FIA PNG

Social Responsibility and Human Rights on Board FIAPNG 003-v1.0
Fishing Industry Association | November 2026

In accordance with International Labour Organisation Convention C188 – Work in Fishing Convention,2007



Source: Seafoodmatter

FIA PNG

Procedure Information

This Social Responsibility and Human Rights procedure has been prepared with the support of the Fishing Industry Association members (FIA) of Papua New Guinea (PNG).

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ACRONYMNS:

ABNJ Area Beyond National Jurisdiction

APA At-Sea Processors Association

AW Archipelagic Waters

AIS Automatic Identification System

C188 ILO Work in Fishing Convention, 2007 (No. 188)

CB Certification Body

CoC Chain of Custody

EEZ Exclusive Economic Zone

FAO Food and Agriculture Organization

FISH Fairness, Integrity, Safety, and Health Standard

gt gross tonnes

HRAS Human Right at Sea

ILO International Labour Organization

IMO International Maritime Organization

IUU Illegal Unregulated Unreported

ISO International Organization for Standardization

L Length of vessel

MSC Marine Stewardship Council

NGO Non-Governmental Organization

OSH Occupational Safety and Health

PFD Personal Flotation Device

PPE Personal Protective Equipment

R199 ILO Work in Fishing Recommendation, 2007 (No. 199)

RISE Responsible recruitment, worker engagement and decent work at Sea

RFVS Responsible Fishing Vessel Scheme Standard

SR&HROB Social Responsibility and Human Rights on Board (FIA PNG)

SA Social Accountability

SMETA Sedex Member Ethical Trade Audit

STCW-F Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel UDHR Universal

UDHR Declaration of Human Rights

UN United Nations

UNCLOS United Nations Convention on Law of the Sea

UVI Unique Vessel Identifier

VMS Vessel Monitoring System

WHO World Health Organization

DEFINITIONS:

Audit: is a systematic, independent, objective and documented process for gathering facts. These will help you identify areas for improvement and ensure you have best practice processes in place (ISO)

Auditor: person with the education, training and experience to competently perform vessel audits against the requirements of the FIA PNG SR&HROB procedure

Captain: person in charge of the vessel

Crew: Anyone working on board the vessel inclusive of the captain, engineers, fishers, cooks and deck hands

Disciplinary actions: a process that will be followed when an employee's actions or performance do not meet standards expected

Flag state: the State that the vessel is registered to

Force majeure: An event that is a result of the elements of nature, which could not be foreseen and prevents someone from fulfilling a contract

Force labor: situations in which a person or 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 (ILO definition)

Freedom of association: the right to gather in groups to protest, defend, negotiate, unionize or associate on a common issue without interference

Freedom of movement: someone is permitted to move location of their own free will (article 45 TFEU (ex 39 and 48))

Grievance procedure: a formal process to raise a complaint, concern or issue.

Inhumane treatment: not humane, cause of suffering, harm and devoid of compassion

Internal Audit (first party audit): are commonly referred to as 'first-party **audits**' and are conducted by an organization to determine compliance to a set of requirements which might arise from internal procedures, company policies like **FIA PNG SR&HROB**, as well as customer or regulatory requirements (ISO)

Lifesaving equipment: equipment that is used to rescue, and assist in saving the life of persons

Medical equipment: equipment that is used in the treatment, diagnosis or monitoring of a person's health

Migrant worker: a person who is to be engaged, is engaged or has been engaged in a remuneration activity in a State or country of which he or she is not a national

Personal protective equipment: all equipment for the crew to keep themselves protected whilst they work.

Repatriation: the transportation of the employee from the vessel that they are working on back to their home or a specified location on land or the location where they signed their employment contract.

Resignation: when an employee terminates their contract.

Risk: something that could pose a threat, hazard or danger.

Risk assessment: an evaluation that investigates potential risks

Second party Audit: is when a company performs an audit of a supplier to ensure that they are meeting the requirements specified in the contract. ... It is important to understand that a second-party audit is between the customer and the supplier and has nothing to do with becoming certified.

Toilet: fixed receptacle into which a person may urinate or defecate, typically consisting of a large bowl connected to a system for flush.

Third party Audit: A third-party audit occurs when a company has decided that they want to create a quality management system (QMS) that conforms to a standard set of requirements, such as ISO 9001, MSC fishery standard, and hire an independent company to perform an audit to verify that the company has succeeded in this endeavour. Also this works hiring an independent company (certification assessment body) to perform an audit to verify the company compliance against their internal company polices for instance the FIA PNG RSP.

Workplace health and safety: the consideration and actions taken to ensure places of work are sanitary, able to prevent accidents and safeguard the wellbeing of employees.

FIA PNG

Background

The Fishing Industry Association (FIA) is a non-profit organization, founded in 1991, with membership comprising of the fishing companies and seafood processors of Papua New Guinea (PNG) aiming to promote responsible management of the fishery in PNG. Through its commitments, the FIA members are encouraged to implement practices that drive social responsibility on labour conditions, mitigate and minimise the impact of Marine litter and Fishing gear, as well as requiring FIA members to manage the fishing operation in a responsible manner looking after the biodiversity and conforming to the conservation measures included in the Marine Stewardship Council (MSC) certification.

Social accountability issues in seafood supply-chains are becoming increasingly on the agenda with end consumers, with awareness about workers and their working conditions, both in processing operations and at sea (labour on board). In the last decade, NGOs have begun investigating, reporting and campaigning on modern slavery at sea, labour abuses and forced labour that affects the lives of workers and their families. More recently, there has been concern amongst governments and the supply-chain that these injustices may involve other illegal, unregulated and unreported (IUU) activities.

Global media and campaign scrutiny on these issues initially focused on shrimp operations throughout South East Asia as well as in global tuna operations, emphasising distant-water fishing nations and the high seas. Often with the help of NGOs, social issues have been included in the sourcing policies of many seafood retailers, traders, chefs and other major buyers.

Methods to assess worker welfare and working condition abuses in other industries (e.g., textiles) have become clearer. Labour abuses are equally unacceptable in the seafood supply chain, and improvement in conditions particularly at sea, in ports and during primary processing are needed. With human trafficking and modern slavery occurring in the seafood industry, it is important to understand how trafficking is identified and how to prevent it. Seafood sector companies are responsible for ensuring that they condemn such practices by proving that they avoid and prohibit these abuses in their own supply chains; these may include policies, procedures and management systems/practices to minimise the risk and actual occurrence of, human rights abuses.

Finally, Market and Seafood buyers want credible assurance that the fishers who produce their seafood are treated fairly and have safe and decent conditions of work. FIA PNG is moving into a due diligence process and later may seek certification, for instance, the FISH for Crew Standard certification.

In 2018, FIA PNG committed to develop and implement the Responsible Sourcing Policy (RSP) that contains 4 pillars: MSC certification of species in PNG, Marine litter & Fishing gear mitigation, Crew welfare and labour conditions implementation, and traceability. FIA PNG RSP aims to increase the level of transparency of the fishing operation and be a leader in fishery management. Later in August 2019, the Marine Stewardship Council required certified fisheries to demonstrate that they did not use either forced or child labour. This can now underpin responsible seafood companies building their social responsibility management system.

FIA PNG started a Crew Welfare and Labour onboard conditions assessment in November 2019. Frabelle Fishing joined this initial assessment with their tuna fleet; later, in October 2020, RD fishing also joined this assessment with their fleet under the methodology and benchmark tool of Seafoodmatter.

In 2018, FIA PNG committed to ensuring human rights and crew welfare are respected, and crew members have decent working conditions onboard according to international regulations, guidance and standards available. After an initial assessment in November 2019, FIA PNG has therefore decided to implement by producing policies, procedures and an audit tool to assess mitigation measures and

progress on the FIA tuna fleet fishing in the PNG Exclusive Economic Zone (EEZ) and the Archipelagic Waters (AW).

FIA aims to set up a baseline procedure that should be adopted, implemented, and improved for each FIA fishing company member and FIA fishing company's partner, for *Social Responsibility and Human Rights onboard*.

1. Scope

Applicable: Crew working onboard tuna fishing vessels,
Geographical area: the fishing operation at Sea within the FIA PNG MSC tuna fishery certification that includes: PNG EEZ, PNG AW, PNA waters, WCPFC EEZ, and their landing ports.
Fishing operation: FIA PNG tuna fleet
Housing: while in Port waiting for next fishing trips

2. Purpose

This document integrates internationally recognised norms, regulations, applicable law, best practices and standards, looking at human rights and social responsibility onboard. It aims to set up a clear minimum requirement, measurable performance that are aligned with certification's schemes. FIA PNG aim that companies to achieve and maintain the highest levels of performance with respect to fair, social, human rights, and responsible labour practices.

This procedure sets up a baseline for the FIA PNG fishing companies to adopt, implement and improve to their realities and fishing operations. FIA aims to provide a holistic approach to this topic.

3. Requirements, principles, and practices

To build the FIA PNG procedure for Social Responsibility and Human Rights onboard, we subjectively selected three standard program frameworks, one International Labor Convention, and one government code of conduct to form an anchor requirements:

1. International Labour Organisation 188 – Work in Fishing Convention, 2007
2. FISH standard
3. Captured Fisheries Standard 2.0.0 - Fairtrade
4. UN FAO Code of Conduct for Responsible Fisheries

This procedure also reviewed and considered the following guidance and declaration

1. The Geneva declaration of Human Rights at Sea
2. The Roadmap for Improving Seafood Ethics (RISE)
3. Copenhagen Declaration of Fisheries Crime, 2018
4. Social Responsibility Assessment Tool of Conservation Alliance for Seafood Solution
5. MSC Fishery Standard v2.1 - Labour requirements (page # 14)
6. FFA FFC106 – Agreed minimum terms and conditions in relation to crewing employment conditions
7. WCPFC CCM Resolution on Labor standards for crew on Fishing vessels 2018-01
8. ILOC188, (Crew Working Conditions – this is the common base guidance for all other standards mentioned herein)
9. 10 principles for global transparency, Environmental Justice Foundation (EJF)
10. Thai Union vessel code of conduct
11. UN Convention on the Law of the Sea (UNCLOS)
12. ILO conventions in Human rights
13. Guidelines on Flag State Inspection of Working and living conditions on board fishing vessel
14. FAO safety at Sea and decent work in fisheries and aquaculture - activities
15. PNG Fisheries Management Act 1998 (amended in 2012, February 2015, and June 2015)

We initially collated all requirements contained within these nineteen (19) foundational crew welfare frameworks. Once the full suite of information was combined, the FIA PNG technical development team reduced the content to constrain the scope of the procedure to requirements that relate specifically to health, safety, welfare and crew at sea working conditions. The result is five (5) principles following the FISH standard for Crew structure.

The five principles of the FIA PNG Social Responsibility and Human Rights onboard procedure are:

Principle 1 – Socially Responsible Labour Practices and Ethical Behaviours

1.1 No Child Labour
1.2 No Forced Labor/ Crew Freedom of Movement
1.3 Crew List
1.4 Respect the Dignity of Fishers
1.5 Protect Migrant Fishers
1.6 Fair Recruitment and Placement of Fishers
1.7 Provisions for Repatriation

Principle 2 – Fair Conditions of Service for All Fisheries

2.1 Fisher Work Agreement
2.2 Fair Remuneration and Working Hours (Manning and Rest)
2.3 Freedom of Association and Collective Bargaining
2.4 Non-discrimination in Employment
2.5 Social Security
2.6 Health Protection and Medical Care
2.7 Fisher's Compensation System
2.8 Grievances

Principle 3 – Health and Safety of All Fishers

3.1 Defined Roles and Accountability
3.2 Occupational Safety and Health
3.3 Safety Orientation and Training
3.4 Rest Periods and Hours of Work
3.5 Fitness Standards and Medical Exams
3.6 Medical Treatment

Principle 4 – Decent Accommodations, Water and Food

4.1 A Framework for Oversight
4.2 Accommodations are Appropriate
4.3 Spaces are Well Maintained
4.4 Spaces are Comfortable and Safe
4.5 Sanitary Facilities are Provided
4.6 Food and Potable Water
4.7 Galley and Other Facilities

3.1 Sources of Industry practices – FIA fishing company members:

For the development of this procedure, FIAO received the support of the FIA fishing company member's documentation in order to harmonize and combine the current industry practices with international requirements.

The following fishing company documents were received and reviewed

- RD PNG processing social policy for land base
- Frabelle PNG Social accountability policy for land base
- Majestic Seafood Social accountability policy for land base
- FCF Social responsibility policy at land and at Sea

It is important to remark that FIA PNG members provided document related to Social Responsibility to be considered in the development of this document.

3.2 Management system and procedures

FIA PNG fleet members shall have overall management policies, procedures and systems in place to support the demonstration of compliance with international standards and conventions which are within the scope of this procedure. This will demonstrate the management and accurate control of activities that require legal or convention compliance. For active crewed vessels, the system shall be fully documented and periodically reviewed.

4 Social responsibility and Human Rights onboard requirements - principles

4.1 Prerequisites to join FIA PNG Responsible Sourcing Initiative (RSP) and be a member of FIA PNG

Corruption and bribery are prohibited; policies are in place to prevent it.

4.1.1 All relevant licenses for the vessel(s) are held and are validated by the appropriate authority
The fishing vessel(s) should be able to demonstrate that it has the relevant valid fishing licenses. This could include providing information such as: the vessel license, the vessel check certificate, the aggregator license, the gear type license, VMS, radio signal, etc. This list maybe longer based on WCPFC and NFA fishing license requirements to ensure that the fishing vessel(s) can demonstrate that it has all of the relevant licenses to fish on the PNG EEZ and AW.

4.1.2 Corruption and bribery is prohibited; policies are in place to prevent it.

This clause refers to the FIA PNG RSP Business Ethics and Labour Code of Conduct which is based on the Copenhagen declaration 2018 for fisheries crime. FIA PNG prohibits any and all forms of bribery, corruption, extortion or embezzlement and there are adequate procedures in place to prevent bribery in all commercial dealings undertaken by the association.

4.1.3 All laws of the flag State and relevant national and international regulations are complied with

It is the responsibility of each FIA PNG fishing company member to ensure that they comply with legal requirements. This clause states the requirement that FIA PNG members will only source and trade from vessels that are operating legally. This point is included in the IUU to ensure that the fishing vessel(s) have policies and procedures in place to achieve this.

4.1.4 Fishing vessels should not have been listed or put on the Regional Fisheries Management Organization's 'Illegal, Unreported and Unregulated' vessel lists and should be duly authorized to fish in the PNG EEZ and AW waters

FIA PNG fleet members shall demonstrate that the vessel has management structures and systems in place to provide assurance that it is fishing legally and mitigating the risk of illegal, unreported and unregulated (IUU) fishing. It shall also demonstrate that the catch is treated as a food commodity and will be protected from external forms of contamination that could, if not managed, lead to food security and safety concerns. The vessel operations are conducted in a manner protective of crew safety and the environment in which they operate. This is also to demonstrate vessel traceability using a form of permanent identification. FIA PNG members shall verify alignment and compliance with Port State Measure Agreement (PSMA) to deter Illegal, Unreported and Unregulated fishing.

In case, there is an unresolved notice of the vessel on the abandoned crew database, the vessel will be removed from the FIA PNG scheme, rights to fish on the FIA PNG MSC certification, both NFA and WCPFC will be notified about it and the certification body and certification scheme owner that look after labour conditions will be notified.

The fishing vessel(s) must have the correct authorizations to fish in the PNG waters, they shall only be fishing in a legal manner which is regulated, and they must be reporting their fishing activity. Fishing vessel(s) must not currently appear and not be listed on any of the official IUU vessel lists. The records of where the vessel(s) are licensed to fish should reflect the reported areas of catch on the catch certificates (and others).

- The RFMO's have publicly available lists; here is the link to the 'International Commission for the Conservation of Pacific Tunas' webpage, https://www.wcpfc.int/record-fishing-vessel-database , which features their list and has links to the lists of the other RFMOs.
- The European Commission has adopted a list of vessels that cannot land or sell their fish in the European Union; here is the link to the updated list on their website: https://ec.europa.eu/fisheries/commission-adopts-iuu-vessel-list_en

4.1.5 Catch, storage, processing and transfer documentation is completed accurately and available

This documentation must be available and should be assessed to contribute to enable traceability of the FIA PNG RSP by the Integrated Fishery Information Management system (iFIMS)

4.1.6 A logbook is completed with all legally required information and details such as species, date/time, weight, area, fishing gear type

The vessel must be able to demonstrate that there is a process for completion of the logbook which includes recording of the following (without missing key information):

- The species which have been caught (inclusive of the entire catch i.e. non-target species) should be recorded using their common and scientific names.

- At a minimum, the FAO area should be recorded for the fishing activity. A GPS location is preferred for the recording of the location and time of the fishing activity.

The fishing gear reported should be consistent with the FAO gear classification. The gear used must comply with management measures in the area.

For those fishing under jurisdiction of WCPFC, the logbook must be in compliance with the template issued by the commission and the NFA, in addition of the flag State of the fishing vessel.

4.1.7 Vessels over 100GT should have a Unique Vessel Identifier and be listed on the Global Record

An internationally recognized 'UVI' is the 'IMO number,' after the International Maritime Organization numbering system which is administered by HIS-Fairplay. This system assigns vessels with a number which will stay with it permanently, regardless of any changes to the flag State and/or ownership. For more information about the IMO identification number schemes, please refer to the website: http://www.imo.org/en/OurWork/MSAS/Pages/IMO-identification-number-scheme.aspx

For more information on the Global Record of Fishing Vessels, Refrigerated Transport Vessels and Supply Vessels, please refer to the website: http://www.fao.org/global-record/en/

For vessels that are not eligible for an IMO number (e.g. because they are under 100GT), tuna suppliers are encouraged to register their tuna vessels with the ISSF to receive an ISSF-UVI for their vessel. Please refer to their website for more information: https://iss-foundation.org/knowledge- tools/databases/uvi-database/

A unique International Maritime Organization number is accepted for matters related to legality – IMO number.

4.2 Vessel Management & Safety Systems

4.2.1 Risk Assessments

FIA PNG fleet members shall have a Occupational, health and safety risk assessment to provide a safe working environment for the crew and visitors. This shall be conducted by a competent person on an annual basis and cover all aspects of on shore and at sea fishing operations.

Any risks identified from the health and safety risk assessment shall be acted upon in an appropriate and specified period of time through the implementation of procedures designed to remove or mitigate the risk to as low as possible. Timelines shall be recommended by an expert or qualified Health & Safety professional.

4.2.2 Crew Safety Management

Induction Training

All members of the crew and visitors shall be provided with understandable induction training covering the safety information specific to the vessel they crew or visit. This shall demonstrate the understanding and importance of crew and visitor safety ahead of deployment or operation of machinery. The training content shall also be communicated on the Crew language.

4.2.3 Essential Crew Safety Training

FIA PNG fleet members crew onboard shall demonstrate that all crew and/or single-handed operators have undertaken training courses, demonstrate understanding and to cover minimum the following areas:

- Firefighting and prevention;
- Sea survival, including the use of life rafts;
- First aid; and
- Health and safety

All crew shall be given refresher training for all essential crew safety training at least every two years. This will ensure that seagoing crews have received, at a minimum, basic training and refresher training, and they can support themselves and others at sea. Drills are also part of this crew safety training.

4.2.4 Specific Training

At least one crew member, other than the person ordinarily in charge of the vessel, shall complete training in navigation/bridge watchkeeping, Fishing vessel stability, Marine engineering/engine room watchkeeping (level appropriate to engine power and area of operation); and Radio operation (level appropriate to the radio equipment carried and area of operation). This is to ensure that crew is trained and competent in operating the vessel safely and can navigate and communicate with third parties. Also contingency plans are in place in relation to navigation and bridge watch keeping.

4.2.5 Training Drills

FIA PNG fleet members shall ensure that company vessel owners able to demonstrate that safety training drills have been undertaken and understood by crew members.

On board monthly training drills are delivered to each crew member in a format which they understand and which shall cover, at a minimum, the following procedures:

- Muster station procedures;
- Anchor procedures;
- Abandon ship requirements;
- Fire drill practices;
- Man-overboard exercises; and
- Water leaks.

4.2.6 Training Records

FIA PNG fleet members shall ensure that the company's vessel owners maintain records so as to produce evidence and also identify any gaps in the training listed.

Safety training records for all crew members, including the person ordinarily in charge of the vessel, agency crew and visitors shall be retained to cover:

- Induction training of new crew members and visitors;
- Essential safety training;
- Any specific safety training; and
- All additional monthly drills conducted.

4.2.7 Crew Medical Certification Requirements

FIA PNG fleet members shall demonstrate that vessels do not go to sea with personnel not medically certified as fit to undertake their assigned duties. Relevant medical certificates shall be available to demonstrate that every crew member, including the person ordinarily in charge of the vessel, is fit to perform their duties.

4.2.7 Vessel Safety Management

To recognize the importance of seaworthiness in enabling the safe operation of the vessel, there shall be a valid technical assessment or inspection certificate which confirms its seaworthiness for watertight and weather tight integrity and stability, i.e good standing of the fishing vessel from FFA.

4.2.8 Accident and Incident Recording Requirements

All crew accidents, near misses and any injuries incurred shall be recorded and followed by an investigation, with written evidence, to ascertain possible root causes and identify remedial action within an appropriate time frame and corrective actions.

The vessel company owner will implement accident prevention measures through a written accident prevention plan that will be produced as a result of an accident investigation and recorded.
FIA PNG fleet members shall ensure that vessel company owner has recorded accidents, near misses and injuries and that an accident prevention plan has been produced.

FIA PNG Social Accountability and Human Rights onboard – FISH certification auditable requirements

Principle 1 – Social Responsible Labor Practices and Ethical Behaviours

1.1 NO CHILD LABOR

FIA PNG fleet members shall not engage in or support child labor on vessels and recognize that young workers and young persons require specific protection. The vessel owner will not recruit crew who are under the age of 16 years old. During the recruitment process, the age of the crew member shall be verified by personal ID review, passport or a medical evaluation (dentist) if personal I.D are not available.

Young workers that are recruited between the age of 16 and 18 years old will be protected from risks and hazards specific to their age and in line with those activities identified within the health and safety risk assessment.

For vessels that operate for more than 30 days at sea during a single fishing trip, no crew members under the age of 18 years old shall be employed or recruited.

If young fishers are employed, the vessel owner company shall have policies and practices to ensure that young fishers have the opportunity to exercise their basic rights; specifically, age and gender, appropriate access to schooling or training, health care, nutrition, recreation, emotional support, peer interaction, and participation.

If young fishers are employed, also working hours for people under 18 should not exceed 8 hours per day and 40 hours per week. Young workers should not work overtime except where unavoidable for safety reasons.

The vessel owner company shall have a policy providing for remediation in the event that child labour in violation of this Standard is uncovered. This policy shall put the best interest of the child first and shall include provisions for:

(a) notification of appropriate government agencies, especially those charged with child protective services;

(b) family notification and reunification;

(c) accessing qualified experts who can carry out an assessment of any harm to the child and, as needed, design and provide appropriate, remedial child services; and,

(d) reimbursement of reasonable, documented costs incurred by government agencies and/or non-governmental organisations providing assessment and remedial services.

1.2 FORCED LABOR / CREW FREEDOM OF MOVEMENT

FIA PNG fleet members shall not engage in or support the use of forced labour, bonded, or trafficked labour. Fishers/crews are free to accept or reject employment. Each crew member is fully aware of their employment rights to either join or leave the vessel, and freely makes this decision.

FIA PNG Office, its Responsible Sourcing Policy (RSP), and its members does not support any type of forced labor. These are some indicators of forced labor classified by the International Labour Organisation (ILO):

The indicators are:

- Abuse of vulnerability
- Deception
- Restriction of movement
- Isolation
- Physical and sexual violence
- Intimidation and threats
- Retention of identity documents
- Withholding of wages
- Debt bondage
- Abusive working and living conditions
- Excessive overtime

The vessel owner shall demonstrate that all crew are aware of their rights while in port and recognize that lack of freedom of movement can affect well-being. If any forced labor indicator is found in the FIA PNG members' fleet; an immediate remediation, preventive and corrective action shall be implemented by the member. FIA PNG members shall inform FIAO.

Fishers/crews retain control of their identity documents and there is no withholding of fisher property or benefits.

1.3 CREW LIST

FIA PNG fleet members shall ensure that fishing vessel shall carry a crew list, a copy of which shall be provided to authorized persons ashore prior to departure of the vessel, or communicated ashore immediately after departure of the vessel, or else made available to authorities upon request.

Fishers/crews are only transferred between vessels with their consent and in accordance with the terms of the Fisher Work Agreement, and the identity of all persons on board the vessels is accurately documented at all times.

1.4 RESPECT THE DIGNITY OF FISHERS

FIA PNG fleet members shall prohibit the use of any form of abusive disciplinary practice, whether physical or mental, towards fishers. Any disciplinary practice used shall comply with applicable laws and regulations. No fisher is forced to use drugs or alcohol.

FIA PNG fleet members shall prohibit the harassment of fishers/crews, including the prohibition of any form of physical, mental, or persistent verbal abuse, or threats by the captain, officers, fishers/crews, or other personnel.

If females are hired, no female applicants are required to take a pregnancy test or ask about their pregnancy status when applying for a job or while employed. No hired-labor fishers or workers are forced to take birth control. Separated dormitories and facilities shall be provided for females

FIA PNG fleet members shall prohibit the sexual harassment of any individual onboard the fishing vessel, by the captain, officers, fishers/crews, or other personnel.

There shall be no withholding of a fisher's pay without his or her expressed consent unless the specific circumstances for doing so are stated in the Fisher Work Agreement.

FIA PNG tuna fleet members shall inform crew members about the International Seafarer Welfare helpline and share with crew members email and phone numbers.

Website: https://www.seafarerswelfare.org/
Seafarer help: Free, confidential, multilingual helpline for seafarers and families 24 hours and 365 days
Direct phone: +442073232737
Email: help@seafarerhelp.org

1.5 PROTECT MIGRANT FISHERS

FIA PNG fleet members shall ensure that relevant worker documentation (e.g., passport, work permit, visa, etc.) shall be reviewed to ensure that all fishers/crews meet legal requirements for employment in the applicable jurisdiction.

If migrant fishers/crews are employed, such fishers/crews shall be given the same level of access as nationals are given to measures for payment, health care, rest breaks, worker protection, collective bargaining, training and health & safety.

FIA PNG fleet members shall ensure that record keeping for relevant worker documentation including crew training, shall be sufficient to show that the Standard are fulfilled with respect to migrant fishers/crews.

1.6 FAIR RECRUITMENT AND PLACEMENT OF FISHERS

FIA PNG fleet members shall prohibit the use of coercive or deceptive recruitment practices. Fishers/crews are not asked to make deposits as a condition of their employment. No crew member shall pay any recruitment fees at any time (i.e. before, during or after employment) to either the vessel owner or the labor recruiter in order to secure and/or maintain their employment on the vessel.

There shall be a recruitment policy and procedure in place for hiring crew, either directly employed or recruited from labor recruiters. Labor recruiters should follow the guidance of The FAIR Hiring Initiative (TFHI), a Philippines-registered non-profit organisation that develops, tests, and promotes global ethical recruitment models and technologies. FAIR also address issues of forced labor, debt, bondage, and human trafficking in labor migration through training, applied research, and technical advice.

Each Member that operates a public service providing recruitment and placement for fishers/crews shall ensure that the service forms part of, or is coordinated with, a public employment service for all workers and employers. FIA PNG kindly advices fishing companies members to follow the good practices for labor contractors from fairtrade.

1.7 PROVISIONS FOR REPATRIATION

FIA PNG fleet members shall guarantee the fishing vessel owner /company/members shall ensure fishers/crews on a fishing vessel that flies their flag and that enters a foreign port are entitled to repatriation in the event that the fisher's work agreement has expired or has been terminated for justified reasons by the fisher or by the fishing vessel owner, or the fisher is no longer able to carry out the duties required under the work agreement or cannot be expected to carry them out in the specific circumstances.

This also applies to fishers from that vessel who are transferred for the same reasons from the vessel to the foreign port. The cost of the repatriation shall be borne by the fishing vessel owner, except where the fisher has been found, in accordance with national laws, or regulations, to be in serious default of his or her work agreement obligations.

FIA PNG fleet members shall guarantee the fishing vessel owner /company/members shall prescribe, by means of laws, regulations or fisher work agreement, the precise circumstances entitling a fisher to repatriation, the maximum duration of service periods on board following which a fisher is entitled to repatriation, and the destinations to which fishers may be repatriated.

If a fishing vessel owner fails to provide for the repatriation, the Member whose flag the vessel flies shall arrange for the repatriation of the fisher concerned and shall be entitled to recover the cost from the fishing vessel owner. National laws and regulations shall not prejudice any right of the fishing vessel owner to recover the cost of repatriation under third-party contractual agreements.

Principle 2 – Fair Conditions of Service for All Fisheries

FIA PNG office suggests that FLEET members review and assess the use of the responsible recruitment tool created by FISHWISE and RISE, it provides a good roadmap for good practices for hiring workers.

2.1 FISHER WORK AGREEMENT

FIA PNG fleet members shall guarantee that it shall be the responsibility of the fishing vessel owner to ensure that each fisher has a written fisher's work agreement signed by both the fisher and the fishing vessel owner or by an authorised representative of the fishing vessel owner (or, where fishers are not employed or engaged by the fishing vessel owner, the fishing vessel owner shall have evidence of contractual or similar arrangements) providing decent work and living conditions on board the vessel.

The Fisher Work Agreement shall be made comprehensible to the fisher and he or she shall have an opportunity to review and seek advice on the terms of the agreement before signing it. Prior to signing a Fisher Work Agreement, fishers shall be given a truthful description of the work assignment(s) and work environment by the vessel owner/company or Recruitment Service.

A copy of the Fisher Work Agreement shall be carried on board the fishing vessel or it shall be accessible on board (e.g., as a paper copy, digital image, etc.), and the Fisher Work Agreement shall be made available to authorized persons upon request.

2.2 FAIR REMUNERATION

FIA PNG fleet members shall ensure that remuneration, as wages, a share of the catch, or some combination thereof, shall be in accordance with applicable laws and regulations. All information should be included in the Fisher Work Agreement. Payment should be done on time according to the agreed-upon payment schedules outlined in the Fisher/Crew Work Agreement.

Each crew member will receive sufficient remuneration to meet, at least, the minimum wage requirements of the vessel's flag State, where present.

Correct wages/shares/pay/rewards shall be paid in accordance with the crew member's employment contract or work agreement, directly to the crew member or family member if specified by the crew member, and will never be paid to a labor recruiter.

Each Member shall require that all fishers working on board fishing vessels shall be given a means to transmit all or part of their payments received, including advances, to their families at no cost.

Where remuneration is based on a wage system, the fisher shall be provided with written details of their earnings (e.g., wage statements, pay slips, etc.) for each pay period.

Where remuneration is based in whole or in part on a share of the catch, the fisher shall be informed in advance of the amount of the share and the method for calculating it including, as applicable, an explicit description of any deductions to be taken from the share (e.g., to cover operational costs) and shall be properly documented. Fisher has the rights to see the calculation process and/or receive a detail explanation.

Wage deductions, as applicable, shall be done with the informed prior consent of fishers and in accordance with applicable laws and regulations.

If the vessel owner/company allows fishers to take advances on earnings, the arrangement shall be documented and the repayment terms shall be reasonable and fair.

A log/record of each crew member's working hours and rest periods during each fishing trip should be maintained.

2.3 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

FIA PNG fleet members shall respect the rights of every crew member to be able to have freedom of association and the right to collective bargaining.

The fishing vessel owner / company shall comply with applicable laws and regulations with respect to freedom of association and collective bargaining rights.

There shall be no interference in the efforts of fishers to organize or bargain collectively. There shall be no retaliation or discrimination against fishers who organize or bargain collectively.

Large vessels (FAO definition): Fishers shall be informed of their right to freedom of association and collective bargaining by displaying a notice in the work area on board the fishing vessel or through other suitable means.

2.4 NON-DISCRIMINATION IN EMPLOYMENT

FIA PNG fleet members shall not engage in or support discrimination of any kind or form.
There shall be a non-discrimination policy and procedure that promotes equal treatment and opportunities for all fishers regardless of race, color, sex, language, belief system, religion, political opinion, sexual orientation, property or national origin.

2.5 SOCIAL SECURITY

FIA PNG fleet members shall ensure that the vessel owner/company shall meet applicable laws and regulations for providing fishers with social security protection.

Each Member shall ensure that fishers ordinarily resident in its territory, and their dependents to the extent provided in national law, are entitled to benefit from social security protection under conditions no less favorable than those applicable to other workers, including employed and self-employed persons, ordinarily resident in its territory.

Vessel owner/ company shall make contributions to the Provident Fund or its country specific equivalent as required by law.

The company shall keep proper records of payments of contributions to the authorities in relation to the Provident Fund or its country specific equivalent, with details on the contribution of each employee.

2.6 HEALTH PROTECTION AND MEDICAL CARE

FIA PNG fleet members guarantee that the vessel owner/company shall meet applicable laws and regulations relating to worker health protection, including provision of health insurance if mandated by applicable laws and regulations, and is responsible for providing health protection and medical care, including medical treatment to fishers while on board the fishing vessel.

Medical equipment and supplies carried on board the vessel shall be sufficient for voyage duration, vessel size, area of operation and number of fishers.

If medical treatment of a fisher is required in a foreign port, the vessel owner/company shall pay the cost of treatment until the patient has been repatriated. Exclusion of vessel owner/company liability may be permitted in circumstances where an injury: was concealed before employment; was the result of wilful misconduct; or was otherwise unrelated to service (ILO C188 Art.39(2)).

2.7 FISHER'S COMPENSATION SYSTEM

FIA PNG fleet members shall ensure that Fishers/crews shall be provided access to a fisher's compensation system or equivalent scheme covering work-related sickness, injury or death. The system shall meet applicable laws and regulations.

In response to a work-related injury or illness, the system shall provide the fisher with access to appropriate medical care and compensate the fisher in accordance with applicable laws and regulations.

2.8 GRIEVANCES

FIA PNG fleet members shall guarantee that the Vessel company/owner has an active and confidential crew grievance mechanism procedure which provides transparent, fair and confidential procedures to be followed in the event of a grievance being raised. The grievance process shall ensure that a fisher who lodges a grievance is not retaliated against for so doing.

A policy and procedure shall be adopted to protect crew members on and off the vessel from possible reprisal as a result of crew members utilizing the crew grievance mechanism.

There shall be effective crew grievance and disciplinary procedures in place, governing how investigations relating to crew grievances shall be conducted, including the process of how investigation outcomes shall be clearly communicated to affected crew member(s).

All crew members shall be fully informed of their contractual rights and how to raise a grievance as part of their induction with refresher training on an annual basis, and records are kept.

A policy and procedure shall be adopted by the skipper/owner that shall prohibit any form of bullying or physical abuse of a crew member, or allow any form of disciplinary action to a crew member that uses the threat of mental, verbal and/or physical abuse, or sexual harassment.
A sign/poster/notice or a code of conduct advising about the vessel's 'Culture of Integrity and Respect', in a language they understand, featuring a grievance mechanism helpline telephone number(s)/website details shall be displayed in a crew-accessible location on board the vessel.

The grievance process shall include a mechanism for appeals that is non-retaliatory towards the appellant. FISHWISE and RISE provide good example of grievance procedure, and remediation.

The mechanism should ensure that the process has these considerations:

- it is confidential
- it is non-retaliatory against Crew
- it will consider grievances from parties or persons with a demonstrated interest in fisher safety
- it will consider grievances covering a range of relevant concerns

- implementation of the process is documented - recorded and maintained by the FI APNG fishing company
- the outcomes of the process are subject to appeal

Communication of the grievance procedure:

- The procedure should be known by all fishers (e.g., through training, posting, etc.);
- The procedure should be made available in a language understood by all fishers;
- The procedure should ensure that each grievance review is undertaken by a person or committee who is independent of the grievance, and such reviews should never engage a person who is named in the grievance itself (i.e., independent review);
- The reviewer of the grievance should not be the direct supervisor of the aggrieved party/complainant; and
- The procedure should engage senior management to review all grievance investigations on a regular basis (e.g., seasonally, semi-annually, etc.).

Principle 3 – Ensure the Safety and Health of All Fishers

3.1 DEFINED ROLES AND ACCOUNTABILITY
FIA PNG fleet members ensure that the vessel owner is responsible for ensuring that the captain has the necessary resources for the safety of the fishers on board and the safe operation of the fishing vessel. The captain is responsible for the safety of the crew and vessel.

The vessel owner shall not constrain the captain from taking any decision which, in the captain's professional judgment, is necessary for the safety of the vessel and its safe navigation and operation, or the safety of the fishers on board.

Fishers/crews shall comply with the orders of the captain and follow all health and safety measures.

3.2 OCCUPATIONAL SAFETY AND HEALTH
It is the policy of FIA PNG fleet members to provide a safe and healthy work environment to all the crew on fishing vessels, take steps to prevent injuries and accidents, provide regular health and safety training for workers, and establish a system to detect threats to health and safety.

OSH policy and practice shall comply with applicable laws and regulations governing workplace safety and health on board fishing vessels.

Appropriate PPEs shall be provided to all fishers at no cost.

There shall be a review and update of the OSH management system at regular intervals. OSH reviews shall be sufficiently comprehensive so as to incorporate all aspects of vessel and fishing operations, including processing if applicable.

3.3 SAFETY ORIENTATION AND TRAINING
All personnel shall be given a safety orientation before they undertake work on board the fishing vessel. The safety orientation shall be completed before the fishing vessel gets underway.

All fishers/crews shall receive training that is specific to their assigned work duties before engaging in those work assignments on board the fishing vessel.

An appropriate record of training is maintained.

3.4 REST PERIODS AND HOURS OF WORK
FIA PNG fleet members shall ensure that each member shall adopt laws, regulations or other measures requiring that owners of fishing vessels flying its flag ensure that their vessels are sufficiently and

safely manned for the safe navigation and operation of the vessel and under the control of a competent skipper/captain; and fishers/crews are given regular periods of rest of sufficient length to ensure safety and health, following ILO convention 188 at minimum hours of rest shall not be less than ten hours in any 24 hours period, and 77 hours in any seven-day period. The fishing vessel shall bring onboard sufficient crew members as per the fishing license recommendations and for the safety of the vessel.

Nothing shall be deemed to impair the right of the skipper/captain of a vessel to require a fisher/crew to perform any hours of work necessary for the immediate safety of the vessel, the persons on board or the catch, or for the purpose of giving assistance to other boats or ships or persons in distress at sea. Accordingly, the skipper/captain may suspend the schedule of hours of rest and require a fisher to perform any hours of work necessary until the normal situation has been restored. As soon as practicable after the normal situation has been restored, the skipper shall ensure that any fishers who have performed work in a scheduled rest period are provided with an adequate period of rest.

3.5 FITNESS STANDARDS AND MEDICAL EXAMS

FIA PNG fleet members shall ensure that Policy or procedures regarding OSH shall address how fitness for work on board fishing vessels is determined for every fisher before such assignments are undertaken.

The policy or procedures shall set minimum requirements for fitness needed by fishers to execute their duties on board the fishing vessel (i.e., a fitness standard). Information about each person's fitness shall be collected through medical examination, questionnaire or other means before he or she is assigned to work as a fisher.

No fishers shall work on board a fishing vessel without a valid medical certificate attesting to fitness to perform their duties.

3.6 MEDICAL TREATMENT

FIA PNG fleet members shall commit and guarantee that fishing vessels carry appropriate medical equipment and medical supplies for the service of the vessel.

Fishing vessels have at least one fisher/crew on board who is qualified or trained in first aid and other forms of medical care and who has the necessary knowledge to use the medical equipment and supplies for the vessel concerned, taking into account the number of fishers on board, the area of operation and the length of the voyage.

Fishing vessels equipped for radio or satellite communication with persons or services ashore that can provide medical advice, and fishers have the right to medical treatment ashore and the right to be taken ashore in a timely manner for treatment in the event of serious injury or illness.

Principle 4 – Provide Decent Accommodations, Water, and Food

4.1 A Framework for Oversight

FIA PNG fleet members shall ensure that each Member shall adopt laws, regulations or other measures for fishing vessels that fly its flag with respect to accommodation, food and potable water on board. This is to demonstrate that adequate facilities and conditions are provided for and maintained in order to maximize crew safety, comfort and wellbeing.

The vessel owner/company shall comply with the regulatory framework of oversight which includes vessel inspection to ensure that the make-up of fisher/crew accommodations on board fishing vessels is appropriate to the nature and duration of voyages if such a framework exists.

The vessel owner/company shall comply with the formal process for approving plans for new

construction of, or substantial modification to, all fishing vessels if such a process exists.

4.2 Accommodations are Appropriate
FIA PNG fleet members shall ensure that each Member shall adopt laws, regulations or other measures requiring that accommodation on board fishing vessels that fly its flag shall be of sufficient size and quality and appropriately equipped for the service of the vessel and the length of time fishers live on board.

In particular, such measures shall address, as appropriate, the following issues:

(a) Approval of plans for the construction or modification of fishing vessels in respect of accommodation;

(b) Maintenance of accommodation and galley spaces with due regard to hygiene and overall safe, healthy and comfortable conditions;

(c) Ventilation, heating, cooling and lighting;

(d) Mitigation of excessive noise and vibration;

(e) Location, size, construction materials, furnishing and equipping of sleeping rooms, mess rooms and other accommodation spaces;

(f) Sanitary facilities, including toilets and washing facilities, and supply of sufficient hot and cold water;

(g) Procedures for responding to complaints concerning accommodation that does not meet the requirements of this Convention.

4.3 Spaces are Well Maintained
Accommodation and galley spaces shall be properly maintained with due regard to hygiene and overall safe, healthy and comfortable conditions.

This is to ensure waste does not compromise crew food safety or hygiene, food waste shall be placed in appropriate containers and shall be regularly removed from food handling areas as appropriate.

4.4 Spaces are Comfortable and Safe
Location, size, construction materials, furnishing and equipping of sleeping rooms, mess rooms and other accommodation spaces;

All accommodations shall have emergency escapes as necessary.

As applicable, accommodation spaces shall meet relevant national or international standards for noise and vibration to protect the health and safety of fishers.

To minimize exposure of crew to noxious fumes or foul odors, the fishing vessel shall have adequate ventilation whenever fishers are on board. Ventilation systems shall be capable of maintaining satisfactory air quality and air movement in all weather conditions and climates the vessel may encounter.

Effective measures shall be in place to minimize/eliminate exposure of non-smokers to tobacco smoke. At the same time, the fishing vessel and fishing company shall ensure that crew are not exposed to levels of noise too high that may damage the capacity hearing.

4.5 SANITARY FACILITIES ARE PROVIDED

Sanitary facilities shall be provided for all persons on board and they shall meet minimum standards of health and hygiene and reasonable standards of quality.

Sanitary facilities, including toilets and washing facilities, supply of sufficient hot and cold water. The FIA PNG fleet members shall follow as minimum law the regulations requested by the country and or the international body for a good standing fishing vessel.

4.6 FOOD AND POTABLE WATER

Each Member shall adopt laws, regulations or other measures requiring that:

- (a) the food carried and served on board be of a sufficient nutritional value, quality and quantity;
- (b) potable water be of sufficient quality and quantity; and
- (c) the food and water shall be provided by the fishing vessel owner at no cost to the fisher. However, in accordance with national laws and regulations, the cost can be recovered as an operational cost if the collective agreement governing a share system or a fisher's work agreement so provides.

4.7 GALLEY AND OTHER FACILITIES (FOOD PRODUCTION AREA)

Galley and Food Storage

Vessels shall demonstrate that they have enough food and water to sustain a good quality of life.

Any food given to the crew is fit for human consumption to prevent the risk of food poisoning and to
All cooking and heating appliances used on the vessel shall be in structurally good condition and not pose a health or safety risk to the operator or vessel.

Infirmary
Small vessels: A cabin or other appropriate space shall be made available to an injured or ill fisher whenever necessary.

Large vessels: A facility for treating fishers who suffer illness or injury shall be provided which may be in the form of a cabin that is made available to the injured or ill fisher on an as-needed basis.

Laundry, Washing and Sanitation Requirements
At all times the crew shall have access to sanitation and washing facilities that are clean, and operational.

Fishers shall be provided access to a facility for washing and drying clothes which is appropriate to the service of the fishing vessel.

Recreation
Appropriate recreational facilities shall be provided for all fishers on board, noting that mess rooms may be used for recreational activities.

Communication

Fishers shall have full access to their own communication devices and be given reasonable access to vessel communications, reflecting trip duration and personal situations but without compromising normal vessel activities.

The access to communications shall be provided to fishers at a cost not to exceed the cost to the vessel owner/company.
There shall be a shore-to-ship relay mechanism in place to notify fishers of urgent private matters (e.g., an illness or death in the family).

All crew shall have the right to access a confidential, free, real time communication link, appropriate for the length of the fishing trip, with which to contact family and friends when out at sea.

Gear/PPE Storage

There shall be a place to store foul-weather gear and/or PPE located outside sleeping rooms.

Housing.

FIA PNG fishing companies shall provide accommodation including food at no cost at Port while waiting for the next fishing trip.

In case crew needs medical attention, fishing company also shall assist and provide with no cost. A best practice is to provide housing facilities for the crew, supported by a company clinic for medical purposes and physical examinations. Also to have facilities for quarantine in case of Covid19 cases are found.

Principle 5 – Worker voice at FIA PNG

In 2007 Dundon et al, suggested that it is much more important the degree to which worker voice practices are communicated internally in an organization than the reporting level against a particular scheme.

Later in 2020, the Global Seafood Assurance (GSA) white paper for Worker Voice on Fishing Vessel carried out a survey to intent to clarify and provide guidance about this area to support crew onboard, this paper is highly based on ILO conventions but also in hand field collected data which provide good insides of the benefits and advantages of having worker voice channels in a company.

On the other hand, the Roadmap for Improving Seafood Ethics (RISE) – developed by FishWise and Walmart, identifies: *'Two fundamental aspects of 'Worker Voice': (1) Capturing the voices, experiences, and needs of workers, and (2) Channelling that voice into a clear mechanism for remediation for those workers.'* (Rise, 2020).

The concept of achieving effective resolution is also shared by the Issara Institute, *'A credible Grievance Mechanism which results in effective remediation of the fisher.'* (Issara Institute, 2020).

Finally, Worker Voice has only recently been applied to the fisheries sector but is becoming a more familiar term. ILO 'Work in Fishing' C188 is the specific convention that deals with the living and working conditions of fishers onboard vessels, there are in general, several definitions related of the common themes included:

- Having a voice
- Ability of workers to influence welfare and working conditions on vessels
- Expression of worker rights

In general, Grievance Mechanisms were considered an important part of Worker Voice, and effective remediation was an essential element. However, despite there being a number of organizations working on research, advocacy and development of pilots, some survey respondents did not know of any Worker Voice initiatives /mechanisms in practice. In 2016, Thai Union, together with Austral Fisheries took the lead in installing WIFI onboard, allowing crew and fishers to have real time communication with familiar, fishing company management inland and any stakeholder via social media, it was a game-changer for the Seafood Industry.

FIA PNG Tools for demonstrating Worker Voice in tuna vessel

5.1 FIA PNG considers it fundamental that fleet members have in place the following processes, procedures and/or tools to demonstrate direct engagement with workers onboard (Crew and Fishers)

• Social Responsibility onboard procedure, and Audits (internal and second party, crew interview in-person onboard vessels – a due diligence)
• Fishing vessel grievance procedures
• Communications and Technology approaches (including hotlines), access to Radio and/or phone onboard
• WI-FI free of cost onboard and available for Crew
• Empowerment Initiatives; Workers who felt more psychologically safe are more effective at meeting a company's goals. Initiatives can be:

1. Collect and evaluate crew voice complaints
2. *Educating workers on their rights.*
3. *Raise concerns whilst protecting their confidentiality*
4. *An ability for fishermen to speak out and be heard via an independent mechanism to allow them to report and remove themselves from any dangers or dangerous practices*

6 Good practices for the FIA PNG Social Responsibility and Human Rights onboard

6.1 Designated Person for the execution of the plan

In accordance with the FIA PNG Social Responsibility and Human Rights onboard procedure, ILO conventions, human rights declaration, and also for the FIA PNG Responsible Sourcing Policy best practices; FIA PNG company members should designate a person in charge of the Social Responsibility and Human Rights onboard implementation and management plan to be responsible for implementing the procedure within the plan.

In November 2025, the Annual General Board meeting agreed that each FIA PNG fishing company obtained individually the FISH standard certification for Crew and its management. The FIA PNG COO was assigned as Crew Welfare advisor to assist the FIA PNG tuna fleet in these matters. The FIA PNG COO also is the contact person for FIA PNG members on crew Welfare related projects, and technical assistance.

The duties of the designated person include but are not limited to

- training fishing company's officers, crew members and fishers on the management plan and implementation.
- ensuring Crew and Fishers onboard are aware about the FIA PNG Social Responsibility and Human Rights onboard procedure
- ensuring the crew complies with the ship's Social Responsibility and Human Rights onboard
- ensuring there are signs or placards onboard where the 6 principles are listed in an A4 page for easy communication

- facilitate communication channels, grievances, complaints and suggestions between crew, fishers and fishing company management.
- monitoring the 5 principles in an assurance model based on the audit checklist provided by the FIA PNG office
- verifying the effectiveness of procedures of this Social Responsibility and Human Rights onboard procedure and introducing improvement in accordance with the responsible and agreement with fishers & crew, as necessary.

The designated person will be assisted by personnel of all departments in order to ensure extensive support in collecting, separating, processing and disposal of garbage in all departments of the vessel and to ensure that all procedures are being carried out according to the garbage management plan.

7. Education and training

7.1 Facilitate induction training: Human rights and Social accountability onboard

When signing on for the first time on one of FIA fishing company vessels, all crew members receive an introduction to crew welfare, worker voice, communication channel (grievance procedure), child labour and forced labour company policy, repatriation rights, and health and safety induction. The intent of FIA PNG office is that fishing companies' members have a holistic approach for induction and training of crew onboard about human rights, ILO Convention 188 that are captured in these 6 principles.

Commencing the voyage, ship's officers give a brief introduction to the voyage schedule, in which all crewmembers as well as all other employees on board have to take part. Repeatedly, the Social responsibility and human rights of Crew onboard shall be communicated at all company levels.

In addition to that, this Social Responsibility and Human Rights onboard procedure, part of the FIA PNG management system, is being made available to everybody at any time for information.

7.2 Facilitate continuous communication

The designated person in charge of the procedure implementation carries out periodical training and education for facilitating the FIA PNG Social responsibility and Human Rights onboard. All training programs treat the difficulties at the execution of this plan. The programs emphasise problems in implementing this plan and the program outcome is reported to the head office for reference in developing training and education programs. FIAO may support with training material.

The training programs aims to raise awareness among FIA fishing companies, but especially on crew members.

8. Responsibility of FIA Office

8.1. The FIAO assigned the Chief Operating Officer as the Crew Welfare advisor to the FIA PNG members for Crew Welfare matters and FISH standard certification process, technical support and follow up.

8.2 The FIAO will ensure the full implementation of this FIA PNG Social Responsibility and Human Rights onboard by the participants in the FIA PNG RSP scheme in accordance with the FIA policy &

procedures, NFA regulatory requirements, and 17 regulations, guidance and standards mentioned in point # 3.

8.3. The FIAO will audit on an annual basis, FIA PNG fishing company members and crew facilities onboard as well as interview them. Fishing vessels will be randomly audited against the FIA PNG checklist attached to this procedure. The outcomes will be shared with the FIA fishing company and the FIAO management.

In case FIA PNG tuna member has obtained the FISH standard certification, FIA PNG office will request the annual audit report and will waive the on-site audit. FIA PNG office needs the annual audit outcomes for the FIA PNG annual report on Social Accountability and Human Rights on board

FIA encourages FIA PNG members to also allow second-party audits to assess the degree of implementation and progress. In a later stage, after the first review cycle.

Using the FIA PNG RSP for Social Responsibility and Human Rights onboard metrics developed by the FIA office and based on pre-requiriments of ethical business and five (5) areas and 40 performance indicators:

1. **Social Responsible Labor Practices and Ethical Behaviours**
2. **Fair Conditions of Service for All Fisheries**
3. **Health and Safety of All fishers**
4. **Decent Accommodations, Water and Food**
5. **Worker voice**

FIA PNG develop an audit checklist to assist FIA PNG members to carry out internal audits and prepare for FISH standard certification audits. This audit checklist scores the performance of each fishing company.

8.3. The FIAO Management and officers shall be responsible for seeing that the process approach and data analysis of the annual outcomes, while FIA PNG members are fully responsible for their own FISH standard certification, management system, and that all non-conforming products/processes are identified and given appropriate containment, corrective and preventive actions accordingly.

8.4. The FIA PNG COO is responsible for technical support, internal auditors' sign-off, data analysis, and follow-up with sites (purse seiners and carriers) and fishing companies on corrective action plans in order to comply fully with the requirement or standard.

8.5 The SR&HROB audit tool (checklist) aims to contain these requirements in 5 principles and 40 performance indicators to assess the progress of FIA PNG fishing companies' members against the FISH Standard and WI-FI requirements. Companies for self-assessment should use the SR&HROB audit tool, and FIA PNG officers will use the audit tool for annual audits. The SR&HROB tool can also be share with buyers and NGOs for second-party audits.

8.6 Auditing guidance and interview good practices, in order to optimise, harmonize and maintain consistency in the internal audits of the FIA PNG companies' members, is highly recommended and also the use of the following documents to carry out an audit onboard, to find sources of evidence, to search in the right places onboard and train your internal auditors:

8.6.1 Guidelines on Flag State Inspection of Working and living conditions on board fishing vessel
8.6.2 FISH standard auditor guidance, that provide examples how to assess related principles mentioned in this FIA PNG Social responsibility and Human Rights onboard.
8.6.3 ILO training package on inspection of labor conditions onboard fishing vessels version 2020

FIA PNG office highly recommends that members internal audits follow the same steps recommended by ISO 19011:2018. Reminding that *Confidential worker interviews are a primary component of audits and approximately 50% of the data to confirm a code of conduct must come from crew interviews onboard a fishing vessel,* where the following should be observed:

1. Pre-audit contact with the auditee and provision of relevant information, both ways (announced audits only)
2. Opening meeting
3. Vessel inspection
4. Document review
5. Interviews of crew
6. Closing meeting
7. Follow-up, if needed

FIA PNG office suggests following good practices for crew interviews that are strictly confidential and may take place individually or group up to 4 people; this should be in place in order for the interviews to be completed without compromising the results, and any assistance in facilitating this would be appreciated:

- A private area where the auditors can conduct the interview. This should always be private and away from senior staff e.g., the captain
- During work hours i.e. not the crew's lunch break.
- A list of the crew should be provided to the auditors so that they can select the crew members for interview.
- It will almost certainly be necessary for translation capacity to be organized.
- This may be an organized translator, someone from either FIA PNG member or the consulting firms, the use of recordings or phone calls, or other.
- The crew to all be present (if possible) during the audit.
- If crew are not present, the reasons for the absence will need to be confirmed by the auditor and cross-checked with other crew members.

8.7. Non- conformities will be raised during the FIA PNG internal audits carried out in the FIA PNG fishing vessels' members. Degree of nonconformities, preventive & corrective action plans , as well as penalties of consequences for FIA PNG members, follow the guidance and definitions that can be found on

- FIA PNG RSP Manual V8.0, Chapter 8 Verification, reference 8.6 Grading nonconformities

If the FIA PNG tuna fleet is FISH standard certified, it is not needed to audit; therefore, this requirement 8.7 is not applicable.

9. Recording

a. The fishing company records electronically when it is applicable (iFIMS). The checklist, annexes, and records shall be kept at least 2 years.

b. Each FIA PNG fishing company shall follow this procedure, and implement it; or adapt it develop their own procedure and internal checklist based on this baseline facilitated by FIA

c. This management system implementation including procedure, training, education, webinars, and audit checklist intent to be the baseline and support to move the FIA PNG tuna fleet member to certification of Social Responsibility onboard and Crew welfare.

10. History of Revision

Revision No.	Date	Reasons/ Details
01	November 2019	*Frabelle fishing audit onboard report – 1 purse seiner and 1 carrier. 47 crew and officers interviewed. *FIA PNG Gap Analysis 2019
01.1	June 2021	Draft written by C. Tutuana and A. Gastardo
01.2	July 2021	Draft reviewed and revised by M. Hidalgo
01.3	July 2021	TDG and TWG review and revise
02	November 2021	e-TWG peer review in several part of the document, and 8.7 for nonconformities
03	February 2022	General overview for third party audit. M Hidalgo
04	September 2026	Amended to clarify various criteria, add FIA PNG COO responsabilities as Crew Advisor and contact point, and add exeptions for FISH standard certified tuna fleets. M Hidalgo & TWG



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Annexes