



Responsible Sourcing Policy v7.0

Fishing Industry Association | February 2024





Manual Information

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1. INTRODUCTION



Fisheries are vital for food security, livelihood and sustainable development through business worldwide and at the same time, they are also linked to the health of our oceans.

PNG Fishing Industry Association¹ (PNG FIA) is promoting and supporting initiatives that guide certain activities associated with its members' fishing operations:

- to minimize incidental mortality of non-target species and impacts on marine ecosystems,
- manage and control abandoned, lost, or otherwise discarded fishing gear in the marine environment,
- manage and mitigate marine pollution and its impacts on ocean and coastal environments, wildlife, economies and ecosystems,
- being able to track and trace all catches from fishing ground to point of transshipment and/or unloading, processed into a finished product for entry into the market,
- manage and care for not only the health of the fishery but also the human factor, when it comes to crew welfare and living on-board conditions in order to eliminate forced labor and risk against human rights at the sea that are directly related to IUU.

¹ <https://www.fia-png.com/>



2. OBJECTIVES OF PNG FIA RESPONSIBLE SOURCING POLICY

- 2.1 Support our national commercialized fisheries to achieve the best practices and sustainable resource utilization and marketing
- 2.2 Support our domestic fisheries development aspirations, resources and business sustainability.
- 2.3 Support our fishing industries' efforts to ascertain improvement in the sustainability of tuna stock within Papua New Guinea (PNG) and the Western Central Pacific Fisheries Convention area.
- 2.4 Work in alignment and cooperation with National Fisheries Authority (NFA) and regional partners in developing and implementing verifiable, science-based practices, commitments and international management measures that result in tuna fisheries meeting management and sustainable goals².
- 2.5 Becoming the industry standard for bilateral, domestic, and locally based fishing fleets and associated traders, processors, marketers and consumers.

3. RESPONSIBLE SOURCING POLICY (RSP) PILLARS

- 3.1 Our pathway to Responsible Sourcing Policy objectives is focused on these specific pillars the PNG FIA and its members value and aim to achieve and maintain them.
- 3.2 RSP pillars of PNG FIA are focused on undertaking policy, strategies, and work programs, which include;
 - 3.2.1 Marine Stewardship Certification (MSC)
 - 3.2.2 Catch traceability in the supply chain
 - 3.2.3 Marine Litter & Fishing Gear Management Practices
 - 3.2.4 Social Accountability (Labour Welfare Policy)
- 3.3 PNG FIA aims to become the world's best industry advocate for fisheries management and reputable business, social welfare, and sustainable resources.
- 3.4 Have strong governance and management in place to implement our strategies;
 - 3.4.1 Adopt and promote sustainable fishing practices
 - 3.4.2 Minimize environmental impact
 - 3.4.3 Ensure our members develop their employees' well-being and a positive social impact along the supply chain
 - 3.4.4 Produce high-quality products for healthy nutrition

4. MARINE STEWARDSHIP CERTIFICATION (MSC)

- 4.1 MSC certification is considered the best certification standard for sustainable fishing.

The MSC Approach

- 4.2 The MSC welcomes anyone who would like to be part of its mission to contribute to protecting the future of the oceans, whilst promoting the consumption of seafood that originates from an environmentally friendly and sustainably managed fishery. This appeals to an increasingly healthy and environmentally

² Healthy & Productive Oceans Targets of Sustainable Development Goals



conscious consuming public globally, who are attracted to buying MSC-certified seafood products through its blue ecolabel.

- 4.3 By buying the MSC blue ecolabel seafood products, consumers are conscious and accept the fact that the seafood they are consuming has met MSC Standard, meaning they have been independently certified as sustainable. This message is promulgated through retail chains and restaurants worldwide, hence promoting consumer perception to drive up demand for MSC-certified sustainable seafood.
- 4.4 With increasing margins on MSC-certified seafood, more and more fisheries are choosing to be part of the MSC approach in securing a more sustainable seafood market. This in turn is encouraging them to improve their fishing practices and are volunteering to be assessed to comply and meet the MSC Standard. All these is maintained by a traceable supply chain system that gives credibility and confidence.

The MSC Fisheries Standard

- 4.5 The MSC Fisheries Standard is a science-based set of requirements by which a fishery is subjected to in order for it to be declared as well managed and sustainable. When this is achieved, the fishery can be recognised and rewarded as MSC Certified. This means catch from the certified fishery can be sold with the blue MSC label.
- 4.6 The certification process against the MSC standard is independently done by accredited independent certifiers, who are commonly referred to as Conformity Assessment Bodies (CAB), or simply certification bodies.
- 4.7 The three (3) core principles that every fishery must meet include the following: -

Table 1: MSC Three Principles³:

Principle	Description
Principle 1: Sustainable fish stocks	The sustainability of fisheries stock must be sustainable for long-term use.
Principle 2: Minimising environmental impacts	The fishery should ensure minimal impact on the structure, productivity, function and diversity of the ecosystem on which the fishery depends.
Principle 3: Effective management	The fishery must have effective fisheries management systems in place.

- 4.8 In conjunction to the MSC Fisheries Standard, certification bodies basically are guided by the Fisheries Certification Process (FCP) which is the instruction manual that defines the processes they must follow when assessing a fishery against the MSC Fisheries Standard. This is a robust, transparent and credible assessment process.
- 4.9 Both MSC Fisheries Standard and FCP are periodically reviewed and improved so that they reflect the most up to date understanding of internationally accepted fisheries science and management. The review process entails an extensive consultation process with scientists, the fishing and conservation groups.

Importance of MSC Certified fishery

³ Source: www.msc.org



- 4.10 MSC certification confirms that a fishery is well managed and is sustaining resources and livelihood for future generations. It signifies that the fishery has met the world's most recognized benchmark for sustainability as it is based on the United Nations Food and Agriculture Organization's (FAO) code of conduct for responsible fisheries.
- 4.11 These benefits are the direct result of the growing importance of ecolabelling that is driving demand for environmentally friendly and sustainably caught fish and marine resources. With credible assessment systems in place, fisheries management and related enforcement measures secure the long-term future of the seafood market based on internationally recognized and accepted best practices throughout the supply chain.

PNG's purse seine Skipjack and Yellowfin tuna fishery MSC Certified

- 4.12 As per the MSC [announcement](#) on its website, PNG's purse seine skipjack and yellowfin tuna were certified on 12th of May 2020. The process began over 18 months, with the robust and rigorous assessment conducted and prepared by an MSC-accredited, independent, third-party Conformity Assessment Body (CAB), SCS Global Services of United States of America (USA).
- 4.13 The results of the assessment are now in the public domain on the MSC website, wherein the units of certification entail client and peer review, public review of the draft assessment report, final assessment report and determination, and finally public certification report and certificate issue when the 15-day objection period lapsed having received no objections.
- 4.14 The results of the assessment revealed that the three (3) core principles of the MSC Fisheries Standard against which PNG's purse seine skipjack and yellowfin tuna fishery was scored remained above scoring goalpost (SG) of 80, while no performance indicators failed to reach the minimum SG of 60. However, the assessment team issued 12 weaknesses for 14 different performance indicators that did not meet SG of 80. As part of the approval process for the MSC certification, a Client Action Plan was produced to address/mitigate these weaknesses over the five (5) years term of the certificate.

The beneficiary fishery and participants

- 4.15 The target fish species certified are Skipjack tuna and Yellowfin tuna stocks within PNG waters, which will cover both free school sets and FAD sets (both drifting and anchored) method of capture.
- 4.16 The vessels who will benefit will be domestic and locally based foreign fishing vessels, wherein in this instance will be both PNG (32 vessels) and Philippine (32 vessels) flagged under these categories. An option is provided to extend this list of vessels to include others in the efforts to promote and achieve the best and most responsible practice by the tuna industry.
- 4.17 The certification covers skipjack and yellowfin tuna species caught in both the EEZ and the archipelagic waters of PNG. In other words, this means catches in these waters can be sold as MSC-certified fish with the MSC blue fish ecolabel. The benefits that can be expected from being certified would include the following, amongst others.
 - 4.17.1 Enhance reputation
 - 4.17.2 Better visibility
 - 4.17.3 Improved dialogue with stakeholders
 - 4.17.4 A pathway for further improvement
 - 4.17.5 Protect livelihoods
 - 4.17.6 Access to new markets
 - 4.17.7 Secure markets
 - 4.17.8 Promotional opportunities



- 4.18 These benefits can inevitably translate in higher margins, new market share, and long-term profitability of the fishery underpinned by a healthy and sustainable fish stock, with real prospects to drive growth and further development of the domestic tuna industry export sector.
- 4.19 With direct market access to European seafood markets and the Chinese seafood market also being approved, MCS certification will no doubt add value to the country's fish and marine exports.
- 4.20 It is planned that with the certification of skipjack and yellowfin tuna species, other national commercialized fish and marine species of commercial value will also be pursued for MSC certification in due course.

Continued collaboration

- 4.21 The NFA and the PNGFIA have collaborated on this project to secure MSC certification of the country's purse seine skipjack and yellowfin tuna fishery over more than an 18 months period with this collaboration formalized under a Memorandum of Agreement (MOA).
- 4.22 In line with NFA's responsibilities and obligations, technical and budgetary support was provided which drove the attainment of a historic and milestone achievement for the fishery sector and the country as a whole.
- 4.23 The NFA will continue to collaborate and support MSC-certified purse seine skipjack and yellowfin tuna participants as they look to maximize benefits from this scheme. Also, NFA as the official focal point will assist PNG FIA attend to addressing the 12 weaknesses highlighted by the CAB so as to maintain its MSC-certified status over the next five years until the certificate expires on the 10th of November 2025. Both NFA and PNGFIA will be guided by the Client Action Plan as produced by the independent certifier.
- 4.24 It is the ultimate aim of PNG FIA and its partner regulator NFA to ensure this certification and retained and sustained over the lifetime of this fishery.

5. TRACEABILITY



- 5.1 Listed below are the main stages of the supply chain within the PNG FIA fishery and the relevant tracking, tracing and segregation systems at each step.
- 5.2 Prior to departure from port, each vessel is issued a FIA PNG MSC fishing trip number or trip authorization code that is used to track the vessel via the FIA PNG Fisheries Integrated Management System (FIMS) portal.
- 5.3 There is 100% observer coverage of all purse-seine fishing activity undertaken in the WCPFC.
- 5.4 WCPFC mandates on data provision require that vessel catch-logs are completed for every set, with specific minimum data requirements for the fishing operation, including:
 - a. *Vessel identifiers*: name of vessel and country of registration
 - b. *Trip information*: Port or place of departure, date of departure, port or place of unloading, date of arrival in port, transshipment at sea activity
 - c. Weight of fish caught per set
 - d. School association (either FAD or free school)
- 5.5 At the point of setting, the skipper records the set type (School association) in the catch logbook. The observer will also record the set type, latitude, and longitude, and will record species once the catch is brought onboard the deck.
- 5.6 The catch will then be sorted by the crew and retained species will be placed in a pre-designated well. The well will either be pre-designated as MSC eligible or if non-MSC fish is already in the well, a double net will be used to separate the catch.
- 5.7 MSC eligible sets:
 - 5.7.1 Identified as: Free Schools, Drifting log/debris or dead animal, or Drifting, Raft, FAD or Payao and Anchored Raft FAD or Payao



5.7.2 Sets taking place within PNG's EEZ and AW

- 5.8 Both the observer's report and the captain's logbook record the well the catch was placed in. An observer must be present if fish is moved between wells while the fishing trip is underway.
- 5.9 Upon offloading, observers are present to monitor that the separation of MSC-eligible catch from MSC non-eligible catch is maintained. No auctioning of tuna occurs, and fish are transferred directly from the vessel to the processing plant/carrier vessel. This point is considered to be the change of ownership.

Eligibility to Enter Further Chains of Custody

- 5.10 It has been concluded and determined that the product originating from the Unit of Certification (UoC) will be eligible to enter further certified chains of custody and be sold as MSC-certified or carry the MSC ecolabel.
- 5.12 Chain of Custody begins once the fish is offloaded from the fishing vessel. A separate Chain of Custody will be required for the first receivers of the fish, including processing plants. For carriers vessels/transshipment vessels the current tuna industry practices to separate with double netting, identify with an MSC label (or color tags) and the layout of the carrier cargo is sufficient for transport to the receivers abroad according to the traceability risk assessment carried out by SCS Global. At the first point of offloading/ transshipment or changing ownership, the PNG FIA office will witness the quantity of MSC tuna entering into the supply chain.
- 5.13 To ensure that certified products are sourced from MSC-eligible sources, the CoC auditor will need to solicit the following documentation:
 - 5.3.1 Captains' statement
 - 5.3.2 Fishing logbook for each set throughout the fishing trip
 - 5.3.3 Well chart
- 5.14 In order to verify that:
 - 5.4.1 The product is sourced from the MSC-eligible list of purse seine vessels in the Unit of Assessment (UoA). Refer to the Vessel List appended as *Attachment 2*.
 - 5.4.2 Product is sourced from eligible sets identified as Free Schools or Drifting log/debris or dead animal, Drifting Raft, FAD or Payao and Anchored Raft FAD or Payao
 - 5.4.3 The product is sourced from sets taking place within PNG's EEZ and AW
- 5.15 Eligible landing points:
 - Lae
 - Rabaul
 - Madang
 - Wewak
 - Port Moresby
 - General Santos Fish Port Complex, General Santos City (Philippines)
- 5.16 Once the fishery is certified, the processors that are members of the Fishing Industry Association of Papua New Guinea will be eligible to use the fishery [certificate](#). The processors will require to be MSC CoC certified to sell product as MSC certified with the blue eco-label.
- 5.17 List of PNG-FIA processors that are part of the Client Group:
 - Frabelle (PNG) Ltd
 - International Food Corporation Ltd
 - Majestic Seafood Corporation Ltd
 - Nambawan Seafoods PNG Ltd
 - RD Tuna Cannery Ltd
 - South Seas Tuna Corporation Limited
 - Philbest Canning Corporation, General Santos City (Philippines)



- General Tuna Corporation, General Santos City (Philippines)
- Alliance Select Foods International, Inc., General Santos City (Philippines)

Eligibility of Inseparable or Practicably Inseparable (IPI) stock(s) to Enter Further Chains of Custody

- 5.18 No IPI species were identified in this fishery during the initial and final assessment.
- 5.19 Tuna species, including skipjack, yellowfin, and bigeye are stored in the same wells. While there is a concern of the risk that Bigeye may not be distinguishable from Yellowfin, it is common practice that sorting and classification take place once the product is offloaded and prior to any processing activity.
- 5.20 Most of the processing plants that are part of the client group are already certified under MSC CoC as they source products from other MSC-certified tuna fisheries, where this risk has already been identified, thus the sorting and subsequent segregation process is already in place. For this reason, bigeye is not considered an IPI species.

Increasing transparency

- 5.21 This component of the traceability pillar aims to promote and profile PNG FIA's Responsible Sourcing Policy in view of the current global market status. Issues aimed to be addressed;
- 5.21.1 Miscommunication in global markets in regards to catch from FADs and misperceived implications by anti-FAD agents to consumers.
- 5.21.2 PNG FIA drives to becoming one of the largest suppliers of MSC-certified tuna.
- 5.21.3 Media coverage more than ever appointed Sustainable Development Goals (SDGs) and compliance of fishery against several regulations and standards (i.e. International Labour Organization⁴ (ILO) human rights and International Union for Conservation of Nature⁵ (IUCN) standards.
- 5.21.4 Retailers ask for technical details, sustainability issues, and transparency in reporting increasingly.
- 5.21.5 PNG FIA RSP should be communicated and implemented at all levels locally and globally
- 5.22 Market engagement and communication strategy;
- 5.22.1 PNG FIA platform to communicate who we are to the global markets and NGOs.
- 5.22.2 Demonstrate progress in environmental, human rights, and sustainable initiatives (i.e. NFA FADs management plan).
- 5.22.3 To measure progress as an association and internally by company (i.e.: crew on-board implementation, MSC action plan).
- 5.22.4 First tuna purse seiner organization in reporting 4 key aspects of global & market concern (Marine litter, Ghost gear, onboard crew welfare, traceability, and fishery engagement).
- 5.22.5 collaborate with NFA through their investment and export market promotion programs.

⁴ Website: <https://www.ilo.org/global/>

⁵ Website: <https://www.iucn.org/>

6 MARINE LITTER & FISHING GEAR MANAGEMENT



- 6.1 This pillar's purpose is to mitigate effects of ghost gears from derelict FAD and fishing gear materials catastrophic impact on oceans and our industry's urgent efforts and actions to addressing these threats on the natural marine resource and environment.
- 6.2 Under this pillar of FIA RSP, the objective is to define, support and promote comprehensive and science-based approaches to bycatch mitigation in gear use with emphasis on FAD and fishing gear management.
- 6.3 PNG FIA will assess the risks of different types of fishing gear when lost or abandoned and to support the development of policies and strategies to prevent and remedy the problem throughout the supply chain.
- 6.4 The focus actions are;
 - 6.4.1 Comply with flag state and WCPFC measures on marine litter and fishing gear management actions.
 - 6.4.2 Voluntarily report data on FAD use.
 - 6.4.3 Support science-based limits on overall number of FADs used and/or FAD sets made.
 - 6.4.4 Develop a FAD and fishing gear recovery policy.
 - 6.4.5 For prohibited marine mammal (cetaceans) interactions, implement further mitigation efforts.



Policy and Commitment

- 6.5 PNG FIA and its members are concerned that marine pollution is increasingly recognized as a significant global problem, with detrimental impacts on ocean and coastal environments, wildlife, economies, and ecosystems.
- 6.6 Convinced that certain activities associated with its member's fishing operation may affect the Western and Central Pacific marine environment and that these activities may play a notable role in efforts to minimize incidental mortality of non-target species and impacts on marine ecosystems. In noting that abandoned, lost, or otherwise discarded fishing gear in the marine environment can damage reef and coastal habitats, be harmful to marine life through ghost fishing, entanglement, and acting as a habitat for the spread of invasive species, and create a navigation hazard.
- 6.7 Noting that the provisions of Annex V of the International Convention for the Prevention of Marine Pollution from Ships, 1973, as modified by the Protocol of 1978 relating thereto and by the Protocol of 1997 (MARPOL) prohibits the disposal of all fishing gears and plastics at sea.
- 6.8 Noting that there are existing policy linkages for monitoring and implementation of MARPOL obligations on fishing vessels i.e. by observer training and onboard observing duties and reporting.
- 6.9 Recalling that information from observer reports by observers aboard fishing vessels is responsible for enforcing the regulation on marine pollution in the Western and Central Pacific Ocean.
- 6.10 Recalling the adoption of WCPFC CMM 2013-07⁶ which also recognises the special requirements of SIDS and territories;

FIA Office Responsibility

- 6.11 PNG FIA shall encourage its members vessels fishing within the WCPFC Convention Area to retrieve abandoned, lost or discarded fishing gear and retain the material for discharge to port reception facilities. Where retrieval does occur, its members are encouraged to report to FIA and National Fisheries Authority (NFA) the latitude and longitude of the retrieval event. Where retrieval is not possible or does not occur, fishing vessels are encouraged to report the latitude, longitude, type, size and age of abandoned, lost or discarded fishing gear.
- 6.12 FIA shall in collaboration with its members ensure adequate port reception facilities are provided to receive waste materials from vessels.
- 6.13 FIA shall encourage its members to cooperate, consistent with national laws and regulations, in accordance with their capabilities, to support the provision of adequate port facilities for receiving and appropriately disposing of waste materials from vessels.
- 6.14 FIA in collaboration with its members and NFA will develop communication framework to enable the recording and sharing of information on fishing gear loss where necessary in order to reduce loss and facilitate recovery of fishing gear.
- 6.15 FIA shall pursue and utilize appropriate national, regional and international assistance that may be available in implementing these requirements.

Establishment of a FIA Marine Waste Reduction and Recycling Network

- 6.16 PNG FIA Office will establish a working taskforce group to address waste reduction and recycling programs.
 - 6.16.1 A senior crew member from each participating vessel will be required to be nominated as an onboard waste manager on each trip to facilitate the implementation of onboard action plans.

⁶ WCPFC website

6.16.2 The FIA secretariat will take a leading role in establishing a Task force for Marine Waste Reduction & Recycling. A representative of each participating vessel operator will be member to this group. A representative from the National Fisheries Authority (NFA) & and Conservation and Environment Protection Authority (CEPA) will be invited to join. FIA secretariat will chair the task force.

6.16.3 The roles of the members of the task force will at least:

- facilitate baseline data collection
- assist in the development of action plans
- promote plastic waste awareness
- collect and consolidate ideas for improved plastic waste management
- measure the success of plastic waste action plans.

The Ghost Gear Management Approach

6.17 PNG FIA will collaborate with major environmental NGO's and development partners with interest in this subject area to develop actionable programs and implement the above-noted priority areas.

6.18 This may include working and collaborating with groups like Global Ghost Gear Initiative (GGGI) and aligning to the best practice framework for the management of fishing gear.

6.19 PNG FIA and its members will align to recommendations and guidance on fishing operation management, aiming to mitigate the threat of ghost fishing.

6.20 The best practice framework for the management of fishing gear and reducing ghost gear includes;

6.20.1 Marking gear:

Improving and properly marking of fishing gear can reduce the amount of gear discarded by legal and illegal fishing vessels, in turn reducing their negative impacts. This task should be ideally implemented at the manufacturing stage where traceability can be built right into products. Collaboration with regulatory agencies may develop gear marking schemes.

6.20.2 Recycling gear:

Where return end-of-life fishing gear, which could be refurbished or recycled. Recycled in a number of innovative ways.

6.20.3 Manufacturing biodegradable gear:

Biodegradable gear features help reduce the number of animals accidentally caught. FAD construction can use biodegradable materials and once lost naturally decay in the sea compared with plastic materials, and,

6.20.4 A new life for deadly ghost gear;

Transforming ghost gear (plastic materials) back into other reusable plastic products and the creation of a 'circular economy.' These initiatives contribute to the development of a fishing industry associated with local SME that would otherwise have their livelihoods endangered by ghost gear.

Verification and Reporting

6.21 The task force will facilitate a work plan for the rollout and amicable implementation at company and vessel level operation.

6.22 The management and systems will be reviewed and/or audited intermittently as part of PNG FIA's RSP verification and compliance function.



- 6.23 In order to measure our effectiveness over time, our members (fishing vessels and shore-based facilities) will be reviewed in their management and reporting of ghost gear in their own operations and supply chains. This pillar will have an initial baseline established against which to measure our industry-wide progress in the coming years.
- 6.24 FIA will audit fleet members on an annual basis to assess the progress of this pillar. FIA procedures and audit checklist area available after FIA members request. *The PNG FIA Marine litter and Fishing Gear policy, procedure, and audit tool* are based on:

Table 2: Marine litter regulations, Fishing gear best practices, and maritime regulations looking at Ocean pollution

1. MARPOL Annex V 73/78 - Prevention of disposal of garbage from ships
2. FAO Code for Responsible Fisheries (1995) - Fishing gear
3. International Guidelines on Bycatch Management and reduction of Discards (FAO 2011) - reducing the impact of lost fishing gear
4. Port State Measures Agreement to prevent, deter, Eliminate Illegal Unreported and Unregulated Fishing (2009)
5. The United Nations 2030 agenda on Sustainable Development (A/RES/70/1) - SDG 14.1: Prevent and significantly reduce marine pollution of all kinds, including ALDFG
6. FAO voluntary guidelines on Marking of Fishing Gear (2018)
7. Best Fishing Practices - Global Ghost Gear Initiative
8. EU directive for Single Used Plastic (SuP)
9. The Agreement to Promote Compliance with International Conservation and Management Measures by Fishing Vessels on the High Seas (Compliance Agreement).
10. Seafoodwatch Fishery Standard (2016)
11. Non-Entangling and Biodegradable FADs Guide, ISSF
12. Bycatch Mitigation – 3.7 Transactions with Vessels or Companies with Vessel-based FAD Management Policies, (ISSF, 2019)
13. ISO 21070:2011 – Management and handling of garbage generated on board ships during the period the garbage will be on board.
14. ISO 16304: 2013 – Best practices for the arrangement of port waste reception facilities.

7 SOCIAL ACCOUNTABILITY ON BOARD (CREW WELFARE)



Across the world there is a growing demand from processed tuna retailers to source tuna products which have been produced under fair social conditions and where workers are well treated. Pressure from NGOs such as fair-trade, fair-food, International Labour Organization (ILO), and also Greenpeace and other environmental agencies on the market and on the retailers, urges them to improve economic and social returns for the working people.

Purpose

7.2 The purpose of the social accountability pillar is to strengthen our policy on human rights along the entire supply chain.

Policy & Commitment

7.3 PNG FIA and its members are aware of the increased pressure from the export markets for processing facilities and fishing vessels to meet social standards, which condemn the use of child labor, forced labor and discrimination. PNG FIA and its members acknowledged that to achieve and attain best industry practice is by commencing programs to progress towards the SA8000 standard for land base processing facilities.

7.4 PNG FIA and its members;

7.4.1 Note the harmonized Minimum Terms & Conditions for Access by Fishing Vessels for Crewing Rights & Welfare

7.4.2 Note the WCPFC Resolution on Labour Standards for Crew on Fishing Vessels.

7.4.3 Concerned that marine pollution is increasingly recognized as a significant global problem, with detrimental impacts on ocean and coastal environments, wildlife, economies and ecosystems,



Scope

- 7.5 In acknowledgment of this growing expectation of social accountability compliance, PNG FIA is ensuring all its members in the tuna industry, both the fishing operation and shore-based processing operations in Papua New Guinea implement a social accountability assessment process (action plans /per company). This comprised an independent initial assessment of industry performance against the ILO convention 188 and the SA 8000 standard (which is applicable for a fishing operation) and training of local capacity to undertake self-assessment following gap identification by the independent assessment.
- 7.6 During the assessment process (onboard social accountability methodology), where it is apparent that the FIA member's operations lacked documentation of systems and procedures in place against ILO convention 188 and the SA 8000 standards, then FIA will pursue follow-up programs/activity to document systems, produce manuals and development compliance and monitoring strategies according to the action plans to achieve and adhere to these guidance and standards.
- 7.7 FIA will ensure that all its concerned members will implement and monitor (KDI) the PNG FIA welfare code of conduct and that this is sustained. *The PNG FIA Crew Welfare and Social Accountability code of conduct* is based on:

Table 3: Crew welfare guidance, Social Accountability onboard standards and regulations

1.	ILO 188, (Crew Working Conditions – this is the OSA base guidance for aligning the other standards mentioned herein) (international / inter-government) https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C188
2.	Maritime Labor Convention MLC2006 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C186
3.	MSC Fishery Standard v2.1 – Forced and Child Labor Policies, practices and measures https://www.msc.org/pt/for-business/certification-bodies/supporting-documents/Index?search=forced
4.	FFA FFC106 on crew employment conditions https://www.humanrightsatsea.org/wp-content/uploads/2019/08/FFA-HMTC-on-crew-employment-conditions_info-note_23May19_clean.pdf
5.	Transparency, Environmental Justice Foundation (EJF) https://ejfoundation.org/what-we-do/oceans/transparency
6.	FISH standard for Crew v 1.0 https://fishstandard.com/the-fish-standard/
7.	Worker voice indicators (Global Fishing Vessel Standard white paper)
8.	AENOR 195006, https://www.en.aenor.com/normas-y-libros/buscador-de-normas/une?c=N0056808
9.	Responsible Fishing Scheme Standard (RFS) v1.0 https://www.seafish.org/rfs/wp-content/uploads/2018/05/RFS-Standard-Version-1-issue-2-May-2018.pdf
10.	Human rights at the Sea - Geneva declaration on Human rights at the Sea, 2019 https://www.humanrightsatsea.org/2019/04/05/first-geneva-declaration-on-human-rights-at-sea-published/
11.	Law of the Sea https://www.un.org/depts/los/convention_agreements/texts/unclos/unclos_e.pdf
12.	ILO conventions Declaration on fundamental principles and rights at work https://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm Discrimination https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312256 Work and Family https://www.ilo.org/travail/aboutus/WCMS_119237/lang--en/index.htm Forced labor and modern slavery https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C029 https://www.ilo.org/global/topics/forced-labour/lang--en/index.htm Child labor https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:R190
13.	Guidance on flag state inspection of working and living conditions onboard fishing vessels https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/normativeinstrument/wcms_428592.pdf
14.	UN FAO Code of Conduct for Responsible Fisheries (international / inter-government) http://www.fao.org/3/v9878e/v9878e00.htm
15.	Australian Seafarers' Welfare Council (union) https://www.amsa.gov.au/vessels-operators/seafarer-safety/australian-seafarers-welfare-council

16. SA8000 (which is applicable for at Sea operation) – market driver
<https://sa-intl.org/programs/sa8000/>
17. Ethical Trading Initiative code (which is applicable for at Sea operation) – market driver
<https://www.ethicaltrade.org/eti-base-code>
18. BSCI code (which is applicable for at Sea operation) – market driver
<http://ethics.iit.edu/codes/BSCI%202014.pdf>
19. Seafoodwatch Slavery Risk Tool
<https://blog.seafoodwatch.org/post/170361226841/the-new-seafood-slavery-risk-tool-shining-a-light>
20. Ethical sourcing policy
21. Tuna traceability declaration 2020
<https://www.weforum.org/agenda/2017/06/tuna-2020-traceability-declaration-stopping-illegal-tuna-from-coming-to-market/>
22. WCPFC Resolution on labour Standards for Crew on Fishing Vessels
<https://www.wcpfc.int/doc/resolution-2018-01/resolution-labour-standards-crew-fishing-vessels>
23. Seafood Task Force tuna standard
<https://www.seafoodtaskforce.global/resources/>

Communication and Training

- 7.8 Communication and training are the best tool for achieving the best results in any implementation – certification process.
- 7.9 FIA will initiate work plan to ensure its members undertake the necessary training and awareness to enhance their internal capacity to be able to self-assess and progress company-level actions -to document systems, produce manuals and develop compliance and monitoring strategies according to the action plans to achieve and adhere to ISO19011:2018 audit onboard training standards.
- 7.10 Human resources managers for each PNG FIA member company will be trained and certified. Then the aim is for them to be aware of the wider scope of advantages and disadvantages of each social accountability scheme, regulation and guidance (7.7) in order to support the implementation of this harmonized FIA code of conduct to the current fishing operation.

8 MANAGEMENT SYSTEM REVIEW, VERIFICATION, and COMPLIANCE

- 8.1 The FIA Responsible Sourcing Policy pillars will be regularly monitored, evaluated, and reviewed to ensure these pillars maintain and enhance credibility, transparency, and compliance.
 - 8.1.1 The FIA PNG RSP management review will be carried out in regular intervals, at minimum in an **annual basis, to ensure the continuing suitability, adequacy, and effectiveness of the RSP pillars and granted certifications schemes, e.i MSC standard, FISH standard, and others**
 - 8.1.2 The management system review (guidance ISO 9001: 2011 & ISO 9001:2015) will include the review of the following:
 - a. Nonconformities on the quality performance include trends and indicators which include non-conformities (NC) raised during internal audits, and second-party or third-party audits.
 - b. Monitoring and corrective actions which include FIA PNG members preventive action and corrective action plans for closing NCs.
 - c. Customer Satisfaction, The FIA PNG office will assess once in a year the performance of the FIA PNG team carrying out audits and assessments in our members who are our identified customers.
 - d. Issues concerning external providers and other relevant interested parties will be reviewed in order to provide advice, analysis, and corrections when these are available.
 - e. Adequacy of resources also will be assessed and will include: Human resources, technological support and financial support for maintaining the Management system
 - f. Review of the process performance and conformity of products and services (RSP and certifications); the effectiveness of action (CAPA) taken to address risk and opportunities and new potential opportunities for continual improvement (a and b)



- 8.1.3 A report and minutes of review will be developed on an annual basis it demonstrate compliance with the RSP requirements and granted certifications program's compliance (e.i: FISH, MSC, and others)
- 8.2 This involves ensuring PNG FIA participating companies' compliance and communication of the RSP.
- 8.3 PNG FIA Office will work with partners to facilitate verification tools for the participating companies' traceability programs and vessels' best practices so they transparently demonstrate the attainment of required standards.
- 8.4 FIA PNG Office will create a Responsible Sourcing Annual report that will be published on our webpage and shared with global stakeholders to inform them about the progress of the PNG FIA RSP.
- 8.5 FIA PNG will audit fleet members on an annual basis to assess the progress of this pillar. FIA internal audit procedures and audit checklist are available after FIA members' request.
- 8.5.1 A dedicated FIA PNG Internal Audit procedure (v1.0 | April 2022) has been developed to support with a process description step by step and facilitate the FIA PNG internal auditor, in addition, to being a live guide for FIA PNG personnel to carry our internal audits to assess the compliance of our FIA PNG members against our RSP and granted certifications.
- 8.6 Grading nonconformities of FIA PNG Responsible Sourcing Policy RSP (*Assurance Services International V6.1, May 2020*)
- 8.6.1 NCs raised during the FIA PNG RSP internal audit shall be graded as major or minor.
- 8.6.2 An NC may be graded major if one or more of the following apply:
- 8.6.2.1 An NC that persists over time (i.e. that is not a one-off occurrence but is nonconforming on multiple occasions).
- 8.6.2.2 An NC that is Repeated.
- 8.6.2.3 A minor NC not adequately addressed by the FIA PNG member or fleet or fishing vessel within the established timelines.
- 8.6.2.4 Absence, or Systemic failure, of one or more element/s of the FIA PNG RSP's Management System.
- 8.6.2.5 Where an FIA PNG RSP procedure requirement has not been fulfilled because one or more major/critical NCs, found at the FIA PNG member (fishing vessel) level, have demonstrably not been correctly identified, graded or addressed by the FIA PNG Office.
- 8.6.3 Any NC that does not meet the criteria of a Major NC shall be considered minor. Minor NCs are usually isolated or non-systemic failures of FIA PNG RSP procedure requirements that do not significantly compromise the validity of membership of the FIA PNG member
- 8.6.4 In case during FIA PNG internal audit majors are found in a fishing vessel or a fleet, FIA PNG Office will ask the member to provide: 1) a Root Cause Analysis (RCA): An analysis tool used to determine the root cause of a problem including an evaluation of the extent and scale of the problem identified to determine if it has occurred elsewhere. 2) a preventive plan to avoid the recurrence of this NC, and 3) corrective action plans to fix the major nonconformity within a period of 3 months. For minors a period of 12 months is applicable.
- 8.6.5 Opportunities for improvement, an FIA PNG finding where the evidence observed indicates that a FIA PNG RSP Procedure requirement has been met but based on the FIA PNG assessment team's professional experience and knowledge, improved performance and/or implementation may be possible.
- 8.6.6 If Majors NC is no addressed appropriately and within the timelines provided by the FIA PNG office, the fleet or member or fishing vessel shall be removed from the group to maintain the rigorous, robustness, and credibility of the FIA PNG RSP.
- 8.6.7 FIA PNG board members will assess the re-join process of the member who did not follow the FIA PNG RSP Procedures and requirements. A full FIA PNG board consensus will be needed to include back the fleet or fishing vessel to the FIA PNG group



9. Adding member fishing vessels to and Removing member fishing vessels from the Unit of Certification – FIA PNG process

9.1 FIA PNG office will carry out a due diligence process to assess adding new members into the FIA PNG MSC scheme. Applicants to become FIA PNG members shall proceed with the following to be added:

- Be in the position of a fishing license for the PNG EEZ and AW
- No be listed on a blacklist of Regional Fishery Management Organization (RFMO) for IUU, shark finning, and labor onboard offenses
- Authorise FIA PNG office to have access to VMS through the iFIMS platform
- Undergo an initial internal audit against the FIA PNG Responsible Sourcing Policy Pillars, starting with a desktop review and later an on-site audit. This includes but is not limited to: F.I.S.H standard for Crew, traceability, Marine litter and fishing gear mitigation, and MSC sustainability indicators (CAB's assistance for a scope extension)
- Outcomes from the internal audits shall be closed within the timelines provided in the FIA PNG RSP policy and procedures
- Assign a person to be contacted for FIA PNG RSP pillars' matters (email and mobile number)
- A fishing vessel operator must be linked to a tuna processing plant
- Sign a MoU with the FIA PNG office committing to full implementation and following up FIA PNG policy and procedures.
- Finally FIA PNG office representative shall submit a written request to the CB together with supporting information (e.g., internal audit report) showing the new vessel conforms with the requirements of the FISH Standard for Crew, and
- Request a scope extension and inform the CB for any fishing vessel joining the FIA PNG MSC fishery scheme

9.2 FIA PNG office also is entitled and has the right to remove fishing company members in case any of the following situations may arise.

- No compliance with FIA PNG RSP policy and procedure including certification requirements of MSC and FISH standards as well as the due diligent process for marine litter and fishing gear.
- If Majors NC is not addressed appropriately and within the timelines provided by the FIA PNG office (see Internal Audit Procedure V2.0 | 2024 – clause 7.3.10.5), the fleet or member or fishing vessel shall be removed from the group to maintain the rigorous, robustness, and credibility of the FIA PNG RSP.
- Be found on an IUU or in non-compliance with the PNG law including shark finning, fishing on closure seasons, labour onboard abuses
- We will inform immediately within no more than 5 working days to CB of the MSC fishery standard and FISH standard for Crew.

10. COMMUNICATE TO RAISE AWARENESS AMONG CONSUMERS

10.1 A general function of FIA in the promotion and communication of its Responsible Sourcing Policy.

10.2 This function will aim to promote a positive change in the market through market engagement and communication strategy.

Market Needs-Transparency

10.3 The PNG FIA Office will strive to;

10.3.1 Be a bridge between the fishery and the global markets.

10.3.2 Promote and educate the market about the PNG FIA fishery.



- 10.3.3 Forge strategic alliance with the NGOs country managers and retailers to promote discussion and communication at all levels.
- 10.3.4 Initiate partnerships with key NGOs and stakeholders to enable alignment of programs with the PNG FIA RSP
- 10.3.5 Undertake technical support and collaboration with partners with the same interest focused on implementing policies and projects.

Current Context

10.4 The current status at the global market is that there is gross miscommunication by ulterior-motivated agents, i.e. misinformation of the disadvantages of FADs.

Scope

10.5 Noting PNG FIA will become one of the largest suppliers of MSC-certified tuna, PNG FIA will endure undertaking;

10.5.1 Media coverage more than ever on appointed sustainable development goals (SDGs) and compliance of fishery against several regulations and standards (ILO, human rights, IUCN, standards)

10.5.2 Collaboration with retailers for technical details on concerns and issues of sustainability and transparency and increase in its efforts in reporting on compliance.

10.5.3 The PNG FIA RSP should be communicated and implemented at all levels locally and globally

10.6 PNG FIA will endeavor to:

10.6.1 Be a bridge between the fishery and the global markets.

10.6.2 Promote and educate the market about the PNG FIA fishery.

10.6.3 Strategize approaches with NGOs country managers and retailers to promote discussions and communication at all levels.

10.6.4 Forge strategic alliances and partnerships with key NGOs and stakeholders to align all programs to be in lined with the PNG FIA RSP.

10.6.5 Seek technical support and collaborate with allied partners in the implementation of RSP policy and its respective pillars' programs.

11. History of Revision

Revision No.	Date	Reasons/ Details
00	August 2018	Proposal accepted by FIA to develop this document
01	November 2019	Initial Release
02	May 2020	General review
03	June 2020	Edit for publication on the FIA members
04	November 2020	Edit for publication – public access - photos
05	October 2021	Inclusion of definitions Major, minor and Opportunities for improvement
06	April 2022	<ul style="list-style-type: none"> • Re-name point 8 into a management system review, verification, and compliance, and • Adding 8.1.1, 8.1.2, 8.1.3, and 8.5.1 for a better Internal audits description – It was a Major NC in a certification on-site audit • Add point 9 for adding members requirements and removing members from our FIA PNG RSP scheme



07	February 2024	Clause 9.2 linked with FIA PNG Internal Audit Procedure clause (FISH third party audit) and grammar
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