

Evaluate your human rights policy



Learning Module Job Aid: [Retailer- Getting Started with RISE](#)

Use this worksheet to evaluate your company's human rights policy. Reflect on areas the policy could improve and review the RISE Step Commit for more information.

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| Does your company currently have a human and labor rights policy or commitment? | Yes | No | Unsure |
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| Does your company have a general statement of commitment to protecting human rights, including rights of workers? | Yes | No | Unsure |
| Does your company policy commit to upholding international guidelines? Circle those guidelines the policy aligns with or references: <ul style="list-style-type: none"> • UN Guiding Principles • Decent Work Agenda • ILO Core Conventions • International Bill of Rights • UN Declaration of Human Rights | Yes | No | Unsure |

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| Does your company policy include a statement of specific social responsibility provisions protected, including the following? | | | |
| Forced labor | Yes | No | Unsure |
| Child labor | Yes | No | Unsure |
| Employment contracts | Yes | No | Unsure |
| Document retention | Yes | No | Unsure |
| Nondiscrimination | Yes | No | Unsure |
| Working hours | Yes | No | Unsure |
| Wages | Yes | No | Unsure |
| Benefits | Yes | No | Unsure |
| Freedom of association | Yes | No | Unsure |
| Collective bargaining | Yes | No | Unsure |
| Remediation | Yes | No | Unsure |
| Freedom of expression | Yes | No | Unsure |
| Freedom of movement, including document retention | Yes | No | Unsure |

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| Are the following topics regarding Information effectiveness and accountability included in your company's social responsibility program? | | | |
| Oversight | Yes | No | Unsure |
| Scope of reporting and implementation | Yes | No | Unsure |
| Internal controls | Yes | No | Unsure |
| Time-bound elements | Yes | No | Unsure |
| Measurable indicators of improvement | Yes | No | Unsure |
| Program governance | Yes | No | Unsure |
| Engagement with stakeholders | Yes | No | Unsure |
| Expectations of suppliers throughout the supply chain | Yes | No | Unsure |
| If these topics are not all included in the policy and commitment, are they publicly disclosed elsewhere? | Yes | No | Unsure |

Seafood Program Guidance

Does your company's commitment align with the Common Vision, a six-step guide for companies to pursue sustainable seafood developed by the Conservation Alliance for Seafood Solutions? (<http://solutionsforseafood.org/resources/common-vision/>)

Does your company's commitment include the following recommendations from the Common Vision?

| | | | |
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| State the scope of the business included (e.g., all divisions or a subset) | Yes | No | Unsure |
| State the seafood products covered by the commitment: | | | |
| Wild-caught | Yes | No | Unsure |
| Farmed | Yes | No | Unsure |
| Fresh, frozen | Yes | No | Unsure |
| Shelf-stable | Yes | No | Unsure |
| Private label | Yes | No | Unsure |
| Branded | Yes | No | Unsure |
| Value-added | Yes | No | Unsure |
| Nonfood items such as pet food and supplements, specific menu items | Yes | No | Unsure |

Recommendation: If your company's commitment doesn't include 100 percent of your company's seafood, include the percentage covered by volume. Provide information about the implementation plan being used to ensure human rights are respected across all products and operations.

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| Does your company's commitment include an independent risk assessment and periodic monitoring that engages workers and their organizations in a meaningful way and publishes the results of inspections and the resulting corrective actions taken? | Yes | No | Unsure |
| Does it outline specific activities your company will undertake to address the critical areas, including those outlined in the <u>Common Vision for Sustainable Seafood</u>: | | | |
| Data collection | Yes | No | Unsure |
| Transparency | Yes | No | Unsure |
| Procurement | Yes | No | Unsure |
| Education | Yes | No | Unsure |
| Supporting improvements in fisheries and aquaculture as related to social responsibility | Yes | No | Unsure |
| Does your company's commitment identify specific time-bound social responsibility goals and objectives, and publicly report on your company's annual progress towards these, as well as identify the work that remains? | Yes | No | Unsure |

Reflect on areas your company's commitment could improve. Reference areas where you indicated no or unsure.