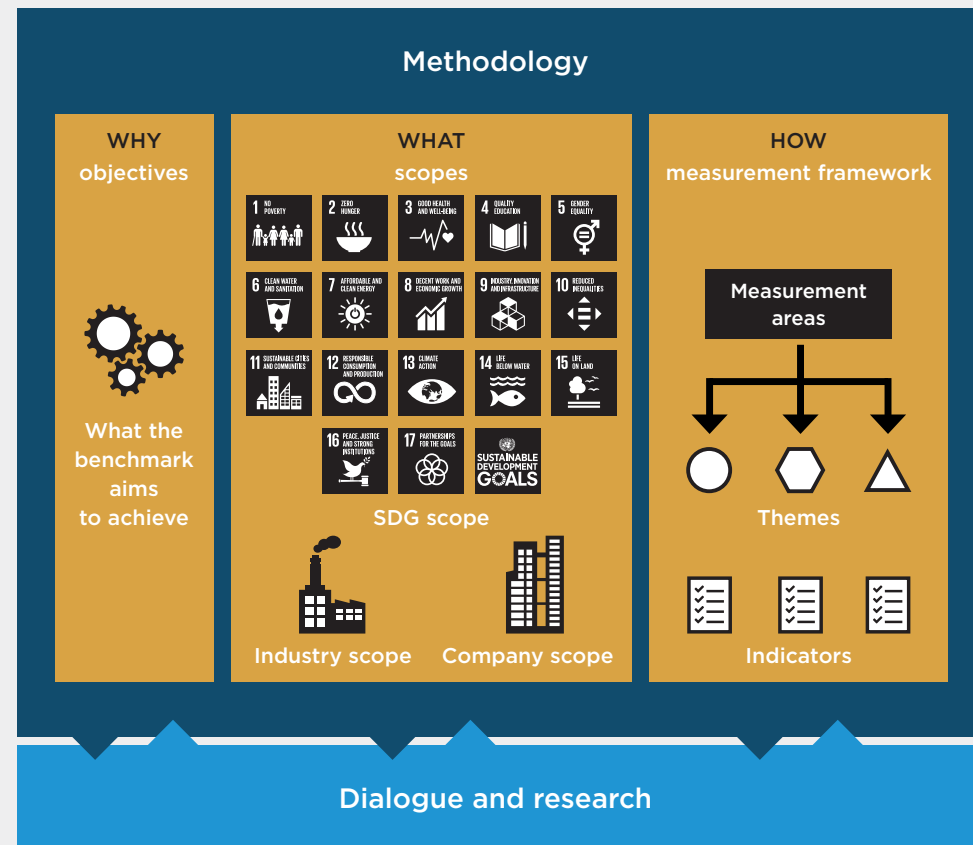
Consultations with stakeholders on the SSI also commenced in 2015. Building on the results of Index Initiative's study, a [roundtable](#) was held in Jakarta in December 2016 to bring together different stakeholders to discuss and identify what stewardship entails for the seafood industry, what stewardship issues the SSI should cover and what stakeholders expect from the largest seafood companies.

Based on the outcomes of both Index Initiative's report and subsequent stakeholder consultations, a feasibility study for the development of the SSI was conducted. This [study](#) concluded that there is a strong case for developing this Index, given that seafood companies have an important role in enabling the transition to a more sustainable seafood production system.

METHODOLOGY DEVELOPMENT AND REVIEW

The benchmark methodology of the SSI is presented in Figure 2. It consists of objectives, scopes and the measurement framework.

Figure 2 | SSI methodology



Benchmark development cycle

Objectives

The SSI aims to demonstrate how the largest seafood companies contribute to the sustainable management of world's oceans and ecosystems, as well as how they ensure responsible business practices are implemented in all stages of the supply chain.

Scope

The scope determines a benchmark's focus. The determination of scope includes:

- SDG scope: SDGs on which the benchmark shall focus;
- Industry scope: industries included in the benchmark; and
- Company scope: companies included in the benchmark.

Measurement framework

The measurement framework of the SSI explains the measurement areas, themes and indicators that will be used to benchmark the companies in scope. Indicators are the cornerstone of the SSI methodology and are built from the outcomes of multi-stakeholder dialogues and research. Alignment with best available science, relevant principles and normative standards, reporting frameworks and sector-, product- and issue-specific initiatives ensures the SSI builds on and adds value to the existing landscape and increases relevance and impact of the benchmark results (see Figure 3). Examples of sources include the FAO Code of Conduct for Responsible Fisheries, the Sustainability Reporting Standards from the Global Reporting Initiative (GRI), and the Farm and Feed standards from the Aquaculture Stewardship Council (ASC). A full list of sources used can be found in Annex 2.

Figure 3 | Sources for methodology development



Benchmark development cycle

The methodology development process is supervised by an Expert Review Committee (ERC) consisting of independent external experts who advise on the structure, scope, methodology and analysis. A full list of ERC members can be found in Annex 3. The methodology will be finalised following an eight-weeks' online public consultation.

The period of drafting the SSI methodology was from September 2017 to October 2018. It involved the drafting of a measurement framework for review by the ERC in December 2017 followed by a [stakeholder roundtable](#) in Tokyo in February 2018, where company executives, civil society organisations and government representatives were invited to discuss expectations around the Index. Dialogue continued at the Seafood Expo North America (Boston) and the Seafood Expo Global (Brussels) in April/May. The measurement framework was strengthened with the feedback. Draft indicators were prepared from the results of dialogue and research and reviewed by the ERC at a two days' in-person meeting held in London in June 2018. The methodology will be finalised following public consultation and a third round of review by the ERC.

DATA COLLECTION

Once the methodology will be finalised and published, the data collection process will begin. To measure the performance of the seafood companies in scope, information will be collected from public sources,

such as company websites, annual reports, sustainability reports and other public materials. Companies in scope will also receive a request to provide additional data. Companies will have an opportunity to contribute data for all questions and expand upon each answer with supplemental information beyond what is already publicly available. Confidential information can be provided under a non-disclosure agreement. Companies that choose not to participate in the data collection process will be scored on the basis of publicly available information only.

VERIFICATION AND ANALYSIS

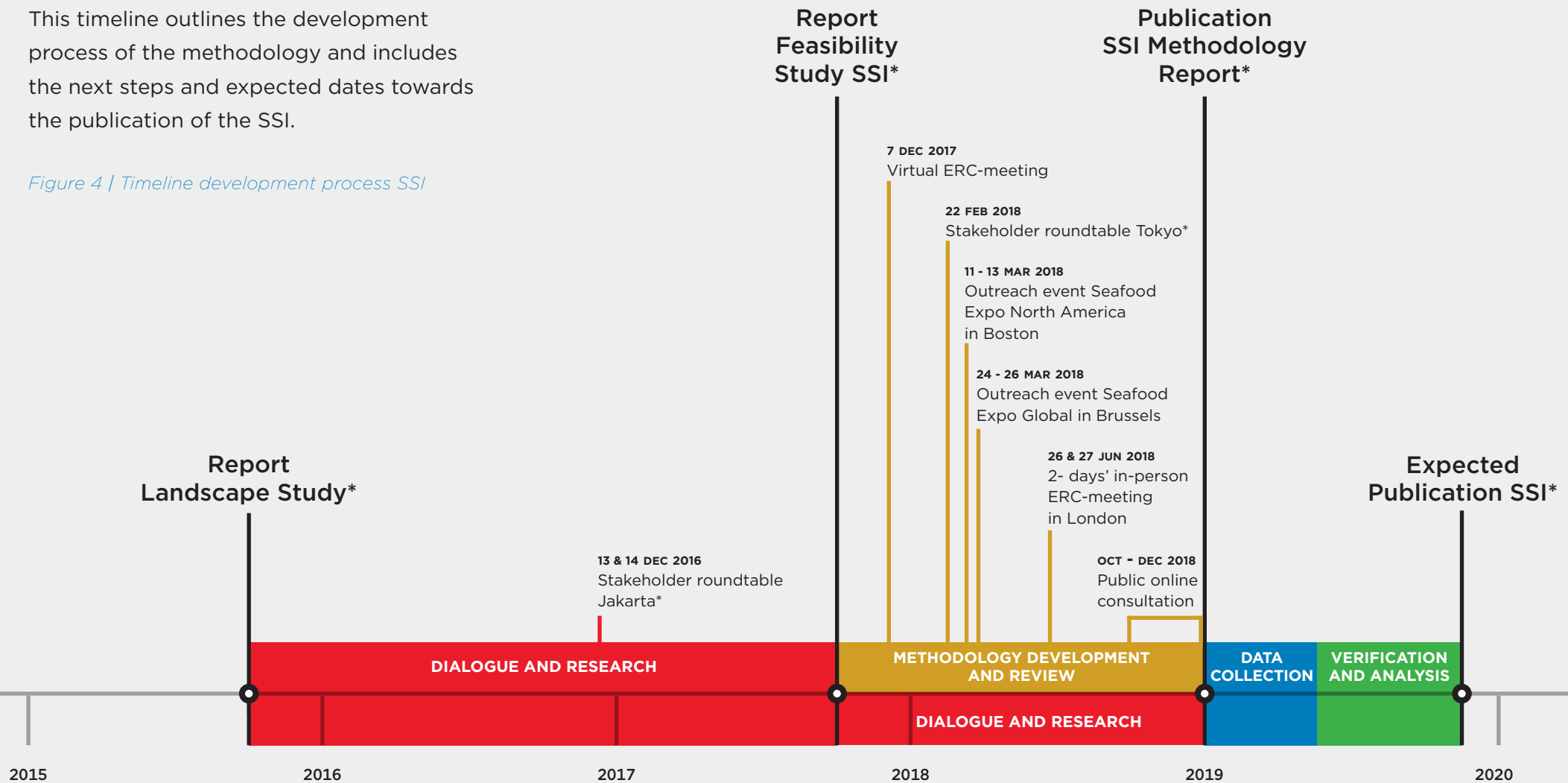
After all data are collected, these will be verified and analysed. The range of performance will then be assessed, and the current draft scoring guidelines finalised. Then, companies will be scored and ranked. Results will provide the basis for company scorecards which will outline how companies performed in the SSI, including strengths and weaknesses, and highlight best practices. Company scorecards will be shared with companies prior to publication of the SSI report.

After publication of the SSI, findings and knowledge provided through the Index's results will be actively distributed. This will involve media outreach, engagement with individual companies and industry organisations, and outreach to specific stakeholders, such as investors, banks, NGOs and policymakers. Feedback will be captured and provided input for the methodology review process for the next iteration of the SSI.

Development process

This timeline outlines the development process of the methodology and includes the next steps and expected dates towards the publication of the SSI.

Figure 4 | Timeline development process SSI



* Documents publicly available on Index Initiative website.

SSI SCOPE



SDG scope

In 2015, countries adopted the 2030 Agenda for Sustainable Development, its 17 SDGs and their corresponding 169 targets. Establishing scope by narrowing down to the most relevant goals and targets is necessary to focus the SSI where the seafood industry has the most significant impact.

An assessment of all 17 SDGs and 169 targets was conducted to identify the goals and targets on which the seafood industry has the largest impact and thus can contribute to the most.

Each of the 169 targets was assessed against the following criteria:

1. The seafood industry can make a meaningful contribution to achieving the target;
2. The target has a clear link with the seafood industry's core business;
3. The target is relevant to the scope of the benchmark; and
4. The target corresponds with stakeholder expectations for the seafood industry.

There were 27 SDG targets which met all four criteria (see Table 1) and they were included in the scope of the Index. These targets fall under SDG 1 (no poverty), SDG 2 (zero hunger), SDG 5 (gender equality), SDG 8 (decent work and economic growth), SDG 12 (responsible consumption and production), SDG 14

(life below water) and SDG 15 (life on land). This does not mean that the seafood industry does not have an impact beyond these identified SDGs, but rather that the seafood sector can make a most substantial contribution to achieving these seven goals.

SDG scope

**RATIONALE**

Developing countries earn considerably more from seafood exports than from any other major food commodity, such as rubber, cocoa, coffee or sugar¹. Also, about 60% of all international seafood trade originates in developing countries¹. Locating seafood processing activities and sourcing seafood products from local communities and small-scale producers can contribute to employment and improve people's livelihoods in low-income countries.

RELEVANT TARGETS

1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

Table 1 / SDGs and targets in scope and rationale

**RATIONALE**

Fish is an extremely nutritious and a vital source of protein and essential nutrients, especially for people living in poverty¹⁰. Over a billion people, mostly in developing countries, are dependent on seafood for their animal protein intake and livelihoods. Sustainable seafood production contributes to food and nutrition security on a global level. Ensuring local availability, accessibility and utilisation of highly nutritious seafood can further contribute to food security in local communities.

RELEVANT TARGETS

2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

2.2 By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons.

2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

2.5 By 2020, maintain the genetic diversity of seeds, cultivated plants and farmed and domesticated animals and their related wild species, including through soundly managed and diversified seed and plant banks at the national, regional

and international levels, and promote access to and fair and equitable sharing of benefits arising from the utilisation of genetic resources and associated traditional knowledge, as internationally agreed.

2A. Increase investment, including through enhanced international cooperation, in rural infrastructure, agricultural research and extension services, technology development and plant and livestock gene banks in order to enhance agricultural productive capacity in developing countries, in particular least developed countries.

SDG scope

**RATIONALE**

Women play an important role in the handling, processing and marketing of fish products¹¹. The percentage of women engaged in secondary activities, such as processing work and often for low paid and very labour-intensive work, can be up to 90 percent¹². Promoting gender equality in the sector contributes to women's full and effective participation, as well as provides equal opportunities for those who are active across the seafood supply chain.

RELEVANT TARGETS

5.1 End all forms of discrimination against all women and girls everywhere.

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

**RATIONALE**

The seafood industry provides employment opportunities to 200 million people, directly and indirectly¹³. Around 60 million people are engaged in the primary sector of capture fisheries and aquaculture, and the industry relies heavily on the labour of low-skilled or unskilled workers. For areas of production with narrow profit margins, measures to advance decent work are needed to protect workers' human rights, to secure their physical safety and help raise up their status. Labour-intensive activities, such as value-added processing, can also contribute to creating employment and stimulating economic growth.

RELEVANT TARGETS

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

SDG scope

**RATIONALE**

Global food losses and food waste in seafood supply chains are estimated at 35 percent¹⁴. In fishing, the efficient use of natural resources requires that target stocks are well-managed and also that the bycatch and discards which occur frequently are monitored and mitigated, particularly for protected and threatened species. In aquaculture, and generally across the supply chain, responsible production leads to less food losses and waste discharges.

RELEVANT TARGETS

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

12.3 By 2030, halve per capita global food waste at the retail and consumer level, and reduce food losses along production and supply chains, including post-harvest losses.

12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

**RATIONALE**

Overfishing is considered the second largest threat to the oceans after climate change. In 2014, almost 30 percent of wild fish stocks were considered overfished, 60 percent were fully exploited, and only 10 percent could be expected to allow further growth¹⁰. In particular, IUU fishing is an important threat to marine ecosystems, undermining national and regional sustainability and marine biodiversity measures. Managing fisheries responsibly and ensuring that sourced products come from traceable sources can contribute to the sustainable use of oceans and marine resources.

RELEVANT TARGETS

14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.

14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.

14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

14.A Increase scientific knowledge, develop research capacity and transfer marine technology, taking into account the Intergovernmental Oceanographic Commission Criteria and Guidelines on the Transfer of Marine Technology, in order to improve ocean health and to enhance the contribution of marine biodiversity to the development of developing countries, in particular small island developing States and least developed countries.

14.B Provide access for small-scale artisanal fishers to marine resources and markets.

SDG scope

**RATIONALE**

Aquaculture has overtaken wild-caught fish in terms of worldwide consumption. If managed poorly, aquaculture can have negative impacts on ecosystems. Sustainable management of aquaculture and efficient use of inputs (e.g. feed, water, therapeutants) can contribute to the sustainable use of terrestrial ecosystems and prevent land degradation and biodiversity loss.

RELEVANT TARGETS

15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

15.8 By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species.

Industry scope

Building on extensive stakeholder dialogue and consultation, the SSI will focus on companies in the seafood industry that produce seafood and/or fish feed. Although fish feed companies do not produce seafood products, feed production impacts the sustainability of many other seafood products. Therefore, stakeholders asked SSI to include feed companies in the Index. Including fish feed companies also creates a link between the international seafood market and the domestic and regional production of aquaculture.



Company scope

The largest companies in the global seafood industry are well-positioned to accelerate the transition to a more sustainable seafood production system. The largest 30 companies represent a significant share of the global seafood market and often set the norm for others in the industry, due to their size and reach. The concept of ‘keystone actors’, which was introduced by Österblom and colleagues⁶, suggests that the largest companies in a given industry have a

disproportionate effect on the structure and function of the system in which they operate. Similar to the Seafood Business for Ocean Stewardship (SeaBOS) initiative, the SSI hinges on this concept.

The SSI relies on three characteristics of keystone actors⁶ to formulate inclusion criteria and conduct a company assessment (see Table 2).

Table 2 | Keystone actor characteristics, SSI inclusion criteria and company assessment

KEYSTONE ACTOR CHARACTERISTIC

Companies dominate global production revenues and volumes within the sector.

SSI INCLUSION CRITERIA

The company is selected on the basis of its seafood- and/or fish feed-related revenues.

COMPANY ASSESSMENT

The Undercurrent News’ “World’s 100 Largest Seafood Companies” report, published in November 2017⁵, was used as source for identifying seafood-related revenues. As this report does not include fish feed companies or fish feed-related revenues from seafood companies, additional research and advice from ERC members and other experts was used to identify feed companies and seafood companies with significant fish feed revenues. Revenues were reassessed for seafood companies with large feed portfolios to establish whether this would result in inclusion. This reassessment resulted in inclusion for one company. A preliminary list of companies in scope was cross-checked with the ranking of the Intrafish150 report.

KEYSTONE ACTOR CHARACTERISTIC

Companies control globally relevant segments of production.

SSI INCLUSION CRITERIA

The company has an important position within the supply chain, either by being active in multiple segments or dominating one segment.

COMPANY ASSESSMENT

Each company in the preliminary list of companies was assessed by which segments of the seafood supply chain it is active and the species and product groups it has in its portfolio.

KEYSTONE ACTOR CHARACTERISTIC

Companies connect ecosystems globally through subsidiaries.

SSI INCLUSION CRITERIA

The company has international seafood-related subsidiaries and offices, and it sources and distributes products globally.

COMPANY ASSESSMENT

Each company was assessed whether it sources from and distributes to international markets, and whether it has subsidiaries and offices in different countries.

Company scope

Based on these criteria and assessments, 30 companies have been included in the SSI (see Table 3).

Table 3 | Companies included in the SSI

Name	Country of Origin	Ownership	Revenue in USD million*
1 Maruha Nichiro	Japan	Public	7,158
2 Nippon Suisan Kaisha (Nissui)	Japan	Public	5,707
3 Thai Union Group	Thailand	Public	3,752
4 Marine Harvest	Norway	Public	3,694
5 Mitsubishi Corporation	Japan	Public	3,400
6 Dongwon Enterprise	South Korea	Public	3,163
7 Red Chamber Group	United States	Private	2,575
8 Nutreco (Skretting)	Netherlands	Private	2,543 ^I
9 Trident Seafoods	United States	Private	2,400
10 Austevoll Seafood	Norway	Public	2,186
11 Kyokuyo	Japan	Public	2,123
12 Cargill Aqua Nutrition	United States	Private	2,140 ^{II}
13 Charoen Pokphand Foods	Thailand	Public	1,917 ^{III}
14 Marubeni Corporation	Japan	Public	1,900
15 Pacific Seafood Group	United States	Private	1,370

Name	Country of Origin	Ownership	Revenue in USD million*
16 Cooke Aquaculture & Cooke Seafood USA	Canada	Private	1,339
17 Schouw & Co (BioMar)	Denmark	Public	1,263 ^{IV}
18 Nueva Pescanova	Spain	Public	1,134
19 Tri Marine International	United States	Private	1,050
20 SalMar	Norway	Public	1,044
21 Labeyrie Fine Foods	France	Private	1,040
22 Shanghai Fisheries General Corporation	China	State-owned	1,038
23 Royal Greenland	Greenland	State-owned	1,005
24 F.C.F. Fishery	Taiwan	Private	1,000
25 High Liner Foods	Canada	Public	956
26 Bumble Bee Foods	United States	Private	955
27 Yokohama Reito (Yokorei)	Japan	Public	940
28 Wales Group (Sea Value & Sea Wealth)	Thailand	Private	896
29 Parlevliet & Van der Plas	Netherlands	Private	848
30 Nomad Foods	United Kingdom	Public	800

* Revenue information comes from Undercurrent News' report 2017, referring to companies' 2016 turnovers, unless otherwise stated.

I 2014 Revenues are EUR 2.1 billion. Source: <https://www.skretting.com/en-US/our-story/facts/>. Applied exchange rate EUR 1 = USD 1.2110232824 (Exchange rate 31-12-2014 XE currency converter).

II 2016 Revenues of Cargill Aqua Nutrition are about 2 percent of Cargill's total revenue of USD 107.2 billion. Source: <https://www.cargill.com/doc/1432092555283/aquaculture-sustainability-report-2016.pdf>.

III 2016 Sales from aquaculture amounted to THB 68,642 million. Source: https://www.cpfworldwide.com/contents/investors/download/presentations/CPF_FY16_Final.pdf (page 11). Applied exchange rate: THB 1 = USD 0.0279251606 (Exchange rate 31-12-2016 XE currency converter).

IV 2016 Turnover is EUR 1.2 billion. Source: <http://www.biomar.com/en/global/about/facts-and-figures/>. Applied exchange rate EUR 1 = USD 1.0522549824 (Exchange rate 31-12-2016 XE currency converter).

ANALYTICAL FRAMEWORK

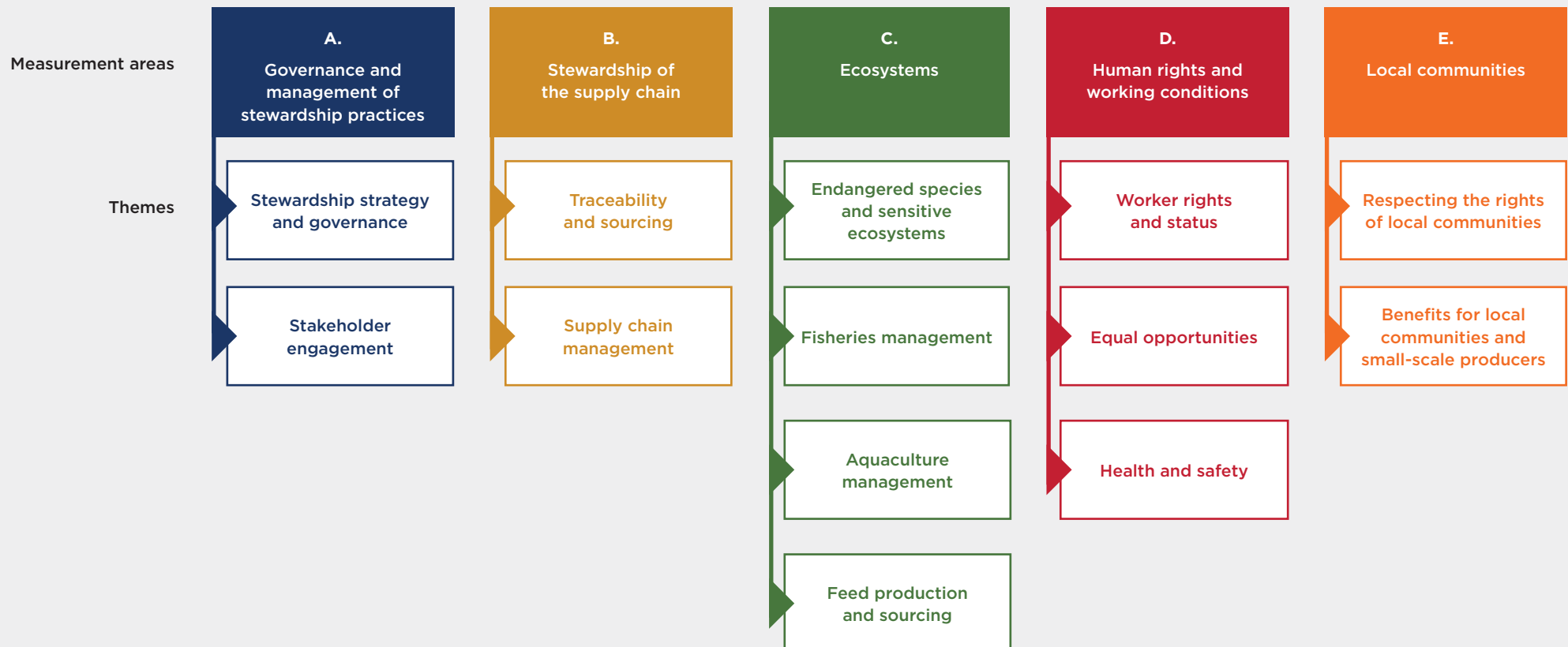


Measurement areas and themes

In the SSI, company performance is measured across five different areas. These measurement areas are inspired by the SDGs and defined by extensive research and stakeholder engagement to identify where stakeholders expect corporate action and pinpoint

where companies have the most impact. Each measurement area consists of two or more themes, and a subset of indicators will be linked to each theme. Figure 5 presents the measurement areas and themes of the SSI.

Figure 5 | SSI measurement areas and themes



Indicators

Eight important sources provided the basis for preliminary indicators included in the SSI:

1. SDG targets;
2. Stakeholder expectations;
3. Best available science;
4. Principles and normative standards;
5. Corporate reporting frameworks;
6. Sector-, product- and issue-specific initiatives;
7. Current industry and best practices; and
8. Existing benchmarks.

A thorough assessment was completed to identify the best and most relevant scientific research. This was followed by the identification of principles and normative standards, corporate reporting frameworks, and sector-, product- and issue-specific initiatives relevant to the scope of the SSI. This ensures that the indicators are aligned with existing instruments to avoid duplication. In addition, inspiration was drawn from existing benchmarks.

INDICATOR CATEGORIES

In order to accurately assess the stewardship efforts of seafood companies, behaviour will be measured across three categories of indicators:

I. Commitment

Commitments are often the first step towards more responsible and inclusive seafood supply chains and show what a company aims to achieve. Consideration is given to whether the commitment is publicly available (e.g. company websites or reports) and the extent to which the commitment is supported by a clear approach. The SSI uses the collected information to track the extent to which companies implement and meet these commitments.

II. Transparency

Transparency indicators assess publicly disclosed information in relation to stewardship policies and practices. This transparency creates accountability and promotes the sharing of approaches and progress. Consideration is given to the level of detail this information is revealed in corporate disclosures.

III. Performance

Performance indicators assess the extent to which companies put commitments, policies and strategies into practice. Consideration is given to whether companies have developed and implemented systemic approaches to managing their impacts.

Weighted approach

The SSI uses a weighted approach to measure and compare company performance. This approach ensures that the measurement framework is fair, balanced and reflects stakeholder priorities. It is also important that the SSI weighting approach be as simple as possible, both to explain and understand, and can be fine-tuned for future versions of the Index as needed.

The SSI weighting approach builds on the proven approach of the existing Access to Medicine Index and the Access to Seeds Index, which both developed a model of pre-set weights across two axes. The SSI's two axes were divided into indicator categories, which include commitment, transparency and performance, and measurement areas, which include governance and management of stewardship practices (A), stewardship of the supply chain (B), ecosystems (C), human rights and working conditions (D), and local communities (E). A total of 100 percent was divided across the criteria for each axis. The proposed weights are presented in Figure 6.

The current proposed weights across the indicators categories were based on the following considerations:

- In stakeholder consultations, most stakeholders emphasised that performance should be the most rewarded indicator category, as this is where the real impact is made. Therefore, performance is proposed to represent 40 percent of the indicators' categories.

Figure 6 | Proposed approach to weighting



- Commitment must also be sufficiently weighted to reward companies' initial steps where sustainable production may be relatively new. These commitments will also open up opportunities for engagement. Proposed weights for both commitment and transparency categories are 30 percent.

Weighted approach

The current proposed weights of the measurement areas were based on the following considerations:

- Ecosystems (measurement area C) was given the highest weight of all the measurement areas (35 percent), as the industry both relies on ecosystem services and has a significant impact on the health of these ecosystems. Without well-functioning ecosystems, there would be no industry, no jobs and no income.
- The human rights and working conditions measurement area (measurement area D) was given the second highest weight (20 percent), since millions of people depend on the work provided through the seafood industry. The vast majority of workers are engaged in the early stages of production where decent work deficits are most documented, including child and forced labour. These poor working conditions remain present throughout seafood supply chains.
- Governance and management of stewardship practices (measurement area A), stewardship of the supply chain (measurement area B) and local communities (measurement area E) share the remainder of the total percentage divided equally across the three measurement areas (15 percent each). These three areas are seen to have (or are believed to have) an equally important impact on the seafood industry's sustainable production, yet less direct than the other two areas.

Approach to scoring and ranking

Each indicator will be scored against a set of predefined scoring criteria. These criteria are based on stakeholder expectations, guidance from the ERC and extensive research into current practices. The scoring guidelines will be finalised after data is collected and analysed to accurately reflect leading and lagging practices. Final scoring guidelines will be published together with the SSI.

For each indicator, companies will be scored on a 0 to 5-point scale based on data and evidence provided and/or publicly disclosed. The indicators apply to the parent or holding company and all its subsidiaries, whereby the parent or holding company owns more than 50 percent of the stocks of the subsidiary. Data are collected from a wide range of information sources including companies themselves (e.g. websites, reports and codes), independent reports and multilateral organisations. In addition, the SSI will collect data directly from companies through an online platform.

The SSI recognises the diversity in operations, species portfolios and business models of the companies in scope. Some companies in scope are vertically integrated, while others are more horizontally-oriented with subsidiaries in multiple countries. This diversity also means that some indicators are not applicable to all companies in scope. For example, indicators that focus on practices in aquaculture operations are not relevant for companies that are only active in the

wild-catch segment. In this case, the company will not be scored on that indicator, which will not negatively impact its overall score. This approach ensures that the methodology reflects the realities of all companies in scope.

MEASUREMENT FRAMEWORK

- A | Governance and management of stewardship practices
- B | Stewardship of the supply chain
- C | Ecosystems
- D | Human rights and working conditions
- E | Local communities



A | Governance and management of stewardship practices



This measurement area analyses how stewardship is integrated into seafood companies' governance structure, strategies and management systems and how companies engage and collaborate with stakeholders to improve stewardship and contribute to sustainability and the SDGs.

This measurement area has two themes:

- Stewardship strategy and governance
- Stakeholder engagement

Stewardship strategy and governance

Companies are expected to make clear commitments and strategies for stewardship which are then integrated into their operations. Setting and disclosing goals, objectives and targets for stewardship makes companies' actions more concrete and manageable, as well as drives accountability. To ensure the successful implementation of stewardship strategies, board-level oversight of stewardship along with regular monitoring and measuring of stewardship performance is key.



Stewardship strategy and governance

A.I.1 Commitment

COMMITMENT AND STRATEGY FOR STEWARDSHIP

The company commits to stewardship and has a stewardship strategy (or similar strategies, such as a sustainability or corporate social responsibility strategy) that is implemented across its global operations.

INDICATOR RATIONALE

A company's commitment and strategy for stewardship is most impactful if it applies to all global operations of the parent or holding company.

LINK WITH SDG TARGETS

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

A.I.2 Commitment

GOVERNANCE AND ACCOUNTABILITY

The company's governance structure includes board-level responsibility and accountability for stewardship.

INDICATOR RATIONALE

If responsibility for stewardship is set at the board level, it will be more likely that objectives on stewardship receive attention and will be achieved.

LINK WITH SDG TARGETS

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

A.II.1 Transparency

PUBLIC REPORTING ON STEWARDSHIP

The company publicly reports on the goals, objectives and targets of its stewardship strategy.

INDICATOR RATIONALE

Public reporting creates accountability and informs stakeholders of a company's goals, objectives and targets.

LINK WITH SDG TARGETS

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

A.III.1 Performance

IMPLEMENTATION OF STEWARDSHIP STRATEGY

The company has systems in place to monitor and measure the implementation of its stewardship strategy.

INDICATOR RATIONALE

By monitoring and measuring the implementation of its stewardship strategy, a company is able to track progress.

LINK WITH SDG TARGETS

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

Stakeholder engagement

Collaboration between stakeholders in the seafood supply chain is crucial for improving stewardship and achieving the SDGs, since the goals go beyond the influence and responsibility of a single stakeholder. Regularly engaging with stakeholders (e.g. local communities, governments, academia and NGOs) contributes to a company's understanding of the diverse and frequently opposing perspectives, can drive innovation, and helps to shape robust and inclusive approaches. Companies are expected to proactively engage in multi-stakeholder dialogues and initiatives related to stewardship challenges in the industry. Complaints, disputes or significant adverse impacts raised by stakeholders are to be addressed and resolved. Engagement processes are expected to produce a clear output or action and an acknowledgement of how stakeholder inputs are used.



Stakeholder engagement

A.II.2 *Transparency*

APPROACH TO STAKEHOLDER ENGAGEMENT

The company reports on its approach to stakeholder engagement.

INDICATOR RATIONALE

Reporting on how a company engages with stakeholders establishes accountability for company performance on stewardship issues.

LINK WITH SDG TARGETS

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

A.III.2 *Performance*

EVIDENCE OF ENGAGEMENT

The company provides evidence of how outcomes of stakeholder engagement activities have been incorporated into the company's operations.

INDICATOR RATIONALE

Evidence of engagement shows that a company takes stakeholder perspectives into account to address stakeholder needs and interests.

LINK WITH SDG TARGETS

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

A.III.3 *Performance*

STRENGTHENING REGULATIONS & ENFORCEMENT

The company is working to improve and strengthen regulations and enforcement for fisheries and aquaculture.

INDICATOR RATIONALE

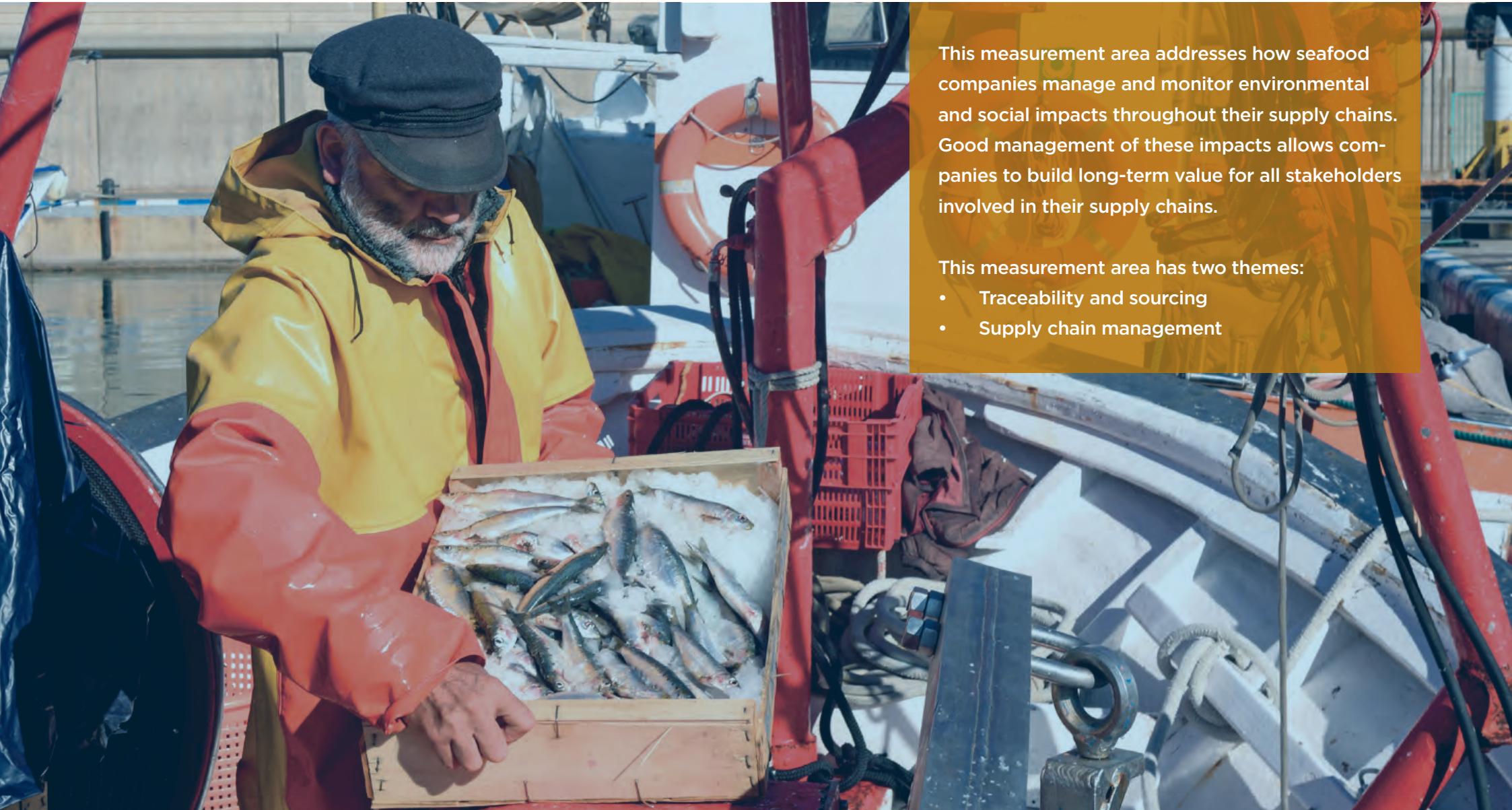
As major resources users, companies have a large influence to advocate for better regulations and enforcement (e.g. science-based catch limits or marine spatial planning).

LINK WITH SDG TARGETS

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.

B | Stewardship of the supply chain



This measurement area addresses how seafood companies manage and monitor environmental and social impacts throughout their supply chains. Good management of these impacts allows companies to build long-term value for all stakeholders involved in their supply chains.

This measurement area has two themes:

- Traceability and sourcing
- Supply chain management

Traceability and sourcing

Sourcing sustainably in addition to recording and reporting the origins of marine ingredients (i.e. ingredients from fisheries and aquaculture) in companies' supply chains can ensure that products do not have a negative impact on the environment or society. Accurate data are needed to learn the environmental and social status of the fisheries' and farms' origins of products to eliminate unsustainable and illegal practices, such as IUU fishing or forced labour. Since traceability policies and systems capture product data, including the origins of marine ingredients, traceability practices can provide the answers companies need regarding the origins of their products across the supply chain. Stakeholders increasingly want to see evidence that products are traceable to legal sources (e.g. by using Catch Documentation Schemes (CDS)) and want to have proof of oversight where different origins of marine ingredients are mixed in the supply chain.



Traceability and sourcing

B.I.1 *Commitment*

TRACEABILITY OF MARINE INGREDIENTS ORIGINS

The company has a commitment to traceability of marine ingredients origins across its operations.

INDICATOR RATIONALE

A commitment is a first step for a company to establish accountability for its efforts to trace the origins of its marine ingredients.

LINK WITH SDG TARGETS

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

B.II.1 *Transparency*

DISCLOSURE OF SOURCING POLICIES

The company discloses its policies for sourcing marine ingredients sustainably.

INDICATOR RATIONALE

Disclosure of sourcing policies creates insight into how companies avoid sourcing marine ingredients from IUU fisheries.

LINK WITH SDG TARGETS

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

B.III.1 *Performance*

MONITORING THE LEGAL ORIGINS OF MARINE INGREDIENTS

The company monitors and documents the legal origins of marine ingredients across its operations.

INDICATOR RATIONALE

Monitoring can demonstrate assurance that seafood products are made with marine ingredients from legal sources.

LINK WITH SDG TARGETS

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

B.III.2 *Performance*

MARINE INGREDIENTS FROM WELL-MANAGED SOURCES

The company sources marine ingredients from well-managed fisheries and aquaculture farms, as well as contributes to good management by investing in improvement programmes.

INDICATOR RATIONALE

By sourcing marine ingredients from well-managed sources, companies can limit their impact on environment and society. For sources that are not well-managed, companies show responsibility by investing in improvement programmes.

LINK WITH SDG TARGETS

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

Supply chain management

Seafood production creates environmental impacts across the supply chain. Stakeholders expect companies to demonstrate efficient and responsible use of inputs and natural resources, as well as minimise the production of negative outputs such as emissions, effluents and waste.



Supply chain management

B.I.2 Commitment

ENVIRONMENTAL FOOTPRINT

The company has a commitment to environmentally sound management of natural resources and materials.

INDICATOR RATIONALE

A commitment on sound environmental management indicates recognition of the importance of using natural resources and materials responsibly.

LINK WITH SDG TARGETS

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation.

12.2 By 2030, achieve the sustainable management and efficient use of natural resource.

B.II.2 Transparency

DISCLOSURE OF WATER USE

The company discloses its annual use of water.

INDICATOR RATIONALE

Companies use considerable amounts of water for seafood production. By disclosing its water use, the company can inform stakeholders about its water management and how it controls water usage.

LINK WITH SDG TARGETS

15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services.

B.II.3 Transparency

DISCLOSURE OF GREENHOUSE GAS EMISSIONS

The company discloses its annual GHG emissions.

INDICATOR RATIONALE

GHG emissions contribute to climate change. Disclosing GHG emissions gives insight into how a company manages its energy consumption and works to improve energy efficiency.

LINK WITH SDG TARGETS

12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.

B.III.3 Performance

REDUCING FOOD LOSSES AND FOOD WASTE

The company provides evidence of its efforts reducing food losses and food waste in production, including post-harvest losses.

INDICATOR RATIONALE

Food losses and food waste in global seafood supply chains are estimated at 35 percent¹⁴.

LINK WITH SDG TARGETS

2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems.

12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.

Supply chain management

B.III.4 *Performance*

REDUCING THE USE OF PLASTICS

The company provides evidence of its efforts to reduce, recycle and reuse plastics.

INDICATOR RATIONALE

Plastics are an important contributor to marine pollution. Microplastics are an increasing problem in marine environments, which can lead to health risks¹⁵.

LINK WITH SDG TARGETS

12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

B.III.5 *Performance*

REDUCING GHOST GEAR

The company provides evidence of its efforts to prevent and reduce ghost gear.

INDICATOR RATIONALE

Abandoned, discarded or lost fishing gear represents a substantial portion of marine debris and contributes to marine pollution. The estimated annual amount of ghost gear in oceans is at least 640,000 tonnes¹⁶.

LINK WITH SDG TARGETS

14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.

Key concepts and definitions

Catch documentation scheme

A catch documentation scheme (CDS) is a “system with the primary purpose of helping determine throughout the supply chain whether fish originate from catches taken consistent with applicable national, regional and international conservation and management measures, established in accordance with relevant international obligations¹⁷.”

Environmental footprint

The effect that seafood production has on the environment. This relates to the amount of natural resources and materials that seafood companies use for production and the negative outputs (e.g. Greenhouse Gas (GHG) emissions and waste) of the production process.

Food losses and food waste

Food losses and food waste are described as the “decrease of food in subsequent stages of the food supply chain intended for human consumption. Food is lost or wasted throughout the supply chain, from initial production down to final household consumption. The decrease may be accidental or intentional, but ultimately leads to less food available for all¹⁸.” Food losses occur during fishing or farming, harvesting, processing, transporting and marketing of seafood products.

Ghost gear

Ghost gear refers to “any fishing equipment or fishing-related litter that has been abandoned, lost or otherwise discarded¹⁹.”

Illegal, unreported and unregulated (IUU) fishing

IUU fishing is “fishing that is conducted contrary to legal conservation and management measures currently in place around the world²⁰.”

Marine ingredients

Marine ingredients are defined by the Marine Ingredients Organisation (IFFO) as “nutritious products used mainly for human consumption or animal feed and are derived from marine organisms such as fish, krill, shellfish and algae²¹.” Within the scope of the SSI, organisms produced in freshwater fisheries and aquaculture are also considered as marine ingredients.

Supply chain

Supply chains are seen as the “route that the seafood takes from the time that it is in contact with a fisher/farmer to the final product form that it takes when it is sold to the end consumer²⁰.”

Key concepts and definitions

Sustainable sourcing

Sustainable sourcing is referred to as the responsible procurement of seafood products. In the seafood industry options for responsible procurement are seafood that is certified, rated and engaged in improvement projects²².

Traceability

Traceability within the context of the SSI refers to full-chain traceability. Full-chain traceability can be understood as “linkage from the point of capture to the consumer of one stage of production at a time, from any stage of production to any other point along the entire supply chain (often through documentation)²⁰.”

C | Ecosystems

A key element of good stewardship practices in the seafood industry is managing the impacts of operations on ecosystems. This measurement area looks at what companies do to avoid, reduce and/or mitigate negative impacts.

This measurement area has four themes:

- Endangered species and sensitive ecosystems
- Fisheries management
- Aquaculture management
- Feed production and sourcing

Endangered species and sensitive ecosystems

Seafood companies can avoid, reduce and/or mitigate negative impacts to marine and terrestrial ecosystems and biodiversity if operations are located and designed in consideration of conserving endangered species and sensitive ecosystems. Companies can take steps to avoid degradation and species loss in their supply chains' surrounding ecosystems by mitigating the impacts of their operations, as well as actively collaborating with other stakeholders to conserve and restore sensitive ecosystems where possible.



Endangered species and sensitive ecosystems

C.I.1 Commitment

ENDANGERED SPECIES

The company commits not to engage in harvesting and trading of endangered species.

INDICATOR RATIONALE

To prevent extinction, seafood companies should refrain from the harvesting and sale of endangered species.

LINK WITH SDG TARGETS

15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

C.I.2 Commitment

SENSITIVE ECOSYSTEMS

The company commits to avoid doing harm to sensitive ecosystems.

INDICATOR RATIONALE

Healthy, well-functioning, sensitive ecosystems are a vital element of biodiversity and, as such, deliver vital ecosystem services, yet are disrupted easily and often hard to restore.

LINK WITH SDG TARGETS

14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.

15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

C.II.1 Transparency

CONSERVATION PLANNING

The company discloses its approach on how it avoids causing negative impacts to endangered species and sensitive ecosystems in its operations.

INDICATOR RATIONALE

By disclosing how the company avoids negative impact on endangered species and sensitive ecosystems, it shows awareness its operations' impacts on the surrounding ecosystems.

LINK WITH SDG TARGETS

14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.

15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

C.III.1 Performance

ENDANGERED SPECIES AND ECOSYSTEM PROTECTION

The company actively works to protect endangered species and sensitive ecosystems.

INDICATOR RATIONALE

Companies are expected to protect endangered species and sensitive ecosystems from their operations' potential negative impacts and to act in line with best practices and pertinent international agreements.

LINK WITH SDG TARGETS

14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.

15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

Fisheries management

Seafood companies show stewardship by contributing to improvements to the long-term sustainability of fish resources. Restoring fish stocks in the shortest time feasible requires support from seafood companies for effective harvesting regulations and improved catch methods. By sourcing from well-managed and sustainable fisheries and eliminating IUU fish from their supply chains, companies can contribute to the prevention of overfishing. Through improving unmanaged or poorly managed fisheries and actively participating in initiatives that contribute to improved fisheries management, companies can strengthen the sustainability of their sources.



Fisheries management

C.I.3 Commitment

ELIMINATE IUU FISH

The company commits to the elimination of IUU fish in its supply chains.

INDICATOR RATIONALE

IUU is considered a key issue in fisheries management. IUU catches are estimated to represent 11-26 million tonnes of fish annually, with a value of USD 10-23 billion²³.

LINK WITH SDG TARGETS

14.4 By 2020, effectively regulate harvesting and end over-fishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

C.I.4 Commitment

WELL-MANAGED SOURCES

The company commits to source from well-managed fisheries.

INDICATOR RATIONALE

Pressure on global marine fisheries is increasing; 33 percent of the global marine fish stocks is overfished, while 60 percent is fished at their maximum capacity¹.

LINK WITH SDG TARGETS

14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

C.II.2 Transparency

FISHING IMPACTS FOR BYCATCH SPECIES

The company discloses its efforts to improve gear and fishing practices to conserve bycatch species in its fishing operations.

INDICATOR RATIONALE

Bycatch occurs because modern fishing gear is very efficient, often covering an extensive area, and catches not only the target species but many other marine animals as well. At least 7.3 million tonnes of animals are caught incidentally each year. In some fisheries, the percentage of bycatch far outweighs the amount of target catch²⁴.

LINK WITH SDG TARGETS

14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.

C.III.2 Performance

SCIENCE-BASED MANAGEMENT PLANS

The company has systems in place to ensure that the catch levels in its fishing operations align with science-based management plans.

INDICATOR RATIONALE

Healthy fish stocks in healthy ecosystems that are well-managed replenish sufficiently for future catches. Science-based management plans can contribute to restoring fish stocks.

LINK WITH SDG TARGETS

14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

Fisheries management

C.III.3 *Performance*

COLLABORATION FOR FISHERY IMPROVEMENTS

The company participates in multi-stakeholder initiatives that contribute to improved fisheries management.

INDICATOR RATIONALE

Participation in multi-stakeholder initiatives on fishery improvements indicate how companies are contributing to better fisheries management.

LINK WITH SDG TARGETS

14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.

C.III.4 *Performance*

ADOPTION OF INNOVATIONS IN FISHERIES

The company adopts innovative changes to its operations to minimise the negative impact of its fishing practices.

INDICATOR RATIONALE

By contributing to innovations and adopting these innovations, companies can help to minimise the negative impacts of fishing practices.

LINK WITH SDG TARGETS

14.A Increase scientific knowledge, develop research capacity and transfer marine technology, taking into account the Intergovernmental Oceanographic Commission Criteria and Guidelines on the Transfer of Marine Technology, in order to improve ocean health and to enhance the contribution of marine biodiversity to the development of developing countries, in particular small island developing States and least developed countries.

Aquaculture management

The rapid growth of the global aquaculture sector has led to an increasing impact on marine and terrestrial ecosystems. Excessive use of antibiotics and other chemicals can pose risks to human health. Companies can demonstrate stewardship by implementing measures that reduce the environmental impacts of their aquaculture operations and avoid causing adverse human health risks. Companies can do this by implementing effective systems for the prevention and management of diseases, escapes, antibiotics and chemicals. Assessing and taking responsibility for the wider environmental impacts of their operations ensures more effective management of negative impacts.



Aquaculture management

C.I.5 Commitment

AREA-BASED APPROACH

The company has a commitment and a strategy to jointly protect the surrounding areas in which it operates.

INDICATOR RATIONALE

A commitment to collaborate with neighbouring farms to protect the surrounding area demonstrates the company understands that its operations contribute to cumulative effects and that protecting the surrounding ecosystem is a shared responsibility.

LINK WITH SDG TARGETS

14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.

15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

C.II.3 Transparency

DISCLOSURE OF ESCAPES

The company reports on the number of escapes and its related preventive measures.

INDICATOR RATIONALE

Escapes can negatively impact wild fish populations and environments. Reporting on the number and location of escaped animals informs external authorities of local hazards they may help to mitigate and contain.

LINK WITH SDG TARGETS

15.8 By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species.

C.II.4 Transparency

DISCLOSURE OF BROODSTOCK ORIGINS

The company discloses the origins of its broodstock.

INDICATOR RATIONALE

Diseases can be transferred between countries, species and ecosystems by broodstock. This can be prevented and addressed more rapidly with transparent reporting about broodstock origins. Additionally, broodstock from the wild may not always be sustainably caught.

LINK WITH SDG TARGETS

2.5 By 2020, maintain the genetic diversity of seeds, cultivated plants and farmed and domesticated animals and their related wild species, including through soundly managed and diversified seed and plant banks at the national, regional and international levels, and promote access to and fair and equitable sharing of benefits arising from the utilisation of genetic resources and associated traditional knowledge, as internationally agreed.

C.II.5 Transparency

DISCLOSURE OF USE OF THERAPEUTIC TREATMENTS

The company discloses the use of therapeutic treatments that include antibiotics and chemicals.

INDICATOR RATIONALE

By disclosing information about the use of therapeutic treatments, the company can show outcomes of its efforts to prevent water pollution, antimicrobial resistance and new disease cycles.

LINK WITH SDG TARGETS

12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.

Aquaculture management

C.III.5 *Performance*

REDUCING THE USE OF THERAPEUTIC TREATMENTS

The company is actively reducing the use of therapeutic treatments that include antibiotics and chemicals.

INDICATOR RATIONALE

Overuse and misuse of therapeutic treatments can pose threats to human and animal health, environmental and ecological issues, and antimicrobial resistance. Active reduction of these treatments can help to reduce these risks.

LINK WITH SDG TARGETS

12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.

C.III.6 *Performance*

MANAGING DISEASES

The company provides evidence of managing diseases at farm level to prevent mortality and the transfer of diseases to the wild.

INDICATOR RATIONALE

Diseases are an element of aquaculture operations that require strict and effective management to prevent their spread and adverse impacts on the farm and beyond.

LINK WITH SDG TARGETS

15.8 By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species.

Feed production and sourcing

Fish feed is a key input for most aquaculture practices. Plant and animal-based ingredients, including wild-captured fish, are sourced for fish feed production. Feed production and sourcing of feed ingredients have significant impacts on marine and terrestrial ecosystems. Companies demonstrate responsible production and sourcing of feed by replacing unsustainable feed sources with (more) sustainable ones. Stakeholders expect companies to produce and source feed in a way that reduces or prevents overfishing and shows full traceability of feed ingredients.



Feed production and sourcing

C.I.6 *Commitment*

ELIMINATION OF UNSUSTAINABLE MARINE INGREDIENTS AND NON-MARINE INGREDIENTS FROM FISH FEED

The company has a commitment and a strategy to eliminate the use of unsustainable marine and non-marine ingredients from fish feed.

INDICATOR RATIONALE

This commitment reflects that the company has made it a priority to avoid unsustainable marine and non-marine ingredients in fish feed.

LINK WITH SDG TARGETS

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

C.II.6 *Transparency*

DISCLOSURE OF MARINE AND NON-MARINE INGREDIENTS

The company discloses its marine and non-marine ingredients in fish feed.

INDICATOR RATIONALE

Fish feeds are comprised of diverse marine and non-marine ingredients. Disclosure of marine and non-marine ingredients can create insight into the sustainability of fish feed ingredients.

LINK WITH SDG TARGETS

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

C.III.7 *Performance*

FEED IMPROVEMENTS

The company is demonstrating ongoing efforts to replace unsustainable with sustainable marine and non-marine ingredients in fish feed.

INDICATOR RATIONALE

Companies can actively contribute to improving the sustainability and efficient use of feed, for example by improving feed conversion rates and supporting research & development.

LINK WITH SDG TARGETS

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

14.A Increase scientific knowledge, develop research capacity and transfer marine technology, taking into account the Intergovernmental Oceanographic Commission Criteria and Guidelines on the Transfer of Marine Technology, in order to improve ocean health and to enhance the contribution of marine biodiversity to the development of developing countries, in particular small island developing States and least developed countries.

Key concepts and definitions

Endangered species

Endangered species are threatened with extinction at the population-level, as determined by authorities and found on lists prepared under international agreements, including the IUCN Red List with 'Endangered' or 'Critically Endangered' status²⁵ and the CITES Appendices I, II and III²⁶.

Sensitive ecosystems

Ecosystems which can be seriously or irreversibly impacted by fisheries or aquaculture, in structure or function, are sensitive ecosystems. The FAO uses the concept of Vulnerable Marine Ecosystems (VMEs) to define and identify sensitive marine ecosystems. VMEs are "groups of species, communities or habitats that may be vulnerable to impacts from fishing activities. The vulnerability of an ecosystem is related to the vulnerability of its constituent population, communities or habitats²⁷." Corals and sponge fields are examples of sensitive ecosystems, while mangroves are an example of non-marine sensitive ecosystems.

Well-managed sources

Fisheries that are managed in such a way that long-term productivity is ensured for all stakeholders can be considered well-managed sources. The FAO defines fisheries management as "the integrated process of information gathering, analysis, planning, consultation, decision-making, allocation of resources and formulation and implementation, with enforcement as necessary of regulations or rules which govern fisheries activities in order to ensure the continued productivity of the resources and accomplishment of other fisheries objectives²⁸."

Therapeutic treatments

Therapeutic treatments are regarded as treatments of fish and shrimp in aquaculture that include the use of antibiotics and chemicals²⁹. The FAO defines antibiotics as "drugs of natural or synthetic origin that have the capacity to kill or to inhibit the growth of micro-organisms. Antibiotics that are sufficiently non-toxic to the host are used as chemotherapeutic agents in the treatment of infectious diseases of humans, animals and plants.³⁰"

D | Human rights and working conditions

This measurement area looks at how seafood companies respect and protect the human rights and working conditions of workers in their operations and provide access to effective remedies.

This measurement area has three themes:

- Worker rights and status
- Equal opportunities
- Health and safety



Worker rights and status

Companies are responsible for respecting the human rights of their workers as defined in the International Bill of Human Rights and the Declaration on the Fundamental Principles and Rights at Work^{31 32 33}. The UN Guiding Principles on Business and Human Rights provides the “Protect, Respect, and Remedy Framework” for addressing risks of human rights impact linked to business activity^{34 35}. In the seafood industry, workers who are temporary, foreign, subcontracted or away at sea for long periods may be vulnerable to conditions of forced labour^{36 37}, and the primary focus should be on protecting all workers’ rights to fair wages and status.



Worker rights and status

D.I.1 Commitment

PROTECT ALL WORKERS FROM FORCED LABOUR

The company is committed to protecting all workers in its supply chain from all forms of forced labour (including slavery, child labour, and bonded or indentured work).

INDICATOR RATIONALE

Workers may be at risk of forced labour or child labour in areas where labour inspections and enforcement are weak and where wage and work terms are invisible, for example where migrant workers are paid through brokers³⁷.

LINK WITH SDG TARGETS

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

D.I.2 Commitment

FAIR WAGES FOR ALL WORKERS

The company is committed to paying living wages that meet or exceed statutory requirements for all workers in its supply chain, including all temporary and subcontracted workers.

INDICATOR RATIONALE

Many fishers, fish farmers and workers in processing belong to the group of working poor³⁷. Wages are unfair where they fall below statutory requirements³⁴.

LINK WITH SDG TARGETS

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

D.II.1 Transparency

HUMAN RIGHTS STATEMENT

The company publishes a statement of its efforts to resolve human rights issues, such as protecting all workers in its supply chain from forced labour (including slavery, child labour, and bonded or indentured work).

INDICATOR RATIONALE

Companies have liability for conditions that contribute to forced labour through their activities, products and business relationships³⁴.

LINK WITH SDG TARGETS

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

D.III.1 Performance

RISK IDENTIFICATION

The company monitors working conditions in its supply chains to identify, prevent and mitigate risks of forced labour and other salient human rights issues.

INDICATOR RATIONALE

According to human rights authorities, there is a significant incidence of forced labour and/or child labour in seafood production in some countries³⁸.

LINK WITH SDG TARGETS

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Worker rights and status

D.III.2 *Performance*

LABOUR CODE OF CONDUCT

The company has a labour code of conduct covering all workers and working conditions in its supply chain.

INDICATOR RATIONALE

Where workplace conditions in the supply chain lack oversight there may be vulnerability to aspects of forced labour. This can include, for example, restrictions on workers' freedom of movement, withholding wages or identity documents, physical or sexual violence, intimidation, threats of denunciation to immigration authorities or fraudulent debt from which workers cannot escape^{31 37}.

LINK WITH SDG TARGETS

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

D.III.3 *Performance*

WORKER VOICE

The company seeks out the perspective of workers vulnerable to forced labour, for example subcontracted and migrant workers.

INDICATOR RATIONALE

Without meaningful consultation with potentially affected groups, it is not possible to know the real experience, status and aspirations of workers in the supply chain.

LINK WITH SDG TARGETS

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Equal opportunities

Equal opportunities mean the full and effective participation for all people in the seafood supply chain and in decision-making and leadership. Companies provide equal opportunities through skills training, advancement, and equal pay for equal work. Currently, the seafood industry worldwide has few women in leadership, though women are overrepresented in processing work (58 percent)³⁷. Increasing women's incomes, status and position is essential for achieving gender balance and, ultimately, creating responsible fisheries and aquaculture systems³⁹.



Equal opportunities

D.I.3 *Commitment*

EQUALITY OF ALL PEOPLE

The company is committed to providing equal opportunities for all people in the supply chain.

INDICATOR RATIONALE

A company's economic growth is limited by severe inequality⁴⁰. In the seafood industry, low earnings and labour productivity are deficits to decent work³⁷.

LINK WITH SDG TARGETS

1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

D.II.2 *Transparency*

GENDER BALANCE

The company reports on the gender balance in its operations.

INDICATOR RATIONALE

Without gender data readily available, it is not possible to confirm progress towards gender equality in an organisation⁴¹.

LINK WITH SDG TARGETS

5.1 End all forms of discrimination against all women and girls everywhere.

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

D.III.4 *Performance*

ADVANCING EQUAL OPPORTUNITY

The company is advancing opportunity for all workers in its operations with skills training, advancement and equal pay for equal work.

INDICATOR RATIONALE

Productive employment for vulnerable groups is one of the key mechanisms for ensuring the effective distribution of economic opportunity, development and growth³⁷.

LINK WITH SDG TARGETS

1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Health and safety

Fishing is considered one of the world's most dangerous occupations, causing more than 24,000 casualties per year. It is typically labour-intensive work and has high rates of occupational diseases and injuries³⁷. Specifically, aquaculture work in hatcheries, grow-out facilities and feed mills involves the use of equipment, chemicals and biological agents. Health and safety hazards are related to the unsafe use of chemicals, heavy lifting, long hours of repetitive hand feeding, slips or falls on wet and slippery surfaces, and diving or being submerged in fish ponds. In fish handling and processing work, health and safety hazards are due to cuts and puncture injuries from sharp tools, fish teeth, spines or bones, as well as to heat and smoke exposure³⁷.



Health and safety

D.I.4 *Commitment*

SAFE AND HYGIENIC CONDITIONS

The company has made a commitment to providing safe and hygienic working conditions and care for all workers (including contracted, subcontracted and foreign workers).

INDICATOR RATIONALE

Employment that is uncertain, unpredictable and risky from the perspective of the worker can lead to accidents and increases the risk of fatalities, injury or illness³⁷.

LINK WITH SDG TARGETS

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

D.II.3 *Transparency*

SAFETY IN HAZARDOUS CONDITIONS

The company discloses how it ensures that workers in hazardous conditions can access protections while at sea, in aquaculture operations and in seafood processing facilities.

INDICATOR RATIONALE

Many forms of seafood work are hazardous and require access to the first aid kit, as well as support for safe handling of chemicals, equipment and gear.

LINK WITH SDG TARGETS

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

D.III.5 *Performance*

WORKER TRAINING

The company has health and safety training for all new workers in hazardous conditions and provides ongoing training.

INDICATOR RATIONALE

New workers need training to perform their tasks safely. Training for new workers reduces accidents and mortalities, while increasing workers' confidence and productivity.

LINK WITH SDG TARGETS

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Key concepts and definitions

UN Guiding Principles on Business and Human Rights

The UN Guiding Principles on Business and Human Rights³⁴, emphasise the corporate responsibility to respect human rights. This means that companies should avoid infringing upon, and actively protect, the human rights of all people impacted by their operations. Specifically, business enterprises should have in place policies and processes appropriate to their size and circumstances to meet this responsibility to respect human rights, including:

- A policy commitment to meet their responsibility to respect human rights;
- A human rights due diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights; and
- Processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.

Forced labour

Forced labour is defined by ILO Convention 29 as “any work or service exacted from any person under threat of any penalty and for which the said person has not offered himself voluntarily⁴².” As a legal matter, in addition to a serious violation of fundamental human rights and labour rights, the exaction of forced labour is a criminal offence³⁴. The use of forced labour is prohibited for all UN member states in binding legal instruments, including ILO Conventions

29 and 105, the Protocol to the Forced Labour Convention, and the Declaration of Fundamental Principles and Rights at Work³¹.

Child labour

Child labour is “work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical or mental development including by interfering with their education. It is prohibited in all UN member states and defined in ILO Convention 138 (covering Minimum Age), and the Worst Forms of Child Labour is defined in ILO Convention 182. Children’s rights are enshrined in the UN Convention on the Rights of the Child and are universally binding human rights³¹.”

Statutory minimum wages

Statutory minimum wages differ across countries and types of work and are set through the decisions of a competent authority, wage boards or council, or industrial or labour court or tribunal⁴³.

Human rights due diligence

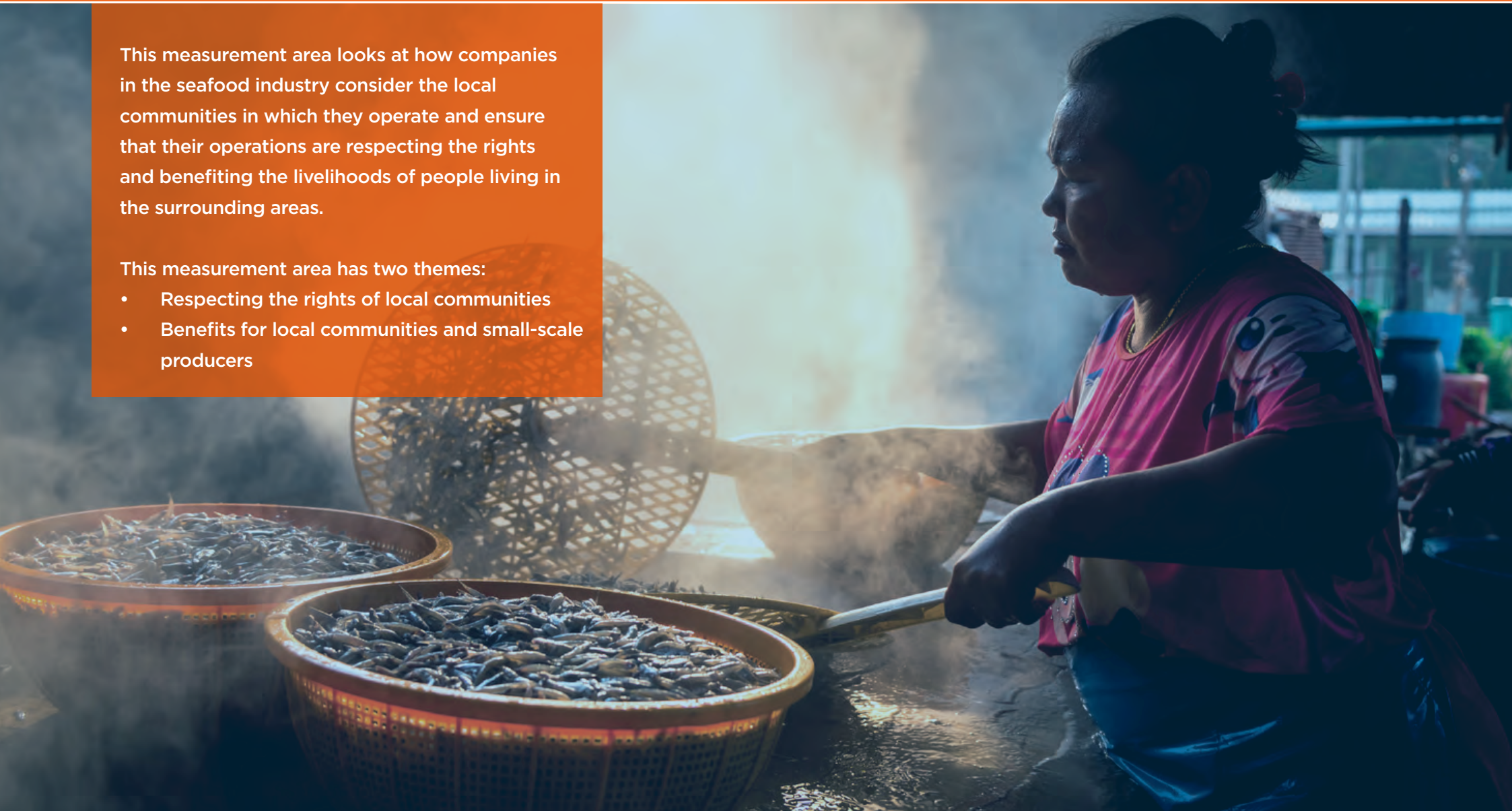
Human rights due diligence consists of processes and steps companies take to become aware of the impacts on the human rights of people associated with their business and the risks of those impacts, as well as to take appropriate action to prevent and address those impacts³⁵.

E | Local communities

This measurement area looks at how companies in the seafood industry consider the local communities in which they operate and ensure that their operations are respecting the rights and benefiting the livelihoods of people living in the surrounding areas.

This measurement area has two themes:

- Respecting the rights of local communities
- Benefits for local communities and small-scale producers



Respecting the rights of local communities

Industrial activities, including wild-harvesting, farming and seafood processing, have tremendous effects at the local level. To maximise the positive impacts for local communities, while minimising the negative, companies can start by recognising the rights of those people living in the surrounding areas where they operate. The sustainable food system described in SDG 1 (no poverty), SDG 2 (zero hunger) and SDG 14 (life below water) includes the access rights and customary rights of small-scale seafood operators and small-holders to harvest natural resources and food. Respecting local access to fish and resources helps to reduce poverty and prevent hunger, particularly where current industrial fishing practices remove food resources. When companies participate in the joint management of seafood resources, they demonstrate respect for local rights and ecological knowledge, ultimately building a social license to operate.



Respecting the rights of local communities

E.I.1 *Commitment*

CUSTOMARY RIGHTS

The company recognises the customary rights to resources of local communities and indigenous people.

INDICATOR RATIONALE

Local communities, including indigenous people, have equal rights to economic resources defined in law or custom, which must be respected where sharing resources with industrial seafood operations.

LINK WITH SDG TARGETS

1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

14.B Provide access for small-scale artisanal fishers to marine resources and markets.

E.I.2 *Commitment*

FOOD SECURITY

The company commits to maintaining food security and to mitigating food insecurity in areas where it removes resources.

INDICATOR RATIONALE

Where a company removes fish resources, it may diminish local food supplies or prevent fulfilment of customary rights to marine resources for food.

LINK WITH SDG TARGETS

2.2 By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons.

2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

E.II.1 *Transparency*

DISCLOSURE OF ADVERSE IMPACTS TO LOCAL COMMUNITIES

The company reports actual and potentially adverse impacts to local communities.

INDICATOR RATIONALE

The industrial scale of fishing and aquaculture operations means impacts to local communities will occur and potentially may cause negative spill-over effects for the environment and people. Without disclosure, negative impacts which could be prevented or minimised with notification may become severe.

LINK WITH SDG TARGETS

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

E.III.1 *Performance*

CO-MANAGEMENT

The company participates in co-management (or joint management) for fair allocation of resources targeted by both local communities and industrial operations.

INDICATOR RATIONALE

Co-management can ensure that the equal rights of local communities to resources are respected, enabling sustainable use by local communities and the industry.

LINK WITH SDG TARGETS

1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

14.B Provide access for small-scale artisanal fishers to marine resources and markets.

Benefits for local communities & small-scale producers

Benefit-sharing occurs when companies provide opportunities to the people who work and live in the areas surrounding their operations, such as the transfer of economic benefits and knowledge through jobs, supply and service contracts, and capacity building initiatives.



Benefits for local communities & small-scale producers

E.I.3 Commitment

PREFERENTIAL EMPLOYMENT FOR LOCAL COMMUNITIES

The company is committed to recruiting from local communities for jobs in its operations.

INDICATOR RATIONALE

Where a company removes resources from a community, it can compensate with benefits by duly considering people in the local work force for jobs.

LINK WITH SDG TARGETS

2.3 By 2030, double the agricultural productivity and in-comes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

E.II.2 Transparency

LOCAL SUPPLIERS

The company discloses how local businesses are included in tender processes or a local content plan.

INDICATOR RATIONALE

Businesses in local communities can provide supplies and services in addition to the opportunity to contribute to economic stability and sustainable growth.

LINK WITH SDG TARGETS

2.3 By 2030, double the agricultural productivity and in-comes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

E.III.2 Performance

BUILDING CAPACITY FOR SMALL-SCALE PRODUCERS

The company contributes to new capacity for producers in the local area by extending resources, technology and knowledge to add value and improve fishing and aquaculture practices.

INDICATOR RATIONALE

Small-scale producers are change agents for ending poverty and hunger⁴⁴. Their capacity for positive change is increased with access to technical knowledge and skills, infrastructure, services, equipment, better practices and markets.

LINK WITH SDG TARGETS

2.3 By 2030, double the agricultural productivity and in-comes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

2.A Increase investment, including through enhanced inter-national cooperation, in rural infrastructure, agricultural research and extension services, technology development and plant and livestock gene banks in order to enhance agricultural productive capacity in developing countries, in particular least developed countries.

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

Key concepts and definitions

Local communities

Local communities provide the social context for fishing, farming and seafood processing activities in the areas of a company's operations. In the SSI, the term is used to mean all people living in the area surrounding the company's operations, including small-scale fishers and aquaculture producers and all people relying on the area's natural resources, including indigenous peoples and coastal communities.

Customary rights

Customary rights are resource use rights defined in the law, local tradition or indigenous rights and status.

Indigenous peoples and rights

The United Nations Declaration on the Rights of Indigenous Peoples adopted in 2007, provides for legal rights of peoples with indigenous origins or identity and establishes a universal framework of minimum standards for the survival, dignity and well-being of the indigenous peoples of the world⁴⁵.

Small-scale fisheries and aquaculture and small-holders

The small-scale seafood industry tends to be firmly rooted in local communities, traditions and values. Many small-scale fisheries and aquaculture operations are providing fish for direct consumption

within local households and may also be producing an amount for commercial sale⁴⁶. "Small-holders are often self-employed small-scale farmers and fishers who manage areas varying from less than one hectare to ten hectares and using mainly family labour for production and part of the produce for family consumption⁴⁷."

Food security

The FAO defines food security as "a situation that exists when all people, at all times, have physical, social and economic access to sufficient, safe and nutritious food that meets their dietary needs and food preferences for an active and healthy life⁴⁸." Food security has four dimensions: food availability, economic and physical access to food, food utilisation and stability over time.

Co-management

Co-management (or joint management) of natural resources, for example in a fishery or aquaculture area, is the sharing of power and responsibility between the government and local resource users, including small-scale and industrial resource users⁴⁹.

Glossary

ASC	Aquaculture Stewardship Council
CITES	Convention for International Trade in Endangered Species of Wild Fauna and Flora
CDS	Catch Documentation Scheme
ERC	Expert Review Committee
FAO	Food and Agriculture Organisation of the United Nations
GHG	Greenhouse Gasses
GRI	Global Reporting Initiative
IFFO	The Marine Ingredients Organisation
ILO	International Labour Organisation
IUCN	International Union for Conservation of Nature
IUU Fishing	Illegal, Unreported and Unregulated Fishing
SDG	Sustainable Development Goal
SSI	Seafood Stewardship Index
ToC	Theory of Change
UN	United Nations
VME	Vulnerable Marine Ecosystem
WBA	World Benchmarking Alliance



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Annexes



Guiding principles WBA

The WBA developed a set of Guiding Principles to guide its work and reflect its values and mission. These Principles have been formed in collaboration with global stakeholders throughout the consultation phase, refined based on input and feedback from the roundtable consultations, online surveys and expert meetings.

The Principles are divided into three categories: operational principles explain how the Alliance functions, benchmark development principles address how benchmarks are designed, and content principles cover what the benchmarks assess.

Currently, the Guiding Principles reflect the outcomes and findings from the global consultation phase. However, the world is changing rapidly, and additional insights and perspectives are likely to emerge over time. These Principles may evolve – in consultation with stakeholders – to reflect new findings and realities.

OPERATIONAL PRINCIPLES

Inclusive	The WBA actively engages with and involves all stakeholders in building the Alliance and the benchmarks.
Impartial	The WBA and its benchmarks are equally responsive to all stakeholders.
Independent	The WBA and its benchmarks are independent from the industries and companies they assess.
Focused on impact	The WBA and its benchmarks promote dialogue and measure impact on the SDGs to create positive change.
Collaborative	The WBA collaborates with stakeholders and Allies to enhance alignment of corporate performance with internationally agreed sustainability objectives.
Free and publicly available	The WBA is a public good, and its benchmarks and methodologies are free and publicly available to all.

BENCHMARK DEVELOPMENT PRINCIPLES

Relevant	WBA benchmarks focus on sustainable development issues most relevant to industries' core businesses and on the industries and companies that can make the most significant, actionable and unique contributions to these issues.
Clear in method and intent	WBA benchmarks are transparent about their methodology, development processes and results.
Complementary	WBA benchmarks build upon the work done by others, adding further value with a focus on SDG impact.
Responsive and iterative	WBA benchmarks are updated regularly to reflect evolving stakeholder expectations, policies, developments, and company performance.

CONTENT PRINCIPLES

Balanced	WBA benchmarks assess both positive and negative impacts that companies might have on the SDGs.
Reflective of societal expectations	WBA benchmarks reflect the extent to which companies' performance on relevant SDGs aligns with stakeholders' expectations.
Forward-looking	The WBA and its benchmarks engage and assess companies on their current performance on the SDGs and on exposure to sustainability risks and future opportunities.

Sources for indicator development

Several principles and normative standards, reporting frameworks and sector-, product-, and issue-specific initiatives were used for the development of the SSI methodology. In addition, inspiration was drawn from existing benchmarks.

PRINCIPLES AND NORMATIVE STANDARDS

Food and Agriculture Organisation (FAO)

- Code of Conduct for Responsible Fisheries (1995)
- FAO 8 Indicators of Sustainable Development of Marine Capture Fisheries (1999)
- Technical Guidelines for Responsible Fisheries 9, Implementation of the International Plan of Action to prevent, deter and eliminate Illegal, Unreported and Unregulated Fishing (2002)
- Fisheries Technical Paper 443: The Ecosystem Approach to Fisheries (2003)
- Technical Guidelines for Responsible Fisheries 10, Increasing the contribution of Small-Scale Fisheries to Poverty Alleviation and Food Security (2005)
- Technical Guidelines for Responsible Fisheries, Fisheries Management, Managing Fishing Capacity (2008)
- Technical Guidelines for Responsible Fisheries 11, Responsible Fish Trade (2009)
- Technical Guidelines for Responsible Fisheries 12, Information and Knowledge Sharing (2009)
- Technical Guidelines for Responsible Fisheries, Fisheries Management, The Ecosystem Approach to Fisheries (2009)
- Guidelines for the Ecolabelling of Fish and Fishery Products from Marine Capture Fisheries, Revision 1 (2009)
- Technical Guidelines on Aquaculture Certification (2011)
- Scoping study on decent work and employment in fisheries and aquaculture: Issues and actions for discussion and programming (2016)

International Finance Corporation (IFC)

- Guidance Notes to Performance Standards on Environmental and Social Sustainability (2012)

International Labour Organisation (ILO)

- Forced Labour Convention C029 (1930)
- Declaration on Fundamental Principles and Rights at Work (1998)
- Worst Forms of Child Labour Convention C182 (1999)
- Work in Fishing Convention C188 (2007)
- Tripartite Meeting on Issues relating to Migrant Fishers (2017)

Organisation for Economic Co-operation and Development (OECD)

- OECD Guidelines for Multinational Enterprises (2008)
- OECD Due Diligence Guidance for Responsible Business Conduct (2018)

United Nations (UN)

- Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organised Crime (2000)
- Guiding Principles on Business and Human Rights (2011)

United Nations Global Compact

- The Ten Principles of the UN Global Compact (2018)

CORPORATE REPORTING FRAMEWORKS

Fishery Progress (FisheryProgress.org)

- Fishery Improvement Project Progress Tracking Database & Tools (2018)

Global Reporting Initiative (GRI)

- GRI Standards 2016

GRI and UN Global Compact

- Business Reporting on the SDGs (2017)

International Integrated Reporting Council (IIRC)

- The international I/R Framework (2013)

Shift Project

- U.N. Guiding Principles Reporting Framework (2018)

SECTOR-, PRODUCT-, AND ISSUE-SPECIFIC INITIATIVES

Amfori Business Social Compliance Initiative (BSCI)

- BSCI Code of Conduct

Aquaculture Stewardship Council (ASC)

- Abalone Standard Version 1.0 (January 2012)
- Bivalve Standard Version 1.0 (January 2012)

Sources for indicator development

- Pangasius Standard Version 1.0 (January 2012)
- Freshwater Trout Standard Version 1.0 (February 2013)
- Shrimp Standard Version 1.0 (March 2014)
- Seriola and Cobia Standard Version 1.0 (October 2016)
- Salmon Standard Version 1.1 (April 2017)
- Tilapia Standard Version 1.1 (April 2017)
- Feed Standard Second draft, published for public consultation period 2 (21 August 2017 – 21 October 2017)

Certification and Ratings Collaboration

- Framework for Social Responsibility in the Seafood Sector (2018)

Conservation Alliance – for Seafood Solutions

- Guidelines for Supporting Fishery Improvement Projects (2015)
- A Common Vision for Sustainable Seafood (2018)

Environmental Justice Foundation, World Wildlife Fund, Pew Charitable Trusts, Oceana (2017)

- PAS 1550 (2017)

Ethical trading initiative (ETI)

- ETI Base Code (2014)

Fair trade USA – Capture Fisheries Standard

- Capture Fisheries Standard Version 1.0 (2014)

Global Aquaculture Alliance – Best Aquaculture Practices (BAP)

- Seafood Processing Plant Standard Issue 4.2 (2015)
- Mollusk Farm Standard Issue 1.0 (2016)
- Finfish and Crustacean Farm Standard Issue 2.4 (2017)

Global Dialogue on Seafood Traceability

- Framework for Interoperable Seafood Traceability (2018)

Global Sustainable Seafood Initiative (GSSI)

- GSSI Global Benchmark Tool, Version 1 (October 2015)

International Fish Meal and Fish Oil Organisation (IFFO)

- Global Standard for Responsible Supply of Marine Ingredients – Requirements for certification, Version 2.0 (2017)

Institute for Human Rights in Business (IHRB)

- 2018 Global Forum on Responsible Recruitment and Employment (2018)

International Labour Rights Forum (ILRF)

- Taking Stock: Labour Exploitation, Illegal Fishing and Brand Responsibility in the Seafood Industry

Marine Stewardship Council (MSC)

- Fisheries Standard and Guidance Version 2.0 (2014)
- Chain of Custody Standard: Default Version, Version 4.0 (2015)

Monterey Bay Aquarium - Seafood Watch

- Seafood Watch Standard for Fisheries, Version F3.2 (October 2016-Present)
- Seafood Watch Standard for Aquaculture, Version A3.2 (October 2016-Present)

Ocean Health Index

- Global Scores (2015)

Oxfam

- Ripe for Change: Ending human suffering in supermarket supply chains (2018)

Seafish - Risk Assessment for Sourcing Seafood (RASS)

- RASS Scoring Guidance (2016)

Seafish - Responsible Fishing Scheme (RFS)

- Responsible Fishing Scheme Standard, Version 1 Issue 2 (2016)

Seafood Business for Ocean Stewardship (SEABOS)

- Joint Statement from the 1st Keystone Dialogue (2016)

Sustainable Fisheries Partnership – FishSource

- FishSource Scores (2018)

Sustainable Fisheries Partnership – Ocean Disclosure Project (ODP)

- Ocean Disclosure Project (2018)

The Sustainable Trade Initiative (IDH)

- Aquaculture: moving beyond certification and the farm level (2017)

Sources for indicator development

World Wildlife Fund (WWF)

- Traceability Principles for Wild Caught Fish (2015)

EXISTING BENCHMARKS

Access to Medicine Foundation

- Methodology for the 2018 Access to Medicine Index (2017)
- 2016 Access to Medicine Index (2016)

Access to Nutrition Foundation

- Access to Nutrition Index – Global Index 2018 (2018)

Access to Seeds Index

- Methodology for the Access to Seeds Index 2016 (2015)
- 2016 Access to Seeds Report (2016)
- Methodology for the Access to Seeds Index 2019 (2018)

Corporate Human Rights Benchmark (CHRB)

- Corporate Human Rights Benchmark Methodology 2018
- Corporate Human Rights Benchmark Key Findings 2017

Equileap

- Gender Equality Global Report & Ranking (2017)

Farm Animal Investment Risk & Return (FAIRR)

- Coller FAIRR Protein Producer Index (2018)

Know the Chain (by Humanity United)

- Benchmark Methodology – Food & Beverage Sector Version 2 (2017)

Responsible Mining Foundation

- Responsible Mining Index 2018 (2018)

ShareAction

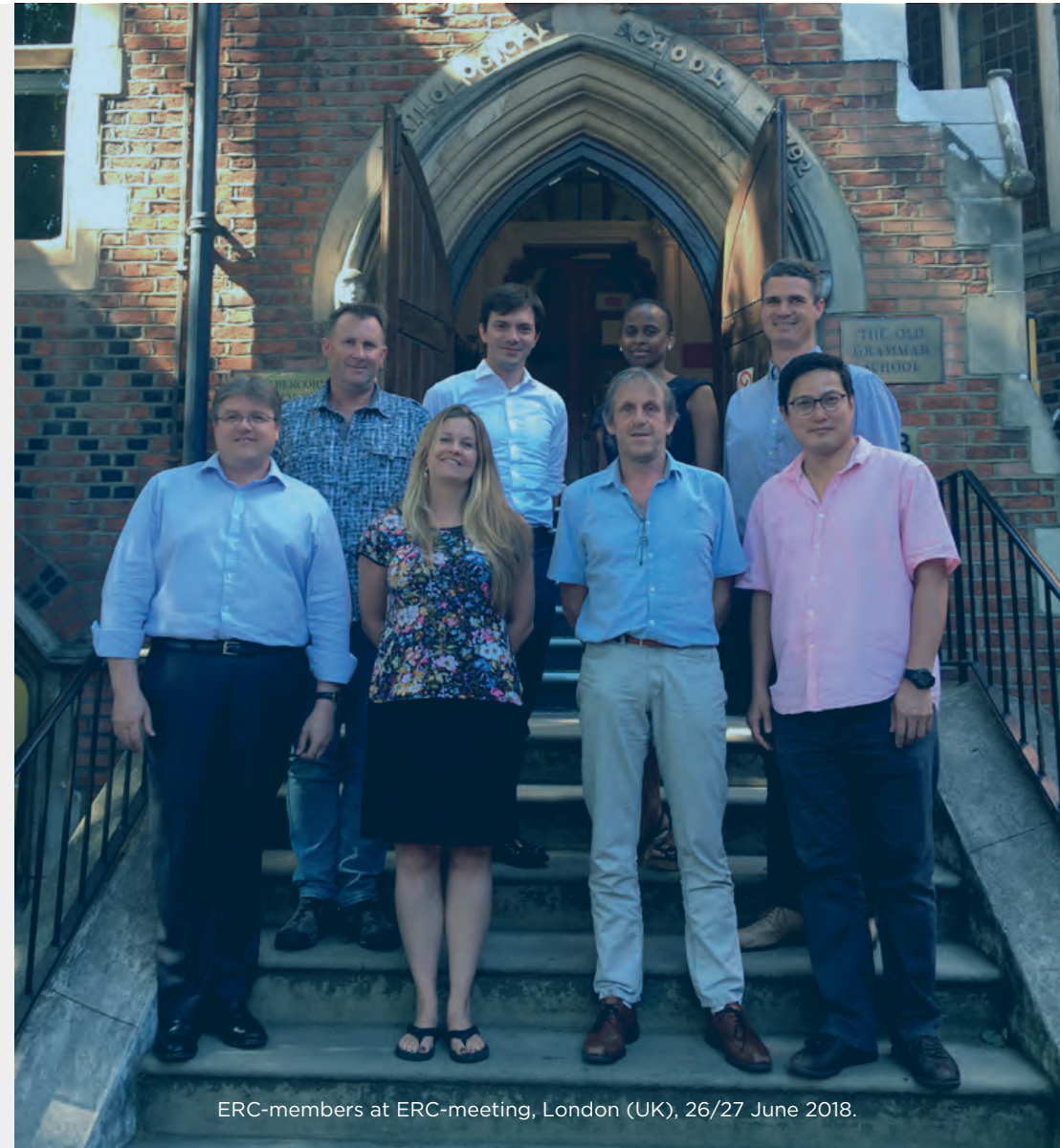
- Workforce Disclosure Initiative (2017)

Expert Review Committee

The Expert Review Committee (ERC) is a key component in the stakeholder engagement process. The ERC is made up of individuals from a variety of stakeholder groups, all active in some capacity on the seafood stewardship agenda. The expertise of the members of the ERC cover all relevant areas within the scope of the SSI. ERC members provide the SSI team with strategic guidance, recommendations and advice on the scope, structure, content and methodology of the SSI. The diverse composition of the ERC ensures that different viewpoints and perspectives are taken into consideration when developing and refining the SSI methodology.

The following experts are member of the ERC:

Robert Blasiak	Stockholm Resilience Centre (SRC)
Bertrand Charron	Aquaculture Stewardship Council (ASC)
Clarus Chu	Worldwide Fund for Nature (WWF)
Jennifer Dianto Kemmerly	Monterey Bay Aquarium (MBA)
John Garner	Retired seafood representative
Abigail Herron	Aviva Investors
Duncan Leadbitter	Fish Matter
Blake Lee-Harwood	Sustainable Fisheries Partnership (SFP)
Oluyemisi Oloruntuyi	Marine Stewardship Council (MSC)
Pongsagorn Satjipanon	Oxfam
Huw Thomas	Offshore Shellfish Ltd



ERC-members at ERC-meeting, London (UK), 26/27 June 2018.



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