

IDENTIFYING CORPORATE HUMAN AND LABOR RIGHTS PRIORITIES

Guiding Questions

Use this questionnaire to identify a company's priorities when creating a commitment to uphold human and labor rights.

Commitment Scope and Goals

- What are the company's social responsibility goals?
- Does the company want to work towards industry best practice for social responsibility right away or make incremental improvements over time?
- Does the company currently follow or commit to following in the future any internationally established standards pertaining to human and labor rights?
- Is the company aware of the [ILO Declaration on Fundamental Principles and Rights at Work](#), [UN Guiding Principles on Business and Human Rights](#), [Universal Declaration of Human Rights](#), [Monterey Framework](#), and the [FAO Guidelines for Small-Scale Fisheries](#) as they apply to human rights?
- What social responsibility elements are the highest priority for the company to address in its commitment?
 - Child labor
 - Forced labor
 - Trafficked labor
 - Degradation and harassment
 - Fair wages
 - Working conditions and hours
 - Health and safety
 - Right to strike
 - Collective bargaining and trade unions
 - Equality and equity
 - Engagement with government and advocacy
 - Food security
 - Livelihoods and economic well-being
 - Land rights
 - Community benefits
 - Indigenous peoples' rights

- What mechanisms, actions, or activities are needed to fulfill the commitment?
 - Collection of key data elements (KDEs)
 - Risk assessments, impact assessments
 - Supplier code of conduct
 - Supply chain mapping
 - Third-party social audits or spot checks
 - Interviews with workers
 - Worker voice mechanisms such as hotlines, surveys, and collective bargaining
 - Remediation of adverse human rights situations
 - Certifications with criteria for social responsibility
 - Corrective action plans
 - Reviews and updates of progress towards goals

- How will the company specify who the commitment applies to and its expectations of suppliers?

- What criteria will the company use to measure progress against its established goals for protecting human rights within supply chains?

- Are there specific timelines the company is working under to create a commitment or to meet commitment-related goals?

- Does the company want to set a commitment that is revisited in one year, five years, or longer?

- Would the commitment remain internal or become public? If public, how will the company plan to publicly report on its progress in implementing the commitment?

Seafood Company Capacity

- Which due diligence actions are most important for the company to expand its capacity in?
Examples include:

- **Commit**
 - Make a commitment to ILO core conventions, C188, remediation, and the roles/responsibilities outlined in the UN Guiding Principles
- **Learn**
 - Understand risks and areas for improvement
 - Build internal support and train internal champions
 - Devote resources
- **Assess**
 - Map supply chains
 - Risk assessments
 - Identify leverage
 - Establish safeguards and collect data on working conditions
- **Build Capacity**
 - Train employees
 - Support worker engagement
 - Develop corrective action plans for issues raised
 - Establish safe, legal working and living conditions
 - Support interoperability traceability systems
 - Establish long-term sourcing agreements
 - Invest in supply chain pilots and improvements
- **Collaborate**
 - Partner with local stakeholders
 - Participate in pre-competitive collaborations
 - Engage with government and civil society
- **Remediate**
 - Ensure remedy of issues and successful corrective actions
 - Pay recruitment fees and related costs
 - Pay back or bear the cost of repatriation
- **Iterate**
 - Review effectiveness of social responsibility programs, processes, and outcomes and adjust accordingly
- **Communicate**
 - Publicly report on company efforts
 - Provide anonymized reporting remediation
 - Provide anonymized reporting of instances in which a CAP failed and supplier relationship ceased
- **What is the company's capacity both in the short-term and in the long-term to focus on the above social responsibility improvements?**
- **Who at the company would oversee the implementation of the commitment?**