



ANNUAL REPORT 2022



**FISHING INDUSTRY ASSOCIATION
PAPUA NEW GUINEA**

Back Office#3
Section 52, Lot 53/54, Kennedy Road, Gordons,
National Capital District
Papua New Guinea

FIA-PNG.COM

CONTENTS



1 Forward	3
2 About this report	4
3 About FIA PNG	5
4 The FIA Responsible Sourcing Policy	6
5 Progress with regards to the pillars of the FIA PNG Responsible Sourcing Policy	7
5.1 MSC certification: Responsible management of marine resources	7
5.2 Traceability	9
5.3 Marine Litter & Fishing Gear	10
5.4 Social Accountability & Crew Welfare	12
6 Our PNG tuna fleet	14
7 Our PNG tuna processors	15
8 Voices of FIA PNG members	16
9 Partners and Stakeholders	17
10 Delivering on the Sustainable Development Goals	20
11 Market engagement, communication & sustainability awareness	21
12 Education to drive sustainable change	22
13 Glossary	23

1 FOREWORD

I am pleased to present our third annual report since taking over as the President and Chairman of the Fishing Industry Association. On the following pages, amongst other things, we update you on the progress we have made in addressing the four main pillars under our Responsible Sourcing Policy and our strategy in implementing these pillars with our members.

Following the aftermath of COVID-19, we continued to expand our global outreach during the past year to consolidate our global collaboration with international partners to support our vision of ensuring the long-term sustainability of our tuna fishery for our current generation and the generations to come, whilst being socially and morally responsible to the labor force that supports our fishing and processing industry in Papua New Guinea.

It has been quite an interesting journey for the Association and its members. The past year has been a year of growth, engagement, and a more united association with closer cooperation with the National Fisheries Authority (NFA).

Following the signing of a Memorandum of Understanding (MoU) between the NFA and Global Fishing Watch (GFW), the fishing vessels of our members under PNG flag as well as under Philippines flag, have given their consent to openly share their VMS data on the GFW website portal.

In addition, our continued collaboration with one of our closest global partners, Global Dialogue on Seafood Traceability (GDST), has enabled us to move closer to achieving interoperability and interconnectivity with the GDST system. This is in line with our objective to be able to trace, track and monitor our tuna and related fisheries products along the supply chain from boat to plate.

In brief, we have achieved our log frame strategic plan goals ahead of time: the objectives were established in 2018, to be reached by 2025. We have seen several of these objectives already being reached, while work is in progress on others.

As Chairman, I have made a commitment to have all our other small to medium-scale fisheries with existing management plans achieve MSC certification. Our rock lobster fishery is very close to achieving MSC certification and we are working on bringing other small-scale fisheries (prawn, mud-crab, seaweed, etc.) to the same level. We aim to place them in the premium price markets to have

a positive impact on the local communities that depend on them.

Our position as regional and global tuna reference has no doubt played a role in enabling us to continue to collaborate with several NGOs and stakeholders to implement joint projects and also to be asked to join some of their committees as advisors.

Our tuna market is growing, and our tuna members are pro-actively implementing our Responsible Sourcing Policy (RSP), which makes us stronger as a group. In this regard, we wish to invite our brothers and sisters from the Pacific Islands and join us in forming a united, robust and responsible fishery management group, jointly following our proven model – our FIA PNG RSP.

A notable achievement during the past year was our first ever consultation meeting between our Association and its members and the Philippines Bureau of Fisheries and Aquatic Resources. This is important and vital to the implementation of our action plan under our MSC certification. Therefore, we plan to have regular annual consultations to strengthen this important partnership arrangement with the Philippines Government.

Lastly, we have continued to receive the much needed and direct support from the NFA in ensuring our effective participation at international seafood shows where our members are able to meet directly with potential buyers for international market access of our tuna and related fisheries products. We are pleased that the NFA has made a commitment to allow the industry to take the lead in these important seafood shows with their backing and support.



Sylvester Barth Pokajam
President & Chairman
Fishing Industry Association (PNG) Inc

2 ABOUT THIS REPORT

Since we launched our seafood Responsible Sourcing Policy (RSP) in 2018, we have reported on our progress on an annual basis through our Annual Report and through communications via our FIA PNG website.

We strive to be transparent by sharing information on our activities and report on our supply chain strategy and the impact of our RSP in the PNG tuna fishery and our small-scale fisheries. This report indicates our annual FIA PNG member's progress from January to December 2022, on the four pillars of our RSP (MSC Certification, Fishery Traceability, Marine Litter & Fishing Gear and Social Accountability) and the key performance indicators (KPIs) with regards to the Sustainable Development Goals (SDGs).

Through our reporting, we aim to be accountable and transparent and to keep our stakeholders well informed, in particular with regards to our progress on ocean conservation, human rights, and the fight against illegal, unreported and unregulated (IUU) fishing.

Also, we invest in our staff to provide them with the right tools to continuously implement our RSP and to monitor our and our members' performance. Focusing on the qualifications and experience of our staff will support the integrity of our RSP along the entire value chain.

We are developing and constantly improving the robustness of our organization, our management system, and our culture to live up to our commitments made in 2018. Our ultimate objective is to raise the bar in the tuna industry in the Pacific region and on a global scale when it comes to transparency, accountability, and reporting.

We believe that this will not only lead to spillover effects within the sector, but also help us gain the support of market players to support us and other fisheries that operate in an equally honest and transparent way. A stable, transparent, and trustworthy tuna supply chain will also be attractive to investors and buyers.

Our efforts also go beyond our tuna fishery, and we are working on the sustainability of other small-scale fisheries – for example our rock lobster, seaweed and mudcrab fisheries – with the ultimate goal to achieve certification against the MSC standard for sustainable fisheries. Only an integrated strategic approach and the constant reporting on the progress made can help any fishery and the communities depending on it to accomplish a long-term responsible fishery management. The structures within FIA PNG emerged as part of a natural evolution, reflecting the way in which fishery and market interest in the certification programs such as MSC and FISH program developed over time and finally got aligned in a joint approach and effort to keep our marine ecosystems intact and ensure the availability of our resources for the generations to come.

Through this report, we would like to share our progress and experiences with our partners and stakeholders and we also thank them for their continued support and collaboration in different projects, from conducting research and collecting data to generating market access.



Marcelo Hidalgo
FIA PNG Sustainability
& CSR Director



3 ABOUT FIA PNG

The Fishing Industry Association (FIA) was founded in Port Moresby, Papua New Guinea (PNG) in 1991, by companies and operators in the tuna industry (both fishing companies and shore-based processors), prawn operators, bêche-de-mer (sea cucumber) buyers and exporters, as well as associated sector players such as crew recruitment and placement agencies, fisheries consultancies services, and provincial umbrella artisanal fishing cooperatives.

While FIA PNG is comprised of a diversity of members, the tuna members are involved in all aspects of the tuna supply chain – fishing, trading, logistics, processing, sales, and marketing. The core business of FIA PNG fishing and processing is selling whole-round frozen tuna, pre-cooked frozen tuna loins, raw packed canned tuna, and pre-cooked canned tuna. FIA PNG processors are mainly foreign investors that also have processing sites in the Philippines and Thailand, enabling

them to also sell tuna glass jars and tuna pouches that are produced in the associated tuna canneries overseas.

Also, rock lobster fishery members in the Torres Strait Marine Protected Area (MAP) are joining our sustainability journey to achieve MSC certification for all our fisheries, the starting point being a due diligence process with SeafoodMAP¹. Our members until December 2022 at a glance:

Our members until December 2022 are:

- | | |
|---------------------------------------|---------------------------------|
| 1. Frabelle PNG Ltd. | 14. Standard Apex Limited |
| 2. Majestic Seafood Corporation Ltd | 15. Fair Well Fishery Ltd |
| 3. RD Fishing PNG Ltd | 16. Fair Well Investment Ltd |
| 4. RD Tuna Canners Ltd | 17. Genpack PNG Ltd |
| 5. South Seas Tuna Corporation Ltd | 18. GS Marine Ltd |
| 6. Nambawan Seafood Corporation Ltd | 19. Melanesian Ex-Import Ltd |
| 7. International Food Corporation Ltd | 20. Toboi Shipbuilding Co Ltd |
| 8. Aces Ventures Ltd | 21. Coastal Shipping Co Ltd |
| 9. Standard Apex Limited | 22. High Energy Co Ltd |
| 10. Dologen Ltd | 23. Tatiduh Fisheries Ltd |
| 11. Trans-Pacific Journey TPJ | 24. United Seafoods Ltd |
| 12. TSP Marine Industry | 25. Dybes Ltd |
| 13. Bluecatch fishing | 26. Karasiva Marine Resoure Ltd |



¹Seafood MAP is a globally inclusive digital platform to compile and accelerate fisheries and aquaculture efforts on the pathway to sustainability, developed by the Global Sustainable Seafood Initiative (GSSI). More information: <https://www.ourgssi.org/seafood-map>

4 THE FIA RESPONSIBLE SOURCING POLICY

The FIA Responsible Sourcing Policy (RSP) was developed in 2017 and launched officially in 2018 together with the announcement of the FIA PNG tuna fishery entering full assessment against the MSC standard for sustainable fisheries. The RSP is centred around four pillars:

- ▶ Marine Stewardship Council (MSC) Certification
- ▶ Fishery Traceability
- ▶ Marine Litter and Fishing Gear
- ▶ Social Accountability

The RSP is the main policy document with regards to the four pillars focused on business policies, strategies, audit tools, the definition of non-conformities, FIA PNG office roles and responsibilities, and work programs. The implementation of the RSP and its pillars started in 2019, based on a gap analysis for crew welfare & labour conditions onboard, and marine litter & fishing gear.

The policy is continuously reviewed, revised and updated to ensure a robust due diligent process. Where possible, the key elements of our RSP pillars and the progress made are regularly evaluated and validated by an independent third party.



5 PROGRESS ON THE PILLARS OF THE FIA PNG RESPONSIBLE SOURCING POLICY

Every year, we assess our performance against the four RSP pillars and review our priorities for the year ahead of us. Our 2022 and 2023 priorities and key objectives include:

- ▶ Emphasizing diversity, equity, and inclusion (DEI) within our culture
- ▶ Ensuring ongoing delivery of our RSP across small-scale and industrial fisheries in PNG
- ▶ Demonstrating our credibility and transparency by seeking ethical certification for our PNG fisheries
- ▶ Continuous monitoring and reporting on our fisheries operations to maintain our accountability and transparency

5.1 MSC certification: Responsible management of marine resources

At FIA PNG, we strive to preserve our marine resources and to safeguard the marine ecosystems for the future. Therefore, we continuously work on improving our tuna and other fisheries and seek independent third-party certification to verify the sustainability of our fisheries management.

PNG Tuna fishery: Enhancing accountability and transparency

Since 2020, our catches associated with Fish Aggregation Devices (FADs) have decreased. The NFA has maintained continuous 100% observer coverage onboard to ensure that together with the integrated Fisheries Information Management System (iFIMS) tuna catches are almost reported in real-time and their catch's composition is conveyed correctly to the authorities. We have achieved MSC certification for [three commercial tuna species](#): skipjack, yellowfin, and bigeye.

In October 2022, an important milestone was achieved in the Western Pacific Ocean: the FIA PNG tuna fleet became the first tuna fleet to open up its Vessel Monitoring System (VMS) and share it publicly with Global Fishing Watch (GFW)², thereby enhancing our tuna fishing practices accountability and transparency. The Minister of Fisheries of PNG and the GFW representative signed this



Memorandum of Understanding (MoU) during the Bangkok Tuna Conference 2022.

We obtained the geographical scope extension into the Western Central Pacific Ocean (WCPO) and PNA waters (Parties to the Nauru Agreement) to access a bigger fishing ground that will allow to follow tuna stocks further if climate change will influence tuna behavior and migratory patterns.

During 2022, our first surveillance audit was completed in June. The fishery was confirmed to be on target with regards to the progress made on the 14 conditions received during the initial MSC assessment that required the implementation of an action plan. The certification includes the three commercial tuna species skipjack, yellowfin and bigeye in the PNG Economic Exclusive Zone (EEZ) and Archipelagic Waters (AW).

²Global Fishing Watch (GFW) is a website launched in September 2016 by Google in partnership with NGOs Oceana and SkyTruth to provide a global view of commercial fishing activities. The website is aimed at advancing ocean governance through increased transparency of human activity at sea: by creating and publicly sharing map visualizations, data and analysis tools, it enables scientific research and intends to drive transformation in ocean management (see <https://globalfishingwatch.org>).

PNG rock lobster fishery: Harvesting by hand in the Torres Strait Protected Zone

In 2021, the PNG fishery on tropical rock lobster (*Panulirus ornatus*) joined the SeafoodMAP program³ and was assessed against the initial SeafoodMAP requirements, with the aim to expose the PNG lobster fishery to global markets. The SeafoodMAP assessment has helped our staff to understand the basic requirements to comply with retailers' and market requirements.

Later, in June 2022, the small-scale tilapia aquaculture in cages in the Sirinumu Dam also joined the SeafoodMAP program. FIA PNG aims to use the requirements for aquaculture and fisheries to assess small-scale operations in PNG, increase the awareness of the fishers and farmers, and increase the cooperation with the NFA while demonstrating the good practices of the PNG small-scale fisheries and aquaculture and the will to improve further.

In November 2022, the PNG rock lobster fishery started the assessment against the MSC standard for sustainable fisheries. The Unit of Assessment (UoA) includes the tropical rock lobster caught in the geographical area of the Torres Strait Protected Zone (TSPZ) in the Western Pacific Ocean (FAO Area 71) by select vessels licensed and permitted to operate in PNG and Australian waters of the TSPZ under the management of the Torres Strait Protected Zone Joint Authority. It also includes seven FIA PNG vessels of maximum 20 m in length.

Each larger vessel acts as a "home base" for the fishing activity which includes divers accessing reefs from smaller dory boats and harvesting the rock lobster by hand using "hookah" dive gear or by free diving. Fishing occurs year-round except for during the annual spawning closure from December 31 to March 1. The fishery is aiming to complete the MSC assessment process by Q3 in 2023.

³ Seafood MAP is a globally inclusive digital platform (developed under the umbrella of the Global Sustainable Seafood Initiative, GSSI) to compile and accelerate fisheries and aquaculture efforts on the pathway to sustainability (see <https://www.ourgssi.org/seafood-map>).



5.2 Traceability

For FIA PNG, traceability goes hand-in-hand with transparency: a traceability system is the best method to prevent fraud and illegal products from entering the supply chain as certified products. It protects consumers and the efforts of everyone working to keep our oceans healthy. This together with the opened VMS that was and publicly shared with Global Fishing Watch is a unique approach with regards to accountability and transparency, highlighting the leading position the FIA PNG members are taking in the global tuna sector.

Our tuna fleet is compliant with the NFA track, monitor, control, and record online system integrated Fisheries Information Management System (iFIMS) which ensures high and real-time transparency of the fishing operation. Our traceability team underwent training on iFIMS, tracking, and reporting.

In October 2022, we joined the Global Dialogue on Seafood Traceability (GDST) capability test to challenge our iFIMS to capture and share the GDST's 46 key data elements (KDEs) for wild capture. FIA PNG passed the capability test and achieved verification in the first trimester of 2023.

Our technology and data collection priorities for the iFIMS include:

- ▶ Embedding the digitization of the fishing operation from setting the net to export of our MSC certified tuna
- ▶ Delivering system integration tools to support the traceability - iFIMS, allowing us to capture data at every point in the FIA PNG MSC certified tuna fishery and enabling tracking of batches and vessels
- ▶ Establishing a process for systematic tracking that allows us to extend a FIA PNG MSC batch certificate per FIA PNG MSC fishing trip

Both the PNG tuna fleet and the PNG tuna processing sectors aligned with the GDST key data elements, and are also members of the GDST.

In March 2022 during the Seafood Expo North America, we launched the "Tuna Supply Chain Challenge" to integrate verified traceability systems to harmonise the communication across the tuna supply chain. Global Fishing Watch, the Global Dialogue on Seafood Traceability, the Global Tuna Alliance, and the FIA PNG have joined forces to carry out this project across the entire tuna value chain.

55 TUNA PURSE SEINE VESSELS

- 100% Observer onboard coverage and reporting
- 100% Vessel Monitoring System (VMS)
- 100% Global Fishing Watch public share of the FIA PNG tuna fleet VMS
- 100% Catch Documentation Scheme tracking (CDS)
- 100% Traceable catches from the fishing ground to market
- 100% MSC certified fishing trip tracking from net to export
- 100% Location, tracing, and reporting of FADs
- 100% Traceability platform - GDST verified

6 TUNA PROCESSING FACTORIES

- 100% Traceability within the tuna value supply chain
- 100% MSC Chain of Custody certified
- 100% Traceability platform - GDST verified



5.3 Marine Litter and Fishing Gear

This pillar's purpose is to mitigate the effects of ghost gears from derelict Fish Aggregating Devices (FADs) and the damage that fishing gear and fishing materials can cause within the oceans and the marine ecosystems. Our industry is undertaking action to address these threats to the natural marine resources and environment. 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 an emphasis on FAD use and fishing gear management, including reducing and eliminating single-use plastic (SuP).

In 2022, our FIA PNG office auditors team carried out second-party audits on our tuna fleet members. The audits included on-site inspection, staff and crew interviews, as well as management system reviews. In total, three member companies were audited, two in Papua New Guinea and one in the Philippines, with a total of four vessels. Two fishing vessels have not received updated training yet, and for that reason their performance was low on principle #7, referring to training and internal awareness (see figure on p.11).

Our audited members seem to have a good level of implementation of their management system that includes Marine litter and Fishing gear. Besides the FIA PNG Marine litter and Fishing gear procedure, members have in place several MARPOL⁴ procedures also including waste and garbage procedures, control sheets, and recording of waste disposal. A key element is that all audited members have appointed a responsible person to look after the implementation and monitoring of these requirements. Two of our members did not perform well enough for the lack of supported documentation or incomplete management system implementation. Therefore, recommendations and guidance were provided and we will follow up closely in 2023.

Regarding the use of FADs⁵, 199 dFADs were deployed in total for our tuna fleet that consists of 55 tuna purse seine vessels. The FIA PNG waters are still rich in tuna school, which means that our captains can choose unassociated sets without FADs (iFIMS NFA electronic report from observer onboard 2022). The marking of the fishing gear follows the [guidelines of the FAO](#) and [Global Ghost](#)

[Gear Initiative \(GGI\) best practices](#). Also, electronic buoys are attached to the FADs for electronic tracking and easy recovery of FADs. Also, the location and last recorded position of the FADs are always reported to the relevant PNG authority to avoid any losses.

Apart from these actions on sea, a webinar series for the FIA PNG members was initiated based on the SeafoodMatter methodology⁶. Also, in order to compile updated information for research and for the management system review, FIA PNG attended the 7th International Marine Debris Conference in Busan, South Korea in September 2022.

Currently, the FIA PNG office is carrying out its management system review that will also allow assessing our current KDEs and our FIA PNG member's management system for the upcoming FIA PNG audits with regards to Marine Litter and Fishing Gear in 2023.

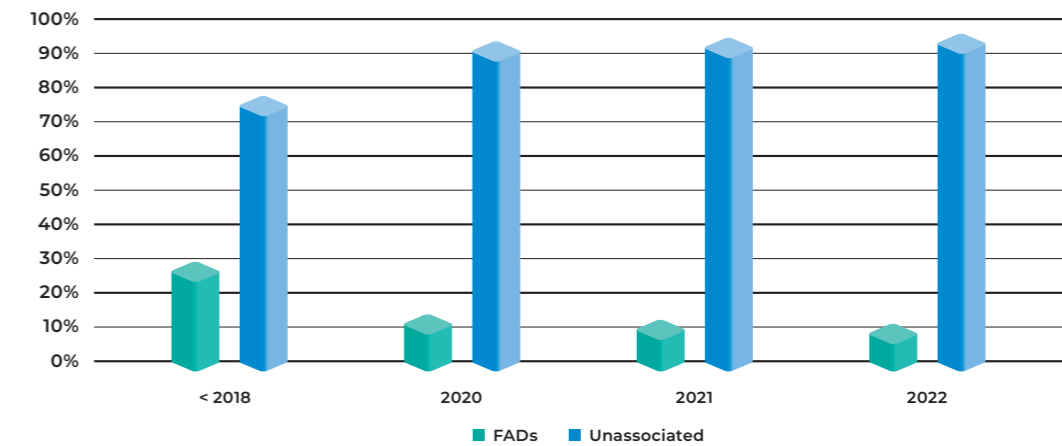


⁴MARPOL ((short for "marine pollution") refers to the International Convention for the Prevention of Pollution from Ships. See [https://www.imo.org/en/About/Conventions/Pages/International-Convention-for-the-Prevention-of-Pollution-from-Ships-\(MARPOL\).aspx](https://www.imo.org/en/About/Conventions/Pages/International-Convention-for-the-Prevention-of-Pollution-from-Ships-(MARPOL).aspx)

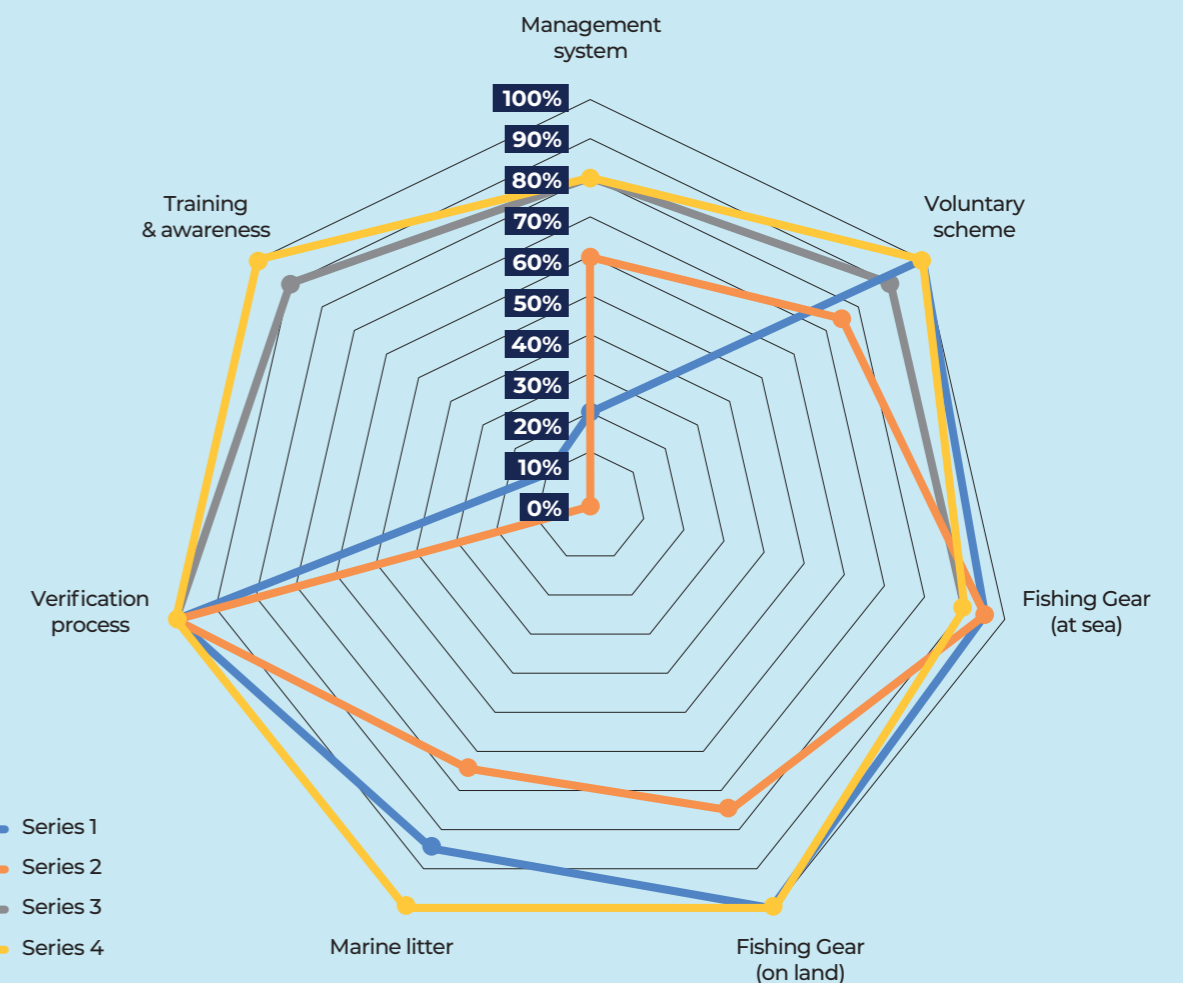
⁵Fish Aggregating Devices (FADs) are man-made, usually floating structures with hanging nets to attract fish. These rafts can either be free floating (known as drifting FADs or dFADs) or anchored to the seabed (known as anchored FADs or aFADs). Technological advances such as satellite tracking, using biodegradable materials and designing non-entangling FADs, mean that environmental impacts can be reduced. See https://www.fao.org/fileadmin/user_upload/newsroom/docs/FAD-infographic.pdf.

⁶This methodology includes a pre-assessment against global best practices (i.e. FAO, IMO, ISSF, GGI) creating a benchmark to provide an unique solution with a management system implementation and capability building among FIA PNG tuna members and FIA PNG office staff. For more information on the Seafoodmatter tools and methodology see <https://seafoodmatter.eu>.

FIA PNG tuna fleet: FADs vs free school catches (48P/S)



Performance of 4 FIA PNG second party audits: the 7 principles of FIA PNG Marine Litter & Fishing Gear requirements 2022



5.4 Social Responsibility and Crew Welfare

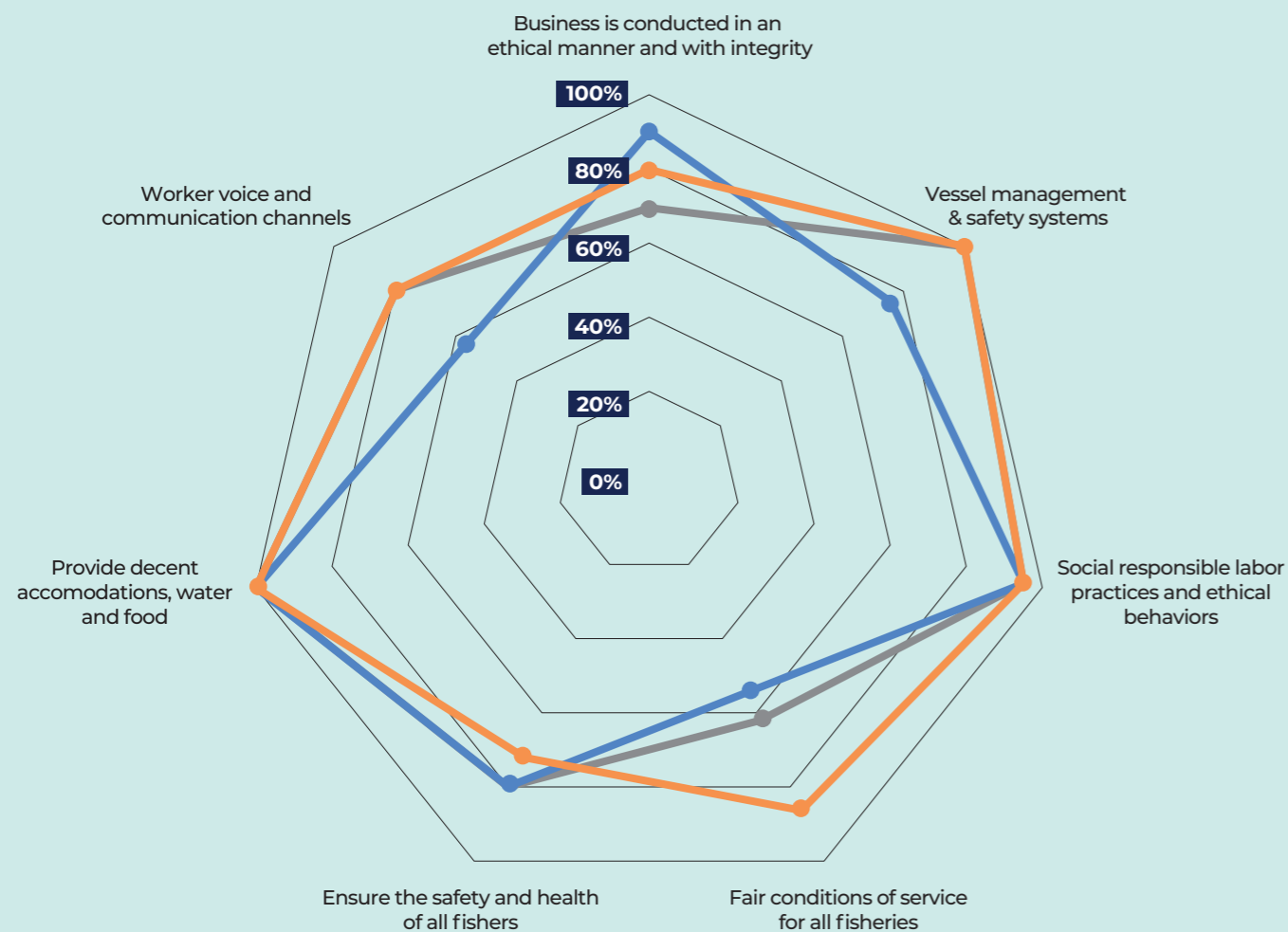
At FIA PNG, our focus with regards to Social Accountability is on ethical labour practices, banning forced labour and child labour, decent living and working conditions on board and health and safety. Our robust Social Responsibility and Crew Welfare due diligence process was recognized by an independent third-party assessment against the FISH Standard that started in 2022.

FIA PNG improved the Seafoodmatter labour benchmark tool for crew compliance and created its own Social Responsibility and Crew Welfare procedure with a holistic approach for assessing

and improving decent living and working conditions of its fleet, crew awareness, and crew welfare onboard. Following two on-site audits in June and October 2022 and auditing six vessels of our tuna fleet and interviewing the crew on board, the third-party certification body recommended the FIA PNG tuna fleet with 34 tuna purse seiners for the FISH (Fairness, Integrity, Safety, and Health) Standard for Crew certification which was granted in February 2023.

One of our members, RD Fishing Group, also holds the Responsible Fishing Vessel Scheme certification (RFVS).

Social responsibility: Second party audits carried out by FIA PNG auditors Q1 - 2022

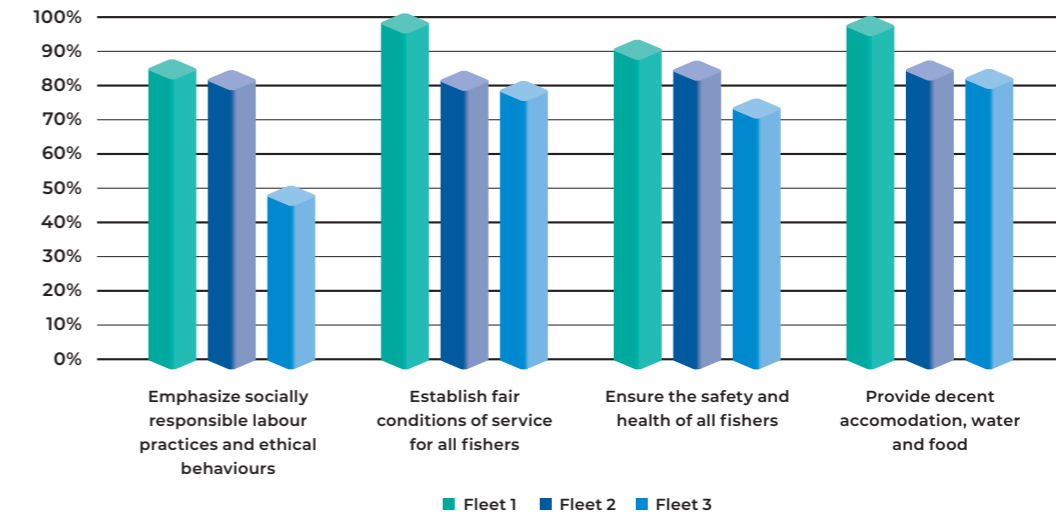


*Three FIA PNG tuna fleets – second-party audits (Seafoodmatter labour benchmark tool)

Our performance with regards to environmental and social sustainability and the fact that the FIA PNG fleet is the world's first tuna fleet to achieve FISH certification confirms FIA PNG's leading position in the Pacific Region. We see this as the beginning of our profound sustainability journey

and we will ensure that these conditions are maintained on every single one of our more than 50 tuna purse seine member vessels. Below you find an overview and the outcomes of our second-party audits and third-party certification audits (see figure on on p.12).

Performance of FIA PNG tuna fleet: FISH for Crew standard (third-party audit) - Q3 - 2022



*Three FIA PNG tuna fleets – third-party audits. FISH standard for Crew requirements

For FIA PNG, crew certification is one tool in our belt for monitoring and improving crew welfare, but it is not a single-bullet solution. We have therefore set up an assurance model to verify and monitor our member vessels closely. The model includes:

- ▶ Building capacity with competent internal auditors who will be deployed [towards the end of 2023](#)
- ▶ Opening the tuna fleet VMS to Global Fishing Watch in order to assess our risks with regards to forced labour [and other KDEs](#)
- ▶ Alignment with the 10 principles of Transparency of the Environmental Justice Foundation
- ▶ Annual internal audits carried out on the vessels of our tuna members
- ▶ Second-party audits carried out by FIA PNG office social auditors on tuna member vessels on an annual basis
- ▶ Annual social audits against the FISH Standard by a third-party independent Conformity Assessment Body (CAB)
- ▶ The aim to raise the bar in social accountability, crew welfare performance, and transparency in the global tuna industry
- ▶ Collecting GDST key data for wild-caught or fisheries through our iFIMS platform

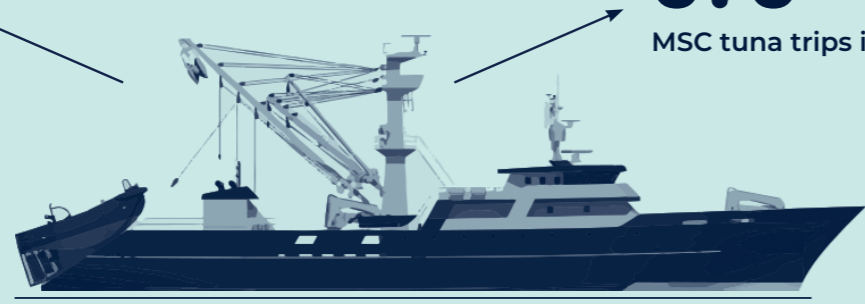
6 OUR PNG TUNA FLEET

55

Tuna purse seiners
(100% observer onboard coverage)

373

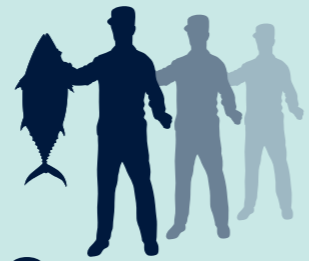
MSC tuna trips in 2022



3 MSC certified tuna species
of commercial interest



Skipjack (SJT)
Yellowfin (YFT)
Bigeye (BET)



1540

Crew
(onboard direct jobs)

Tuna catches 2022
per species (1000 MT)

<1

Bigeye (BET)

46

Yellowfin (YFT)

85

Skipjack (SJK)

131

Total catch

Total tuna catches
by destination
(1000 MT)

40

Tuna landings in
Papua New Guinea
(SJK, YFT and BET)

91

Tuna Transhipments
for processing overseas
(SJK, YFT and BET)

Total tuna catches
by fishing gear
(1000 MT)

8

Total with FADs

123

Total free school (unassociated) catches

FADs sets

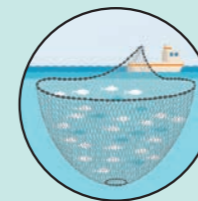
6%

Free school sets

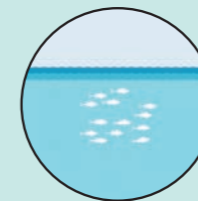
94%

(all other school association code)

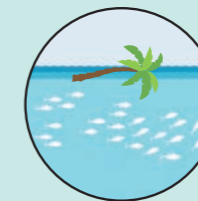
Tuna fishing gear used



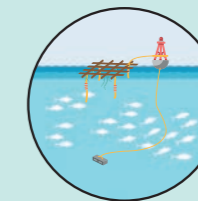
Purse Seine



Free School



Natural FADs



Anchored FADs



Drifting FADs

7 OUR PNG TUNA PROCESSORS

Processing

Tuna
canneries in PNG

6

Processors: International Food Corporation Ltd / Majestic Seafood Corporation Ltd / Nambawan Seafoods PNG Ltd
RD Tuna canners Ltd / South Seas Tuna Corporation Ltd / Frabelle PNG Ltd

15.000

Workers
PNG local worker force



8 VOICES OF FIA PNG MEMBERS



“Globally recognized by various processors, traders as well as by consumers, FIA PNG plays a vital role as the lead organization to realize the sustainability of tuna in the Pacific and to bring harmony to our marine ecosystems and resources. We play an important role in this program organized by FIA PNG and we are committed to the MSC certification process for the benefit of healthy and sustainable tuna resources in PNG waters and in the Pacific region.”

Eduardo Esteban

Vice President for Administration and International Business Development
Trans Pacific Journey Fishing Corporation



Frabelle
(PNG) Limited

“The FIA PNG MSC certification with scope extension is geared towards a commitment to expand the sustainability of tuna resources. This commitment to sustainability will ensure an equitable sharing of the tuna resources with future generations.”

Dale Sacay

Associate Vice President
Frabelle PNG Limited



“The value FIA has provided to the vessels and processors in PNG is not only visible in achieving MSC certification, but also in the recent social accountability certificate from FISH. This clearly demonstrates the PNG industry, both boat owners and processors, have been working collectively towards a responsible tuna supply chain. Over the past two decades, SSTC has been and will continue to be committed to sustainability and social responsibility, as well as to the continuous investment in the community, our employees and the facility. SSTC’s management team and employees remain dedicated to continuous quality and efficiency improvements aimed at meeting our customer’s requirements and further ensuring the employment of thousands of individuals and supporting businesses located in and around Wewak and the East Sepik Province. We believe what FIA, the vessels, and processors are doing in PNG will clearly demonstrate the leadership position we have achieved in tuna sustainability worldwide.”

Michael McCulley

Managing Director
South Seas Tuna Corporation Ltd

9 PARTNERS AND STAKEHOLDERS



National Fisheries Authority (NFA)

In 2018, FIA PNG signed a MoU with the NFA to commence work on the MSC certification process. Since the implementation of the FIA PNG MSC certification, NFA has been proactively providing much-needed support through its national observer program, the Catch Documentation Scheme (CDS), and the integrated Fisheries Information Management System (iFIMS). Our collaboration and cooperation with the NFA focuses not only on the tuna fishery but also on other PNG fisheries. Our FIA PNG Chairman and President is also part of the NFA Supervisory Board.



SeafoodMAP

The SeafoodMAP program, developed by GSSI, helps to accelerate sustainability in small and artisanal fisheries and the aquaculture sectors. Measuring and accelerating the sustainability performance with regards to the global seafood supply is the core of the program. Since 2021, FIA PNG has joined this program with several species like rock lobster for fisheries and tilapia for aquaculture. FIA PNG aims to use the SeafoodMAP to expose PNG fisheries and aquaculture to global markets, accelerate partnerships, and improve compliance with technical requirements so they can move towards sustainable and socially responsible certifications. By 2023, we aim to add trout, mudcrab, and probably seaweed to the program.



Pacific Islands Forum Fisheries Agency (FFA)

The FFA strengthens national capacity and regional solidarity so its 17 members can manage, control, and develop their tuna fisheries now and in the future. Based in Honiara, on the Solomon Islands, the FFA was established to help countries sustainably manage their fishery resources that fall within their 200-mile Exclusive Economic Zones (EEZs). FFA is an advisory body providing expertise, technical assistance and other support to its members who make sovereign decisions about their tuna resources and participate in regional decision making on tuna management through agencies such as the Western and Central Pacific Fisheries Commission (WCPFC). The FFA has been assisting FIA PNG through capacity building in the areas of:

- ▶ FIA PNG Responsible Sourcing Policy
- ▶ FIA PNG and NFA observer coverage
- ▶ Industry export and investment strategy
- ▶ Development for labour standards on fishing vessels in the Pacific



Secretariat of the Pacific Community (SPC)

FIA PNG through the NFA relies on the science behind the sustainable management of the tuna stocks in PNG as well as throughout its entire range as provided by the SPC. The provision of FIA PNG’s member vessels’ catch data and observer data by SPC has greatly assisted the association during its MSC assessment process, scope extension, and surveillance assessments. We are building a good collaboration that includes capacity building and research cooperation.



Sustainable Development Goals (SDGs)

The FIA PNG Responsibly Sourcing Policy (RSP) launched in 2018 is contributing on 10 SDGs. FIA PNG members are working toward a sustainable development with a focus on environment, people, and economically sustainable management. A top priority as part of the FIA PNG policy is sharing knowledge and progress of what we are doing. Since 2020, we are publishing our FIA PNG Annual Report on the [SDG website](#) where it is available for any stakeholder.



Bureau of Fisheries and Aquatic Resources (BFAR)

The Bureau of Fisheries and Aquatic Resources (BFAR) and the PNG NFA have an MoU in place for cooperation in the four areas of compliance, monitoring, enforcement and sanctions for Filipino-flagged fishing vessels fishing in the PNG waters. Vessels flagged as Locally Based Foreign Vessels (LBFV) have obligations to the coastal state (NFA, PNG), and the involvement of the flag state is minimal. That means that the responsibility for the regional management system and the domestic coastal management system ([see background of Principle 3 Section 2.8.1 Area of Operation and Relevant Jurisdictions](#)) lies with the NFA which monitors compliance and enforcement at the fishery and any fishing vessel operating in the PNG waters. Our tuna fleet members have formally requested BFAR cooperation in the abovementioned areas that are also part of our FIA PNG MSC tuna fishery certification.

▶ PARTNERS AND STAKEHOLDERS



Fish Choice

FIA PNG aims to reach global markets, inform them about our initiative, our RSP and improvement program, and products. That is why we joined Fish Choice, an interactive platform designed to meet businesses wherever they are in their seafood sustainability journey. We want to facilitate access for customers and retailers to our FIA PNG members through this platform and we constantly add certified products to our profile.



Global Sustainable Seafood Initiative (GSSI)

FIA PNG became a funding member of GSSI in February 2021. This partnership is aimed at having a voice in the standard setting for sustainable fisheries and to be able to participate in the initial review process. Furthermore, GSSI offers a great opportunity for FIA PNG to collaborate with global stakeholders and in particular connect with global retailers to ensure sustainability, transparency, and traceability across the seafood supply chain. Our Sustainability & CSR Director is a member of the GSSI Steering Board.

FIA PNG also joined the GSSI “Seafood-MAP partner taskforce” to embark on a journey with other PNG fisheries certifications. For instance, the fishery on rock lobster and our tilapia farming activities are part of this new project.



Marine Stewardship Council (MSC)

FIA PNG started its journey towards MSC certification as a well-managed fishery in 2018. The MSC has become an important stakeholder for FIA PNG to improve the fishery management to maintain the MSC fishery certification for skipjack, yellowfin, and bigeye tuna. FIA PNG is working with different organizations to comply with the 14 conditions that were issued as part of the FIA PNG MSC fishery certification. At the same time, FIA PNG is also trying to engage other PNG fisheries in the MSC program. Our Sustainability & CSR Director is part of the MSC Stakeholder Advisory Committee (STAC).



Coalition for Fisheries Transparency

FIA PNG and the Coalition for Fisheries Transparency share the common goal of working towards advancing transparency and accountability in fisheries governance and management. FIA PNG is engaging with NGOs and institutions to fight against IUU fishery, fraud, labour and human rights abuses, overfishing, and unfair access to natural resources.

As affiliate member in an advisory role, FIA PNG will be providing advice and guidance to the Coalition for Fisheries Transparency and working on engaging government and the industry on a global scale.



Responsible Fishing Vessel Standard (RFVS)

The Responsible Fishing Vessel Standard (RFVS) is a voluntary, vessel-based program certifying high standards of operational practices relating to crew safety and welfare on board fishing vessels. The RFVS is an assurance tool to help fishing vessel owners and operators showcase industry-agreed best practices through independent, third-party auditing. In November 2021, our tuna fleet member RD Fishing Group obtained the recognition of the good practices onboard and 12 tuna purse seiners were certified according to the RFVS.

F · I · S · H



FISH Standard for Crew (Fairness Integrity Safety and Health)

The FISH Standard provides a voluntary, independent, and accredited third-party certification program for labour practices on vessels in wild-capture fisheries around the globe. Our fleet of 55 tuna purse seiners is constantly monitoring the working and living conditions onboard. We have set up a management system based on the Seafoodmatter methodology consisting of a set of internal audits, second-party audits, and third-party audits. Any new member should undergo this process to ensure full FIA PNG compliance with the FISH Standard for Crew. Under FIA PNG, 33 tuna purse seiners have been certified covering 924 crew members across 7 fleets, with other fleets currently undergoing second-party audits to apply for a scope extension.

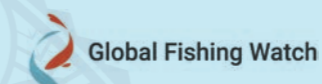


Global Dialogue on Seafood Traceability (GDST)

GDST is the first-ever global, industry-led standard for interoperable seafood traceability. This is the result of almost three years of work by dozens of companies, working in collaboration for the common goal of achieving supply chain traceability to assure the legal origin of seafood products. The GDST represents members from all parts of the supply chain. Currently, over 80 companies have joined GDST or endorsed the GDST standards, including seven out of the top ten companies with a turnover of US\$ 35 billion annually.

FIA PNG has been using the integrated Fisheries Information Management System (iFIMS) since 2010 to track and trace tuna and related products in PNG according to the key data elements (KDE) requested by the GDST standard v1.0. By adopting the GDST standards, the members are simply reaffirming their commitment to ensuring that the legal origin of their seafood products is guaranteed and to further eliminate IUU fishing in the Central and Western Pacific Convention area. FIA PNG and each of our members signed an agreement with the GDST in 2021. Our Sustainability & CSR Director is a member of the GDST Supervisory Board.

In 2022, our FIA PNG iFIMS platform started the GDST capability test to challenge the interoperability of transfer and aligned data from our fishing and processing operation and passed it successfully at the beginning of 2023. The online platform allows businesses to verify whether software solutions can deliver on their promises of compatibility with the GDST interoperable traceability standard. Software products that pass this test are eligible to carry the “GDST Capable” logo.



Global Fishing Watch (GFW)

In October 2022, a MoU outlining the partnership was signed between GFW and the NFA at the Infofish World Tuna Conference and Exhibition in Bangkok. The agreement was reviewed and endorsed by all FIA members and is a testament to PNG’s commitment to increasing accountability across the fishing sector and the desire to effectively manage fisheries and marine resources to achieve sustainable and equitable benefits. With our tuna fleet reaching this level of transparency and monitoring, we aim to raise the bar for the entire global tuna sector.



Global Tuna Alliance (GTA)

We are a signatory organization to the GAT and as such, we are committed to a tuna supply chain that meets the highest standards of environmental performance, full traceability, and social responsibility. FIA PNG has been working for decades on improving traceability, fishery sustainability and social responsibility of the fishery in Papua New Guinea. Since 2022, our six tuna processing factories based in PNG joined the GTA as members, which only enhances our commitment and implementation of the 2020 Tuna Traceability Declaration which includes:

- ▶ Tuna Traceability
- ▶ Socially Responsible Tuna Supply Chains
- ▶ Environmentally Responsible Tuna Sources
- ▶ Government Partnership



Conservation Alliance for Seafood Solutions (CASS)

CASS is a global community of stakeholders working together to improve the sustainability and social responsibility of seafood supply chains, for our oceans and the people who depend on it. FIA PNG joined CASS to accelerate the positive impact in the sustainability of the fishery and social responsibility at land and at sea through our Responsible Sourcing Policy (RSP).

For decades, FIA PNG has significantly invested in resources and investing toward environmental sustainability and social responsibility. A commitment that FIA PNG and CASS have in common. This commitment will generate change in the sector, supporting comprehensive social responsibility through new, cross-sectoral actions to (1) protect human rights, dignity, and access to resources, (2) ensure equality and equitable opportunities to benefit, and (3) improve food and livelihood security.

We appreciate the CASS effort to provide members and the global seafood community with guidance on sustainability challenges in the seafood supply value chain.

10 DELIVERING ON THE SUSTAINABLE DEVELOPMENT GOALS

The FIA PNG Responsible Sourcing Policy (RSP) aims to pursue, contribute, and deliver on the Sustainable Development Goals (SDGs) under the United Nations 2030 Agenda. The FIA PNG RSP strategy ensures improvement in living conditions and employment in our tuna supply chain, including the fishing operations in PNG. We take our responsibility to look after the people, our natural resources and the future of the generations to come very seriously. Therefore, we have established the the baseline for our contribution to the SDGs through our annual reporting. This allows us and our members to track and monitor progress on an annual basis.

In 2018, we set up our log frame and strategic plan for the coming five years. We established several goals that contribute to the SDGs but also are part of our FIA PNG strategy, it is imperative to reach these goals, maintain our commitment and focus on reporting with regards to the SDGs. We have been working out how the fishery activity addresses and overlaps with the SDGs, then working out whether the gaps could or should be filled.

We have already delivered on several of our targets we committed to as part of our [Ocean Action # 38702](#).

By 2018 - 100% traceability of tuna landings that enter into the supply chain from our fleet of 55 tuna purse seiners

Target reached: The iFIMS captures data on more than 60 KPIs (such as fishing area, observer body temperature, species and quantities, etc) in the fisheries in almost real-time.

By June 2021 - 50% of our tuna fleet (55 tuna purse seiners) should be assessed with regards to crew welfare and labour conditions

Target reached: In November 2022, 16 purse seiners obtained RFVS certification, and 33 purse seiners finished the implementation of a robust due diligence process and obtained FISH certification by Q1 in 2023. Any new tuna vessel or fleet entering FIA PNG is obliged to undergo the FIA PNG Social Responsibility and Crew Welfare assessment to be added to the FISH certification scheme.

By December 2021 - >70% reduction of Fishing Aggregating Devices (FADs) in our tuna fleet

Target reached: The results are shown in our tuna landings; 93% of our catches in 2022 came from unassociated sets or free school according to the NFA iFIMS reports.

By December 2021 - 100% implementation of the Responsible Sourcing Policy (RSP)

Target reached: We completed the management system's implementation and have started to monitor our members' performance with regards to the key performance indicators for each of the FIA PNG RSP pillars.



11 MARKET ENGAGEMENT, COMMUNICATION & SUSTAINABILITY AWARENESS

In 2022, FIA PNG increased its efforts to reach out to key stakeholders to share the FIA PNG RSP which has helped our members to collaborate in a pre-competitive manner, and also to access new markets and connect with new clients. In addition, FIA PNG believes that communicating about what we do, about our progress and the challenges we face is a key element of the responsible management of fisheries globally. That's why we have also attended several global events and shared the experiences of the FIA PNG RSP implementation and the positive impact on the local communities, the employment situation and the local industry. The NFA has been a key stakeholder in PNG to support our outreach and communication globally.

Media coverage

The FIA PNG engagement has been covered in numerous publications and interviews, such as [Tunapacific](#), [Pasifika](#), [PINA \(Fiji\)](#), [Undercurrent News](#), and [Seafood Source](#), with regards to topics related to labour and crew welfare, traceability, harvest control rules (HCR), challenges with the new MSC Fishery Standard, and observers onboard.

LinkedIn presence

We are continuously expanding our presence on LinkedIn. When we started out in 2020, by the end of the year, our [FIA-PNG LinkedIn](#) page counted 230 followers including NGOs, industry players, auditors, retailers, and other parties related to the tuna industry. In 2022, two years later, we have achieved more than 1200 followers, and our audience now also includes scientists, procurement managers, more NGOs, and university representatives.

Conferences and Events

In 2022, FIA PNG was present at several tuna conferences and seafood fairs as an invited speaker or advisor, either online or face-to-face. These events also helped to promote our FIA PNG RSP and our CSR approach with regards to fisheries as well as global markets.

► **Papua New Guinea National Tuna Fishing Industry Consultation 2022:** "Fishing Industry Association of PNG Responsible Sourcing Policy – 4 pillars", Port Moresby, Papua New Guinea, 23 – 24 February 2022

- **Safe Seafood International Webinar:** "How sustainable intensification of Aquaculture is crucial for the future of the Seafood market, University of Cochin 50 years, Fisheries and Aquaculture, 10 – 12 March 2022
- **Seafood Expo Global:** GDST panelist The "New Normal", for Seafood Traceability, Barcelona – Spain, 27 April 2022
- **Seafood Ethics Common Language Group:** Driving improvement through effective implementation of ILO Work in Fishing Convention, London – UK, 5 July 2022
- **PNG Provincial Fisheries Heads Meeting:** "SeafoodMAP - a sustainable market tool for the PNG Aquaculture sector", Port Moresby – Papua New Guinea, 6 – 8 September 2022
- **Seafood Expo Global:** GDST panelist The "New Normal", for Seafood Traceability, Singapore – Singapore, 14 September 2022
- **7th International Marine Debris Conference:** Busan – South Korea, 18 – 23 September 2022
- **17th World Tuna Trade Conference INFOFISH 2022:** "Human rights in tuna fisheries: Group experience of Papua New Guinea tuna fleet", Bangkok-Thailand, 11-13 October 2022
- **Western Central Pacific Fisheries Commission Meeting:** Da Nang, Vietnam, 28 November - 3 December 2022

12 EDUCATION TO DRIVE SUSTAINABLE CHANGE

“Give a person a fish and they eat for a day, teach them to farm fish and they will feed their entire community for a lifetime.”

At FIA PNG, we believe that education is the key to driving fundamental change for communities and ensuring a sustainable fishing industry.

FIA PNG joined forces with expert consultancy Seafoodmatter and got the full support of the NFA to carry out several workshops, and trainings on environmental and social sustainability. On the other hand, our FIA PNG internal auditor team accelerated the capacity building process. We at the FIA PNG office are proud to share our knowledge and experience through these workshops and to work in a collaborative way with our members and stakeholders. We are planning to expand the work on our annual training plan in 2023 to further assist our members and also enhance our knowledge.



- ▶ Workshop on MSC Fishery standard v2.2, tuna action plan, and internal monitoring of FADs and handling of ETP species onboard, by FIA PNG and NFA; Lae city – PNG, June 2022
- ▶ Social Responsibility and Working Conditions onboard of fishing vessels based on ISO19011:2018 Internal Auditor Skill Good practices, by FIA PNG and Seafoodmatter; Lae City – PNG June 2022
- ▶ Online-Workshop on Good practices to handle ETP species (sharks, manta rays, whale sharks and turtles), by the Secretariat of Pacific Countries (SPC), October 2022
- ▶ Social Responsibility and Working Conditions onboard in fishing vessel based on ISO19011:2018 Internal Auditor Skill Good practices, by FIA PNG and Seafoodmatter; General Santos – The Philippines, June 2022
- ▶ Webinar series on RSP pillar Marine litter & Fishing Gear 2022, by FIA PNG, November and December 2022

- ▶ Online project on Labour Standard on fishing vessels, by ILO, FFA, UNODC, and IOM, December 2022

Education material

- ▶ FIA PNG 10 Good Practices On Board: Decent Working and Living Conditions. A clipboard to be placed on our tuna fishing vessels
- ▶ FIA PNG Good Practices On Board: Release Guide. A release guide for sensitive interacting species in the tuna purse seiner fishery. A clipboard to be placed on our tuna fishing vessels
- ▶ FIA PNG Accountability and Transparency alignment with the 10 principles of Transparency of the Environmental Justice Foundation (EJF)

Our educational material is available publicly and free to access for our stakeholders. The materials can be downloaded from the [FIA PNG website](http://www.fia-png.com).

13 GLOSSARY

AW	Archipelagic Waters	KDEs	Key Data Elements
CAB	Conformity Assessment Body	KPI	Key Performance Indicator
CDS	Catch Documentation Scheme	LBFV	Locally Based Foreign Vessels
CoC	Chain of Custody	MAP	Marine Protected Area
EEZ	Economic Exclusive Zone	MSC	Marine Stewardship Council
EJF	Environmental Justice Foundation	MoU	Memorandum of Understanding
ETP species	Endangered, threatened and protected species	PNA	Parties to the Nauru Agreement
FAD	Fish Aggregating Device	RFVS	Responsible Fishing Vessel Scheme
GGGI	Global Ghost Gear Initiative	RSP	Responsible Sourcing Policy
HCR	Harvest Control Rule	SDGs	Sustainable Development Goals
iFIMS	integrated Fisheries Information Management System	SuP	Single-use Plastic
IUU	Illegal, unreported and unregulated fishing	TSPZ	Torres Strait Protected Zone
		UoA	Unit of Assessment
		VMS	Vessel Monitoring System
		WCPO	Western Central Pacific Ocean

TEAM

FIA Board & FIA Executives

- ▶ Sylvester Pokajam - Chairman & President
- ▶ Mike McCulley - Vice President
- ▶ Fabian Chow - Treasurer
- ▶ Donald Papaol - Chief Executive Officer
- ▶ Marcelo Hidalgo - Sustainability & CSR Director

FIA PNG Office Staff

- ▶ Clare Tutuana - Social Accountability & CSR Officer
- ▶ Stephanie Pokajam - VMS & Traceability Officer
- ▶ Nialangis Posanau - Sustainability & MSC Officer