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SUMMARY OF CHANGES WEBINAR

Human Rights and Social Responsibility Policy

Version 1.1

FIP Review Guidelines

Version 2.0

January 2023

AGENDA

GOALS

PART I: Overview of changes to the HRSR Policy

Q&A

PART II: Overview of changes to the FIP Review guidelines

Q&A

Next Steps

GOALS



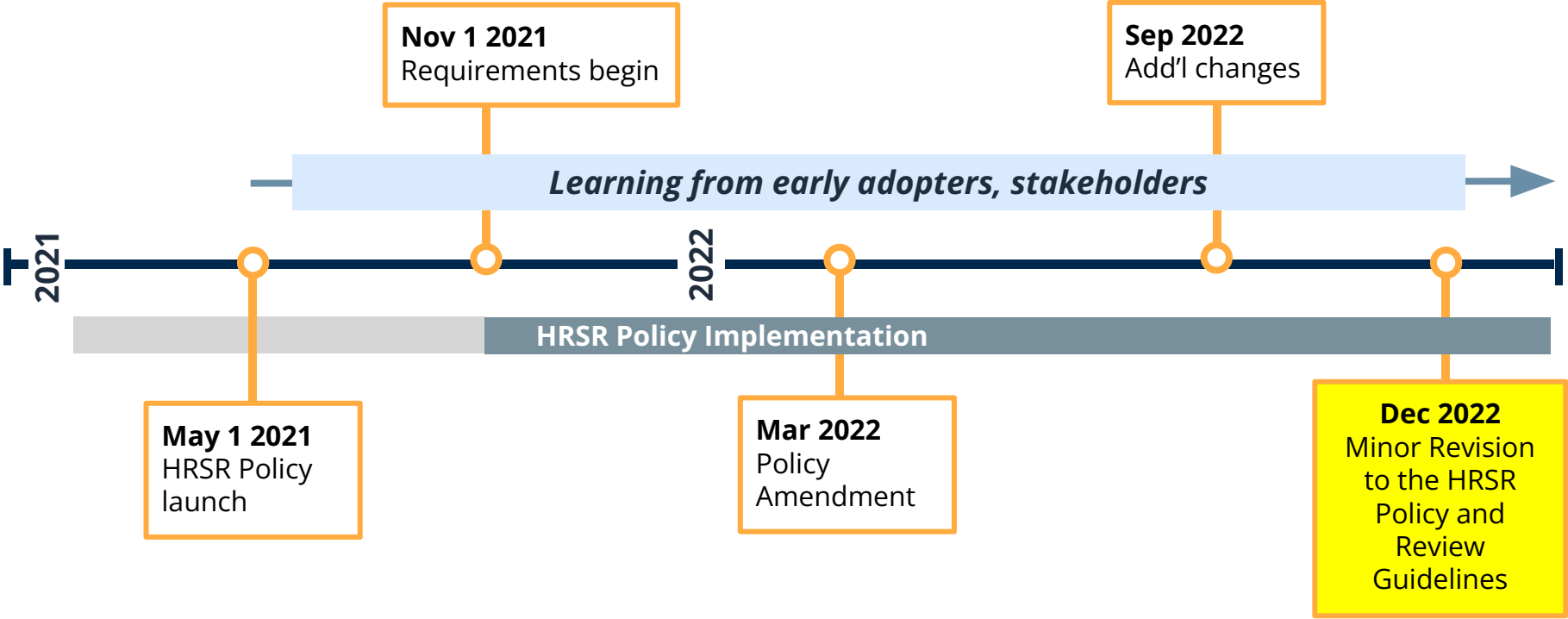
Ensure you are aware of all changes to the HRSR Policy and most important changes to the Review Guidelines



Ensure you understand our expectations for deliverables and how to report on the revised social requirements

HRSR Policy Minor Revision Version 1.1

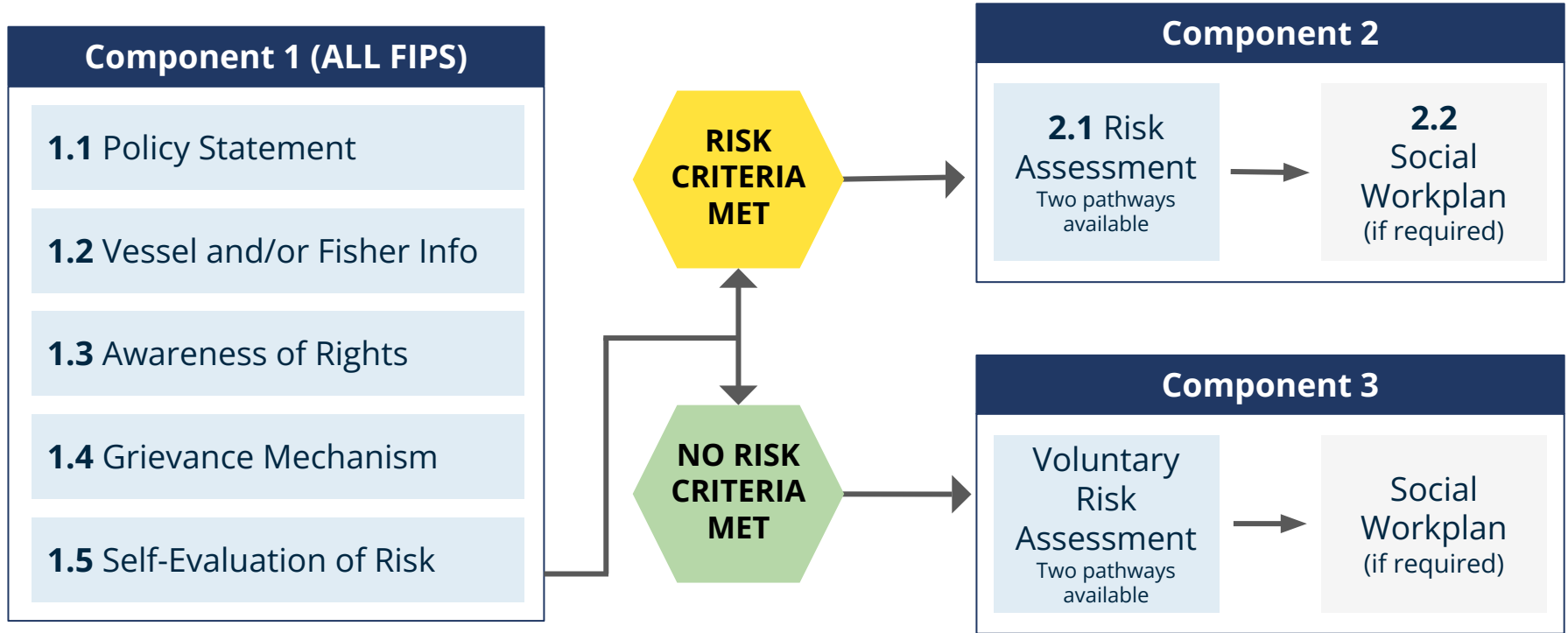
BACKGROUND | Policy Implementation & Updates



HRSR Policy Minor Revision | What's included

- Integration of March Amendment & September changes
- Clarification of language
- Terms modified to improve implementation
- Updating glossary and supporting materials (e.g., templates)
- Correction of grammatical errors
- Clarification of scope
- Additional guidance where needed

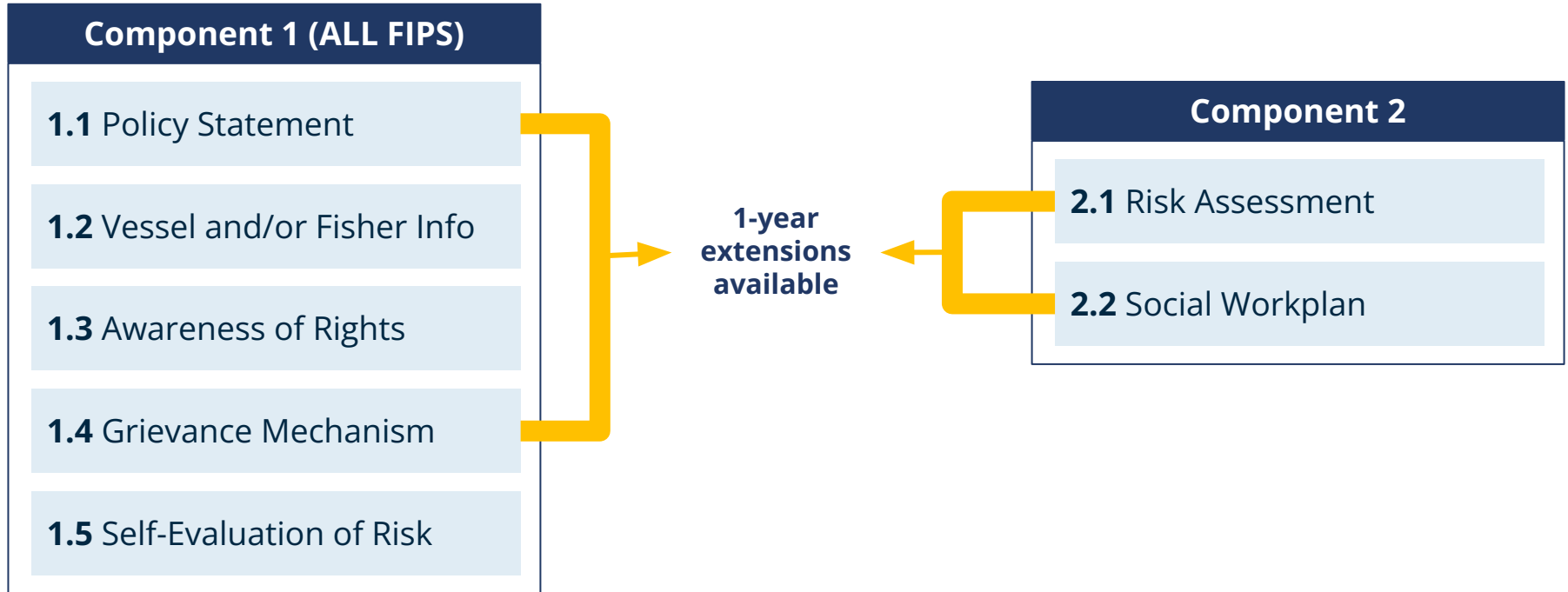
Overview | HRSR Policy



Integration of March 2022 Amendment | Details



Integration of September 2022 Announcement of Changes | Extensions



Integration of September 2022 Announcement of Changes | Details

Former FisheryProgress Risk Criteria

1	There is at-sea transshipment among large vessels in the FIP.
2	The FIP has one or more vessels with a significant foreign migrant workforce (defined as 25% or more of fishers are not citizens of the vessel's flag state).
3	The FIP has one or more vessels where fishers are not allowed on shore at least once every 90 days.
4	The fishery has a known instance of forced labor, child labor, or human trafficking within the past four years.*

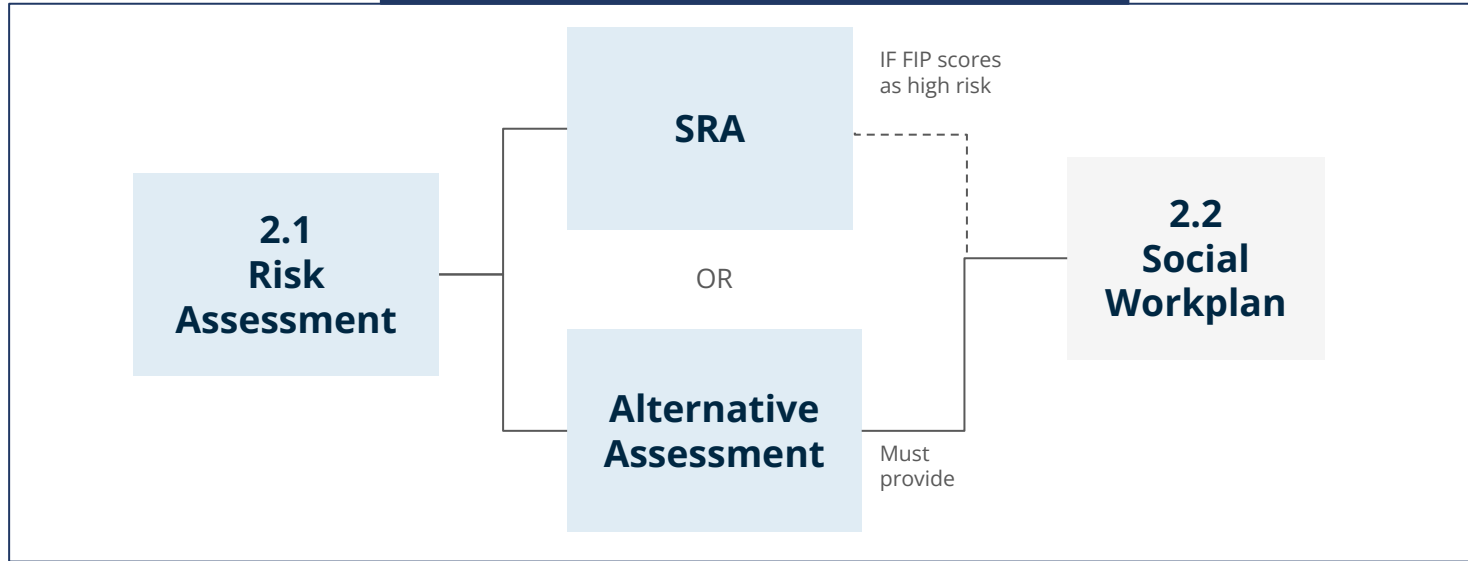


Revised FisheryProgress Risk Criteria

1	There is at-sea transshipment among large vessels in the FIP.
2	The FIP has one or more vessels with a significant foreign migrant workforce (defined as 25% or more of fishers are not citizens of the vessel's flag state*).
3	The FIP has one or more vessels where fishing trips** exceed 90 days.
4	The FIP has a reported incident*** of forced labor, child labor, or human trafficking within the past two years.

Integration of September 2022 Announcement of Changes | Details

Component 2: Alternate pathways



September 2022 Changes | Updated Approach to Handling Reported Incidents of Forced Labor, Human Trafficking, and/or Child Labor

- **FisheryProgress will not implement a full-fledged allegations procedure between now and the end of 2025**
- Instead, we will use our existing policy requirements and appeals process when allegations of forced labor, human trafficking, or child labor arise
- The **Processes for Addressing Concerns about FIP information** document outlines our criteria for assessing reported incidents of forced labor, human trafficking, or child labor

September 2022 Changes | Allegations



Allegations Policy



Appeals Process



Processes for Addressing Concerns About FIP Information on FisheryProgress:

- Reviewing reported incidents of forced labor, human trafficking, or child labor
- Conflict resolution and appeals

September 2022 Changes | Allegations

FISHERYPROGRESS.ORG *Fishery Improvement Project
Progress Tracking Database & Tools*

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FIP Directory Resources for FIPs Resources for Buyers Social Responsibility About Us Contact

Conflict Resolution and Appeals Process

Comment on a FIP
Conflict Resolution and Appeals Process

View Edit Salesforce activity Track

FisheryProgress' [Processes for Addressing Concerns About FIP Information on FisheryProgress](#) outlines the site's processes for addressing concerns about data and information published on the website, including:

- Reviewing Reported Incidents of Forced Labor, Human Trafficking, or Child Labor; and
- Conflict Resolution and Appeals Process

Appeals must be submitted using the appeals template (available to download [here](#)) and supported by credible evidence. Questions about the processes outlined or how to file an appeal may be directed to info@fisheryprogress.org.

Additional Changes for Clarity and Readability| Details

HRSRP v1.1 section	Changes
Overview section	<ul style="list-style-type: none">• Clarification of scope and applicability of policy• Clarification within “Implementation Responsibility,” the “Review Process,” and “Reporting Deadlines” subsections• New subsection on “Reporting Transparency”
1.1 Policy Statement	<ul style="list-style-type: none">• Revised FIP Policy Statement Template to reduce the paperwork burden
1.2 Vessel List	<ul style="list-style-type: none">• Clarification when a UVI must be provided & its definition
1.4 Grievance Mechanism	<ul style="list-style-type: none">• Clarification on requirement expectations and progress reporting
1.5 Self Evaluation of Risk Criteria	<ul style="list-style-type: none">• Clarification of definitions for foreign migrant workforce, adapting for EU citizens
2.1 Risk Assessment	<ul style="list-style-type: none">• Clarification of accepted templates to conduct an SRA and the need to ensure a representative sample is used
Appendices	<ul style="list-style-type: none">• Added new “Appendix B: Key Related Resources”• Removed “Appendix C: Qualifications for Conducting Risk Assessments and Creating Social Workplans”, now integrated into the Policy



Policy Documents

Policy Documents

Social Responsibility Assessment Tool

Social Responsibility

Policy Documents

Social Responsibility Assessment Tool

View Edit Salesforce activity Track

Human Rights and Social Responsibility Policy

The FisheryProgress Human Rights and Social Responsibility (HRSR) Policy was initially released in May 2021, and updated in December 2022. The objectives of the policy are to help FIPs identify and reduce the risk of human and labor rights abuses at the harvest stage of their supply chains and to increase transparency around the efforts FIPs and their participants are taking to address human and labor rights risks.

All FIPs reporting on FisheryProgress.org are required to comply with the policy.

You may access the Human Rights and Social Responsibility Policy in the following languages:

- [English](#)
- Spanish (coming Q1 2023, to be notified when available fill out our [Google Form](#))
- Bahasa Indonesian (coming Q1 2023, to be notified when available fill out our [Google Form](#))
- Chinese (coming Q1 2023, to be notified when available fill out our [Google Form](#))

Is your preferred language not listed? Request another language by completing the following [Google Form](#).

A summary of the changes made in the December 2022 update is available [here](#).

HRSR Policy v1.1

Summary of Changes

A close-up photograph of a person's hand holding a white plastic crate filled with fish. The crate has a grid-like pattern of square holes. The fish are piled inside, and some are visible through the holes. The background is slightly blurred, showing more fish and a yellow container. The word "Questions?" is overlaid in white text in the center of the image.

Questions?

FIP Review Guidelines 2.0

High-level Changes

Alignment with the HRSR Policy: Integration of the Changes to the HRSR Policy (September 2022 Announcement).

- Extensions and increased flexibility.

Alignment with the CASS FIP Guidelines: We incorporated the changes made to the FIP guidelines.

Consolidation of Social and Environmental Review Criteria: Combined both environmental and social Review Guidelines into a single document.

Note: Changes made to the FIP Review Guidelines were based on feedback from FIPs, industry, NGOs and other stakeholders.

Detailed Changes

Grace Periods: FIPs will no longer be granted the two-week grace period for progress reporting.

Reporting Changes: In between progress report cycles, FP will only review:

- Updates to FIP Participants.
- Updates to the Policy Statement(s) and Policy Statement Description template due to changes in FIP participants.
- Significant changes in scope of the FIP.

Clarified Timelines allowed for Prospective FIPs: Listed for a max of 12 months.

Clarification for New FIPs: Specified the steps, information, and documents required versus optional when submitting a new FIP.

Clarification on Reporting Expectation: Specified the steps, information, and documents required versus optional when submitting progress reports.

FIP Review Guidelines: Structure Overview

Structure

1. Introduction

2. General Requirements and Key Information



- Overview of the Document
- Reference to CASS Guidelines and FIP categories
- Language requirements (documents)
- Progress ratings
- Reference to other documents

Structure

1. Introduction
2. General Requirements and Key Information
- 3. Prospective FIPs**



- Eligibility
- Requirements for Prospective FIPs

Structure

1. Introduction
2. General Requirements and Key Information
3. Prospective FIPs
4. **Active FIPs**



- Divided into two main sections: *Review Process and Review Criteria*
- Covers new FIPs, 6-month and annual reports
- Scope changes
- Extension requests
- Missed reports

Structure

1. Introduction
2. General Requirements and Key Information
3. Prospective FIPs
4. Active FIPs
- 5. Completed FIPs**



- Eligibility
- Completing an active FIP

Structure

1. Introduction
2. General Requirements and Key Information
3. Prospective FIPs
4. Active FIPs
5. Completed FIPs
- 6. Inactive FIPs**



- Eligibility
- Re-activating an inactive FIP

Structure

1. Introduction
2. General Requirements and Key Information
3. Prospective FIPs
4. Active FIPs
5. Completed FIPs
6. Inactive FIPs
7. **Appendix A: Guidance on Evidence and Examples**

A close-up photograph of a person's hand holding a white plastic crate filled with fish. The crate has a grid-like pattern of square holes. The fish are piled inside, and some are visible through the holes. The background is slightly blurred, showing more fish and a yellow container. The word "Questions?" is overlaid in white text in the center of the image.

Questions?

Looking Forward | Next Steps



Continue to gather feedback on HRSR policy over the next three years



Implement monitoring and evaluation plan



Work with community to strengthen buyer demand, build capacity, and promote funding opportunities

Reminder...



Webinar on **Requirements 2.1 Risk Assessment** and **2.2 Social Workplan** planned for early March!

A close-up photograph of a person's hand holding a white plastic crate filled with fish. The crate has a grid pattern. In the background, more fish are visible, some in a yellow container. The image is overlaid with text.

Thank you!

Questions? Email us at
contact@fisheryprogress.org