

## 2021 Seafood Stewardship Index - scoring guidelines

This document outlines the scoring guidelines for the 2021 Seafood Stewardship Index indicators. It includes guidelines for all indicators in the benchmark measurement areas of governance and strategy, ecosystems, traceability and social responsibility, as outlined in the [Methodology for the Seafood Stewardship Index](#), published in March 2021.

### Alignment with Food and Agriculture Benchmark

To ensure alignment on topics that are both in scope of the Seafood Stewardship Index and the Food and Agriculture Benchmark, the relevant indicators and scoring guidelines align. The following indicators and scoring guidelines align with the food and agriculture benchmark:

- A2: Governance and accountability for sustainable development
- B1: Commitment to sustainable fisheries and aquaculture
- B7: Protection of terrestrial natural ecosystems
- B11: Animal welfare
- B12: Antibiotics use and growth promoting substances
- D19: Child labour
- D20: Forced labour
- D21: Living wage
- D22: Health and safety of vulnerable groups

Another three indicators also align with the Food and Agriculture Benchmark, however different scoring guidelines were applied that focused on seafood relevant information:

- A1: Sustainable development strategy
- A3: Stakeholder engagement
- D23: Farmer productivity and resilience

### General scoring approach

- **Range:** Each indicator is scored on a scale from 0 and 2. This is a five-layer scale (0, 0.5, 1, 1.5, 2). In each case, a score of 0 typically reflects no relevant disclosure and a score of 2 reflects leading performance. The core social indicators – applied across WBA Benchmarks - follow a slightly different structure because only basic minimum requirements are assessed. These indicators follow a three-layer scale (see page 10).
- **Weighting:** A company's total score is the weighted sum of scores per measurement area. This approach results in an overall score for each company (up to 100) as well as a score per measurement area. The measurement area ecosystems has a weighting of 35%, while the traceability measurement area has a weighting of 15%. Within the social responsibility measurement area, the core social indicators account for 20% and the seafood-specific indicators for a further 20%, adding up to 40%. This is combined with a weighting of 10% for the governance and strategy measurement area.
- **Non-applicability:** A central aspect of the benchmark is that companies across the seafood value chain have a role to play in working towards a sustainable and inclusive seafood industry. Therefore the 30 companies are equally assessed in each measurement area as highlighted above. However, some topics that sit within these measurement areas were deemed not applicable for certain companies along the value chain. Non-applicability assessments were based on the business activities and scope of operations for companies in each segment of the value chain, including an industry-level analysis where necessary. This resulted in several indicators in the ecosystems measurement areas being deemed not applicable for some of the companies in scope. For instance, companies that are not involved in aquaculture farming, were

not assessed on indicators B9 (prevention and mitigation of escapes), B10 (disease management and mortality rates) and B13 (medicine use). Where indicators are deemed not applicable, the weight is distributed evenly amongst the remaining indicators in the measurement area.

- **Data:** A company survey was developed based on the methodology and its indicators. This survey was pre-filled on the basis of publicly disclosed corporate information. Companies were given the opportunity to review and add additional data throughout an eight-week data collection process in April-May 2021. All data used for the benchmark is already public or could be made public. Only data at the company parent level and provided to WBA in the English language was considered. Further, the 2021 Seafood Stewardship Index includes corporate data for 2019- 20.

## A. Governance and strategy

Indicator	0	0.5	1	1.5	2
<b>A1: Sustainable development strategy</b>	The company does not disclose information regarding its sustainability strategy, its objectives, and targets, nor its identification and prioritisation process.	The company discloses objectives covering sustainability topics in the seafood industry.	The company meets score 0.5 <b>AND</b> discloses its process for identifying and prioritising its most relevant sustainability topics, as well the outcome of this process in relation to its sustainability strategy.	The company meets score 1 and discloses time-bound targets for the most relevant sustainability topics in the seafood industry in relation to both its own operations and its value chain, but does not demonstrate transparent reporting against its targets. <b>OR</b> The company meets score 1 and discloses time-bound targets and demonstrates transparent reporting against its targets, but these do not cover the most relevant sustainability topics in the seafood industry in relation to both its own operations and its value chain.	The company meets score 1. It also discloses time-bound targets for the most relevant sustainability topics in the seafood industry in relation to both its own operations and its value chain and demonstrates transparent reporting against its targets.
<b>A2: Governance and accountability for sustainable development</b>	The company does not disclose information regarding its governance and accountability structures linked to sustainability topics.	The company discloses having persons, teams or committees within the company who are responsible for the implementation of its sustainable development strategy.	The company meets score 0.5 <b>AND</b> discloses that accountability and oversight for its sustainability strategy lies with the highest governance body.	The company meets score 1 <b>AND</b> discloses its decision-making process and oversight responsibilities, as well as its management/executive-level <b>OR</b> highest governance body remuneration policy regarding sustainability.	The company meets score 1.5 <b>AND</b> discloses the management/executive-level <b>AND</b> highest governance body remuneration policy regarding sustainability, covering sustainability topics of the seafood industry
<b>A3: Stakeholder engagement</b>	The company does not disclose information on how it engages with its stakeholders.	The company discloses that it undertakes stakeholder engagement activities and provides an overview of the issues raised.	The company meets score 0.5 <b>AND ONE</b> of the following criteria: (a) discloses its process for identifying and engaging with stakeholders; (b) discloses the outcomes of its stakeholder engagement and its integration into its sustainability strategy; (c) its stakeholder engagement	The company meets score 0.5 <b>AND TWO</b> of the following criteria: (a) discloses its process for identifying and engaging with stakeholders; (b) discloses the outcomes of its stakeholder engagement and its integration into its sustainability strategy; (c) its stakeholder engagement	The company meets score 0.5 <b>AND ALL</b> of the following criteria: (a) discloses its process for identifying and engaging with stakeholders; (b) discloses the outcomes of its stakeholder engagement and its integration into its sustainability strategy; (c) its stakeholder engagement

			covers sustainability topics in the seafood industry (such as ecosystems, IUU, traceability, social responsibility) across its value chain.	covers sustainability topics in the seafood industry (such as ecosystems, IUU, traceability, social responsibility) across its value chain.	covers sustainability topics in the seafood industry (such as ecosystems, IUU, traceability, social responsibility) across its value chain.
<b>A4: Engagement in policy advocacy</b>	The company does not demonstrate policy advocacy activities with the aim of implementing public policies or strengthening legislation in the seafood industry.	The company demonstrates example of advocacy activities, through individual or collective engagement.	The company demonstrates that it has activities with the aim of implementing public policies and/or strengthening legislation in the seafood industry through individual and collective engagement that supports social responsibility and/or environmental sustainability.	The company meets score 1 <b>AND</b> demonstrates results and/or impacts of its advocacy activities.	The company meets score 1.5 <b>AND</b> demonstrate how its policy advocacy activities are linked to the results of its materiality assessment.

## B. Ecosystems

Indicator	0	0.5	1	1.5	2
<b>B1: Commitment to sustainable fisheries and aquaculture</b>	The company does not provide evidence of sustainable fishing and aquaculture operations and/or the sustainable sourcing of seafood and aquaculture feed ingredients.	The company provides qualitative evidence of a commitment to sustainable fishing and aquaculture with environmental sourcing criteria.	The company meets score 0.5 <b>AND</b> has a time-bound target to source or produce sustainable seafood, but does not report against the target <b>OR</b> The company does not have a time-bound target but reports a quantitative increase in metrics for sustainable fisheries and aquaculture operations and sourcing.	The company has a time-bound target for sustainable fisheries and aquaculture for 100% of its portfolio, and reports progress against this target.	The company provides evidence that 100% of its portfolio comes from sustainable fisheries and aquaculture.
<b>B2: Sustainable target fish stocks</b>	The company does not disclose nor acknowledges its impacts on target species fish stocks across its operations and/or supply chains.	The company discloses examples of activities to reduce impact or improve the management status of target species fish stocks in its operations and/or supply chains.	The company meets score 0.5 <b>AND</b> quantitatively reports on progress of these activities. <b>OR</b> The company reports having achieved certification for at least 50% of its portfolio.	The company has assessed target species fish stocks and discloses the management status of target species fish stocks in its operations and/or supply chains. <b>OR</b> The company reports having achieved certification for at least 80% of its portfolio and discloses the proportion per certification scheme.	The company meets score 1.5 <b>AND</b> is able to demonstrate how it mitigates impacts across 100% of its operations and/or supply chains. <b>OR</b> The company reports having achieved certification for 100% of its portfolio.
<b>B3: By-catch</b>	The company does not disclose nor acknowledges its impacts on bycatch across its operations and/or supply chains.	The company discloses examples of activities to reduce bycatch in its operations and/or supply chains.	The company meets score 0.5 <b>AND</b> quantitatively reports on progress of these activities. <b>OR</b> The company reports having achieved certification for at least 50% of its portfolio.	The company meets previous guidelines <b>AND</b> has assessed bycatch levels and discloses information about bycatch levels in its operations and/or supply chains. <b>OR</b> The company reports having achieved certification for at least 80% of its portfolio and discloses the proportion per certification scheme.	The company score 1.5 <b>AND</b> is able to demonstrate how it mitigates impacts across 100% of its operations and/or supply chains. <b>OR</b> The company reports having achieved certification for 100% of its portfolio.

<b>B4: Endangered species</b>	The company does not disclose nor acknowledges its impacts on endangered species across its operations and/or supply chains.	The company discloses examples of activities to reduce endangered species in its operations and/or supply chains.	The company meets score 0.5 <b>AND</b> quantitatively reports on progress of these activities. <b>OR</b> The company reports having achieved certification for at least 50% of its portfolio.	The company has assessed its impacts on endangered species and discloses information about endangered species in its operations and/or supply chains <b>OR</b> The company reports having achieved certification for at least 80% of its portfolio and discloses the proportion per certification scheme.	The company meets score 1.5 <b>AND</b> is able to demonstrate how it reduces impacts on endangered species across 100% of its operations and/or supply chains <b>OR</b> reports having achieved certification for 100% of its portfolio.
<b>B5: Sensitive habitats</b>	The company does not disclose nor acknowledges its impacts on sensitive habitats across its operations and/or supply chains.	The company discloses examples of activities to reduce sensitive habitats in its operations and/or supply chains.	The company meets score 0.5 <b>AND</b> quantitatively reports on progress of these activities. <b>OR</b> The company reports having achieved certification for at least 50% of its portfolio.	The company has assessed its impacts on endangered species and discloses information about sensitive habitats in its operations and/or supply chains. <b>OR</b> The company reports having achieved certification for at least 80% of its portfolio and discloses the proportion per certification scheme.	The company meets score 1.5 <b>AND</b> is able to demonstrate how it reduces impacts on sensitive habitats across 100% of its operations and/or supply chains <b>OR</b> The company reports having achieved certification for 100% of its portfolio.
<b>B6: Abandoned, lost or otherwise discarded fishing gear (ADLFG)</b>	The company does not provide evidence of its efforts in preventing and reducing ADLFG.	The company demonstrates a commitment to prevent and reduce ADLFG.	The company meets score 0.5 <b>AND</b> company implements measures for preventing and reducing ADLFG in its operations and supply chain.	The company meets score 1 <b>AND</b> has conducted an assessment that demonstrates in which part of its operations and/or supply chain ADLFG is a risk.	The company meets score 1.5 <b>AND</b> demonstrates results and impacts of measures it has implemented for preventing and reducing ADLFG across the full scope of its operations and/or supply chain.
<b>B7: Protection of terrestrial natural ecosystems</b>	The company does not provide evidence of achieving deforestation and conversion-free (DCF) supply chains for its high-risk commodities.	The company provides qualitative evidence towards achieving DCF supply chains for its relevant high-risk commodities.	The company has a DCF target for <b>some, but not all</b> , of its relevant high-risk commodities, and reports against the target by disclosing the proportion of commodities that are DCF. <b>OR</b> The company provides evidence that it has achieved	The company has a DCF target for all its relevant high-risk commodities, and reports against the target by disclosing the proportion of commodities that are DCF.	The company provides evidence that it has achieved 100% DCF supply chains for all its relevant high-risk commodities.

			DCF for some but not all of its relevant high-risk commodities. <b>OR</b> The company has a DCF target for all of its relevant high-risk commodities, but does not disclose the proportion of commodities that are DCF.		
<b>B8: Marine ingredients in aquaculture feed and use of alternative ingredients</b>	The company does not provide evidence of efforts in this area.	The company discloses qualitative information about the use of marine ingredients in its aquaculture feed production.	The company meets score 0.5 <b>AND</b> provides evidence of its efforts for more efficient use and/or reductions in the use of marine ingredients in aquaculture feed.	The company meets score 0.5 <b>AND</b> shows at least 2 examples for more efficient use and/or reductions in the use of marine ingredients in aquaculture feed through the use of alternative ingredients to fulfil the omega-3 feed requirements.	The company meets score 0.5 <b>AND</b> demonstrates at least 2 examples in use commercially in its operations that contribute to more efficient use and/or reductions in the use of marine ingredients in aquaculture feed through the use of alternative ingredients to fulfil the omega-3 feed requirements.
<b>B9: Prevention and mitigation of escapes</b>	The company does not show evidence about how escapes are prevented and mitigated.	The company publicly reports information about outbreaks and demonstrates basic information on how it prevents and mitigates outbreaks. In 2019 or 2020 a major outbreak (>1500) was reported.	The company publicly reports information about outbreaks and demonstrates basic information on how it prevents and mitigates outbreaks. In 2019 or 2020 no major outbreak (>1500) was reported.	The company publicly reports information about outbreaks and demonstrates a detailed approach to prevent and mitigate outbreaks. In 2019 or 2020 a major outbreak (>1500) was reported, and the company demonstrates which measures it has taken to mitigate the impact.	The company publicly reports information about outbreaks and demonstrates a detailed approach to prevent and mitigate outbreaks. In 2019 or 2020 no major outbreak (>1500) was reported.
<b>B10: Disease management and mortality rates</b>	The company does not disclose mortality or survival rates.	The company discloses general information about disease management plans.	The company discloses its approach to manage diseases and reports mortality or survival rates across 100% of its operations.	The company meets score 1, has a target for mortality or survival rates across 100% of its operations and reports against its target, but has not achieved its target.	The company meets score 1, has a target for mortality or survival rates across 100% of its operations and reports against its target, and has achieved its target.
<b>B11: Animal welfare</b>	The company does not provide evidence of improving animal welfare.	The company has a policy that addresses animal welfare issues (in its supply chain where relevant), but it does not apply to all species, geographies and products.	The company has a policy that addresses at least 2 key animal welfare issues (in its supply chain where relevant) that applies to all species, geographies and products, but	The company has a policy that addresses at least 3 key animal welfare issues (in its supply chain where relevant) that applies to all species, geographies and products, and	The company has time-bound target(s) that addresses all key animal welfare issues (in its supply chain where relevant) that applies to all species, geographies and products, and

		<p><b>OR</b></p> <p>The company has a time-bound target(s) that addresses animal welfare issues (in its supply chain where relevant), but it does not apply to all species, geographies and products.</p>	<p>does not disclose evidence of processes such as third-party certifications or third-party audits.</p> <p><b>OR</b></p> <p>The company has a time-bound target(s) that addresses key animal welfare issues (in its supply chain where relevant) that applies to all species, geographies and products, but does not report against it.</p>	<p>discloses evidence of processes such as third-party certifications or third-party audits.</p> <p><b>OR</b></p> <p>The company has a time-bound target(s) that addresses key animal welfare issues (in its supply chain where relevant) that applies to all species, geographies and products, and reports against it.</p>	<p>reports against it, and discloses evidence of processes such as third-party certifications or third-party audits.</p>
<b>B12: Antibiotics use and growth promoting substances</b>	<p>The company does not provide evidence of reducing the use of medically important antimicrobials, and prohibiting the prophylactic use of antibiotics and growth promoting substances for aquatic and farm animals.</p>	<p>The company has a policy on reducing the prophylactic use of antibiotics <b>AND/OR</b> growth promoting substances, but it does not apply to all species, geographies and products.</p>	<p>The company has a policy on reducing the prophylactic use of antibiotics <b>AND</b> growth promoting substances that applies to all species, geographies and products, <b>AND</b> discloses processes to implement the policy (e.g. audit and verification processes).</p>	<p>The company meets score 1 <b>AND</b> has time-bound targets for zero use of growth-promoting substances and prophylactic use of antibiotics and reports against the targets.</p> <p><b>OR</b></p> <p>The company has a time-bound target (with suppliers where applicable) to reduce the total use of antibiotics classified as “medically important antimicrobials” and reports against the targets.</p>	<p>The company meets both elements of score 1.5.</p>
<b>B13: Medicine use</b>	<p>The company does not disclose quantitative information and does not demonstrate how it reduces medicine use within its operations.</p>	<p>The company discloses some general information about the use of medicines.</p>	<p>The company discloses quantitative information about the use of medicines, but not across 100% of its operations.</p>	<p>The company discloses quantitative information about the use of medicines across 100% of its operations.</p>	<p>The company discloses quantitative information about the use of medicines across 100% of its operations, has implemented alternative medicinal treatments, and reports about the use of the treatments.</p>

## C. Traceability

Indicator	0	0.5	1	1.5	2
<b>C1: Commitment to traceable seafood products and aquaculture feed ingredients</b>	The company does not demonstrate a commitment to traceable seafood and marine feed ingredients.	The company has a general commitment to traceable seafood and marine feed ingredients.	The company has a specific commitment to traceable seafood and marine feed ingredients.	The company has a specific time-bound target OR a commitment to GDST.	The company has a specific time-bound target to meet the GDST standard.
<b>C2: Traceability system for seafood products and aquaculture feed ingredients</b>	The company does not provide information about its traceability system.	The company provides a description of systems in place to trace and verify the origins of seafood products and aquaculture feed ingredients, marine and terrestrial (electronic or paper-based).	The company meets 0.5 score, and provides an explanation of how data is collected, verified and shared along the supply chain. <b>OR</b> The company demonstrates that it has Chain of Custody certification in place for at least 95% of its portfolio.	The company meets 0.5 score, and provides an explanation of how data is collected, verified and shared along the supply chain. <b>AND</b> The company demonstrates that it has Chain of Custody certification in place for at least 95% of its portfolio.	The company has a GDST compliant system in place that clearly applies to 100% portfolio. If it does not apply to all its portfolio, it discloses what percentage of its portfolio it applies to, along with a clear workplan to address the gap.
<b>C3: Risk-based approach to illegal, unreported and unregulated (IUU) fishing</b>	The company does not have risk-based approach to assess for IUU fisheries issues across its operations and supply chains.	The company provides information about how it mitigates risks for IUU fisheries across its operations and supply chains.	The company meets previous guidelines AND describes its approach to address IUU risks.	The company meets previous guidelines AND demonstrates it has a risk assessment tool in place to conduct IUU risk assessments across 100% of its operations and supply chains and discloses the data sources and information used for the assessment.	The company meets previous guidelines AND discloses the results of IUU risk assessment conducted.
<b>C4: Disclosure of the source of seafood products and marine feed ingredients</b>	The company does not disclose information about the source of its seafood products and marine feed ingredients.	The company discloses a general overview of the source of its seafood products and marine feed ingredients in its operations.	The company discloses an overview, but not for all its products, including information about species and geographic location.	The company discloses an overview, but not for all its products, including information about species and geographical information, and management status of each of its sources.	The company publicly discloses a full overview of the source of all its products, including information about geographic location, species and management status.

## D. Social responsibility

### WBA's core social indicators

WBA's 18 core social indicators assess companies in three dimensions: respect human rights, providing and promoting decent work and acting ethically. Each core social indicator is scored on a scale of 0 to 1. The scale has three layers:

- Fully met: a company meets all of the elements for a particular indicator.
- Partially met: a company meets some of the elements for a particular indicator.
- Not met: a company meets none of the elements for a particular indicator.

In cases where an indicator can be met by fulfilling one element, a partially met score is not available. A company can only fully meet (1 point) or not meet (0 points) such indicators. The scoring guidelines for the core social indicators are consistent with [WBA's Social Transformation Framework](#), published in January 2021.

#### Respect human rights

<b>D1: Commitment to respect human rights</b>	The company publicly commits to respecting all internationally recognised human rights across its activities.	
<b>Indicator element(s)</b> <i>This indicator is fully met by meeting indicator element (a).</i>	(a) The company has a publicly available policy statement committing it to respect human rights, which is approved by the highest governance body.	<p><b>Indicator element guidance</b></p> <p>To meet indicator element (a), the company's policy statement must explicitly:</p> <ul style="list-style-type: none"> <li>• commit to respect human rights, or</li> <li>• commit to respect the rights in the Universal Declaration of Human Rights, or</li> <li>• commit to respect the rights in the International Bill of Human Rights, or</li> <li>• commit to respect all internationally recognised human rights.</li> </ul> <p>A policy that only covers a part of the company's activities will not meet the indicator element.</p>
<b>D2: Commitment to respect the human rights of workers</b>	The company publicly commits to respecting the principles concerning fundamental rights at work in the eight ILO core conventions as set out in the ILO Declaration on Fundamental Principles and Rights at Work. It also has a publicly available statement of policy committing it to respect the human rights of workers in its business relationships.	
<b>Indicator element(s)</b> <i>This indicator is fully met by meeting both of</i>	(a) The company has a publicly available policy statement committing it to respecting the human rights that the ILO has declared to be	<p><b>Indicator element guidance</b></p> <p>Indicator element (a) would be met by an explicit commitment to respecting 'the human rights that the ILO has declared to be fundamental rights at work' collectively. It would also be met by an explicit commitment to respect each of</p>

<p><i>the elements (a) and (b).</i></p>	<p>fundamental rights at work, which is approved by the highest governance body.</p> <p>AND</p> <p>(b) The company has a publicly available statement of policy that expects its business relationships to commit to respecting the human rights that the ILO has declared to be fundamental rights at work.</p>	<p>the human rights that the ILO has declared to be fundamental rights at work, namely: freedom of association and the right to collective bargaining, and the rights not to be subject to forced labour, child labour and discrimination in respect of employment and occupation.</p> <p>Indicator element (b) would be met by placing a ‘requirement’ instead of an ‘expectation’ on business relationships. However, it would not be met by using language such as ‘business relationships are encouraged to respect...’.</p>
<p><b>D3: Identifying human rights risk and impacts</b></p> <p><b>Indicator element(s)</b></p> <p><i>This indicator is fully met by meeting both of the elements (a) and (b).</i></p>	<p>The company proactively identifies its human rights risks and impacts.</p> <p>(a) The company describes the process(es) to identify its human rights risks and impacts in specific locations or activities covering its own operations.</p> <p>AND</p> <p>(b) The company describes the process(es) to identify its human rights risks and impacts in specific locations or activities through relevant business relationships.</p>	<p><b>Indicator element guidance</b></p> <p>To meet indicator elements (a) and (b), the company must have a clear process or processes in place to identify its risks to and impacts on people. This could include undertaking desk-based research to identify key risks in the company’s industry and the regions in which it operates and analysing its internal process(es) to understand its own human rights risks.</p>
<p><b>D4: Assessing human rights risks and impacts</b></p> <p><b>Indicator element(s)</b></p> <p><i>This indicator is fully met by meeting one of the elements (a) or (b).</i></p>	<p>Having identified its human rights risks and impacts, the company assesses them and then prioritises its salient human rights risks and impacts.</p> <p>(a) The company describes its process(es) for assessing its human rights risks and discloses what it considers to be its salient human rights issues. This description includes how relevant factors are taken into account, such as geographical, economic, social and other factors.</p> <p>OR</p> <p>(b) The company publicly discloses the results of its assessments, which may be aggregated across its operations and locations.</p>	<p><b>Indicator element guidance</b></p> <p>Regarding element (a), in assessing the salience of its human rights issues, the company should consider:</p> <ul style="list-style-type: none"> <li>• Scale: the gravity of the impact</li> <li>• Scope: the number of individuals who are or could be affected</li> <li>• Remediability: any limits on the ability to restore those affected to a situation at least the same as, or equivalent to, their situation before the adverse impact.</li> </ul>

<b>D5: Integrating and acting on human rights risk and impact assessments</b>	The company integrates the findings of its assessments of human rights risks and impacts into relevant internal functions and processes by taking appropriate actions to prevent, mitigate or remediate its salient human rights issues.	
<b>Indicator element(s)</b>  <i>This indicator is fully met by meeting one of the elements (a) or (b).</i>	<p>(a) The company describes its global system to take action to prevent, mitigate or remediate its salient human rights issues, AND this includes a description of how its global system applies to its supply chain.</p> <p>OR</p> <p>(b) The company provides an example of the specific conclusions reached and actions taken or to be taken on at least one of its salient human rights issues as a result of assessment processes in at least one of its activities/operations in the last three years.</p>	<b>Indicator element guidance</b>  Regarding element (a), where the company has a clear global system, it can be assumed that this system or approach is used in each particular location the company operates in.
<b>D6: Engaging with affected and potentially affected stakeholders</b>	As part of identifying and assessing its human rights risks and impacts, the company identifies and engages with stakeholders whose human rights have been or may be affected by its activities.	
<b>Indicator element(s)</b>  <i>This indicator is fully met by meeting both of the elements (a) and (b).</i>	<p>(a) The company discloses the categories of stakeholders whose human rights have been or may be affected by its activities.</p> <p>AND</p> <p>(b) The company provides at least two examples of its engagement with stakeholders whose human rights have been or may be affected by its activities (or their legitimate representatives or multi-stakeholder initiatives) in the last two years.</p>	<b>Indicator element guidance</b>  In order to meet elements (a) and (b), identifying and engaging with stakeholders must be part of the company's identification and assessment of its human rights risks and impacts.  Regarding element (b), engaging with potentially and actually affected stakeholders means engaging in a dialogue with the stakeholders who might be, or are, impacted by the company's activities and/or with their legitimate representatives and/or with multi-stakeholder initiatives. Depending on the nature of the company's operations, stakeholders can include (but are not limited to) workers, their families, local communities and any other person or group of people whose life and environment may be impacted.
<b>D7: Grievance mechanisms for workers</b>	The company has one or more channel(s)/mechanism(s) (its own, third party or shared) through which workers can raise complaints or concerns, including in relation to human rights issues.	

<p><b>Indicator element(s)</b></p> <p><i>This indicator is fully met by meeting element (a).</i></p>	<p>(a) The company indicates that it has one or more channel(s)/mechanism(s), or participates in a third-party or shared mechanism, accessible to all workers to raise complaints or concerns related to the company.</p>	<p><b>Indicator element guidance</b></p> <p>An explicit reference to human rights is not required, but it must be clear to stakeholders that a channel/mechanism designed to cover other topics (e.g. a corruption hotline) can be used to raise human rights complaints or concerns as well.</p> <p>A mechanism that is purely anonymous will not meet the indicator element as it will not necessarily provide access to remedy for affected individuals.</p>
<p><b>D8: Grievance mechanisms for external individuals and communities</b></p>	<p>The company has one or more channel(s)/mechanism(s) (its own, third party or shared) through which individuals and communities who may be adversely impacted by the Company can raise complaints or concerns, including in relation to human rights issues.</p>	
<p><b>Indicator element(s)</b></p> <p><i>This indicator is fully met by meeting element (a).</i></p>	<p>(a) The company indicates that it has one or more channel(s)/mechanism(s), or participates in a shared mechanism, accessible to all external individuals and communities who may be adversely impacted by the company (or individuals or organisations acting on their behalf or who are otherwise in a position to be aware of adverse impacts), to raise complaints or concerns.</p>	<p><b>Indicator element guidance</b></p> <p>An explicit reference to human rights in the mechanism is not required, but it must be clear to stakeholders that a channel/mechanism designed to cover other topics (e.g. a corruption hotline) can be used to raise human rights complaints or concerns as well.</p> <p>A mechanism that is purely anonymous will not meet the indicator element as it will not necessarily provide access to remedy for affected individuals.</p>

**Core social indicators: Provide and promote decent work**

<p><b>D9: Health and safety fundamentals</b></p>	<p>The company publicly commits to respecting the health and safety of workers and discloses relevant data. It also places health and safety expectations on and monitors the performance of its business relationships.</p>	
<p><b>Indicator element(s)</b></p> <p><i>This indicator is fully met by meeting all of the elements (a) to (d).</i></p>	<p>(a) The company has a publicly available policy statement committing it to respect the health and safety of workers.</p> <p>AND</p> <p>(b) The company discloses quantitative information on health and safety for its workers.</p> <p>AND</p> <p>(c) The company has a publicly available statement of policy that expects its business relationships to commit to respecting the health and safety of their workers.</p> <p>AND</p> <p>(d) The company discloses how it monitors the health and safety performance of its business relationships.</p>	<p><b>Indicator element guidance</b></p> <p>To meet element (a), the company’s policy statement could can commit to providing a healthy and safe workplace, respecting the health and safety of its workers or equivalent language.</p> <p>Element (b) would be met by at least disclosing information in line with GRI 403-9:</p> <ul style="list-style-type: none"> <li>• the number and rate of fatalities as a result of work-related injuries</li> <li>• the number and rate of high-consequence work-related injuries (excluding fatalities)</li> <li>• the number and rate of recordable work-related injuries</li> <li>• the main types of work-related injuries</li> <li>• the number of hours worked.</li> </ul> <p>To meet element (c), the company’s policy statement must include an expectation that its business relationships commit to providing healthy and safe workplaces, respecting the health and safety of their workers or equivalent wording.</p>
<p><b>D10: Living wage fundamentals</b></p>	<p>The company is committed to paying its workers a living wage and supports the payment of a living wage by its business relationships.</p>	
<p><b>Indicator element(s)</b></p> <p><i>This indicator is fully met by meeting all of the elements (a) to (c).</i></p>	<p>(a) The company discloses a time-bound target for paying all workers a living wage or that it has achieved paying all workers a living wage.</p> <p>AND</p> <p>(b) The Company describes how it determines a living wage for the regions where it operates.</p> <p>AND</p> <p>(c) The company describes how it works to support the payment of a living wage by its business relationships.</p>	<p><b>Indicator element guidance</b></p> <p>Element (a) would not be met where a target does not state the year in which a company intends to achieve the goals.</p> <p>Element (b) would be met where a company: describes how it works with relevant trade unions (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law) to determine a living wage, or describes the methodology it uses to determine a living wage (e.g. the Anker Methodology for Estimating a Living Wage, the Massachusetts Institute of Technology Living Wage Calculator).</p> <p>Element (c) would be met where a company: requires its business relations to pay their workers a living wage, or expects its business relationships to pay their workers a living wage AND provides a description of how it works with its business relationships.</p>

<b>D11: Working hours fundamentals</b>	The company does not require workers to work more than the regular and overtime hours and places equivalent expectations on its business relationships.	
<b>Indicator element(s)</b>  <i>This indicator is fully met by meeting all of the elements (a) to (c).</i>	<ul style="list-style-type: none"> <li>(a) The company publicly states that workers shall not be required to work more than 48 hours in a regular work week or 60 hours including overtime.</li> <li>AND</li> <li>(b) The company publicly states that all overtime work must be consensual and be paid at a premium rate.</li> <li>AND</li> <li>(c) The company has a public expectation that its business relationships shall not require workers to work more than 48 hours in a regular work week or 60 hours including overtime.</li> </ul>	<b>Indicator element guidance</b> Element (a) and (c) would not be met if a company's position on a regular work week is '60 hours including overtime' but excludes the key 48 hours element. This is to avoid a scenario where a company defines a regular work week as 55 hours, with only five hours of premium overtime, thereby making up a total of 60 hours. The exception to this would be where a company explains there is a legally defined maximum regular work week of 48 hours, or less, in every country in which both it and its business relationships operate.
<b>D12: Collective bargaining fundamentals</b>	The company discloses information about collective bargaining agreements covering its workforce and its approach to supporting the practices of its business relationships in relation to freedom of association and collective bargaining.	
<b>Indicator element(s)</b>  <i>This indicator is fully met by meeting both of the elements (a) and (b).</i>	<ul style="list-style-type: none"> <li>(a) The company discloses the proportion of its total direct operations workforce covered by collective bargaining agreements.</li> <li>AND</li> <li>(b) The company describes how it works to support the practices of its business relationships in relation to freedom of association and collective bargaining.</li> </ul>	<b>Indicator element guidance</b> In order to meet element (b), a company should explain more than just how it observes or monitors its business relationships, as part of its work to support business relationships in relation to freedom of association and collective bargaining. For example, with respect to its suppliers, it could provide training to them or conduct joint projects with them.
<b>D13: Workforce diversity disclosure fundamentals</b>	The company discloses the percentage of employees for each employee category by at least four indicators of diversity.	
<b>Indicator element(s)</b>  <i>This indicator is fully met by meeting all of the elements (a) to (d).</i>	<ul style="list-style-type: none"> <li>(a) The company discloses the proportion of its total direct operations workforce for each employee category by age group.</li> <li>AND</li> </ul>	<b>Indicator element guidance</b> Regarding elements (a), (b), (c) and (d), employee category breakdown can be by level (such as senior management, middle management) and/or function (such as technical, administrative, production). In accordance with GRI 405, the suggested age groups for reporting on this disclosure are: under 30 years old, 30-50 years old and over 50 years old.

	<p>(b) The company discloses the proportion of its total direct operations workforce for each employee category by gender.</p> <p>AND</p> <p>(c) The company discloses the proportion of its total direct operations workforce for each employee category by race or ethnicity.</p> <p>AND</p> <p>(d) The company discloses the proportion of its total direct operations workforce for each employee category by one or more additional indicators of diversity (e.g. disability, sexual identity and marital and family status, etc).</p>	<p>If the company explains it is unable to meet element (c) because of legal restrictions on the collection of ethnic or racial data in certain jurisdictions, it can still fully meet this indicator by satisfying elements (a) (b) and (d).</p>
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<b>D14: Gender equality and women’s empowerment fundamentals</b>	The company publicly commits to gender equality and women’s empowerment and discloses quantitative information on gender equality and women’s empowerment.	
<b>Indicator element(s)</b> <i>This indicator is fully met by meeting all of the elements (a) to (d).</i>	<p>(a) The company has a public commitment to gender equality and women’s empowerment.</p> <p>AND</p> <p>(b) The company discloses one or more time-bound targets on gender equality and women’s empowerment.</p> <p>AND</p> <p>(c) The company has at least 30% women on the highest governance body.</p> <p>AND</p> <p>(d) The company discloses the ratio of the basic salary and remuneration of women to men in its total direct operations workforce for each employee category, by significant locations of operation.</p>	<p><b>Indicator element guidance</b></p> <p>Element (a) would be met if, for example, a company is a signatory to the UN Women’s Empowerment Principles. Element (a) would not be met if a company’s commitment relates to specific aspects of gender equality and women’s empowerment (e.g. representation in leadership). The commitment must be broader than that and cover multiple aspects. Element (b) would not be met where a target does not state the year in which a company intends to achieve the goals. Targets could relate to representation (e.g. gender equality in leadership), closing the gender pay gap, improving women’s health and well-being and / or preventing violence and harassment.</p>

**Core social indicators: Act ethically**

<b>D15: Personal data protection fundamentals</b>	The company publicly commits to protecting personal data and has a global approach to data privacy.	
<b>Indicator element(s)</b>	<p>(a) The company has a public commitment to protecting personal data.</p>	<p><b>Indicator element guidance</b></p> <p>To meet element (a), the company could, for example:</p>

<p><i>This indicator is fully met by meeting both of the elements (a) and (b).</i></p>	<p>AND</p> <p>(b) The company has a global publicly available privacy statement in relation to the collection, sharing and access to personal data.</p>	<ul style="list-style-type: none"> <li>• commit to respecting the right to data privacy, or</li> <li>• commit to protecting personal data or information.</li> </ul> <p>A company would not meet element (a) where it only commits to protecting the personal data of a certain group of people, such as employees, to the exclusion of other groups, like customers. A commitment to protect personal data should relate to all stakeholders whose personal data is being processed by the company.</p> <p>To meet element (b), the company must at least:</p> <ul style="list-style-type: none"> <li>• disclose the types of user information it collects</li> <li>• disclose the types of third parties that user information is shared with, and</li> <li>• allow a user to retrieve a copy of user information collected by the company.</li> </ul>
<p><b>D16: Responsible tax fundamentals</b></p> <p><b>Indicator element(s)</b></p> <p><i>This indicator is fully met by meeting all of the elements (a) to (c).</i></p>	<p>The company has a public global tax approach and discloses its corporate income tax payments on a country-by-country basis.</p> <p>(a) The company has a publicly available global tax strategy, which is approved by the highest governance body.</p> <p>AND</p> <p>(b) A governance body or executive-level position is tasked with accountability for compliance with the company’s global tax strategy.</p> <p>AND</p> <p>(c) The company clearly discloses the amount of corporate income tax paid for each tax jurisdiction where the company is a resident for tax purposes.</p>	<p><b>Indicator element guidance</b></p> <p>For the purposes of element (a), the company’s tax strategy could take various forms, including a policy, standard or code of conduct.</p> <p>In order to meet element (c), the company’s disclosures should not be spread across various reports; they need to be easily accessible and should be contained in one report, document or webpage.</p>
<p><b>D17: Anti-bribery and anti-corruption fundamentals</b></p> <p><b>Indicator element(s)</b></p>	<p>The company publicly prohibits bribery and corruption and takes steps to identify and address bribery and corruption risks and incidents.</p> <p>(a) The company has a publicly available policy statement prohibiting bribery and corruption.</p> <p>AND</p>	<p><b>Indicator element guidance</b></p> <p>Element (a) would also be met where if the company states that it has ‘zero tolerance for bribery and corruption’.</p>

<p><i>This indicator is fully met by meeting all of the elements (a) to (d).</i></p>	<p>(b) The company describes the process(es) to identify its bribery and corruption risks and impacts in specific locations or activities covering its own operations.</p> <p>AND</p> <p>(c) The company includes anti-bribery and anti-corruption clauses in its contracts with business relationships.</p> <p>AND</p> <p>(d) The company indicates that it has a confidential and anonymous channel/mechanism accessible to all stakeholders to raise bribery and corruption concerns and complaints without fear of reprisals.</p>	<p>In order for element (d) to be met, the channel/mechanism must be accessible to both internal and external stakeholders.</p>
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<p><b>D18: Responsible lobbying and political engagement fundamentals</b></p>	<p>The company has an approach to lobbying and political engagement and has related controls in place.</p>	
<p><b>Indicator element(s)</b></p> <p><i>This indicator is fully met by meeting all of the elements (a) to (d).</i></p>	<p>(a) The company has a publicly available policy statement(s) (or policy(ies)) setting out its lobbying and political engagement approach.</p> <p>AND</p> <p>(b) The company has a publicly available policy statement that specifies that it does not make political contributions.</p> <p>AND</p> <p>(c) The company discloses its expenditures on lobbying activities.</p> <p>AND</p> <p>(d) The company requires third-party lobbyists to comply with its lobbying and political engagement policy (or policies).</p>	<p><b>Indicator element guidance</b></p> <p>Where a company allows political contributions, it would meet element (b) if it only allows them by exception and clearly states the criteria for making them.</p>

## Seafood-specific indicators – social responsibility

Indicator	0	0.5	1	1.5	2
<b>D19: Child labour</b>	The company does not provide evidence of eliminating and preventing child labour in its own operations and supply chains.	The company indicates that it will not use child labour <b>AND</b> requires that its supply chain adheres to the same standard by codifying it in a supplier code of conduct or similar contractual document.	The company meets score 0.5 <b>AND</b> provides evidence of a monitoring and verification process for its own operations <b>AND</b> supply chain <b>AND</b> requires suppliers to verify the age of workers hired by codifying it in a supplier code of conduct or similar contractual document.	The company meets score 1 <b>AND</b> if a case of child labour is found in its operations, the company describes how it develops, participates in, or contributes to programmes for transition from employment to education, enabling children to attend and remain in education or describes how it addresses working conditions for young workers. <b>OR</b> Where relevant, the company describes how it works with suppliers to eliminate child labour and to improve working conditions for young workers.	The company meets both elements in score 1.5 <b>AND</b> provides an analysis of trends demonstrating progress.
<b>D20: Forced labour</b>	The company does not provide evidence of eliminating and preventing forced labour in its own operations and supply chains.	The company indicates that it will not use forced labour <b>AND</b> requires that its supply chain adheres to the same standard by codifying it in a supplier code of conduct, or similar document <b>AND</b> requires its suppliers to not retain the workers' personal documents or restrict workers' freedom of movement.	The company meets score 0.5 <b>AND</b> commits to not interfering with the right of workers to form or join trade unions and to bargain collectively and prohibits any form of intimidation against workers seeking to exercise these rights <b>AND</b> requires that its supply chain adheres to the same standards by codifying it in a supplier code of conduct, or similar document.	The company meets score 1 <b>AND</b> provides evidence of a monitoring process for its own operations <b>AND</b> supply chain, particularly with employment agencies/labour brokers/recruitment intermediaries <b>OR</b> Where relevant, the company describes how it works with suppliers to eliminate forced labour.	The company meets both elements in score 1.5 <b>AND</b> provides an analysis of trends demonstrating progress.
<b>D21: Living wage</b>	The company does not provide evidence of ensuring the payment of living wages in its operations and supply chain.	The company discloses a time-bound target for paying a living wage across all its operations <b>AND</b> includes living wage requirements in its contractual arrangements with its suppliers	The company meets score 0.5 <b>AND</b> describes how it determines a living wage for the regions where it operates and sources, which includes involvement of relevant	The company meets score 1 <b>AND</b> indicates that it has achieved paying a living wage for all its workers across its own operations <b>OR</b> direct suppliers.	The company meets score 1.5 <b>AND</b> indicates that it has achieved paying a living wage for all its workers across its own operations <b>AND</b> direct suppliers.

		<b>OR</b> discloses a time-bound target for paying a living wage across its direct suppliers.	stakeholders, such as trade unions.		
<b>D22: Health and safety of vulnerable groups</b>	The company does not provide evidence of recognising the specific health and safety risks to vulnerable groups.	The company recognises the specific health and safety risks to vulnerable groups.	The company meets score 0.5 <b>AND</b> provides evidence of support activities that improve the health and safety of vulnerable groups.	The company meets score 1.0 <b>AND</b> assesses the health and safety risks to vulnerable groups in its supply chain.	The company meets score 1.5 <b>AND</b> requires its suppliers to identify and address health and safety risks for vulnerable groups.
<b>D23: Farmer productivity and resilience</b>	The company does not provide evidence of supporting fishers, and/or small-scale producers.	The company has a commitment to support the resilience, productivity and/or access to markets for fishers, and/or small-scale producers.	The company meets score 0.5 <b>AND</b> provides evidence of activities such as programme(s), training or finance that support fishers, and/or small-scale producers.	The company meets score 1 <b>AND</b> demonstrates that it is measuring the outcomes and impact of a proportion of its support activities.	The company meets score 1.5 <b>AND</b> demonstrates that it is systematically measuring the outcomes and impact of all its support activities, as part of a holistic strategic approach.
<b>D24: Working and living conditions on board fishing vessels</b>	The company does not demonstrate that it has measures in place to ensure decent working and living conditions on board fishing vessels.	The company commits (policy, Code of Conduct) to ensure decent working and living conditions on board fishing vessels.	The company meets score 0.5 <b>AND</b> demonstrates that it monitors for compliance and discloses monitoring results.	The company meets score 1 <b>AND</b> demonstrates how improvements are implemented.	The company meets score 1.5 <b>AND</b> provides evidence of implementation across 100% of its operations and discloses progress reporting.
<b>D25: Respecting customary and indigenous rights</b>	The company does not demonstrate that it respects customary and indigenous rights.	The company has a commitment to respecting indigenous rights <b>OR</b> customary rights.	The company has a commitment to respecting indigenous rights <b>AND</b> customary rights.	The company meets score 1 <b>AND</b> demonstrates how it respects the rights of indigenous communities <b>OR</b> customary resource users.	The company meets score 1.5 <b>AND</b> demonstrates how it respects the rights of indigenous communities <b>AND</b> customary resource users.
<b>D26: Engagement with and support for local communities</b>	The company does not demonstrate how it engages with communities.	The company demonstrates examples of engagement with communities in its own operations and supply chains.	The company demonstrates that it has implemented activities to support local communities, and tracks progress of the results and impacts of these activities.	The company demonstrates a process for regularly engaging with local communities in its own operations and supply chains and the outcomes of its community engagement.	The company meets previous scoring guidelines <b>AND</b> provides evidence of local community engagement across all its operations and/or supply chains.
<b>D27: Gender commitment in the supply chain</b>	The company does not drive gender equality and women's empowerment within its supply chain.	The company has a commitment to drive gender equality and women's empowerment within its supply chain.	The company requires its suppliers to undertake a gender needs assessment.	The company has targets on gender equality and women's empowerment in its supply chain.	The company discloses performance data against the targets it has on gender equality and women's empowerment in its supply chain.