Seafood Stewardship Index
Draft second methodology

Report for public consultation

December 2020

From 16 December 2020 to 31 January 2021, the World Benchmarking Alliance (WBA) is holding a public consultation on the draft methodology for the Seafood Stewardship Index. Interested stakeholders are invited to review the draft and share their comments (via the feedback form here) with us by r.beukers@worldbenchmarkingalliance.org.

This consultation is part of WBA's continuous stakeholder engagement process. It builds on earlier presentations and meetings with a wide range of stakeholders, with input from WBA's Allies, civil society, academics, business, business associations, investors and policymakers. A set of numbered consultation questions for which we seek explicit feedback is outlined in this document and listed in the feedback form. We also welcome feedback on any other aspect of the document.

Table of Contents

1 Introduction 3

2 Acknowledgements 4
2.1 About the World Benchmarking Alliance 5
2.2 WBA's food and agriculture systems transformation 6
2.2.1 Food and Agriculture Benchmark and spotlight benchmarks 6

3 Seafood Stewardship Index 7
3.1 Why benchmark the seafood industry? 7
3.2 How have companies used the benchmark so far? 7
3.3 Scope of the benchmark 8
3.3.1 SDG scope 8
3.3.2 Industry scope 8
3.3.3 Company scope 8

4 Benchmark development 12
4.1 Process and timelines 12
4.1.1 Methodology development and public consultation 12
4.1.2 Data collection 12
4.1.3 Data analysis 12
4.2 Expert Review Committee 13
4.3 Alignment with other benchmarks, standards and reporting initiatives 13

5 Analytical framework for the Seafood Stewardship Index 14
5.1 Weighted scoring approach 16
5.1.1 Alignment with the Food and Agriculture Benchmark and the Core social indicators 17
5.1.2 Removal of indicator categories 17
5.1.3 Providing information under non-disclosure 17
5.1.4 Indicator scoring 17
5.2 Approach to scoring and ranking 18

6 Measurement areas 20
6.1 Measurement area A: Governance 20
6.2 Measurement area B: Traceability and transparency 22
6.3 Measurement area C: Ecosystems 26
6.4 Measurement area D: Social responsibility 34
6.4.1 Integration of core social indicators 34
6.4.2 Integration of the Food and Agriculture Benchmark's social indicators 35
6.4.3 Food and Agriculture social indicators integrated into the Seafood Stewardship Index 35
6.4.4 Seafood Stewardship Index social responsibility indicators 38

Annexes 41
Annex 1: WBA guiding principles 41
Annex 2: SDG targets in scope of the benchmark 42
Annex 3: Key concepts and definitions 46
Annex 4: Key resources and references 51
Annex 5: Other references 55

1 Introduction

To achieve key United Nations (UN) Sustainable Development Goals (SDGs) for sustainable seafood production by 2030, we need transformational change, from fisheries and farms to forks. Achieving sustainable production requires large-scale and fundamental action, led by those who drive environmental and social impacts in the system. The Seafood Stewardship Index will benchmark 30 keystone companies on the issues underpinning sustainable and responsible seafood production. The benchmark has been created to stimulate companies to apply sustainable business practices by addressing key factors underpinning sustainability throughout their operations and encouraging their partners in the value chain to do the same. The second iteration of the Seafood Stewardship Index will be launched in the third quarter of next year, at the UN 2021 Food Systems Summit.

This document provides a draft outline of the methodology for the Seafood Stewardship Index, including approaches to scoring and weighting as well as indicators. It is based on the first version of the methodology, which was based on extensive expert input and stakeholder consultations in 2018–19. The revision process took a similar approach, consulting with various stakeholders and experts, including the Expert Review Committee (ERC). In addition, since the first Seafood Stewardship Index was published, WBA has adopted a systems-based approach to developing benchmarks to transform seven areas, including in the food and agriculture and social spheres. This has meant that revisions of the Seafood Stewardship Index methodology took into account other WBA benchmark requirements, to ensure alignment and consistency.

With this publication, we seek additional input from stakeholders. In each section, key questions have been formulated for explicit input. We also welcome feedback on other aspects of this draft methodology. Following a similar process, the draft methodology for the Food and Agriculture Benchmark has also been published, with a request for input from stakeholders.

Alongside the 30 companies that will be assessed in the Seafood Stewardship Index, WBA aims to assess the performance of 2,000 companies (the SDG2000) by 2023 throughout different sectors and industries. All 2,000 companies will be assessed on a set of core social indicators. The draft core social indicators were published and consulted on this year. The final indicators will be published in January 2021 as part of the social transformation framework. These final indicators will be integrated into the methodology for the Seafood Stewardship Index, which is reflected in this document, but are not part of this consultation.

After receiving feedback, a final methodology report for the Seafood Stewardship Index will be published in early 2021.

2 Acknowledgements

This draft methodology was not created in isolation, and WBA would like to thank those who helped shape the model and initial list of indicators. First, we are grateful to our ERC and the organisations that support its members for its guidance and support. Second, we would like to thank the organisations that provided guidance and documentation to support the development of the indicators. They include the Global Dialogue on Seafood Traceability (GDST), FishWise, the United Nations Environment Programme (UNEP) Finance Initiative, the Global Ghost Gear Initiative (GGGI), the United Nations Global Compact, World Wide Fund For Nature (WWF) and Sustainable Fisheries Partnership (SFP).

WBA is funded by governments, foundations and philanthropic organisations that share our vision for the future. We would like to thank them for their support, without which none of our work would be possible. A full list of WBA's funders is set out on the final page of this report.

Our continually growing alliance of more than 180 organisations (see Figure 1) represents civil society, business networks, financial institutions and multilateral organisations, with SDG 17: Partnerships for the Goals at its core. We would like to thank our Allies for their support and expertise, and we look forward to their contributions during the consultation period.

Figure 1: Non-exhaustive overview of WBA Allies

2.1 About the World Benchmarking Alliance

WBA is a diverse and growing group of organisations from across the globe, motivated by the common ambition to create a world that works for all – as embodied by the SDGs. We share the vision that achieving these goals requires a systems perspective, as each of the 17 SDGs is interlinked. We also agree that to accomplish systemic transformation, the private sector has a key role to play.

WBA uses a systems-based approach to develop its benchmarks, placing a strong emphasis on transforming the systems that have the greatest potential to drive economic, environmental and social progress. Systems thinking helps us make better sense of the issues, as well as identify the most influential companies in each system. By 2023, WBA will have benchmarked 2,000 companies – the SDG2000 – across seven systems for transformation that we believe are vital for putting our society, planet and economy on a more sustainable and resilient path over the next decade and beyond (see Figure 2). Benchmarks will be produced for all seven systems, of which food and agriculture is one, with accompanying methodologies helping to support systems change.

Social transformation sits at the core of the model because it represents topics such as human and labour rights that are fundamental to achieving the SDGs, irrespective of the sector or transformation system. For this reason, all SDG2000 companies will be assessed on these topics, including the companies in the Food and Agriculture Benchmark and the Seafood Stewardship Index.

Figure 2: WBA's seven systems for transformation

2.2 WBA's food and agriculture systems transformation

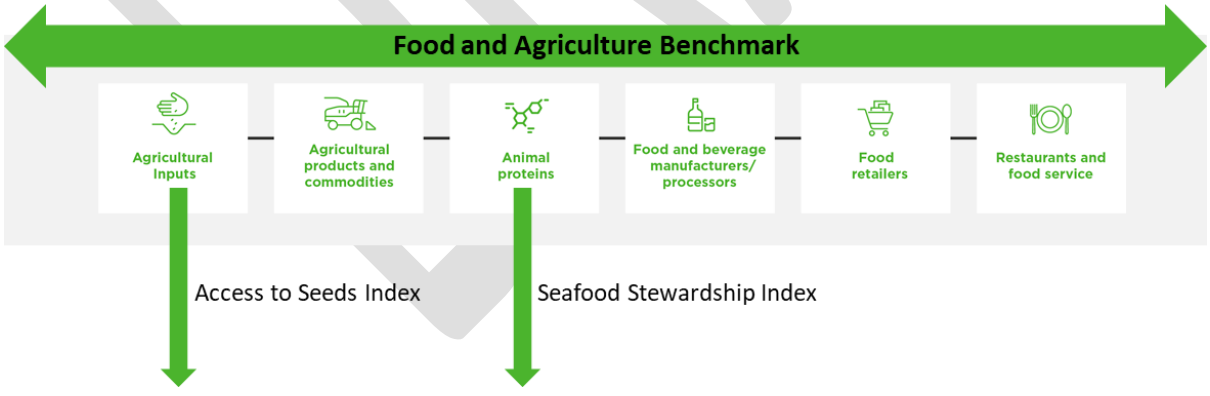
Transforming the food system requires action across all related sectors and industries. Given that the system is so interwoven, business leadership is vital to ensuring that all companies play their part, acknowledging their purpose and strengths within the value chain. Good leadership will provide better access to healthy diets, and help us to create a healthy planet and a system that leaves no one behind. Within the food and agriculture systems transformation, WBA has taken a broad approach that includes the Food and Agriculture Benchmark, the Access to Seeds Index and the Seafood Stewardship Index, providing in-depth assessments of the seed and seafood industries, respectively.

2.2.1 Food and Agriculture Benchmark and spotlight benchmarks

The Food and Agriculture Benchmark takes a holistic approach to food systems transformation, assessing companies throughout the food value chain on a broad set of indicators in four measurement areas: governance and strategy, environment, nutrition and social inclusion. As such, it seeks to assess the role and performance of companies and industries, and bring evidence to the table of companies showing leadership and stewardship, or those that are lagging.

Where the Food and Agriculture Benchmark focuses on breadth in terms of company scope, as well as indicators, it acknowledges the need for an in-depth understanding of the role of particular industries and the issues within the food value chain, notably through spotlight benchmarks. The Access to Seeds Index and the Seafood Stewardship Index serve this purpose, providing in-depth assessments of each industry. Both spotlight benchmarks are developed under the umbrella of transforming food and agriculture systems, but operate in their respective industry and stakeholder ecosystems (see Figure 3). Alignment of methodologies is sought where needed and possible, to accommodate cross comparisons between results and to ensure clarity for the companies in the benchmarks. WBA will publish the Food and Agriculture Benchmark, the third Access to Seeds Index and the second Seafood Stewardship Index in the third quarter of 2021.

Figure 3: Scope of WBA's Food and Agriculture Benchmark and spotlight benchmarks



3 Seafood Stewardship Index

3.1 Why benchmark the seafood industry?

The Seafood Stewardship Index is a spotlight benchmark of WBA's food and agriculture systems transformation, meaning that it takes a deeper look at the seafood industry, examining industry-specific or salient issues.

The motivation for having a spotlight benchmark for seafood is two-fold. First, an Index Initiative report published in September 2015, *Unraveling the role of the private sector*[i], identified that the seafood industry is one of 15 industries that can make an important contribution to several SDGs. The report also revealed that while a lot of effort had been made to improve and certify regional fisheries and aquaculture operations, little is known about the corporate performance of the largest seafood companies, due to a lack of transparent policies and practices. Second, according to *Food Planet Health*[ii], the EAT-Lancet Commission's report on healthy diets from sustainable food systems published in 2019, aquatic food has a vital role to play in creating a global food system that supports a healthy human population on a healthy planet. However, as the report notes, it has been largely neglected in global efforts to secure the future of food.

Given seafood's health benefits, prospects for significant expansion and potential for a relatively small environmental footprint, the EAT-Lancet report suggests that seafood is a particularly promising source of protein in the future. However, a scoping report on the role of seafood in sustainable and healthy diets revealed that today, aquatic foods account for about 17% of animal protein and 7% of all proteins consumed by the global population. Based on the food systems models used by the EAT-Lancet Commission, shifting to its healthy reference diet will substantially increase demand for seafood to meet growing protein needs. This will be especially the case in parts of the world where protein consumption is growing (for example, Asia). As such, having a spotlight index focusing on the seafood industry and its contribution to achieving the SDGs and a sustainable food system will contribute to developing a just and sustainable expansion (that is, within planetary boundaries) while addressing existing social and environmental issues.

3.2 How have companies used the benchmark so far?

Work on the first iteration of the benchmark took place between March and September 2019, and 21 out of the 30 companies in scope actively participated in the data collection process by completing the survey. Following the launch of the benchmark in October 2019 at WBA's Our Oceans conference in Oslo, Norway, we conducted a series of interviews with companies. At the same time, the Seafood Stewardship Index received media attention in several major seafood media outlets (for example, *SeafoodSource* and *The Fish Site*) and mainstream media outlets (for example, the *Financial Times*). Several companies in the index also issued their own press release and mentioned the Seafood Stewardship Index in their sustainability report. Between July and September 2020, WBA conducted interviews with 14 of those companies to understand how they have used the benchmark. Overall, the feedback received was positive. Several company representatives said they used the results to bring attention to certain internal issues, taking them to the board and functional units, and consequently secured funding to implement improvements. A few companies worked on new social and environmental policies. A number of representatives said the tool helped them better understand how they align with the SDGs and how they are performing compared to peers. Finally, a few explained that the tool was useful for understanding stakeholder expectations, especially around disclosure and

transparency. In terms of concrete internal changes, by revealing gaps in disclosure and reporting, the benchmark triggered some companies to revise key performance indicators (KPIs) and associated internal reporting processes. More generally, several companies have improved their public reporting and disclosure.

In addition to learning how companies used the benchmark, WBA also received company feedback on ways we could improve the index. Several companies suggested moving away from using the three categories for indicators (commitment, transparency and performance) because it was not a convenient format for assessment and communication. We also heard that due to some overlap, the number of indicators could be reduced, which would reduce the size of the questionnaire. Companies asked for more examples and descriptions of the kinds of information and data that was expected to answer questions. Finally, a few companies asked for more clarity on how the Seafood Stewardship Index's indicators align with other standards and benchmarks.

3.3 Scope of the benchmark

3.3.1 SDG scope

For the first methodology in the benchmark, all 17 SDGs and 169 targets were assessed to identify the goals and targets on which the seafood industry has the largest impact, and can therefore make the most significant contribution. The SDG targets that meet all assessment criteria 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. The SDG targets in scope of this benchmark can be found in Annex 2: SDG targets in scope of the benchmark. For the second methodology, we propose to maintain the seven SDGs and add SDG 17: Partnerships for the Goals as the overarching goal that all WBA benchmarks contribute to.

3.3.2 Industry scope

The Seafood Stewardship Index will continue to focus on the largest companies in the industry that produce seafood or aquaculture feed. During consultations, stakeholders pointed out that retailers have an important position in the seafood value chain and can play a crucial role in working towards a more sustainable seafood industry. Several major retailers will be included in the Food and Agriculture Benchmark.

3.3.3 Company scope

The Seafood Stewardship Index will also continue to focus on the 30 largest companies globally. These companies were selected using five criteria, based on the concept of keystone actor characteristics[iii], which WBA used to identify the SDG2000 (see

Table). Keystone actors are the largest companies in a given industry that have a disproportionate effect on the structure and function of the system in which they operate. The 30 companies selected for the Seafood Stewardship Index represent a significant share of the global seafood market and are well-positioned to accelerate the transition to a more sustainable seafood production system.

Table 1: Keystone actor characteristics used for the SDG2000, the Seafood Stewardship Index and company assessments

Keystone actor characteristic and WBA selection criteria	*Seafood Stewardship Index inclusion criteria*	*Company assessment*
The company dominates global production revenues and volumes within the sector.	The company is selected on the basis of earning revenue from seafood and/or aquaculture feed.	The Undercurrent News' *World's 100 Largest Seafood Companies* report, published in November 2020[iv], was used as source for identifying seafood-related revenues. As this report does not include aquaculture feed companies or seafood companies' aquaculture feed-related revenues, additional research and advice from ERC members and other experts was used to identify aquaculture feed companies and seafood companies with significant aquaculture feed revenues. Revenues were reassessed for seafood companies with large aquaculture feed portfolios to establish whether this would result in inclusion. Information about revenues was cross-checked with information from Refinitiv Eikon.
The company controls globally relevant segments of production.	The company has an important position within the supply chain, either by being active in multiple segments or dominating one segment.	Each company in the preliminary list of companies was assessed by the segments in the seafood supply chain where it is active and the species and product groups in its portfolio.
The company connects ecosystems globally through subsidiaries.	The company has international seafood-related subsidiaries and offices, and it sources and distributes products globally.	Each company was assessed on whether it sources from and distributes to international markets, and whether it has subsidiaries and offices in different countries.
The company influences global governance processes and institutions.	The company is involved in seafood-specific initiatives or associations that contribute to global governance processes.	A preliminary assessment indicates that the seafood companies in scope are involved in global governance processes and institutions, including seafood-specific initiatives. Examples include SeaBOS, the Global Sustainable Seafood Initiative (GSSI), Global Tuna Alliance (GTA), the International Seafood Sustainability Foundation (ISSF), the Seafood Task Force, GDST, the Advisory Network of the High-Level Panel for a Sustainable Ocean Economy and regional fisheries management organisations) and non–seafood specific initiatives (for example, the UN Global Compact (UNGC)).
The company has a global footprint, particularly in developing countries.	The company has a footprint in developing countries through sourcing of products or aquaculture feed ingredients, operating or processing activities, or sales.	A significant portion of the world's seafood is produced in or sourced from developing countries. Company reviews have been conducted to see whether they have operations in developing countries, whether they source species or aquaculture feed ingredients caught or produced in developing countries, and whether products are marketed in developing countries.

To allow for comparison and to assess progress, the same 30 companies have been included in the second benchmark. Moreover, as seen in other benchmarks, repeated involvement in a benchmark

drives progress. However, since the publication of the first Seafood Stewardship Index methodology, mergers and acquisitions in the industry have had a major impact for three companies that were included in the first benchmark:

- In 2017, Shanghai Fisheries General Corporation became a fully owned subsidiary of the Bright Food Group. According to the *World's 100 Largest Seafood Companies* 2019 report[v], Bright Food Group ranked 23th, with an estimated revenue of US$1,158 million. It will replace Shanghai Fisheries General Corporation in the Seafood Stewardship Index company scope.
- In 2019, Bolton Group acquired Tri Marine International. According to the *World's 100 Largest Seafood Companies* 2019 report, Bolton Group ranked 17th, with an estimated revenue of US$1,512 million. Based on revenue and an assessment of the other inclusion criteria, Bolton Group will now be included in the benchmark, with Tri Marine International being assessed as a fully owned subsidiary.
- In 2020, FCF Co Ltd acquired Bumble Bee Foods. Their combined seafood-related revenue would produce a total of US$2,600 million. FCF Co Ltd will remain in the benchmark, with Bumble Bee Foods being assessed as a fully owned subsidiary.
- Japanese processor and wholesaler OUG Holdings, has been added to the scope of the benchmark. The company mainly focuses on the Japanese market, but also has an international network of sales offices. In 2019, the company's revenues were US$ 2,940 million.

Based on the inclusion criteria and considering recent mergers and acquisition, the following 30 companies will be in the scope of the Seafood Stewardship Index for the 2021 benchmark (see Table). This will be updated based on the 2020 *World's 100 Largest Seafood Companies* report.

Table 2: Companies included in the Seafood Stewardship Index

	Name	**Country of Origin**	**Ownership**	**2019 Revenue in US$ million***	**Included in the Food and Agriculture Benchmark**
1	Maruha Nichiro	Japan	Public	7,478	X
2	Nippon Suisan Kaisha (Nissui)	Japan	Public	6,094	X
3	Dongwon Enterprise	South Korea	Public	4,902	X
4	Mowi	Norway	Public	4,632	X
5	Thai Union Group	Thailand	Public	4,070	X
6	Mitsubishi Corporation	Japan	Public	3,600	X
7	Austevoll Seafood	Norway	Public	3,050	X
8	OUG Holdings	Japan	Public	2,940	X
9	Nutreco (Skretting)	Netherlands	Private	2,600[1]	X

[1] 2019 Revenue

10	FCF Co Ltd (including Bumble Bee Foods)	Taiwan	Private	2,600[2]	X
11	Trident Seafoods	United States	Private	2,550	X
12	Kyokuyo	Japan	Public	2,413	X
13	Red Chamber Group	United States	Private	2,150	X
14	Cargill Aqua Nutrition	United States	Private	2,140[3]	X
15	Marubeni Corporation	Japan	Public	1,825	X
16	Cooke Aquaculture and Cooke Seafood USA	Canada	Private	1,771	X
17	Parlevliet and Van der Plas	Netherlands	Private	1,540	X
18	Bolton Group (including Tri Marine International)	United States	Private	1,512	
19	Schouw & Co (BioMar)	Denmark	Public	1,500[4]	X
20	Pacific Seafood Group	United States	Private	1,450	X
21	SalMar	Norway	Public	1,391	
22	Charoen Pokphand Foods	Thailand	Public	1,310[5]	X
23	Nueva Pescanova	Spain	Public	1,185	X
24	Bright Foods Group (Shanghai Fisheries General Corporation)	China	State-owned?	1,158	X
25	Nomad Foods	United Kingdom	Public	1,042	
26	High Liner Foods	Canada	Public	942	
27	Labeyrie Fine Foods	France	Private	879	
28	Royal Greenland	Greenland	State-owned	805	
29	Wales Group (Sea Value & Sea Wealth)	Thailand	Private	789	
30	Yokohama Reito (Yokorei)	Japan	Public	761	

Consultation question

M1 Do you have general feedback on the Seafood Stewardship Index?

[2] Combined 2019 Revenues of FCF Co Ltd + Bumble Bee Foods

[3] 2016 Revenue

[4] 2019 Revenue

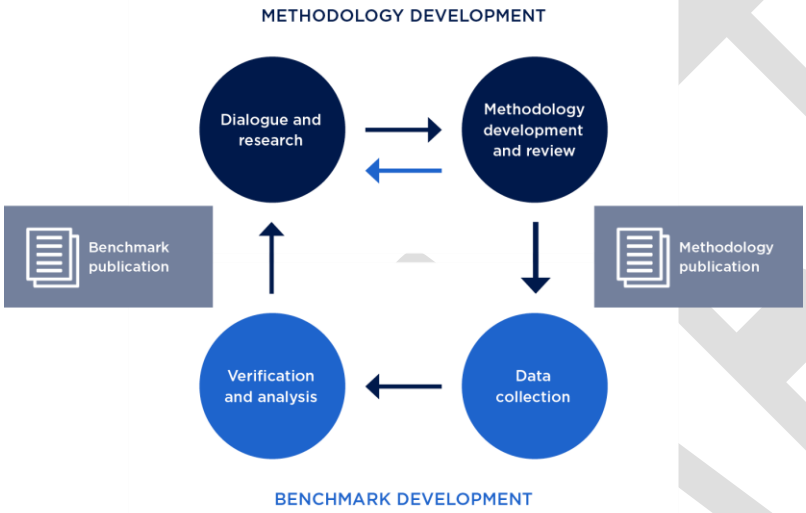
[5] 2019 Revenue, excluding feed revenue

4 Benchmark development

4.1 Process and timelines

The benchmark is published in accordance with the benchmarking cycle (see Figure 4). From methodology development, to data collection and analysis to benchmark publication. With the review of the methodology, through stakeholder input and expert advice, the cycle starts again. The public consultation of the methodology for the 2021 Seafood Stewardship Index kickstarts this process, leading to the publication in the second half of 2021. Throughout the process, companies will be informed about key engagement opportunities, updated timelines and development updates.

Figure 4: WBA benchmarking cycle



4.1.1 Methodology development and public consultation

To allow a broader group of stakeholders to provide feedback on the draft methodology, this consultation document was published on December 16, 2020, for a six-week period. On the basis of feedback from public consultation and the ERC's advice, the methodology will be finalised and published in February or March 2021. Data collection, analysis and verification will be conducted from the second to the fourth quarters in 2021. This process will fully align with the Food and Agriculture Benchmark, to ensure that companies that are in both benchmarks receive one integrated questionnaire and do not have to duplicate work.

4.1.2 Data collection

Data collection for the benchmark is due to start in March 2021. Companies will be invited to respond to a survey over a period of about eight weeks, in a carefully managed process that ensures equal treatment of all. To facilitate this, a user-friendly online data collection platform is being developed. Each survey will be pre-populated by WBA researchers on the basis of publicly disclosed corporate information. The 2021 Food and Agriculture Benchmark will include corporate data for 2019–20.

4.1.3 Data analysis

The analysis of the data, both at a company and industry level, will be overseen by the Seafood Research Lead. For verification purposes, researchers conduct an extensive quantitative and qualitative check of each indicator for each company. Cross-checks are carried out and for specific areas, technical (external) experts review the analysis. Scoring is carried out according to scoring

guidelines approved by the Executive Board, and published alongside benchmark results. Companies that choose not to complete the survey will be evaluated based solely on publicly available information and will not be able to appeal the results.

4.2 Expert Review Committee

The development of the methodology for the Seafood Stewardship Index is overseen by a multi-stakeholder ERC (see Table 3). The group will meet throughout 2020-21 to provide strategic guidance, recommendations and advice on the scope, structure, content and methodology of the benchmark.

Table 3: Members of the ERC committee for the Seafood Stewardship Index

1	Robert Blasiak	Researcher, Stockholm Resilience Centre (SRC)
2	Bertrand Charron	Science & Sustainability Communications Manager, Aquaculture Stewardship Council (ASC)
3	Clarus Chu	Seafood Manager, WWF
4	Jennifer Dianto Kemmerly	Vice President, Global Ocean Initiatives, Monterey Bay Aquarium (MBA)
5	John Garner	Retired seafood representative
6	Abigail Herron	Global Head of Responsible Investment, Aviva Investors
7	Duncan Leadbitter	Director, Fish Matter
8	Oluyemisi Oloruntuyi	Head of Global Accessibility, Marine Stewardship Council (MSC)
9	Henk Peters	Programme Officer, Oxfam
10	Huw Thomas	Director, 3 Pillars Seafood
11	Tania Woodcock	Project Manager for the Ocean Disclosure Project, SFP

The ERC were consulted on the indicators presented in this document. Over the coming months, the ERC will continue to provide feedback on finalising the methodology and operationalising it for the benchmark assessment in 2021.

4.3 Alignment with other benchmarks, standards and reporting initiatives

The measurement framework for the first Seafood Stewardship Index methodology was based on the results of multi-stakeholder dialogues and research. The methodology for the second index is built upon that framework as well as the mapping of important initiatives in the seafood industry. It aligns with the best available science, relevant principles and normative standards, reporting frameworks, and sector-, product- and issue-specific initiatives. Moreover, since the publication of the first index, it has been integrated into WBA's food and agriculture systems transformation, meaning the indicators for the new methodology align with the Food and Agriculture Benchmark and WBA's core social indicators, which are applied consistently to all companies. A full list of sources and references used to development the methodology can be found in Annex 4: Key resources and references.

Consultation question

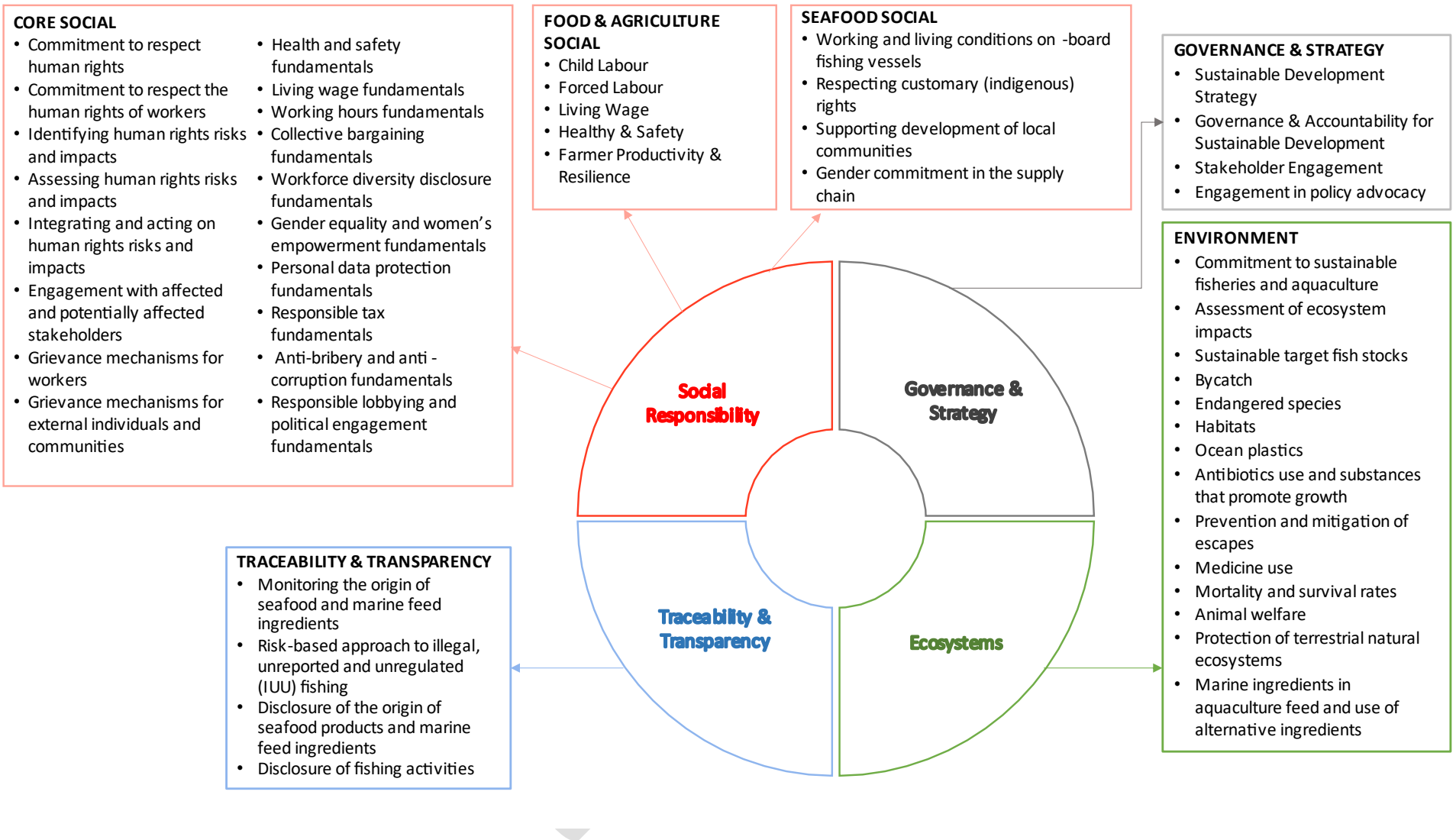
M2 Are there any key references we have missed that should be taken into account to inform the indicators?

5 Analytical framework for the Seafood Stewardship Index

The revised Seafood Stewardship Index methodology will measure company performance across four measurement areas. These are areas where corporate action is expected and where companies can make the most impactful contribution to achieving the SDGs. The first iteration of the index has been modified to merge the human rights, working conditions and local communities measurement areas into a single area for social responsibility. Also, the previous measurement area for stewardship of the supply chain has been renamed as 'traceability and transparency'.

All companies will also be separately assessed on a set of core social indicators that form part of WBA's social systems transformation. The outcomes of this assessment will be included in the benchmarking results, based on one of two options in the next section for the weighted scoring approach. More information about the core social indicators is provided in the social responsibility measurement area. Each measurement area consists of a subset of indicators (see Figure 5).

Figure 5: Suggested revised structure for the index methodology, based on management areas and themes



5.1 Weighted scoring approach

Consultation question

M3 The two weighting options incorporate differing (technical) considerations to calculate company scores and rankings in the benchmark.
Which of the two options below best incorporates company contributions to a sustainable seafood industry, ensuring a fair and meaningful comparison?

The index will use a weighted approach to measure and compare company performance. This ensures that the measurement framework is fair, balanced and reflects stakeholder priorities. This approach builds on the first methodology. As indicator categories are no longer used, weighting will only be applied to the measurement areas. Two options are presented for allocating weights across the measurement areas. Both options are based on the following considerations:

- The ecosystems measurement area (C) receives the greatest weight of all the areas (40%) because it includes the majority of the seafood-specific indicators, reflecting where companies can make the most significant contribution to achieving the SDGs.
- The governance measurement area receives a weight of 10%, reflecting an average weight per indicator.
- The core social indicators receive a weight of 20%. This weight is chosen because it aligns with how the core social indicators are incorporated in other WBA benchmarks.

Option 1 allocates a weight of 15% for the traceability and transparency measurement area (B), while option 2 gives this 10%. The 15% reflects that, while this measurement area has only four indicators, these indicators address a set of improvements that are key for the seafood industry and therefore the weight per indicator is higher than for the other measurement areas. A higher weight for measurement area B means a lower weight for the social responsibility measurement area (D), which would be reduced from 20% to 15%.

Option 1

Measurement area	Weight (%)	Indicators	Weight per indicator (%)
A Governance	10	4	2.50
B Traceability and transparency	15	4	3.75
C Ecosystems	40	14	2.86
D Social responsibility	15	9	1.67
Core social indicators	20	18	1.11

Option 2

Measurement area	Weight (%)	Indicators	Weight per indicator (%)
A Governance	10	4	2.50
B Traceability and transparency	10	4	2.50
C Ecosystems	40	14	2.86
D Social responsibility	20	9	2.22
Core social indicators	20	18	1.11

Key methodology revisions

5.1.1 Alignment with the Food and Agriculture Benchmark and the Core social indicators

Twenty-one seafood companies in scope for the Seafood Stewardship Index will also be assessed for the Food and Agriculture Benchmark, and all 30 seafood companies will be assessed on a set of core social indicators for social transformation. Therefore, indicators for the Seafood Stewardship Index methodology have been revised, reformulated or removed, to align with these other WBA benchmarks. In order to maintain the added value of the Seafood Stewardship Index, most of the seafood-specific indicators have been retained.

5.1.2 Removal of indicator categories

For the first benchmark, corporate behaviour was assessed in three categories of indicators: commitment, transparency and performance indicators. Stakeholder feedback pointed out that the benchmark should focus more on performance and impact, and less on the commitments companies make. Also, company feedback revealed that differences between indicators in different categories but on the same topic were not always clear. In line with the overall WBA approach to not applying indicator categories, the methodology for the second benchmark will not use indicator categories.

5.1.3 Providing information under non-disclosure

WBA is seeking to promote increased transparency by companies. So, the default assumption is to measure public disclosures and increase the amount of information that companies share with all stakeholders. However, companies might have additional internal documentation or information that they have not published externally. Therefore, the Seafood Stewardship Index will accept company information that is not in the public domain. However, the option to provide information under non-disclosure will no longer be available to them.

5.1.4 Indicator scoring

Each company is scored per indicator. Scoring guidelines will be used to score company performance for each indicator. For the first benchmark, each set of scoring guidelines had a 0–5 scale. In line with the overall WBA approach, all WBA benchmarks now use scoring guidelines with a 0–2 scale. Companies can receive a maximum score of 2 for each indicator, where a score of 2 reflects best performance.

5.2 Approach to scoring and ranking

The Seafood Stewardship Index will use a standardised process to collect and analyse company information and score the indicators, similar to the first iteration of the benchmark, which consists of the following steps:

1. *Developing the questionnaire and online platform*

Company data will be collected through a questionnaire. For each indicator, it will contain one or more questions. These questions will gather information to assess and score companies. General questions about company structure and characteristics will also be included. The questionnaire will be on an online platform that will only be accessible for companies in scope and WBA. Another option is to organise webinars for companies to explain the data collection process and address questions.

2. *Pre-populating the questionnaires*

Company information will be collected from a wide range of sources in the public domain to pre-populate the questionnaire. Information will be sourced from company websites, reports and codes of conduct, while independent reports will be used to cross-check company information.

3. *Company reporting*

The pre-populated questionnaire will be individually shared with each company via the online platform. The company will be invited to review the data and provide supplemental information to complete the questionnaire within a fixed time period. Companies that choose not to complete the questionnaire will be scored based solely on publicly available information. For the second iteration of the benchmark, the assessment will focus on performance data from 2019–20.

4. *Data analysis and clarification*

WBA will review and analyse the submitted questionnaires and contact companies to clarify or verify information.

5. *Finalising the scoring guidelines*

Every indicator will be assessed against a set of scoring guidelines. These guidelines will be calibrated to the publicly disclosed data and the information provided by the company, after which they will be finalised. This assessment allows for a more accurate reflection of companies' leading and lagging practices. The final scoring guidelines will be published together with the Seafood Stewardship Index.

6. *Company scoring*

The final set of scoring guidelines for each indicator will be used to score company performance. Each set of scoring guidelines will have a 0–2 scale, where companies can receive a maximum score of 2 points for each indicator. Company scores will be reviewed by multiple WBA analysts to ensure that the scoring process is fair and consistent.

7. *Company scorecards*

The company scores and general company information will be used to develop an individual scorecard for each company. The scorecard will outline how the company performed in the Seafood Stewardship Index and provide key insights. It will be shared with the company prior to publication of the Seafood Stewardship Index to inform them of their performance and ranking.

8. Publication of the Seafood Stewardship Index

Once published, the Seafood Stewardship Index will include the overall ranking, key findings and individual company scorecards.

6 Measurement areas

The following sections describe each measurement area and its set of proposed indicators. The indicators follow a standard format:

- **Topic**: a short descriptor of the issue
- **Indicator**: sets out the topic-specific outcomes expected of the company
- **Rationale**: sets out the reason why the topic is included in the benchmark and why it is crucial for a sustainable seafood industry to contribute to the SDGs
- **Elements**: sets out what the benchmark will assess companies against for the respective indicator and provides guidance for companies
- **Sources**: lists key existing initiatives that the indicator is aligned with or builds upon.

For each indicator outlined below, WBA is developing the scoring guidelines to be used in the assessment process in 2021. The scoring guidelines will be finalised following the data collection process and so are not included in this document. They will be published with the benchmark results in 2021. The guidelines will reflect the elements set out for each indicator and will also recognise sub-sector-specific differences across the value chain, where relevant. Some topics will be inherently more reliant on quantitative targets and performance data, whereas others will rely on a qualitative assessment of policy, processes and implementation.

6.1 Measurement area A: Governance

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.

Key indicator revisions

The number of indicators in this measurement area will be reduced from seven to four. Key revisions are:

- **Integration with the Food and Agriculture Benchmark:** The indicators for governance will be aligned with the Food and Agriculture Benchmark. A set of three governance indicators have been developed that will be applied to the Food and Agriculture Benchmark to compare company performance across benchmarks and systems for transformation. The indicators are similar to those used in the previous Seafood Stewardship Index for sustainability strategies, governance and accountability, and stakeholder engagement.
- **Policy advocacy:** In addition to WBA's generic indicators, we propose to keep the first Seafood Stewardship Index's indicator for policy advocacy.

1. **Sustainable development strategy** (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company has sustainable development objectives and targets embedded into its strategy and business model.
- **Rationale:** A corporate strategy that integrates sustainable development targets helps the company to deliver on key SDGs and facilitates its ability to adapt and change through forward planning, increasing its resilience, managing risks, and protecting workers, the company and society at large (SDG target 12.6).
- **Elements:**

  - The company has a long-term strategy to contribute positively to sustainable development and achieving the SDGs.
  - It sets realistic but ambitious objectives and targets that cover climate change/environmental issues, food and nutrition security, and social issues.
  - The company periodically reviews the strategy and objectives to ensure they remain fit for the changing contexts and reports performance against the objectives.
- **Sources:** GRI, Sustainable Development Goals Disclosure (SDGD) Recommendations (2020).

2. Governance and accountability for sustainable development (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company has a governance system that includes board/highest-level responsibility and accountability for its sustainable development targets. Board members have sustainable development objectives and incentives to reward the effective delivery of relevant company strategies and initiatives.
- **Rationale:** A board governance structure that links sustainable development goals and targets to roles and remuneration is important to ensure the accountability of the company in relation to its contribution to sustainable development targets (SDG target 12.6).
- **Elements:**
  - The company assigns decision-making and oversight responsibility to the highest governance body for sustainable development topics.
  - The company links performance criteria in remuneration policies for members at the highest level of its governance body to its objectives for sustainable development topics.
- **Sources:** GRI, SDG Impact Standards: Enterprises (2020), SDGD Recommendations (2020), World Economic Forum's *Toward Common Metrics and Consistent Reporting of Sustainable Value Creation* (2020).

3. Stakeholder engagement (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company engages with stakeholders on sustainable development issues and incorporates the outcomes of these activities in its strategy and operations.
- **Rationale:** Stakeholders may raise concerns that could influence medium- or long-term financial or operating performance or create acute short-term financial impacts through the loss of a licence to operate, reputational damage, changes in customer demand and/or disruptions to business viability. Regularly engaging with stakeholders (for example, local communities, governments, academia and non-government organisations (NGOs)) contributes to the company's understanding of diverse and frequently opposing perspectives, potentially drives innovation, and helps to shape robust and inclusive approaches. Companies are expected to proactively engage in multi-stakeholder dialogues and initiatives relating 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 (SDG target 12.6).

- **Elements:**
    - The company describes the process for identifying relevant stakeholder groups, including the communities it impacts, civil society, governments, and workers and employees, and how it engages with these groups.
    - The company discloses the process of stakeholder engagement and reports on how it integrates the outcomes of stakeholder engagement and the identification of sustainable risk and opportunities into its long-term value creation approach.
- **Sources:** GRI, Sustainability Accounting Standards Board (SASB), SDG Impact Standards: Enterprises (2020), SDGD Recommendations (2020), World Economic Forum's *Toward Common Metrics and Consistent Reporting of Sustainable Value Creation* (2020).

4. Engagement in policy advocacy

- **Indicator:** The company demonstrates policy advocacy activities with the aim of implementing public policies or strengthening legislation that supports social responsibility and environmental sustainability in the seafood industry.
- **Rationale:** A company can be an influential advocate for social-, environmental- and traceability-related regulations by engaging (individually or collectively with other companies) with governments and policy makers. The goal of policy advocacy activities is to either strengthen existing legislation or create new legislation that contributes to socially responsible and environmentally sustainable fishing and aquaculture operations and supply chains (SDG targets 12.6 and 14.2).
- **Elements:**
    - The company engages in policy advocacy activities, either individually or collectively with other companies, with the aim of strengthening or developing public policies and legislation that support social responsibility and environmental sustainability in the seafood industry.
    - The company provides specific examples of policy advocacy activities and discloses how these activities have or are contributing to changes in public policies or legislation.
- **Sources**: Food and Agriculture Organization (FAO) (1995), ISSF (2019), SeaBOS (2020), UNGC (2019).

6.2 Measurement area B: Traceability and transparency

IUU fisheries are an important issue in SDG 14: Life Below Water. Traceability mechanisms that monitor the origins of seafood products and marine ingredients are considered a key element in addressing IUU fisheries. This measurement area addresses how seafood companies are managing this issue in their operations and supply chains. This measurement area also assesses whether companies are transparent about their sources of seafood products and fishing activities.

Key indicator revisions

The number of indicators within this measurement area will be reduced from 12 to four. Key revisions are:

- **Focus on performance:** The first iteration of the benchmark included indicators for traceability (monitoring ingredients' legal origins), which is a risk-based approach for IUU fisheries. An evaluation of company performance and stakeholder feedback revealed that stakeholders expect

companies to demonstrate performance on those topics. The revised indicators therefore primarily look at performance. Specific commitment indicators have been removed, although commitments are still rewarded.

- **Focus on transparency of sourcing and fishing activities:** The indicator in the first iteration of the benchmark on disclosure of marine and terrestrial ingredients has been reformulated to only address seafood products and marine raw ingredients. This indicator has been split into two indicators that assess the transparency of sourcing seafood products and fishing activities.
- **Integration with the Food and Agriculture Benchmark:** The first iteration of the benchmark included a measure for the more generic environmental performance of seafood companies in relation to factors such as greenhouse gas emissions, freshwater use, and food loss and waste. With the development of the Food and Agriculture Benchmark, which addresses the environmental performance of companies across the food value chain, the Seafood Stewardship Index will focus on topics of specific relevance for the seafood industry and where seafood companies can make a significant contribution. Therefore, these topics will no longer be part of the Seafood Stewardship Index, but company performance will be assessed against these topics in the environmental dimension of the Food and Agriculture Benchmark.

5. Monitoring the origin of seafood and marine feed ingredients

- **Indicator:** The company monitors the origins of marine ingredients in seafood production and in aquaculture feeds within its own operations and supply chains.
- **Rationale:** Buyers of seafood products and other stakeholders want to see evidence that those products are fully traceable to the source. This requires accurate data to oversee the status of a product's origins, to eliminate unsustainable and illegal practices. Traceability systems capture product data that can provide these answers. Robust traceability underpins claims that a seafood or feed company makes about the origin of raw material in its seafood products and marine feed ingredients (SDG targets 12.2 and 14.4).
- **Elements:**
    - The company commits to monitoring the origins of marine ingredients.
    - The company discloses information about the criteria and data sources used to monitor seafood products and marine feed ingredients.
    - The company discloses information about the systems and procedures it has in place across its operations to assess and monitor seafood products and marine feed ingredients. It also demonstrates how it ensures traceability within its supply chains.
- **Sources:** Environmental Justice Foundation (EJF) (2020), FAO (2018), Future of Fish (2016), Sustainable Alliance for Legality & Traceability (2020), GDST (2020), WWF (2015).

Consultation questions

B1 Should compliance with SIMP and EU IUU regulations be considered enough to meet this indicator in all cases, given that weaknesses in those regulations have been identified? E.g. Risk Assessment and Verification of Catch Certificates under the EU IUU Regulation (EJF, Oceana, Pew, WWF), A comparative study of key data elements in import control schemes aimed at tackling illegal, unreported and unregulated fishing in the top three seafood markets: the European Union, the United States and Japan (Oceana, Pew, TNC, EJF, WWF).

B2 Which elements of a traceability system should companies publicly disclose to demonstrate robust traceability? E.g., Key Data Elements, electronic traceability, interoperability.

6. Risk-based approach to IUU fishing

- **Indicator:** The company uses a risk-based approach to assessing IUU fishing–related issues across its operations and supply chains.
- **Rationale:** IUU fishing is a key issue in the global seafood industry. IUU catches are estimated to account for 11–26 million tonnes of fish annually, with a value of between US$10 billion and US$23 billion[vi]. To eliminate IUU products from the global seafood market, seafood companies should have procedures in place to assess and mitigate related risks in their operations and supply chains (SDG target 14.4).
- **Elements:**
    - The company with fishing operations can demonstrate how it assesses IUU risks in its fisheries. The company involved in trading and/or processing seafood products can demonstrate how it assesses IUU risks for the seafood products it sources.
    - The company involved in aquaculture and production of aquaculture feed can demonstrate how it assesses the IUU risks related to the marine ingredients in aquaculture feed.
    - The company can disclose the information and data sources it uses to check for IUU risks and how it assesses IUU risks across its operations and supply chains.
    - The company discloses information on how it mitigates IUU risks across its operations and supply chains.
- **Sources:** BRC and EJF (2015), Oceana and UNEP (2018), EJF, Oceana, PEW and WWF (2016), (2017).

Consultation questions

B3 When companies are assessing IUU risks, should the focus be on legality or also look more specifically into unregulated and unreported aspects?
B4 Which elements of a IUU risk assessment should companies publicly disclose to demonstrate a robust approach?
B5 What is current best practice for IUU risk-based assessments?

7. Disclosure of the origins of seafood products and marine feed ingredients

- **Indicator:** The company discloses the source of its seafood products and marine feed ingredients.
- **Rationale:** A company demonstrates responsibility and accountability for its operations when it is fully transparent about the origin of the seafood products and marine and terrestrial ingredients it sources (SDG targets 12.2 and 14.4).
- **Elements:**
    - The company discloses the source of the seafood products and marine feed ingredients it purchases across its entire portfolio.
    - By disclosing the source of its seafood products and marine feed ingredients, the company discloses relevant information. Examples of relevant information are the management status, country of origin, FAO area, production and harvest method, species name and relevant certification standards.
- **Sources:** Conservation Alliance for Seafood Solutions (CASS) (2019), Future of Fish (2016), GDST (2020), ISSF (2019), Oceana and UNEP (2018), Ocean Disclosure Project (ODP) (2020), SeaBOS (2020), UNGC (2019), WWF (2015).

Consultation questions

B6 What are the key data elements that can be expected to be disclosed publicly by a seafood company to demonstrate sustainable sourcing?

B7 What are other examples of best practice? Does the Ocean Disclosure Project represent best practice in terms of key data elements that are expected to be disclosed publicly by a seafood company?

8. Disclosure of fishing activities

- **Indicator:** The company discloses its fishing activities.
- **Rationale:** A company demonstrates responsibility and accountability for its fishing operations when it is fully transparent about the fishing activities it is involved in and where these fishing activities take place (SDG targets 12.2 and 14.4).
- **Elements:**
    - The company discloses all its fishing activities and reports on relevant information about these activities. Examples of relevant information are management status, country of origin, FAO area, harvested method, species name and relevant certification standards.
- **Sources:** FAO (1995), Future of Fish (2016), GDST (2020), ISSF (2019), Oceana and UNEP (2018), ODP (2020), the 2019), WWF (2015).

Consultation question

B8 What are the key data elements that can be expected to be disclosed about fishing activities?

6.3 Measurement area C: Ecosystems

A key element of good stewardship practices for companies in the seafood industry is managing the impacts of fishing and aquaculture operations on ecosystems. This measurement area focuses on what companies do to avoid, reduce and/or mitigate negative ecosystem impacts in a number of key areas of fishing, aquaculture and aquaculture feed production. It also looks at what commitments companies make and whether ecosystem impacts are being assessed.

Key indicator revisions

The number of indicators in this measurement area will be reduced from 20 to 15. Key revisions are:

- **Reformulation of indicators:** The majority of factors that were included in the first methodology have been maintained. Some indicators have been reformulated to be more precise about what is expected from companies. Some indicators have been removed to avoid overlap between indicators or where the first iteration of the benchmark revealed that a meaningful comparative assessment proved difficult. Overall, the new ecosystem indicators aim to cover the following aspects of stewardship: commitment and reporting, assessment of impacts and mitigation.
- **Integration with the Food and Agriculture Benchmark:** Several areas that measure the performance of seafood companies overlap with areas that companies in the overarching food system can also contribute to. Indicators on animal welfare, antibiotics use and the protection of terrestrial natural ecosystems (achieving conversion-free operations and supply chains for high-risk commodities such as soy and palm oil) will be applied in both the Food and Agriculture Benchmark and Seafood Stewardship Index.

9. Commitment to sustainable fisheries and aquaculture (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company has targets for sustainable fishing and aquaculture operations and/or sustainable sourcing of seafood and aquaculture feed ingredients, and publicly reports against these targets.
- **Rationale:** To safeguard fish populations and marine biodiversity, companies need to responsibly source seafood products and marine feed ingredients, and run sustainable fishing and/or aquaculture practices. According to the FAO, in 2017 about a third of global fish stocks were overfished, while nearly 60% were maximally sustainably fished[vii]. With global fish stocks under increasing pressure, companies need to be transparent about the sustainable management and efficient use of marine resources. Companies can contribute to this by setting sourcing policies and sourcing criteria with time-bound targets and monitor for progress by publicly reporting against these targets (SDG targets 14.2 and 14.4).
- **Elements:**
    - The company with fishing and/or aquaculture operations discloses information about sustainability requirements, criteria and targets that have been set for sustainable fishing and aquaculture operations; for example, by referring to certification standards, GSSI benchmarked standards, Fishery/Aquaculture Improvement Projects or the management status defined by the FAO.
    - The company involved in trading and/or processing seafood products demonstrates what criteria and targets have been set for sustainable sourcing; for example, by sharing a sourcing policy or a supplier code of conduct.

  - The company publicly discloses information about how it monitors and makes progress against the criteria and targets that have been set for sustainable seafood operations.
- **Sources:** CASS (2019), FAIRR (2019), Plating up Progress (2020), SBTN Draft Interim Guidance (2020).

Consultation questions

C1 What are acceptable criteria that companies can use to define their sustainability targets beyond those suggested here (GSSI approved standards, FIPs, not overfished or subject to overfishing as defined by the FAO)?

C2 Should the indicator also differentiate between the ambition and quality of targets (e.g. targets covering 100% of the portfolio vs. targets covering 50% of the portfolio)?

10. Assessment of ecosystem impacts

- **Indicator:** The company assesses the ecosystem impacts of its activities across its operations and supply chains.
- **Rationale:** Seafood companies can avoid, reduce and/or mitigate negative impacts to marine and terrestrial ecosystems and biodiversity. To effectively address negative impacts on the ecosystem, companies need to oversee the effect of their activities and understand where in their operations and supply chains there is a high risk of having an impact. Assessing their impact is the first step companies can take to create oversight and define priorities for addressing their effect on the ecosystem (SDG targets 14.2, 15.1 and 15.5).
- **Elements:**
  - The company can demonstrate evidence of conducting environmental impact assessments and external verification; for example, by providing pre-assessments or full assessments for sustainability certifications or by submitting evidence of management plans where it is clear that the impact on an ecosystem has been assessed.
  - The company can demonstrate evidence of how it cooperates with other stakeholders to assess ecosystem impacts.
  - The company with fishing operations demonstrates that it has assessed potential ecosystem impacts on target stocks, bycatch, ETP species and marine habitats.
  - The company with aquaculture operations demonstrates that it has assessed potential impacts on the ecosystem, including from aquaculture feed production.
  - The company involved in trading and/or processing seafood products or producing aquaculture feed demonstrates that the fisheries or farms it sources products from assess their impacts on the ecosystem.
- **Sources:** CASS (2020), UNGC (2019), ODP (2020), SFP Fish Source (2020).

Consultation question

C3 What other kinds of ecosystem assessments beyond the ones suggested here (pre-assessment, full assessment against GSSI certification schemes, SFP Fish Source, Monterey Bay Aquarium ratings) can companies use to assess their ecosystem impacts?

11. Sustainable target fish stocks

- **Indicator:** The company mitigates its impacts on target species stocks through activities that ensure and support science-based management.
- **Rationale:** Seafood companies show stewardship by sourcing from fish stocks that are well managed and/or conducting fishing activities that do not lead to overfishing and by contributing to improving the long-term sustainability of fish resources. Restoring fish stocks in the shortest time feasible requires that seafood companies support effective harvesting regulations and improved catch methods (SDG targets 14.2 and 14.4).
- **Elements:**
    - The company discloses the management status of its source and/or target fish stocks. If it sources from or targets overfished stocks, the company demonstrates activities to improve the management status of the fishery and is able to demonstrate the effect of those activities.
- **Sources:** FAO (1995), FAO (2009), CASS (2019), MSC (2018), MarinTrust (2017), Seafood Watch (2020), SFP Fish Source (2020), GSSI (2019).

Consultation question

C4 What activities can companies implement to address target fish stock issues?

12. Bycatch

- **Indicator:** The company mitigates its impacts on bycatch species.
- **Rationale:** In addition to catching the target species, fishing gear and techniques can also catch non-targeted fish species and marine animals. At least 7.3 million tonnes of marine species are caught incidentally each year. In some fisheries, the percentage of bycatch far outweighs the size of the target catch[viii] (SDG targets 14.1 and 14.2).
- **Elements:**
    - The company discloses which part of its bycatch is having a significant impact, and demonstrates what it does to mitigate this; for example, by modifying gear, using alternative fishing techniques, collecting data or providing training. The company also discloses information about the results and effect of these mitigation activities and the challenges of mitigating the impact of bycatch.
    - The company that is not involved in fishing activities discloses when the fisheries it sources from have a significant impact on bycatch and what it does to mitigate this; for example, by engaging with suppliers or other stakeholders or working on improvement projects.

The company also discloses information about results and the effect of these mitigation activities as well as the challenges of mitigating the impact on bycatch.

- **Sources:** FAO (1995), FAO (2009), CASS (2019), MSC (2018), MarinTrust (2017), Seafood Watch (2020), SFP Fish Source (2020), GSSI (2019).

Consultation question

C5 What activities can companies implement to address bycatch issues?

13. Endangered species

- **Indicator:** The company mitigates it impacts on endangered (ETP) species.
- **Rationale:** Fishing and aquaculture activities can impact endangered species in the area of operations. Companies should also refrain from harvesting and trading endangered species to prevent their extinction (SDG targets 15.1 and 15.5).
- **Elements:**
    - The company discloses where its operations have an impact on ETP species and demonstrates what it does to mitigate those impacts; for example, by modifying gear or using fishing techniques that reduce the impact on ETP species. The company also discloses information about results and the effect of these mitigation activities as well as the challenges of addressing the impact on ETP species.
    - The company that is not involved in fishing activities discloses when the fisheries it sources from have an impact on ETP species and what it does to mitigate this; for example, by engaging with suppliers or other stakeholders or working on improvement projects. The company also discloses information about the results and effects of these mitigation activities and the challenges of addressing impacts on ETP species.
- **Sources:** FAO (1995), FAO (2009), CASS (2019), MSC (2018), MarinTrust (2017), Seafood Watch (2020), SFP Fish Source (2020), GSSI (2019), IUCN Red List of Endangered Species.

Consultation questions

C6 What activities can companies in both the aquaculture and fishing sectors implement to address endangered species issues?

14. Habitats

- **Indicator:** The company mitigates it impacts on habitats.
- **Rationale:** Marine habitats are a vital element of biodiversity yet are easily disrupted and often hard to restore. Companies are expected to protect endangered or sensitive habitats from the potentially negative impacts of their operations (SDG targets 14.2, 15.1 and 15.5).
- **Elements:**
    - The company discloses where its operations have a significant impact on sensitive habitats and demonstrates what it does to mitigate does impacts; for example, by applying

alternative fishing techniques, introducing operational changes or refraining from fishing activities in protected areas. The company also discloses information about the results and impacts of these mitigation activities and the challenges of mitigating its impacts on sensitive habitats.

- The company that is not involved in fishing activities discloses when the fisheries it sources from have an impact on sensitive habitats, and what it does to mitigate this; for example, by engaging with suppliers or other stakeholders or working on improvement projects. The company also discloses information about the results and impacts of these mitigation activities and the challenges of addressing impacts on sensitive habitats.

- **Sources:** FAO (1995), FAO (2009), CASS (2019), MSC (2018), MarinTrust (2017), Seafood Watch (2020), SFP Fish Source (2020), GSSI (2019).

Consultation questions

C7 What activities can companies implement to address habitat issues?

15. Ocean plastics

- **Indicator:** The company prevents and reduces ocean plastics.
- **Rationale:** Abandoned, discarded or lost fishing gear (ADLFG) represents a substantial portion of ocean plastics and contributes to marine pollution. The estimated annual amount of abandoned, discarded and lost fishing gear (ADLFG) in oceans is estimated to be at least 640,000 tonnes[ix]. ADLFG can also refer to discarded of lost equipment from aquaculture operations. Plastics are major contributors to polluting natural ecosystems, with associated toxins and microparticles disrupting soils, waterways, oceans and human food chains[x] (SDG target 14.1).
- **Elements:**
  - The company demonstrates a commitment to reducing ocean plastics in its operations and supply chains.
  - The company implements measures for preventing and reducing ADLFG in its operations and supply chains and is involved in advocacy activities that contribute to reducing ocean plastics.
  - **Sources:** GGGI (2020), SeaBOS (2020).

16. Antibiotics use and growth-promoting substances (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company reduces the routine use of antibiotics for aquaculture and specifically prohibits the use of prophylactic antibiotics and growth-promoting substances.
- **Rationale:** Overall, antibiotic use in the livestock sector is increasing and estimates of total use range from around 63,000 tons, to over 240,000 tons per year.[xi] Recent increases in aquaculture production have, similarly to agriculture, mainly been achieved through intensification of existing farming systems (and increased farm densities), resulting in higher risks of disease outbreaks. This has subsequently led to increased use of antibiotics that now are commonly used, sometimes excessively and/or ineffectively, in a wide range of aquaculture systems and countries.[xii] [xiii]

[xiv]Antimicrobial resistance is a significant public health threat and governments across the world are calling for a reduction in the use of antibiotics in seafood production (SDG target 12.4).

- **Elements:**
  *Companies with significant operations in the **animal proteins** sector:*
  - The company has a policy on prophylactic use of antibiotics and growth-promoting substances that applies to all its species and products.
  - The company regularly discloses data for its overall use of antibiotics and provides evidence of zero use of prophylactic antibiotics and growth-promoting substances.
- *Companies with significant operations in **food and beverage manufacturing and processing, food retailing, restaurants and food service:***
  - The company has a policy on prophylactic use of antibiotics and growth-promoting substances that applies to all species[xv] and products its sources.
  - The company has targets to address prophylactic use of antibiotics and growth-promoting substances with suppliers.
  - The company has targets for the percentage of overall use of antibiotics in its supply chain and provides evidence of zero use of prophylactic antibiotics and growth-promoting substances.
- **Sources:** BBFAW (2019), CIWF (no date), Coller FAIRR Protein Producer Index Methodology (2020), GRI, SASB (2018), ASC (various), GlobalG.A.P. (various), GAA (various), Seafood Watch (2020), GSSI (2019), FAO (2011), UNGC (2020), GSI (2020).

17. Prevention and mitigation of escapes

- **Indicator:** The company prevents escapes and, in the event of an escape, mitigates the impact.
- **Rationale:** Escapes can negatively impact wild fish populations and environments. A company that has mechanisms in place to prevent escapes and mitigate the impact of an outbreak if one occurs can minimise these negative environmental impacts (SDG targets 2.5 and 15.8).
- **Elements:**
  - The company reports on annual metrics about outbreaks of farmed fish or shrimp. It also demonstrates mechanisms in place to prevent escapes and, in the event of an escape, demonstrates what it does to mitigate the negative impacts of an escape.
- **Sources:** ASC (various), GlobalG.A.P. (various), GAA (various), Seafood Watch (2020), GSSI (2019), FAO (2011), Coller FAIRR Protein Producer Index Methodology (2020), UNGC (2020), GSI (2020).

18. Medicine use

- **Indicator:** The company discloses quantitative information about the use of medicines to manage diseases and demonstrates how it reduces medicine use within its operations.
  - **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. A company can report quantitative information about the use of medicines and demonstrate what it is doing to reduce medicine use in its operations (SDG target 12.4).

- **Elements:**
    - The company discloses quantitative information about medicine use across 100% of its operations. It also demonstrates information about what it does to reduce medicine use within its operations; for example, by reporting on alternative and/or non-medicinal treatments.
- **Sources:** ASC (various), GlobalG.A.P. (various), GAA (various), Seafood Watch (2020), GSSI (2019), FAO (2011), Coller FAIRR Protein Producer Index Methodology (2020), UNGC (2020), GSI (2020).

Consultation question

C8 Is the distinction between medicine use (for diseases) and antibiotics (for growth promotion) clearly addressed?

19. Mortality and survival rates

- **Indicator:** The company discloses mortality rates across its operations and demonstrates its efforts to prevent and manage diseases.
- **Rationale:** Mortality or survival rates can be used as performance-based indicators of how diseased are being managed. By disclosing mortality or survival rates across its operations, the company demonstrates transparency about how diseases are being managed (SDG target 12.4).
- **Elements:**
    - The company is transparent about mortalities in its operations and discloses mortality and/or survival rates across 100% of its operations.
- **Sources:** ASC (various), GlobalG.A.P. (various), GAA (various), Seafood Watch (2020), GSSI (2019), FAO (2011), Coller FAIRR Protein Producer Index Methodology (2020), UNGC (2020), GSI (2020).

20. Animal welfare (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company is committed to improving fish and animal welfare.
- **Rationale:** More than 70 billion animals are farmed for food annually, with two-thirds in conditions that mean they cannot move freely or live naturally. By 2050, livestock production is projected to double, compared to 2000[xvi].
- **Elements:**

  *Companies with significant operations in the **animal proteins** sector:*
    - The company has a welfare policy that applies to all its species[xvii] and products.
    - The company has targets to address key welfare issues and regularly discloses performance against the targets.
    - The company has targets for the percentage of animal-derived products to be audited to meet higher welfare standards and discloses performance against all its targets.
- *Companies with significant operations in **food and beverage manufacturing and processing, food retailing, restaurants and food service:***
    - The company has an animal welfare policy that applies to all species[xviii] and products its sources.
    - The company has targets to address key welfare issues with suppliers.

- The company has targets for the percentage of animal-derived products in its supply chain that are audited to meet higher welfare standards and discloses performance against its targets.

- **Sources:** BBFAW (2019), CIWF (n.d.), Coller FAIRR Protein Producer Index Methodology (2020), GRI, SASB (2018), ASC (various), GlobalG.A.P. (various), GAA (various), Seafood Watch (2020), GSSI (2019), FAO (2011), UNGC (2020), GSI (2020).

21. Protection of terrestrial natural ecosystems (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company demonstrates that it is achieving conversion-free operations and supply chains for its high-risk commodities.
- **Rationale:** Food systems are the leading drivers of biodiversity loss and ecosystem conversion. Agricultural expansion has caused more than 70% of tropical deforestation globally, as forests are cleared to make way for land to grow crops such as soy and palm oil[xix]. This commodity-driven tropical deforestation is responsible for 5% of global GHG emissions[xx] (SDG targets 15.1 and 15.5).
- **Elements:**
  - The company has deforestation/conversion-free (DCF)[xxi] targets for all relevant high-risk commodities[xxii] that it produces or purchases. It also regularly discloses performance against its targets; for example, by reporting the proportion of commodity volume (for each forest risk commodity) that can be shown to be deforestation or conversion free.
  - The company meets the targets by demonstrating that the relevant commodities are 100% conversion-free[xxiii].
- **Sources:** AFI Core Principles (2020), CDP Forests (2020), Coller FAIRR Protein Producer Index Methodology (2020), Forest500/Global Canopy (2019), KnowTheChain (2020), SBTN Interim Guidance (2020), ZSL SPOTT (2019), ASC (various) GlobalG.A.P. (various), GAA (various), Seafood Watch (2020), GSSI (2019), FAO (2011), UNGC (2020), GSI (2020).

22. Marine ingredients in aquaculture feed and use of alternative ingredients

- **Indicator:** The company demonstrates more efficient use and/or reductions in the use of marine ingredients in aquaculture feed for carnivorous species, while taking into account the overall environmental impact of its feed production.
- **Rationale:** Aquaculture feed-producing companies can actively contribute to improving the sustainability and efficient use of feed; for example, by improving feed conversion rates and supporting research and development (SDG targets 12.2, 14.4 and 15.5).
- **Elements:**
  - The company can disclose quantitative information about the use of marine ingredients in its aquaculture feed production across 100% of its operations. Furthermore, the company can demonstrate what it does to work towards more efficient use of marine ingredients. It can also disclose alternative solutions to reduce marine ingredients while taking into account the overall impact of its aquaculture feed production and demonstrate how these solutions are implemented.
- **Sources:** ASC (various), GlobalG.A.P. (various), GAA (various), Seafood Watch (2020), GSSI (2019), FAO (2011), UNGC (2020), GSI (2020).

6.4 Measurement area D: Social responsibility

Key indicator revisions

- **Combine management areas:** This new measurement area contains indicators that were included in measurement area D (human rights and working conditions) and measurement area E (local communities) in the first methodology.
- **Remove and combine indicators within local communities:** The number of indicators in this measurement area was reduced and combined to focus on what companies can do to support smallholders and local communities. Company feedback pointed out that for some indicators it was not always clear what was expected of companies, especially in relation to the role of governments. The revised indicators focus on what large companies in the seafood industry are doing to support smallholders and local communities and respect customary rights.
- **Integration of core social indicators and the Food and Agriculture Benchmark's social indicators:** The revisions for the second methodology have been influenced by the development of the core social indicators (which are under development until January 2021) and the Food and Agriculture Benchmark.

6.4.1 Integration of core social indicators

WBA's system for social transformation aims to incentivise companies to meet societal expectations of responsible business conduct so that companies leave no one behind. By respecting human rights, providing decent work and acting ethically, companies can support the SDG transformations, address inequalities and contribute to a sustainable future for all. A key part of this is embedding the 'leave no one behind' principle in the system transformation methodologies.

To do so, a set of core social indicators will be integrated into all WBA systems for transformation and spotlight methodologies to assess whether companies are demonstrating a sufficient commitment to responsible conduct. These indicators will be used to assess companies, regardless of the sector in which they operate, based on publicly available information to drive transparency on responsible business conduct. They will be supplemented by seafood-specific social indicators that are relevant to the sector. Following this concept, all SDG2000 companies and all 30 Seafood Stewardship Index companies will be assessed against the core social indicators

The following section sets out the core social indicators and the seafood-specific social indicators against which all companies in this benchmark will be assessed.

Core social indicators

The core social indicator methodology is currently being finalised and will be published in January 2021. The draft core social topics are:

1. Commitment to respect human rights
2. Commitment to respect the human rights of workers
3. Identifying human rights risks and impacts
4. Assessing human rights risks and impacts
5. Integrating and acting on human rights risks and impacts
6. Engagement with affected and potentially affected stakeholders
7. Grievance mechanisms for workers

8. Grievance mechanisms for external individuals and communities
9. Health and safety fundamentals
10. Living wage fundamentals
11. Working hours fundamentals
12. Collective bargaining fundamentals
13. Workforce diversity disclosure fundamentals
14. Gender equality and women's empowerment fundamentals
15. Personal data protection fundamentals
16. Responsible tax fundamentals
17. Anti-bribery and anti-corruption fundamentals
18. Responsible lobbying and political engagement fundamentals.

The core social indicators overlap with several topics and indicators in the first Seafood Stewardship Index methodology; for example, commitments to human rights, labour rights, gender and discrimination, living wage, grievance mechanisms, remediation, health and safety, and monitoring working conditions.

6.4.2 Integration of the Food and Agriculture Benchmark's social indicators

The Seafood Stewardship Index will integrate five of the Food and Agriculture Benchmark's social indicators: child labour, forced labour, living wage, health and safety, farmer productivity and resilience. These were developed during formulation of the Food and Agriculture Benchmark, including conducting extensive consultations, which was specifically designed for all food companies. Moreover, 21 of the 30 companies in the scope of the Seafood Stewardship Index are also included in the Food and Agriculture Benchmark. To avoid overlapping indicators and minimise the reporting burden for companies, the Seafood Stewardship Index builds upon the indicators of the Food and Agriculture Benchmark. It also has an additional small set of indicators with specific expectations for seafood companies.

Consultation question

D1 Does the list of social indicators (including Core Socials, Food and Agriculture social indicators and seafood specific indicators) cover all the main issues relevant and salient in the seafood industry?

6.4.3 Food and Agriculture social indicators integrated into the Seafood Stewardship Index

23. Child labour[xxiv] (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company eliminates and prevents child labour in its own operations and supply chain.
- **Rationale:** Worldwide, 70% of child labour is found in the agriculture sector – one of the most dangerous in terms of work-related fatalities and disease[xxv]. The principle behind the abolition of child labour is to stop all work by children that jeopardises their education and development[xxvi] (SDG targets 8.7 and 8.8).

- **Elements:**
    - The company indicates that it does not use child labour and will verify the age of job applicants and workers in its own operations and supply chain.
    - The company provides evidence of a monitoring and verification process for its own operations and supply chain. Where a case of child labour is found in its operations, the company describes a transition programme for the child from employment to education. If it finds a case in the supply chain, the company describes how it works with suppliers to eliminate child labour and improve working conditions for younger workers.
    - The company provides an analysis of trends demonstrating progress towards eliminating child labour.
- **Sources:** Corporate Human Rights Benchmark (CHRB) (2020), GRI 403 (2018), ILO (1973), KnowTheChain (2020), UNGP (n.d.), UN Guiding Principles (2017), World Development Indicators (n.d.).

Consultation question

D2 Child labour' in this indicator is defined as work by people aged under 18 (children) that is not permitted. This is different to 'child work', which is defined as work by people under 18 (children) that is permitted. Child work is carried out by 'young workers'.
A child is anyone under the age of 18, as defined by the Convention on the Rights of the Child. ILO Convention C138 – Minimum Age for Admission to Employment (1973) specifies that a child aged under 18 can work if it is above the age for finishing compulsory schooling, and is not younger than 15 (or 14 in specific circumstances in developing countries) and as long as the work is not 'hazardous'.

This indicator assesses the prevention of child labour; safe working conditions for young workers (child work) are assessed in the health and safety indicator. Is this distinction sufficiently clear?

24. Forced labour (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company eliminates and prevents forced labour in its own operations and supply chain.
- **Rationale:** Agriculture is a high-risk sector for forced labour and human trafficking. In many countries, agricultural workers are unskilled, temporary, often not unionised and do not know their rights[xxvii]. When coupled with threats and intimidation tactics, workers' wages can be kept extremely low (SDG targets 8.7 and 8.8).
- **Elements:**
    - The company indicates that it does not use forced labour in its own operations and supply chain.
    - The company protects workers' freedom of movement and right to collective bargaining and requires its suppliers to adhere to the same standard. Where a case of forced labour is found, the company describes how it identified this practice in its operations or how it works with its suppliers to eliminate forced labour.
    - The company provides an analysis of trends demonstrating progress towards eliminating forced labour.

- **Sources:** CHRB (2020), GRI (2016), ILO (1930), KnowTheChain (2020), UNGP (n.d.), UN Guiding Principles (2017), World Development Indicators (n.d.).

25. **Living wage** (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company pays a living wage for all its workers and requires its suppliers to do so.
- **Rationale:** Two-thirds of the global population living in extreme poverty (living on less than USD1.90 per day) are agricultural workers and their dependants[xxviii] Farm, factory and plantation workers are among the most vulnerable, often lacking sustainable livelihoods[xxix]. They are disproportionately exposed to income insecurity as paid rural employment is typically informal, seasonal and underpaid. The prevalence of informal work, estimated to be 90% in the agriculture sector[xxx], can threaten income security and working conditions because of a lack of social protections (SDG target 8.5).
- **Elements:**
    - The company commits to paying a living wage across its operations and includes living wage requirements in its contractual arrangements with suppliers.
    - The company describes how it determines a living wage for the regions where it operates.
    - The company provides evidence that it pays a living wage for all workers across its operations and supply chain.
- **Sources:** CHRB (2020), FAO (2020), FAO SAFA Tool (2014), Future Fit Foundation (2020), OECD-ETI (n.d.), Oxfam and RSPO (2020), Social Transformation: Draft methodology (2020), SSI (2019), ZSL SPOTT (2019).

26. **Health and Safety** (also included in the Food and Agriculture Benchmark)

- **Indicator:** The company respects the health and safety of workers and requires its suppliers to do so.
- **Rationale:** Almost 60% of the 1.3 billion agricultural workers are in developing countries[xxxi]. Of these workers, almost half are women. In addition, about 59% of all children aged 5–17 who are engaged in hazardous work aged 5-17 are in the agriculture sector[xxxii]. Considering that the sector is one of the most dangerous in terms of rates of work-related fatalities, non-fatal accidents and occupational diseases, special attention must be paid to the health and safety of these workers (SDG target 8.8).
- **Elements:**
    - The company commits to respecting the health and safety of its workers and expects the same of its suppliers.
    - The company discloses quantitative information on health and safety, such as injury and fatality rates, for workers in its own operations and supply chain, and specifically discloses information on vulnerable groups.[xxxiii]
- **Sources:** CHRB (2020), ETI (n.d.), FAIRR (n.d.), FAO SAFA Tool (2014), FSC (2015), Future Fit Foundation (2020), GRI 403 (2018), RSB (2017), SASB (2018), Social Transformation: Draft methodology (2020), ZSL SPOTT (2019).

27. Farmer productivity and resilience (adapted from in the Food and Agriculture Benchmark)

- **Indicator:** The company supports the resilience, productivity and access to markets of farmers and fishers, especially for small-scale producers.
- **Rationale:** More than 80% of small-scale farmers operate in local and domestic food markets[xxxiv]. Climate change is increasingly impacting agricultural productivity, which is particularly detrimental for small-scale producers that can't access productive resources[xxxv]. Moreover, small-scale producers are offered fewer opportunities to access markets.[xxxvi] Approximately 116 million people in developing countries depend on commercial capture fisheries value chains for their livelihoods, of which more than 90% are involved in small-scale fisheries.[xxxvii] Small-scale fisheries benefit significantly from the resources, technology, knowledge and training opportunities that multinational companies can provide (SDG targets 2.3, 2.A, 8.2 and 14.A).
- **Elements:**
  - The company commits to support farmers and small-scale producers and provides evidence of activities such as programme(s), training and finance that support them.
  - The company discloses the impact of its support activities, such as increased yields or productivity, the percentage of farmers reached or the percentage of products coming from small-scale producers.
  - The company provides evidence of taking a holistic, systems-level, multi-stakeholder approach in its support for farmers and, in particular, small-scale producers.
- **Sources:** WBA's Access to Seeds Index (2019), CHRB (2020), FAO SAFA Tool (2014), Forest500/Global Canopy (2019), ILO Convention No. 160 (1985), RSPO (2020), WBCSD (2019), ZSL SPOTT (2019).

Consultation question

D3 How should companies – fishing and farming companies as well as consumer-facing companies – demonstrate their support for smallholder resilience, productivity and access to markets?

6.4.4 Seafood Stewardship Index social responsibility indicators

28. Working and living conditions on board fishing vessels

- **Indicator:** The company demonstrates that it has measures in place to ensure decent working and living conditions on board fishing vessels within in its own operations and/or supply chains.
- **Rationale:** Fishing is considered one of the world's most dangerous occupations, causing more than 24,000 casualties per year.[xxxviii] Working on fishing vessels is labour-intensive work and has high rates of occupational diseases and injuries. Therefore, it is important that decent working and living conditions at fishing vessels are ensured (SDG targets 8.5, 8.7 and 8.8).
- **Elements:**
  - The company has a policy or code of conduct that requires decent working and living conditions on board fishing vessels in their own operations and/or supply chains. The policy can include requirements such as safe, healthy and hygienic conditions on board

fishing vessels; access to sanitary facilities with adequate privacy; potable water and food of sufficient quality and quantity; clearly defined working and resting hours; and freedom from violence and harassment. The policy can be developed by the company itself or based on industry initiatives; for example, the Seafood Task Force code of conduct or the Responsible Fishing Vessel Standard.
    - The company has systems in place to monitor compliance against the policy, and when issues of non-compliance are revealed, it demonstrates the steps it takes to address them.
- **Sources:** BSCI (2017), Conservation International (2019), Environmental Defense Fund, Rare/Meloy Fund and Encourage Capital (2018), ETI (2016), FAO (2015), Fisheryprogress.org draft (2020), GSA (2020), GSSI and SSCI consultation document (2020), ILO (2008), ISSF (2020), KnowTheChain (2020) Seafood Task Force (2018), UNGC (2019).

29. Respecting customary (indigenous) rights

- **Indicator:** The company commits to respecting the rights of customary resource users, including the customary rights of indigenous communities.
- **Rationale:** Local users of fisheries and aquatic resources, including indigenous people, have equal rights to economic resources defined by law or custom. Industrial seafood operations need to recognise and respect customary rights when sharing or targeting the same resources. Where there is joint use of fish and aquatic resources by industry and local communities, it is important for companies to respect local access and allocations or agreements with Free, Prior, and Informed Consent (FPIC) (SDG targets 1.4, 2.1 and 14.B).
- **Elements:**
    - The company has a commitment to respect the rights of customary resource users, including indigenous communities.
    - The company demonstrates a process to assess the impact of its operations on customary resource users, including indigenous communities, and actively engages to mitigate potential negative impacts.
- **Sources:** Conservation International (2019), Environmental Defense Fund, Rare/Meloy Fund and Encourage Capital (2018), FAO (1995), FAO (2015), Fisheryprogress.org draft (2020), UNGC (2019).

Consultation question

D4 Should this indicator be specifically about indigenous rights (which is well defined) rather than customary rights (which is harder to define)?

30. Supporting development of local communities

- **Indicator:** The company demonstrates activities that support the development of local communities in the vicinity of its operations.
- **Rationale:** Where a company removes resources from local areas, it can support the development of local communities through employment, training of workers and contributing to social activities (SDG targets 2.3 and 2.A).

- **Elements:**
    - The company commits to supporting local communities and demonstrates activities that support the development of local communities.
    - The company tracks the progress of its activities and seeks to measure the impact of its activities on local communities.
- **Sources:** ASC (2020), Conservation International (2019), Environmental Defense Fund, Rare/Meloy Fund and Encourage Capital (2018), FAO (1995), FAO (2015), UNGC (2019).

Consultation questions

D5 How to best define local communities? Is the definition provided applicable to the context of the seafood industry?

D6 What are meaningful activities a company can do to support development of local communities?

D7 Should this indicator cover local communities both in the direct vicinity of operations and those affected by activities in its supply chains?

31. Gender commitment in the supply chain

- **Indicator:** The company drives gender equality and women's empowerment within its supply chain.
- **Rationale:** A company that is committed to gender equality requires its suppliers to undertake a gender needs assessment that seeks to understand the needs of its workers who are women. It publishes and tracks progress against specific targets on gender equality in the supply chain (SDG targets 5.1, 5.5 and 8.5).
- **Elements:**
    - The company requires its suppliers to conduct a gender needs assessment and discloses the results of this assessment.
    - The company has targets on gender equality in the supply chain and tracks progress against these targets.
- **Sources:** WBA (2020)

Annexes

Annex 1: WBA guiding principles

WBA developed a set of principles to guide its work and reflect its values and mission (see Table 5). These principles were formed in collaboration with global stakeholders throughout the consultation phase and were refined using input and feedback from roundtable consultations, online surveys and expert meetings.

The principles are divided into three categories: operational principles that explain how WBA functions; benchmark development principles that address how the benchmarks are designed; and content principles that cover what the benchmarks assess. Currently, the guiding principles reflect the outcomes and findings from WBA's global consultation phase. However, the world is rapidly changing, and additional insights and perspectives are likely to emerge over time. Consequently, these principles may evolve – in consultation with stakeholders – to reflect new findings and realities.

Table 5: WBA guiding principles

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.

Annex 2: SDG targets in scope of the benchmark

SDG	Rationale	Relevant targets
	Developing countries earn considerably more from seafood exports than from any other major food commodity, such as rubber, cocoa, coffee or sugar.[xxxix] Also, about 60% of all international seafood trade originates in developing countries.[xl] 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.	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.
	Fish is an extremely nutritious and a vital source of protein and essential nutrients, especially for people living in poverty.[xli] Approximately 3 billion people, mostly in developing countries, are dependent on seafood for their animal protein intake.[xlii] 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.	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.
	Women play an important role in the handling, processing and marketing of fish products.[xliii] 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 percent.[xliv] 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.	5.1 End all forms of discrimination against all women and girls everywhere. 5.2 Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation. 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.
	Around 60 million people are engaged in the primary sector of capture fisheries and aquaculture.[xlv] About 660-880 million people depend on the seafood industry for their livelihoods.[xlvi] 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, secure their physical safety and help improve their status. Labour-intensive activities, such as value-added processing, can also contribute to employment creation and economic growth.	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.
	Global food losses and food waste in seafood supply chains are estimated at 35 percent.[xlvii] 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.	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.
	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 growth.[xlviii] 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.	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.
	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.	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.
	Companies can contribute to this overarching SDG by participating in multi-stakeholder partnerships that work towards a more sustainable seafood industry.	17.16 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries 17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships

Annex 3: Key concepts and definitions

Abandoned, Discarded, Lost Fishing Gear (ADLFG)
When referring to FAO refers to abandoned fishing gear, discarded fishing gear, lost fishing gear and ghost fishing:

- "Abandoned Fishing Gear: Fishing gear that is deliberately left at sea with no intention by fishers to retrieve it, for whatever reason.
- Discarded Fishing Gear: Fishing gear or parts thereof that is deliberately thrown overboard without any intention for further control or recovery.
- Lost fishing gear: The accidental loss of fishing gear at sea.
- Ghost fishing: The term used to describe the capture of marine organisms by lost, abandoned or otherwise discarded fishing gear or parts thereof. Effectively, the capture of fish and other species that takes place after all control of fishing gear is lost by a fisher. For example, a lost, abandoned or discarded gillnet might continue to fish with consequent mortality to the enmeshed fish. Ghost fishing is often cyclical and the pattern, duration and extent will depend on a large number of factors including the gear type, water depth, currents and local environment."[xlix]

Antibiotics
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."[l]

Bycatch
Bycatch is the "incidental capture and mortality of non-target marine animals during fishing."[li]

Child labour and child work
"A "child" is anyone under the age of 18 as de ned by the Convention on the Rights of the Child (CRC). A child can "work" at an earlier age than 18 as specified in ILO Convention 138 Minimum Age for Admission to Employment (1973) – i.e. if the age is above the age for finishing compulsory schooling, is in any case not less than 15 years of age (and at 14 years of age in specific circumstances in developing countries) and as long as it is not "hazardous work." "Child labour" is work by people under 18 ("children") that is not permitted (as set out above). "Child work" is work by people under 18 ("children") that is permitted. Child work is carried out by "young workers.""[lii]

Conversion-free operations
Conversion-free operations are defined by the Accountability Framework as "commodity production, sourcing, or financial investments that do not cause or contribute to the conversion of natural ecosystems. No-conversion refers to no gross conversion of natural ecosystems, which the Accountability Framework specifies as the appropriate policy and goal on this topic for companies and supply chains."[liii]

Customary rights
Customary rights are resource use rights defined by the law, local tradition or indigenous rights and status. Customary rights arise from a "behaviour or act that is repeated over time under the belief

that it is obligatory and, due to repetition and acceptance, acquire the force of law within a geography or society."[liv]

Diseases

A disease in aquaculture is a "clinical or non-clinical infection with an etiological agent"[lv] (e.g. bacteria, viruses, parasites). In addition to their impact on farmed fish, diseases can be transferred, thereby creating a risk to the health of wild fish in surrounding ecosystems.

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 'Vulnerable', 'Endangered' or 'Critically Endangered' status[lvi] and the CITES Appendices I, II and III.[lvii] Appendix I includes the definition of endangered, threatened and protected (ETP) species by the Marine Stewardship Council.[lviii]

Escapes

Escapes of farmed fish, shrimp and shellfish into the wild "could lead through interbreeding to the alteration of the gene pools of local crustacean or fish populations. Escapes of non-native species could also lead to competition with native species for food and/or habitat, and possibly have other detrimental ecological consequences. Diseases can also be transmitted from escapees to wild fish."[lix]

Forced labour

"Forced labour refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities. Forced labour, contemporary forms of slavery, debt bondage and human trafficking are closely related terms though not identical in a legal sense. Most situations of slavery or human trafficking are however covered by ILO's definition of forced labour. (See ILO Forced Labour Convention, 1930 (No. 29) and Abolition of Forced Labour Convention, 1957 (No. 105))."[lx]

Free Prior and Informed Consent

FPIC is a specific right that pertains to indigenous peoples, that allows them to "give or withhold consent to a project that may affect them or their territories. Once they have given their consent, they can withdraw it at any stage. Furthermore, FPIC enables them to negotiate the conditions under which the project will be designed, implemented, monitored and evaluated."[lxi]

Human rights

"Basic international standards aimed at securing dignity and equality for all. Every human being is entitled to enjoy them without discrimination. They include the rights contained in the International Bill of Human Rights (see below). They also include the principles concerning fundamental rights at work set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work."[lxii]

Illegal, Unreported and Unregulated (IUU) fishing

"Illegal, unreported and unregulated (IUU) fishing is a broad term that captures a wide variety of fishing activity. IUU fishing is found in all types and dimensions of fisheries; it occurs both on the high seas and in areas within national jurisdiction. It concerns all aspects and stages of the capture and utilisation of fish, and it may sometimes be associated with organized crime. IUU fishing is classified as follows:

Illegal fishing:

- conducted by national or foreign vessels in waters under the jurisdiction of a State, without the permission of that State, or in contravention of its laws and regulations;
- conducted by vessels flying the flag of States that are parties to a relevant regional fisheries management organisation but operate in contravention of the conservation and management measures adopted by that organisation and by which the States are bound, or relevant provisions of the applicable international law; or
- in violation of national laws or international obligations, including those undertaken by cooperating States to a relevant regional fisheries management organization.

Unreported fishing:

- which have not been reported, or have been misreported, to the relevant national authority, in contravention of national laws and regulations; or
- are undertaken in the area of competence of a relevant regional fisheries management organisation which have not been reported or have been misreported, in contravention of the reporting procedures of that organisation.

Unregulated fishing:

- in the area of application of a relevant regional fisheries management organization that are conducted by vessels without nationality, or by those flying the flag of a State not party to that organization, or by a fishing entity, in a manner that is not consistent with or contravenes the conservation and management measures of that organization; or
- in areas or for fish stocks in relation to which there are no applicable conservation or management measures and where such fishing activities are conducted in a manner inconsistent with State responsibilities for the conservation of living marine resources under international law."[lxiii]

Indigenous rights

The United Nations Declaration on the Rights of Indigenous Peoples, adopted in 2007, provides legal rights for 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 world.[lxiv]

Livelihoods

"Livelihoods allow people to secure the basic necessities of life, such as food, water, shelter and clothing income."[lxv]

Living wage

"There are numerous definitions of living wage but the core concept is to provide a decent standard of living for a worker and his or her family. A living wage is sufficient to cover food, water, clothing,

transport, education, health care and other essential needs for workers and their family based on a regular work week not including overtime hours."[lxvi]

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, this 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.

Marine ingredients
Marine ingredients are mainly used for human consumption and animal feed and are derived from "forage fish and marine organisms such as fish, krill, shellfish and algae."[lxvii] Within the scope of the SSI, marine ingredients also include wild-captured fish as well as organisms from freshwater fisheries and from aquaculture.

Small-scale producers
Small-scale producers include fisheries and aquaculture operations along with self-employed smallholders operating locally and accessing local fish resources to harvest or prepare fish for direct consumption within local households and commercial sale".[lxviii] [lxix]

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 society."[lxx] SSI 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. Some ways that seafood companies can demonstrate stewardship are by efficiently using natural resources, sourcing materials from sustainable origins and performing ethically, for example ensuring decent working conditions for all employees and respecting local communities.

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 consumer."[lxxi] When SSI indicators refer to supply chains where a company is active, this includes all its seafood supply chain business relationships.

Terrestrial ingredients
Terrestrial ingredients in aquaculture feeds are animal and vegetable products from land-based sources. Examples of terrestrial ingredients are poultry and livestock by-products (e.g. meat, bone meal), cereal grains and oils (e.g. soy, rice bran, palm oil).

Traceability

Traceability within the context of the SSI refers to full traceability across the supply chain. Full-chain traceability can be understood as the "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)."[lxxii]

Annex 4: Key resources and references

	Date	Author(s)
BEST AVAILABLE SCIENCE		
Ocean Health Index		Conservation International and UC Santa Barbara
Global Fishing Index		Minderoo Foundation
PRINCIPLES and NORMATIVE STANDARDS		
State guidance		
FAO Code of Conduct for Responsible Fisheries	1995	Food and Agriculture Organization
FAO Guidelines for Ecolabeling in the Wild Capture Seafood Sector	2009	Food and Agriculture Organization
FAO Technical Guidelines on Aquaculture Certification	2011	Food and Agriculture Organization
Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication	2015	Food and Agriculture Organization
C188 – Work in Fishing Convention	2008	International Labour Organization
ILO Decent Work Indicators, 2nd version (2013)	2013	International Labour Organization
United Nations Declaration on the Rights of Indigenous Peoples	2007	United Nations
Good Practice Guidelines on National Seafood Traceability Systems	2018	Food and Agriculture Organization
FAO Voluntary Guidelines for Catch Document Schemes	2017	Food and Agriculture Organization
Private sector guidance		
UN Guiding Principles on Business and Human Rights	2011	United Nations
SEAFOOD/OCEAN-SPECIFIC PRIVATE SECTOR GUIDANCE		
WWF Traceability Principles for Wild-Caught Fish Products	2015	World Wildlife Fund
Future of Fish – 5 core functions of traceability principles	2016	Future of Fish
Principles for investment in sustainable wild capture fisheries	2018	Consortium of impact investors and NGOs
SCIENCE-BASED TARGETS for NATURE Initial Guidance for Business	2020	Science Based Targets for Nature
Global Salmon Initiative Handbook for Sustainable Salmon Farming	2020	Global Salmon Initiative

Conservation Alliance for Seafood Solutions Common Vision	2019	Conservation Alliance for Seafood Solutions
SeaBOS task forces		SeaBOS
UN Global Compact Sustainable Ocean Principles	2019	UN Global Compact
UN Global Compact Sustainable Ocean Principles: Aquaculture Practical Guidance	2020	UN Global Compact
Global Dialogue for Seafood Traceability (GDST) standard	2020	Global Dialogue for Seafood Traceability
Social Responsibility Assessment Tool	2019	Conservation International
ISSF Conservation Measures and Commitments	2019	International Sustainable Seafood Foundation
Advisory note of the UK supply chain on how to avoid illegal, unreported and unregulated fishery products	2015	BRC, EJF and WWF-UK
Risk assessment and control of IUU fishing for the marine insurance industry	2018	PSI and Oceana
Risk assessment and verification of catch certificates under the EU IUU regulation	2016	EJF, Oceana, PEW, WWF
PAS 1550: Exercising due diligence in establishing the legal origin of seafood products and marine ingredients	2017	British Standards Institution
Fisheryprogress.org Social Policy (draft)	2020	FisheryProgress.org
Seafood Task Force Code of Conduct (members) + Vessel auditable standard	2018	Seafood Task Force
Seafish Risk Assessment for Sourcing Seafood (RASS)		Seafish
CORPORATE REPORTING FRAMEWORKS		
amfori BSCI Code of Conduct	2017	Business Social Compliance Initiative
Ethical Trading Initiative Base Code	2016	Ethical Trading Initiative
Reporting Framework for the UN Guiding Principles on Business and Human Rights	2015	United Nations
Global Reporting Initiative	2018	Global Reporting Initiative
Seafood-specific corporate reporting frameworks		
Ocean Disclosure Project		Sustainable Fisheries Partnership
Fishery Improvement Program Oversight: FisheryProgress.org		FisheryProgress.org
Global Tuna Alliance KPIs	2020	Global Tuna Alliance

ISSF conservation measures and commitments	2019	International Sustainable Seafood Foundation
GSI Sustainability Report – Sustainability Indicators		Global Salmon Initiative
CERTIFICATION STANDARDS AND RATINGS		
Marine Stewardship Council Fisheries Standard	2018	Marine Stewardship Council
MSC Chain of Custody standard	2019	Marine Stewardship Council
Aquaculture Stewardship Council standards	Various	Aquaculture Stewardship Council
Global Aquaculture Alliance	Various	Global Aquaculture Alliance
IFFO RS/Marin Trust standard		Marin Trust
Fair Trade USA Capture Fisheries Standard New draft	2020	Fair Trade
Responsible Fishing Vessel Standard	2020	Global Seafood Assurances
GlobalG.A.P. standards	Various	Global GAP
Seafood Watch Standards	Various	Monterey Bay Aquarium
Good Fish Foundation Methodology		Good Fish Foundation
FishSource (Sustainable Fisheries Partnership)		Sustainable Fisheries Partnership
Sustainability Accounting Standards Board standards	Various	Sustainability Accounting Standards Board
Roundtable on Sustainable Palm Oil standard		Roundtable on Sustainable Palm Oil
Sustainability Policy Transparency Toolkit		
OTHER BENCHMARKS		
WBA's Social Transformation Benchmark	2021	World Benchmarking Alliance
WBA's Food and Agriculture Benchmark	2020	World Benchmarking Alliance
KnowTheChain	2020	KnowTheChain
WBA's Corporate Human Rights Benchmark	2020	World Benchmarking Alliance
FAIRR COLLER INDEX Methodology		FAIRR
GSSI Global Benchmark Tool		Global Sustainable Seafood Initiative
SSCI Primary Production Draft Social Benchmarking Criteria		Consumer Goods Forum, Global Sustainable Seafood Initiative and Sustainable Supply Chain Initiative

SSCI At-Sea Operations Draft Social Criteria		Consumer Goods Forum, Global Sustainable Seafood Initiative and Sustainable Supply Chain Initiative
SSCI Processing and Manufacturing Scope (Social)		Consumer Goods Forum and Sustainable Supply Chain Initiative

Annex 5: Other references

[i] Index Initiative (2015) "Unraveling the role of the private sector" Available at: https://www.worldbenchmarkingalliance.org/research/unraveling-the-role-of-the-private-sector/

[ii] EAT-Lancet Commission (2019) "Food Planet Health" Available at: https://eatforum.org/content/uploads/2019/07/EAT-Lancet_Commission_Summary_Report.pdf

[iii] Österblom, Henrik, Jean-Baptiste Jouffray, Carl Folke, Beatrice Crona, Max Troell, Andrew Merrie, Johan Rockström (2015). Transnational Corporations as 'Keystone Actors' in Marine Ecosystems. PLoS ONE 10(5): e0127533. https://doi.org/10.1371/journal.pone.0127533

[iv] Undercurrent News (2020) "World's 100 Largest Seafood Companies 2020."

[v] Undercurrent News (2020) "World's 100 Largest Seafood Companies 2020."

[vi] Food and Agriculture Organization of the United Nations (2016) "Illegal, unreported and unregulated fishing" Available at: http://www.fao.org/3/a-i6069e.pdf

[vii] Food and Agriculture Organization of the United Nations (2020) "The State of World Fisheries and Aquaculture 2020 Sustainability in Action" Available at: http://www.fao.org/3/ca9229en/ca9229en.pdf

[viii] Consortium for Wildlife Bycatch Reduction (2014) "What is Bycatch?," Available at: https://www.bycatch.org/about-bycatch. (Accessed 2 December 2020).

[ix] Food and Agriculture Organization of the United Nations (2018) "Reaching an important milestone in reducing dangerous ghost gear" Available at: http://www.fao.org/news/story/en/item/1099767/icode/ (Accessed 15 December 2020).

[x] Barilla Centre for Food and Nutrition (2019) "Fixing the Business of Food – The Food Industry and the SDG Challenge" Available at: https://www.barillacfn.com/m/publications/fixing-thebusiness-of-food-report.pdf. (Accessed June 2020).

[xi] Van Boeckel, T.P., C. Brower, M. Gilbert et al. (2015) "Global trends in antimicrobial use in food animals" Proceedings of the National Academy of Sciences of the United States of America, 112 (18) 5649-54. Available at: 10.1073/pnas.1503141112

[xii] Rico, A., T. Minh, K. Satapornvanit et al. (2013) "Use of veterinary medicines , feed additives and probiotics in four major internationally traded aquaculture species farmed in Asia" Aquaculture 412–413:231–243. Available at: 10.1016/j.aquaculture.2013.07.028

[xiii] Lulijwa, R., E.J. Rupia and A. Alfaro. (2019) "Antibiotic use in aquaculture, policies and regulation, health and environmental risks: a review of the top 15 major producers." Reviews in Aquaculture. Available at: 10.1111/raq.12344

[xiv] Stockholm Resilience Centre (2019) "Antibiotics in aquaculture" Available at: https://seabos.org/wp-content/uploads/2019/12/Brief4-Antibiotics-in-Aquaculture.pdf

[xv] Key Species: Laying Hens; Broiler Chickens; Pigs (Sows and Meat Pigs); Dairy Cows and Calves; Beef Cattle; Aquaculture/ farmed fish

[xvi] World Animal Protection, "Animals in farming: supporting 70 billion animals". Available at: https://www.worldanimalprotection.org/our-work/animals-farming-supporting-70-billion-animals (Accessed June 2020).

[xvii] Key Species: Laying Hens; Broiler Chickens; Pigs (Sows and Meat Pigs); Dairy Cows and Calves; Beef Cattle; Aquaculture/ farmed fish

[xviii] Key Species: Laying Hens; Broiler Chickens; Pigs (Sows and Meat Pigs); Dairy Cows and Calves; Beef Cattle; Aquaculture/ farmed fish

[xix] Food and Agriculture Organization of the United Nations (2020) The State of the World's Forests, http://www.fao.org/state-of-forests/en/

[xx] Pendrill, Florence, U. Martin Persson, Javier Godar, Thomas Kastner, Daniel Moran, Sarah Schmidt, et al. (2019). Agricultural and forestry trade drives large share of tropical deforestation emissions. Global Environmental Change 56:1-10. https://doi.org/10.1016/j.gloenvcha.2019.03.002.

[xxi] Conversion- free as defined by the Accountability Framework Initiative

[xxii] Key high-risk commodities: beef, palm oil, soy, cocoa, coffee

[xxiii] The Accountability Framework Initiative identifies approaches companies can use to demonstrate conversion-free supply chains.

[xxiv] Child labour and child work - A "child" is anyone under the age of 18 as defined by the Convention on the Rights of the Child (CRC). A child can "work" at an earlier age than 18 as specified in ILO Convention 138 Minimum Age for Admission to Employment (1973) – i.e. if the age is above the age for finishing compulsory schooling, is in any case not less than 15 years of age (and at 14 years of age in specific circumstances in developing countries) and as long as it is not "hazardous work." "Child labour" is work by people under 18 ("children") that is not permitted. "Child work" is work by people under 18 ("children") that is permitted. Child work is carried out by "young workers."

[xxv] International Labour Organization (2017) "Ending child labour by 2025: A review of policies and programmes" Available at: https://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_29875/lang--en/index.htm

[xxvi] International Labour Organization (1973) "Information System of International Labour Standards: C138 – Minimum Age Convention (no. 138)", Available at: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138#:~:text=The%20minimum%20age%20for%20admission%20to%20any%20type%20of%20employment,2

[xxvii] International Labour Organization (2015) "Farm workers walk a fine line between exploitation and forced labour" Available at: https://iloblog.org/2015/03/25/farm-workers-walk-fine-line-between-exploitation-and-forced-labor/

[xxviii] The Food and Land Use Coalition (2019) "Growing Better: Ten Critical Transitions to Transform Food and Land Use" Available at: https://www.foodandlandusecoalition.org/ wp-content/uploads/2019/09/FOLU-GrowingBetter-GlobalReport.pdf. [Accessed June 2020].

[xxix] Fairtrade International (n.d.) "Key Issues: Workers' Rights" Available at: https://www.fairtrade.net/issue/workers-rights. [Accessed June 2020].

[xxx] International Labour Organization (2018) "Informal Economy: More than 60 per cent of the world's employed population are in the informal economy" Available at: https://ilo.org/global/about-the-ilo/newsroom/news/WCMS_627189/lang--en/index.htm#:~:text=More%20than%2060%20per%20cent%20of%20the%20world's%20employed%20population,in%20emerging%20and%20developing%20countries.&text=Informal%20employment%20is%20a%20greate). [Accessed June 2020].

[xxxi] International Labour Organization (2000) "Safety and Health in Agriculture" Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_110193.pdf

[xxxii] Food and Agriculture Organization of the United Nations (2019) "Child labour in agriculture: the demand side" Available at: http://www.fao.org/3/ca2975en/ca2975en.pdf. [Accessed June 2020].

[xxxiii] Vulnerable groups in the food and agriculture field are particularly at risk for occupational injury and illness, including migrant and temporary labourers, women and young farmers.

[xxxiv] Committee on World Food Security (2015) "Connecting Smallholders to Markets" Available at http://www.fao.org/3/a-bq853e.pdf. [Accessed June 2020].

[xxxv] Food and Agriculture Organization of the United Nations (2009) "Climate Change Impact on Agriculture and Costs of Adaptation". Available at: http://www.fao.org/fileadmin/user_upload/rome2007/docs/Impact_on_Agriculture_and_Costs_of_Adaptation.pdf

[xxxvi] Food and Agriculture Organization of the United Nations (n.d.) "Connecting Smallholders to Markets". Available at: http://www.fao.org/3/a-bq853e.pdf

[xxxvii] World Bank (2012) "Hidden Harvest - The Global Contribution of Capture Fisheries" Available World Bank, Washington report no. 66469-GLB. http://documents1.worldbank.org/curated/en/515701468152718292/pdf/664690ESW0P1210120HiddenHarvest0web.pdf

[xxxviii] Food and Agriculture Organization of the United Nations (2016) "Scoping study on decent work and employment in fisheries and aquaculture: issues and actions for discussion and programming" Available at: http://www.fao.org/3/a-i5980e.pdf

[xxxix] Food and Agriculture Organization of the United Nations (2018) "The State of the World Fisheries and Aquaculture 2018" Available at: http://www.fao.org/3/I9540EN/i9540en.pdf

[xl] Food and Agriculture Organization of the United Nations (2018) "The State of the World Fisheries and Aquaculture 2018" Available at: http://www.fao.org/3/I9540EN/i9540en.pdf

[xli] Food and Agriculture Organization of the United Nations (2014) "The State of the World Fisheries and Aquaculture 2014" Available at: http://www.fao.org/3/a-i3720e.pdf

[xlii] https://www.worldwildlife.org/industries/sustainable-seafood

[xliii] FAO Globefish (2015) "The Role of Women in the Seafood Industry" Available at: http://www.fao.org/3/a-bc014e.pdf

[xliv] Food and Agriculture Organization of the United Nations (2016) "The State of the World Fisheries and Aquaculture 2016" Available at: http://www.fao.org/3/a-i5692e.pdf

[xlv] Food and Agriculture Organization of the United Nations (2018) "The State of the World Fisheries and Aquaculture 2018" Available at: http://www.fao.org/3/I9540EN/i9540en.pdf

[xlvi] Food and Agriculture Organization of the United Nations (2017) "7 reasons why we need to act now to #SaveOurOcean" Available at: http://www.fao.org/zhc/detail-events/en/c/846698/ (Accessed 15 December 2020)

[xlvii] Food and Agriculture Organization of the United Nations (2011) "Global food losses and food waste - Extent, causes and prevention" Available at: http://www.fao.org/3/a-i2697e.pdf

[xlviii] Food and Agriculture Organization of the United Nations (2014) "The State of the World Fisheries and Aquaculture 2014" Available at: http://www.fao.org/3/a-i3720e.pdf

[xlix] Food and Agriculture Organization of the United Nations (2009) "Abandoned, lost or otherwise discarded fishing gear" FAO Fisheries and Aquaculture Technical Paper No. 523 Available at: http://www.fao.org/3/i0620e/i0620e00.htm

[l] Food and Agriculture Organization of the United Nations (2005) "Responsible use of antibiotics in aquaculture" Available at: http://www.fao.org/3/a-a0282e.pdf

[li] Consortium for Wildlife Bycatch Reduction (2014) "What is Bycatch?" Available at: http://www.bycatch.org/about- bycatch [Accessed 14 December 2020].

[lii] Corporate Human Rights Benchmark (CHRB) (2020) "Corporate Human Rights Benchmark Methodology 2020 - For the Agricultural Products, Apparel and Extractives Industries." Available at: https://www.corporatebenchmark.org/sites/default/files/CHRB%202020%20Methodology%20AGAPEX%2028Jan2020.pdf

[liii] Accountability Framework (2020) "Definitions" Available at: https://accountability-framework.org/the-framework/contents/definitions/ [Accessed 14 December 2020].

[liv] Accountability Framework (2020) "Definitions" Available at: https://accountability-framework.org/the-framework/contents/definitions/ [Accessed 14 December 2020].

[lv] Food and Agriculture Organization of the United Nations (2007) "Aquaculture Development - 2. Health management for responsible movement of live aquatic animals" Available at: http://www.fao.org/3/a1108e/a1108e00.pdf

[lvi] International Union for Conservation of Nature (2012) "IUCN Red List Categories and Criteria Version 3.1" Available at: https://www.iucn.org/content/iucn-red-list-categories-and-criteria-version-31-second-edition [Accessed 14 December 2020].

[lvii] Convention in International Trade in Endangered Species of Wild Fauna and Flora (2017) "Appendices" Available at: https://cites.org/sites/default/files/eng/app/2020/E-Appendices-2020-08-28.pdf [Accessed 14 December 2020].

[lviii] Marine Stewardship Council (2020) "MSC-MSCI Vocabulary" Available at: https://www.msc.org/docs/default-source/default-document-library/for-business/program-documents/chain-of-custody-supporting-documents/msc-msci-vocabulary-v1-3.pdf?sfvrsn=c4ea6474_11

[lix] Global Aquaculture Alliance - BAP Certification (2017), "Best Aquaculture Practices - Finfish and Crustacean Farms - Issue 2.4," Available at: https://www.bapcertification.org/Downloadables/pdf/standards/PI%20-%20Standard%20-%20Finfish%20and%20Crustacean%20Farms%20–%20Issue%202.4%20–%2023-May-2017.pdf

[lx] CHRB (2020), "Corporate Human Rights Benchmark Methodology 2020 - For the Agricultural Products, Apparel and Extractives Industries" Available at: https://www.corporatebenchmark.org/sites/default/files/CHRB%202020%20Methodology%20AGAPEX%2028Jan2020.pdf

[lxi] Food and Agriculture Organization of the United Nations (2016) "Free Prior and Informed Consent - An indigenous peoples' right and a good practice for local communities" Available at: http://www.fao.org/3/I6190E/i6190e.pdf

[lxii] CHRB (2020), "Corporate Human Rights Benchmark Methodology 2020 - For the Agricultural Products, Apparel and Extractives Industries" Available at: https://www.corporatebenchmark.org/sites/default/files/CHRB%202020%20Methodology%20AGAPEX%2028Jan2020.pdf

[lxiii] Food and Agriculture Organization of the United Nations (2020) "Illegal, Unreported and Unregulated (IUU) fishing – what is IUU fishing?" Available at: http://www.fao.org/iuu-fishing/background/what-is-iuu-fishing/en/ (Accessed 14 December 2020).

[lxiv] United Nations (2007) "61/295. United Nations Declaration on the Rights of Indigenous Peoples" Available at: http://undocs.org/A/RES/61/295.

[lxv] CHRB (2020), "Corporate Human Rights Benchmark Methodology 2020 - For the Agricultural Products, Apparel and Extractives Industries" Available at: https://www.corporatebenchmark.org/sites/default/files/CHRB%202020%20Methodology%20AGAPEX%2028Jan2020.pdf

[lxvi] CHRB (2020), "Corporate Human Rights Benchmark Methodology 2020 - For the Agricultural Products, Apparel and Extractives Industries" Available at: https://www.corporatebenchmark.org/sites/default/files/CHRB%202020%20Methodology%20AGAPEX%2028Jan2020.pdf

[lxvii] MarinTrust (IFFO) (2020) "what are marine ingredients" Available at: https://www.iffo.com/what-are-marine-ingredients (Accessed 14 December 2020).

[lxviii] Food and Agriculture Organization of the United Nations (2015) "Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication" Available at: http://www.fao.org/3/a-i4356en.pdf (Accessed 11 December 2020).

[lxix] Food and Agriculture Organization of the United Nations (2012) "Smallholders and Family Farmers" Available at: http://www.fao.org/fileadmin/templates/nr/sustainability_pathways/docs/Factsheet_SMALLHOLDERS.pdf. (Accessed 11 December 2020).

[lxx] Worrell, Richard and Michael C. Appleby (2000) "Stewardship of natural resource: Definition, ethical and practical aspects" Journal of Agriculture and Environmental Ethics, vol. 12, pp. 263-277.

[lxxi] British Standards Institution (2017) "Exercising due diligence in establishing the legal origin of seafood products and marine ingredients – Importing and processing – Code of practice."

[lxxii] British Standards Institution (2017) "Exercising due diligence in establishing the legal origin of seafood products and marine ingredients – Importing and processing – Code of practice."

The World Benchmarking Alliance is funded by the following organisations.

World Benchmarking Alliance
Rhijnspoorplein 10-38, 1018 TX Amsterdam, The Netherlands
info.food@worldbenchmarkingalliance.orgwww.worldbenchmarkingalliance.org.