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?