

SRA Equivalency Mapping – Fairness, Integrity, Safety and Health (FISH) Standard for Crew Version 1.0, 14 April 2021

Last updated: January 2023

This document provides guidance on the key findings identified by the mapping between the Fairness Integrity Safety and Health (FISH) Standard for Crew and the indicators of the Social Responsibility Assessment (SRA) tool. The Equivalency Mapping demonstrates where audit findings from a FISH audit can or cannot be used to evaluate a particular SRA Performance Indicator Scoring Guidepost (PISG). Instances where there is no FISH requirement related to an SRA PISG does not mean the unit of assessment is at high risk for that SRA Performance Indicator. This also does not indicate a gap in the FISH Standard; rather it simply communicates where additional data need to be collected to assess risk according to SRA methodology.

Before using this document, please review the orientation document, *Applying and Using the Social Responsibility Assessment (SRA) Tool Equivalency Mapping*, which provides background on the SRA, its purpose and how it should be used, as well as how to read, use and apply the standard-specific user guidance.

FISH Program Information

Background:	The development of the FISH Standard was driven by harvesters, with input from the entire seafood supply chain and social-focused NGOs. FISH provides a tool for responsible harvesters to demonstrate to buyers and potential buyers that their products were harvested in line with internationally recognized best practices for decent, socially responsible working conditions.
Scheme Owner:	Fairness Integrity Safety and Health Standard for Crew, Inc
Website:	https://fishstandard.com/
Standard development and management:	The FISH Standard development and revision is undertaken by FISH SC. A public comment period was held in 2021 for three months. Comments were taken into consideration by the FISH Standard Oversight Committee and final changes were included in version 1.0 of the standard as well as the accompanying auditor guidance. The FISH Board of Directors approved the initial version of the Standard in April 2021. Version 1.1 was released in August, 2021.
Assurance:	Selected accredited third-party conformity assessment bodies are approved to conduct FISH audits.
Label:	There is no consumer-facing label. Certificate holders can share their certificate with buyers to demonstrate social responsibility.
Scope:	A single wild-capture commercial vessel or group of commercial vessels. Certificates do not extend beyond the fishing vessel level (i.e., no land-based facilities or aquaculture facilities).
Geography:	Global
Key focus areas:	The FISH Standard distils international best practices associated with social responsibility in the seafood industry (primarily ILO C188) into a practical audit checklist. The Standard takes a strong approach when it comes to practical implementation with fishers, focusing on fishers' understanding of their role in the fishing operation. The FISH Standard has very strong protections for fishers related to living conditions and overall safety onboard vessels.
Areas covered outside the SRA framework:	Topic areas covered by the FISH Standard that do not contribute to a risk assessment using the SRA framework include: <ul style="list-style-type: none"> Fisher Work Agreement: fisher right to seek guidance/representation from fisher support organization prior to boarding a vessel, repatriation, accessibility to the work agreement (including on vessels), transfer between vessels FISH Standard record keeping Pay: Transferring pay to family, pay advances

- Additional provisions related to grievance mechanisms, specifically accessibility, anonymity and transparency
- Safety: resourcing, captain decision-making, fire-fighting equipment, evacuation, OSH review, safety training source, training compensation, rest override in emergency situations, health records, storage of foul-weather gear and PPE
- Living conditions: sleeping quarters / spaces location and quality, officer sleeping quarters, mess rooms, food safety, emergency escapes, inspection records, ventilation, overall safety provisions, storage, etc.
- Recreation for crew

Summary of Alignment

	# of SRA PISGs	# of Full Matches	# of Partial Matches	# of No Matches
PRINCIPLE 1				
Component 1.1: Fundamental human rights respected, labor rights protected				
1.1.1 Abuse and harassment	7	5	1	1
1.1.2a Human trafficking and forced labor	7	5	2	
1.1.2b Debt bondage in small-scale fisheries	5		1	4
1.1.3: Child Labor	5	5	-	-
1.1.4: Freedom of Association and Collective Bargaining	7	4	2	1
1.1.5: Earnings and Benefits	12	5	4	3
1.1.6: Adequate Rest	9	2	3	4
1.1.7a: Access to basic services (Worker Housing/live-aboard vessels)	10	6	3	1
1.1.7b: Access to basic services (Small-scale fishing communities)	8	-	-	8
1.1.8: Occupational safety	11	9	2	-
1.1.9: Medical response	6	5	1	-
Component 1.2: Rights and access to resources are respected and fairly allocated and respectful of collective and indigenous rights				
1.2.1: Customary use rights	10	-	-	10
1.2.2: Corporate responsibility and transparency	8	2	3	3
PRINCIPLE 2				
Component 2.1: Recognition, voice, and respectful engagement for all groups, irrespective of gender, ethnicity, culture, political, or socioeconomic status				
2.1.1 Grievance reporting and access to remedy	5	2	1	2
2.1.2: Stakeholder Participation and Collaborative Management	7	-	-	7
Component 2.2: Equitable opportunities to benefit are ensured to all, through the entire supply chain				
2.2.1: Equitable opportunity to benefit	3	1	1	1
2.2.2: Discrimination	6	4	1	1
PRINCIPLE 3				
Component 3.1: Nutritional and sustenance needs of resource-dependent communities are maintained or improved				
3.1.1a Food and Nutrition Security impacts of industrial fishers	2	-	-	2

3.1.1b Food and Nutrition Security for small scale-fishing communities	4	-	-	4
3.1.2 Healthcare	5	-	-	5
3.1.3 Education	5	-	-	5
Component 3.2: Livelihood opportunities are secured or improved, including fair access to markets and capabilities to maintain income generation				
3.2.1: Benefits to and within community	6	-	-	6
3.2.2: Economic value retention	3	-	-	3
3.2.3: Long-term profitability and future workforce	5	-	-	5
3.2.4: Economic flexibility and autonomy	9	-	-	9
3.2.5: Livelihood security	7	-	1	6
3.2.6: Fuel resource efficiency	2	-	-	2

Principle 1: Protect human rights, dignity and access to resources

Component 1.1: Fundamental human rights respected; labor rights protected

Indicator 1.1.1: Abuse and harassment

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Coverage
SRA1.1.1 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.1 S.2		AND - Migrant status is not used as a threat or tool of coercion	1.2.1 1.4.1 1.4.2 1.5.2	Full
SRA1.1.1 S.3		AND - There is no corporal punishment, mental or physical coercion, verbal abuse (significantly different than colloquial banter), gender-based violence, sexual harassment, or any other form of harassment, including excessive or abusive disciplinary action, and fisheries observers (when present) are able to conduct duties free from assault, harassment, interference, or bribery,	1.4.1 1.4.2 1.4.3	Full
SRA1.1.1 S.4		AND - Workers/fishers/farmers' families or community members are not threatened by employers, buyers, labor brokers, or organized crime;	1.6.5 (a)	Partial
		Key findings: The FISH standard protects job seekers from any form of blacklisting by recruitment agencies. The intent of the Standard covers threats from the employer or labor broker, however, there is no coverage of potential external threats that fishers/workers/farmers may face in the broader context of the community/region/country. To align: During worker interviews, inquire about the conditions of their employment and whether or not their family has ever been threatened by buyers, or organized crime.		
SRA1.1.1 S.5		AND - There is no forced drug use, or labor and/or product is not compensated for with drugs.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.1 S.6	GREEN: LOW RISK (80+)	There is a written policy publicly disclosed, posted in all languages with special accommodations for illiteracy that prohibits physical abuse, bullying, and sexual harassment, with a disciplinary procedure in place to address cases of harassment, and discipline commensurate to the actions;	1.4.1 1.4.2 1.4.3	Full
SRA1.1.1 S.7		Managers and workers/fishers/farmers are aware of and trained on the harassment policy;	Policy Prerequisite (page 9)	Full
SRA1.1.1 S.8		Workers have grievance procedures to report harassment and do not face retaliation for using them.	2.8.1 2.8.2 2.8.4 2.8.8	Full

Indicator 1.1.2a: Human trafficking and forced labor

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Coverage
SRA1.1.2a S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.2a S.2		AND - The farm/fishery has a policy prohibiting the use of forced, bonded, indentured, prison labor, slavery or trafficked labor	1.2.1	Full
SRA1.1.2a S.3		AND - There are no indicators of unfree recruitment, life and work under duress, or impossibility of leaving employer (see appendix for full list of indicators), but the farm/fishery DOES NOT have a robust system in place to monitor, remediate, and report on both its own performance on recruitment and labor practice, and when applicable, the performance and compliance of labor recruiters,	1.2.2 1.2.3 1.2.4 1.2.5 1.6.1 1.6.3 1.6.4 1.6.5 2.1.8	Full
		OR - There is at least one indicator of unfree recruitment, life and work under duress, or impossibility of leaving employer (see appendix for full list of indicators), but the farm/fishery is actively implementing, tracking progress, and reporting on a remediation plan.		

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.2a S.4	GREEN: LOW RISK (80+)	The farm/fishery has a policy prohibiting the use of forced, bonded, indentured, prison labor, slavery or trafficked labor, and managers and workers/fishers/farmers are aware of and trained on the forced labour policy with access to effective grievance procedures for reporting violations of the policy;	1.2.1 1.6.1 Policy Prerequisite (p.9) 2.8.1	Full
SRA1.1.2a S.5		AND - There are no indicators of forced labor in the fishery/farm (abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation or threats, retention of identity documents, withholding of wages, debt bondage, abusive living and working conditions, excessive overtime), and the fishery/farm has a robust operational system in place to monitor, remediate, and report on both its own performance on recruitment and labor practice, and when applicable, the performance and compliance of labor recruiters;	1.2.2 1.2.3 1.2.4 1.2.5 1.6.1 1.6.3 1.6.4 1.6.5 2.1.8	Full

SRA1.1.2a S.6	AND - All workers/fishers/farmers, including domestic and foreign migrants, have written contracts in a language they understand, with extra provisions made for illiterate workers, so that their rights and terms of recruitment and employment are clearly understood,	2.1.1 2.1.2 2.1.3 2.1.4 2.2.3 2.2.6 2.2.7 2.2.8	Full
SRA1.1.2a S.7	AND - Workers/fishers/farmers do not pay any recruitment fees (document/visa/passport fees excluded),	1.6.2	Partial
	Key findings: FISH offers some examples of exceptions to recruitment costs, whereas the SRA does not stipulate any exceptions. To align: Verify whether or not any of the exceptions listed in the FISH Standard apply to the SRA UoA.		
SRA1.1.2a S.8	AND - Workers/fishers/farmers are paid at least monthly.	2.2.4	Partial
	Key findings: FISH requires fishers to be paid on a regular schedule, however in order to be at the lowest risk under the SRA, fishers should be paid at least monthly. To align: Collect data that shows fishers are paid at least once per month.		

Indicator 1.1.2b: Debt bondage in small-scale fisheries

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.2b S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.2b S.2		AND - The fisher/farmer is paying off debt to the cooperative, association, buyer, or permit holder (for equipment, permit fees, fuel costs, ice, etc.), but most of their income (or share of catch) is kept and a smaller percentage is used to pay back their debts	N/A	No Alignment
SRA1.1.2b S.3		AND - The fisher/farmer is paying off debt to the cooperative, association, buyer, or permit holder (for equipment, permit fees, fuel costs, ice, etc.), and their debt has remained stable or decreased over time proportional to their income (or share of catch),	N/A	No Alignment
SRA1.1.2b S.4		AND - The fisher/farmer is allowed to witness the product being weighed or graded to calculate their income (or share of catch).	N/A	No Alignment
SRA1.1.2b S.5		AND - If applicable, interest rates charged to fishers/farmers are transparent and agreed upon in advance with fishers/farmers	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.2b S.6	GREEN:	The fisher/farmer is paying off debt to the cooperative, association, buyer, or permit holder (for equipment, permit fees, fuel costs, ice, etc.), but a minimal percentage of their income is used to pay back their	2.2.9	Partial
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		debts, and their debt has decreased over time proportional to their income (or share of catch), OR - The fisher/farmer is NOT paying off debt to the cooperative, association, buyer, or permit holder.		
		Key findings: While FISH has provisions to protect a self-employed fisher who is part of the crew, it does not cover the relationship between the captain and a buyer. To align: Verify if a self-employed fisher who operates their own vessel is paying off debt to a buyer, and if yes, review the terms of repayment for alignment with the SRA.		

Indicator 1.1.3: Child labor

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.3 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.3 S.2		AND - There is no evidence of hazardous child labor,	1.1.1 1.1.5 1.1.6	Full
SRA1.1.3 S.3		AND - Children below the legal age of employment are not employed as waged workers,	1.1.1 1.1.2	Full
SRA1.1.3 S.4		AND - Children below the legal age of employment work alongside family members only if this does not interfere with schooling, and on tasks which do not harm their health, safety or morals, and do not work at night,	1.1.5	Full
SRA1.1.3 S.5		AND - There is no evidence of hazardous child labor, children below the legal age of employment are not paid as waged workers, nor does the work interfere with their schooling or pose risk to their health and safety, BUT the farm or fishery does not have a child labor policy that ensures the best interests of the child and that the child does not end up in a worse form of employment.	1.1.1 1.1.3 1.1.7	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.3 S.6	GREEN: LOW RISK (80+)	There is no evidence of hazardous child labor, children below the legal age of employment are not paid as waged workers, nor does the work alongside family members interfere with their schooling or pose risk to their health and safety, and the farm or fishery has a child labor policy that ensures the best interests of the child and that the child does not end up in a worse form of employment.	1.1.1 1.1.3 1.1.7	Full
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Indicator 1.1.4: Freedom of association and collective bargaining

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
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SRA1.1.4 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.4 S.2		AND - Workers/fishers/farmers are free to form worker organizations, including trade unions, to advocate for and protect their rights, and have the right to decide their own structure, policies, programs, priorities, etc. without employer interference	2.3.1 2.3.3	Full
SRA1.1.4 S.3		AND - There are national laws protecting collective workers' rights (including cooperatives) which are upheld and respected, or the country restricts trade union rights but the company/fishery/farm has provided a way for workers/ fishers/farmers to organize and express grievances,	2.3.1 2.8.1	Full
SRA1.1.4 S.4		AND - Human rights defenders are not actively suppressed and there is no recent record of litigation by employers against human rights defenders,	N/A	Partial
SRA1.1.4 S.5		Key findings: FISH does have provisions to protect internal human rights defenders (i.e., the Fisher Support Organization), but does not verify the broader political context within which the fishery is operating. To align: Data should be collected to verify if there are instances of the suppression of human rights defenders by either the public or private sector in the region outside of the direct operations of the UoA.		
		AND - There is no discrimination against workers/fishers/farmers who are members or leaders of organizations, unions or cooperatives, and workers/fishers/farmers are not dismissed for exercising their right to strike.	2.3.4	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.4 S.6	GREEN: LOW RISK (80+)	The employer or association has a written policy or by-laws (shared with workers/fishers/farmers in relevant languages and with provisions for illiteracy) that they respect the rights of workers/fishers/farmers to Freedom of Association and Collective Bargaining,	2.3.2 2.3.5	Full
SRA1.1.4 S.7		AND - Workers/fishers/farmers are trained by workers' organizations on their rights to organize and bargain collectively,	Policy Prerequisite (page 9)	Partial
		Key findings: FISH does require a training on the policy, but does not specify this training comes from a workers' organization. To align: Ensure there has been a training conducted by a workers' organization on fishers' rights to freedom of association.		
SRA1.1.4 S.8		AND - Women participate in unions or cooperatives commensurate with their representation in the workforce.	N/A	No Alignment

Indicator 1.1.5: Earnings and benefits

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
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SRA1.1.5 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.5 S.2		AND - Minimum legal requirements for income and benefits are properly defined in domestic labor law,	N/A	No Alignment
SRA1.1.5 S.3		AND - Domestic law may not recognize equal remuneration for work of equal value for men and women, however, wages paid to workers/fishers/farmers do reflect equal remuneration,	2.4.1	Partial
		Key findings: The FISH standard includes equal treatment of workers, which should extend to remuneration, but is not explicitly stated.		
		To align: Verify equal remuneration for men and women.		
SRA1.1.5 S.4		AND - Wage levels and benefits meet the minimum legal requirements according to domestic labor laws of workplace, farm, or country of flagged vessel,	2.2.1 2.2.2 2.6.3	Full
SRA1.1.5 S.5		AND - Overtime wages are paid in accordance with minimum legal requirements, based on domestic labor laws of workplace, farm, or country of flagged vessel,	2.2.1 2.2.2	Partial
		Key findings: The FISH standard does specify that remuneration is in line with legal minimums in relation to wages, but it does not specifically call out overtime wages.		
		To align: Collect data on overtime wages to verify it is in line with legal minimums.		
SRA1.1.5 S.6		AND - Wages paid to workers/fishers/farmers are what was promised at the time of employment, are not withheld as a form of discipline, do not contain illegal deductions, are paid on time or directly to the worker/fisher/farmer, and workers/fishers/farmers do not go longer than one month without being paid,	1.4.4 2.2.4 2.2.8	Partial
		Key findings: FISH requires fishers to be paid on a regular schedule, however in order to be at the lowest risk under the SRA, fishers should be paid at least monthly.		
		To align: Collect data that shows that fishers are paid at least once per month.		
SRA1.1.5 S.7		AND - Employers legally contract employees,	1.5.1 1.6.5	Full
SRA1.1.5 S.8		AND - Workers/fishers/farmers are aware of how their earnings or deductions are calculated and their rights to benefits, are allowed to witness procedures used to determine earnings (weighing, grading), and only sign contracts they understand with provisions for different languages or illiteracy,	2.1.1 2.1.2 2.1.3 2.1.4 2.2.3 2.2.6 2.2.7 2.2.8	Full
SRA1.1.5 S.9		AND - Workers/fishers/farmers receive wage slips with deductions itemized or written receipts.	2.2.6 2.2.7	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.5 S.10	GREEN: LOW RISK	Wages or earnings are higher than minimum legal wages or meet living wage levels (includes being able to provide for family, save, or invest), and benefits are provided beyond legal minimums,	N/A	No Alignment
SRA1.1.5 S.11		AND - Both domestic law and practices and policies of the fishery/farm uphold the principles of equal remuneration for men and women,	N/A	No Alignment

SRA1.1.5 S.12		AND - The employer and workers discuss how they can improve wages and productivity in mutually beneficial ways,	2.4.1	Partial
		Key findings: The FISH standard requires equal treatment of workers, which should extend to remuneration, but is not explicitly stated. To align: Verify equal remuneration for men and women.		
SRA1.1.5 S.13		AND - There are written contracts between employer and employees in a language employees understand with provisions for illiterate workers.	2.1.1 2.1.2 2.1.3 2.2.6 2.2.7	Full

Indicator 1.1.6: Adequate rest

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.6 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.6 S.2		AND - There is a mechanism in place for workers/fishers/farmers to record hours worked,	N/A	No Alignment
SRA1.1.6 S.3		AND - Working hours meet the domestic legal minimum requirements, and overtime hours are paid at a premium as required by law,	3.4.3	Full
SRA1.1.6 S.4		AND - Workers have at least 10 hours of rest in a 24 hour period and at least 77 hours in a 7 day period,	3.4.2	Partial
		Key findings: FISH specifies rest periods of "sufficient duration", but does not align with the ILO on minimum thresholds as defined in the SRA. To align: Collect data to demonstrate rest periods to fishers are in line with ILO guidelines as defined in the SRA.		
SRA1.1.6 S.5		AND - Overtime is voluntary.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.6 S.6	GREEN: LOW RISK (80+)	There is an independent, third party oversight mechanism for verification of working hours,	N/A	Full
SRA1.1.6 S.7		AND - Onshore workers do not work more than 48 hours/week even if the law permits more,	N/A	No Alignment
SRA1.1.6 S.8		AND - Onshore workers do not work more than 6 days/week,	N/A	No Alignment
SRA1.1.6 S.9		AND - The workplace/farm/fishery has systems in place to anticipate peak production needs and seasonal variation to ensure that excessive overtime is not required,	3.4.1	Partial
		Key findings: FISH specifies vessels are sufficiently crewed, which is the intent of this SRA indicator, but does not specify the process of identifying how to staff appropriately. To align:		

SRA1.1.6 S.10		Verify the staffing process is informed based on a system to anticipate peak season with the purpose of minimizing excessive overtime.		
		AND - The workplace/fishery/farm has paid pre- and post-natal maternity/paternity leave with adequate compensation.	2.5.1	Partial
		Key findings: FISH requires that social security (which includes maternity leave, as per definitions) shall be in accordance with applicable laws and regulations. SRA requires this regardless of law. To align: Verify whether or not pre- and post-natal maternity/paternity leave is provided to fishers.		

Indicator 1.1.7a: Access to basic services

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.7a S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.7a S.2		AND - Housing and sleeping quarters have adequate fire prevention and air ventilation, meet legal requirements, and meet reasonable levels of safety, decency, hygiene, and comfort,	4.1.1 4.1.2 4.2.2 4.2.3 4.3.1 4.4.2 4.4.6 4.4.10	Full
SRA1.1.7a S.3		AND - When present, fisheries observers are provided adequate accommodation appropriate to the size of the monitored entity and equivalent to that of the officers of the monitored entity	4.1.1 4.1.2 4.2.2 4.2.3 4.3.1 4.4.2 4.4.6 4.4.10	Partial
		Key findings: While FISH has several provisions relating to the quality of the live aboard vessel, it is not required that observers have different quality of living conditions than the fishers. This is N/A when observers are not present. To align: Verify what conditions observers are living in when they are present onboard.		
SRA1.1.7a S.4		AND - Sanitary facilities (appropriate to vessel size) with adequate privacy are provided,	4.5.1 4.5.2 4.5.4	Full
SRA1.1.7a S.5		AND - Potable water is accessible to workers,	4.6.1	Full
SRA1.1.7a S.6		AND - Workers/fishers living on site or on board have access to adequate and sanitary food at fair prices.	4.6.1 4.6.2 4.6.3 4.6.4	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.7a S.7	GREEN:	There are separate sanitary facilities for men and women, or sanitary facilities can be locked from the inside,	4.5.2	Partial
		Key Findings:		

		During a FISH audit, the auditor is to assess the reasonableness of the sanitary facilities on the vessel, which may not guarantee either of the characteristics described in the SRA.		
		To align: Verify if sanitary facilities provided have a lock and/or separate facilities for men and women (where applicable).		
SRA1.1.7a S.8		AND - There are separate sleeping quarters for men and women, or if there is one sleeping space, men and women have separate bunks, or share same bunk during different shifts,	4.2.8	Full
SRA1.1.7a S.9		AND - Sleeping quarters or sanitation facilities cannot be locked from the outside (restriction of movement is prevented),	1.4.1 4.4.1	Full
SRA1.1.7a S.10		AND - Workers'/fishers' representatives and management meet regularly to discuss vessel or housing improvements,	2.3.1 2.3.1.1	Partial
		Key findings: As part of freedom of association and collective bargaining (or alternatives when not protected by law), this could be a topic of discussion, but is not explicitly stated.		
		To align: Verify via interviews if crew members know there are channels available to discuss vessel accommodations / housing improvements.		
SRA1.1.7a S.11		AND - The workplace/fishery/farm provides childcare.	N/A	No Alignment

Indicator 1.1.7b: Access to basic services (Small-scale fishing communities)

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.7b S.2	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.7b S.2		AND - There is access to potable water in the community,	N/A	No Alignment
SRA1.1.7b S.3		AND - There is access to electricity intermittently,	N/A	No Alignment
SRA1.1.7b S.4		AND - There is access to sewage disposal (i.e. sewage containers),	N/A	No Alignment
SRA1.1.7b S.5		AND - There is access to waste disposal (i.e. community dump).	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.7b S.6	GREEN: LOW RISK (80+)	There is access to potable water in each household,	N/A	No Alignment
SRA1.1.7b S.7		AND - There is continuous access to electricity,	N/A	No Alignment
SRA1.1.7b S.8		AND - There is access to sewage treatment (i.e. community treatment systems)	N/A	No Alignment
SRA1.1.7b S.9		AND - There is access to waste management (i.e. garbage collection and sorting of recycled materials).	N/A	No Alignment

Indicator 1.1.8: Occupational safety

To Score **Medium Risk**, the following must be true:

SRA Equivalency Mapping – FISH Standard for Crew

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.8 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.8 S.2		AND - Vessels on trips over five days carry a crew list and provide a copy to authorized persons ashore at the time of vessel departure (unless self-employed),	1.3.1 1.3.2 1.3.3	Full
SRA1.1.8 S.3		AND - Workers/fishers/farmers/observers have access to communication equipment, or there is a radio on board for vessels over 24 meters, and fisheries observers (when present) are able to access communication equipment	3.6.5 4.7.13 4.7.14 4.7.15	Full
SRA1.1.8 S.4		AND - Adequate personal protective equipment (PPE) (i.e. lifejackets) is provided on board or in the workplace/farm at no cost (unless self-employed),	3.2.6	Full
SRA1.1.8 S.5		AND - Workers/fishers/farmers and managers are trained in health and safety procedures and on proper use of PPE and safe operation of any equipment they use (unless self-employed),	3.2.3 3.2.4 3.2.6 3.2.11 3.3.1 3.3.2 3.3.3	Full
SRA1.1.8 S.6		AND - Vessel/farm/workplace complies with local/national safety and health regulations.	2.6.3 3.2.2 3.2.7 3.2.8 3.2.10	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.8 S.7	GREEN: LOW RISK (80+)	On small vessels (<24 meters), there is a working radio on board,	3.6.4	Full
SRA1.1.8 S.8		AND - Workers/fishers/farmers and managers are trained in health and safety procedures and on proper use of PPE and safe operation of any equipment they use,	3.2.3 3.2.4 3.2.6 3.2.11 3.3.1 3.3.2 3.3.3 Policy Prerequisite (p.9)	Full
SRA1.1.8 S.9		AND - Workplace risks and risk areas are identified in relevant languages with provisions for illiteracy, and workplace accidents are recorded,	3.2.4 3.2.7	Partial
		Key findings: FISH does require that fishers are well trained and there is signage related to fire safety, however there are no specific provisions for illiterate workers. To align: Review audit report findings and/or collect additional data that can demonstrate there are provisions for illiterate workers.		
SRA1.1.8 S.10		AND - Workplace/fishery/farm has a written health and safety policy, properly implemented, and workers/fishers/farmers are engaged in reviewing and implementing policy,	2.8.7 3.2.1 3.2.2 3.2.5 3.2.12 3.2.14	Full
SRA1.1.8 S.11		AND - Workplace/fishery/farm has a structure or mechanism in place (i.e. occupational health and safety	2.8.7	Full

		committee), with formal channels of communications established, to discuss and implement protection of workplace health and safety,		
SRA1.1.8 S.12		AND - There are special protections for young, pregnant, or other vulnerable workers/fishers/farmers.	1.1.2 1.1.4	Partial
		Key findings: The FISH standard ensures protections for young workers, but does not specify protections for pregnant women or vulnerable workers.		
		To align: Verify if there are special protections for pregnant women or vulnerable workers.		

Indicator 1.1.9: Medical response

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.1.9 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.1.9 S.2		AND - Adequate medical supplies are available (i.e. there is a first aid kit),	3.6.1	Full
SRA1.1.9 S.3		AND - In factories, farms, or large vessels, there is a trained first aid responder,	3.6.3	Full
SRA1.1.9 S.4		AND - On large vessels, making long trips, fishers have a valid medical certificate attesting to their fitness to work,	3.5.1 3.5.2 3.5.3	Full
SRA1.1.9 S.5		AND - Workers are provided with medical care for workplace injuries and are repatriated if necessary at employer's expense.	2.6.1 2.6.2 2.7.3 3.6.6	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.1.9 S.6	GREEN: LOW RISK (80+)	Injuries sustained in the course of work are subject to worker's compensation, lost time pay, and payment of medical expenses, if not by law, then by employer,	2.7.1 2.7.2 2.7.3 3.6.6	Full
SRA1.1.9 S.7		AND - Workers/fishers/farmers are trained in emergency response and first aid.	N/A	Partial
		Key findings: 3.3.3 in the FISH standard addresses training, but only applies to large vessels and states the training is for all relevant personnel.		
		To align: If the SRA UoA is a small-scale fishery, verify first aid training. For large vessels, verify who the relevant personnel are referring to and if all fishers are offered some basic first aid trainings.		

Component 1.2: Rights and access to resources are respected and fairly allocated and respectful of collective and indigenous rights

Indicator 1.2.1: Customary use rights

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
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SRA1.2.1 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.2.1 S.2		AND - Customary use rights have been mapped out using a participatory stakeholder process,	N/A	No Alignment
SRA1.2.1 S.3		AND - The fishery or farm observes the legal and customary rights of local people,	N/A	No Alignment
SRA1.2.1 S.4		AND - Fishers are not denied or revoked of fishing rights due to discrimination (e.g. gender, ethnicity, religion, political affiliation) by authorities and/or other communities or entities,	N/A	No Alignment
SRA1.2.1 S.5		AND - The farm or fishery is not designated in an area legitimately claimed by communities without their documented Free, Prior, and Informed Consent,	N/A	No Alignment
SRA1.2.1 S.6		AND - The farm or fishery understands its impact on customary access to resources, and does not negatively impact adjacent communities, land, and/or water, or restrict access to vital community resources without community approval.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.2.1 S.7	GREEN: LOW RISK (80+)	There is an active process to establish a protocol agreement, or there is a protocol agreement in place, with indigenous communities, or communities with customary use rights, using Free, Prior, and Informed Consent,	N/A	No Alignment
SRA1.2.1 S.8		AND - Customary resource users are aware of their rights, and are protected under law and can seek recourse within the legal system,	N/A	No Alignment
SRA1.2.1 S.9		AND - The fishery or farm is actively mitigating any impacts or conflicts on access to resources for customary users,	N/A	No Alignment
SRA1.2.1 S.10		AND - Communities or people with claims to the resource are strongly involved in management of the resource, and traditional practices and knowledge are incorporated into resource management,	N/A	No Alignment
SRA1.2.1 S.11		AND - Special attention is paid to ensure women and disadvantaged groups are included in consultation.	N/A	No Alignment

Indicator 1.2.2: Corporate responsibility and transparency

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA1.2.2 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA1.2.2 S.2		AND - The fishery/farm can demonstrate compliance with all tax laws	2.18.5 (Certification and Accreditation Framework)	Partial
		Key findings: FISH does not specifically have auditors scan for tax issues during the audit, but it does prohibit certificate holders from engaging in illicit activities. To align:		

		Verify there have not been any unresolved tax issues associated with the business.		
SRA1.2.2 S.3		AND - There is no evidence that owners, managers, fishers or farmers pay bribes to public servants to gain access to resources or to avoid compliance with local regulations.	2.18.5 (Certification and Accreditation Framework)	Partial
		Key findings: FISH has provisions to ensure there is no bribery in the assessment process, but it does not cover bribery outside of the assessment. To align: Verify if there have been incidents of bribery with public servants to avoid compliance with local regulations.		
SRA1.2.2 S.4		AND - The fishery/farm has a human rights policy in place (appropriate to their size and circumstances to meet their responsibility to respect human rights), and can demonstrate evidentiary compliance with their policy,	Policy Prerequisite (page 9)	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA1.2.2 S.5		Farm or fishery publicly discloses their social, economic, and environmental performance,	N/A	No Alignment
SRA1.2.2 S.6		AND - Farm or fishery is engaged in multi-stakeholder, worker-centered initiatives aiming to improve social performance across the industry,	Met as long as UoA is participating in the FISH program.	Partial
	GREEN: LOW RISK (80+)	Key findings: By participating in the FISH program, the UoA is already engaging more broadly in an initiative to improve social performance in the industry. To align: In order to demonstrate a full match, the UoA would ideally be participating in additional stakeholder opportunities, either with FISH and/or other entities. For example, providing input on FISH standard revisions, joining workshops hosted by FISH about program implementation and support, etc.		
SRA1.2.2 S.7		AND - Financial accounts are regularly reviewed by independent third-party auditors,	N/A	No Alignment
SRA1.2.2 S.8		AND - Farm or fishery has published social responsibility and environmental policies.	N/A	No Alignment
SRA1.2.2 S.9		AND - The human rights policy is communicated and training is provided, in a language or medium understandable to all workers and observers on the fishing vessel and other relevant persons who assume the responsibility or duties for the operation of the fishing vessel or its workers	Policy Prerequisite (page 9)	Full

Principle 2: Ensure equality and equitable opportunity to benefit

Component 2.1: Recognition, voice, and respectful engagement for all groups, irrespective of gender, ethnicity, culture, political, or socioeconomic status

Indicator 2.1.1: Grievance reporting and access to remedy

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
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SRA2.1.1 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA2.1.1 S.2		AND - Workers/fishers/farmers that pertain to a business have knowledge of and access to effective, fair, and confidential grievance mechanisms, or if workers/ fisher/farmers are part of a cooperative, association, or customary group, they have knowledge and access to effective and fair grievance mechanisms (according to established protocols and by-laws of transparency, democracy, and equal representation) appropriate for and commensurate with size and scale of fishery/farm,	2.8.1 2.8.2 2.8.3	Full
SRA2.1.1 S.3		AND - There is no retaliation or prejudice against workers/fishers/farmers who submit grievances, including gender-based prejudice or retaliation.	2.8.3 3.2.15	Full

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA2.1.1 S.4	GREEN: LOW RISK (80+)	Grievance mechanisms are both procedurally and substantively effective at remediation of conflicts and complaints in a time-bound manner with no reoccurring grievances, and these remediation processes (corrective action plans) are publicly disclosed,	2.8.6	Partial
		Key findings: While there are robust requirements around the grievance mechanism in the FISH standard, there is nothing requiring the certificate holder to measure the effectiveness of the process, and it does not stipulate public disclosure. To align: Collect data that demonstrate the certificate holder has evaluated effectiveness of the grievance mechanism and there is public disclosure of corrective actions.		
SRA2.1.1 S.5		AND - The grievance procedure includes special consideration for vulnerable populations (e.g. migrant workers, women, ethnic minorities),	N/A	No Alignment
SRA2.1.1 S.6		AND - Workers/fishers/farmers have access to third party independent organizations or local/customary governance body that can address grievances and ensure effective representation.	N/A	No Alignment

**Referenced in the intent and clarification as a requirement.*

Indicator 2.1.2: Stakeholder participation and collaborate management

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA2.1.2 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA2.1.2 S.2		AND - There is a mechanism for stakeholder participation or in the fishery/farm management unit (i.e., worker committees, worker-management communication channels, advisory/technical councils, co-management bodies, consultation processes, etc.),	N/A	No Alignment
SRA2.1.2 S.3		AND - All affected and relevant stakeholders are represented and no stakeholder groups are excluded based on status, class, gender, ethnicity, etc.,	N/A	No Alignment

SRA2.1.2 S.4		AND - Stakeholder input is considered and integrated into decision-making.	N/A	No Alignment
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To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA2.1.2 S.5	GREEN: LOW RISK (80+)	Decisions are publicly communicated, promoted, and transparent,	N/A	No Alignment
SRA2.1.2 S.6		AND - Decision-making processes have special consideration provided for disadvantaged and vulnerable groups (i.e. migrant workers, women, ethnic minorities), so that decisions are made by affected stakeholders on equal terms,	N/A	No Alignment
SRA2.1.2 S.7		AND - All affected and relevant stakeholders are free to engage in all aspects of fishery/aquaculture governance including decision-making, monitoring, enforcement, and conflict resolution,	N/A	No Alignment
SRA2.1.2 S.8		AND - Participation and collaborative management between local stakeholders and government (or between workers and management in the case of industrial fisheries) is fostered and reinforced by civil society organizations working to protect the interests of relevant stakeholders.	N/A	No Alignment

Component 2.2: Equitable opportunities to benefit are ensured to all, through the entire supply chain

Indicator 2.2.1: Equitable opportunity to benefit

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA2.2.1 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers	2.4.1	Full
SRA2.2.1 S.2		AND - There is equal access to or opportunity to benefit from the fishery/farm regardless of gender, ethnicity, religion, sexual orientation, class, migrant status, political affiliation, etc., OR - There is not equal access to or opportunity to benefit from the fishery/farm, but a strategy or policy to address inequity is in place.		

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA2.2.1 S.3	GREEN: LOW RISK (80+)	There is evidence of equal access to or opportunity to benefit from the fishery/farm, and marginalized groups are in leadership positions or positions of power,	2.4.1	Partial
		Key findings: Equal opportunity to benefit is covered by FISH, but there is no specification that marginalized groups are in leadership positions. To align: Verify the degree to which marginalized groups are occupying leadership positions or positions of power		

SRA2.2.1 S.4		AND - Gender transformative policies and research programs are in place when women participate in the farm or fishery (i.e., routine data collection of gender disaggregated data).	N/A	No Alignment
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Indicator 2.2.2: Discrimination

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA2.2.2 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA2.2.2 S.2		AND - Workers/fishers/farmers receive equal pay for work of equal value,	2.4.1	Partial
		Key findings: The FISH standard does not explicitly guarantee that workers/fishers/farmers are paid equally for work of equal value, just that there is equal treatment and opportunities. To align: Collect data that demonstrates equal pay is provided to workers/fishers/farmers for work of equivalent value.		
SRA2.2.2 S.3		AND - There is no discrimination in recruitment promotion, access to training, access to permits, remuneration, allocation of work, termination of employment, retirement, ability to join unions or cooperatives, or other activities.	1.5.2 2.5.1	Full
SRA2.2.2 S.4		AND - There is no discrimination in access to benefits e.g. health care, savings accounts, insurance, etc.,	2.4.1	Full
SRA2.2.2 S.5		AND - There is no compulsory pregnancy testing for female workers/fishers/farmers.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA2.2.2 S.6	GREEN: LOW RISK	There is a comprehensive and proactive anti-discrimination policy for the fishery or farm. The policy is implemented through procedures and practices, posted in all languages and visible to all workers,	Policy Prerequisite (page 9)	Full
SRA2.2.2 S.7		AND - Managers and workers/fishers/farmers are aware of and trained on the antidiscrimination policy.	Policy Prerequisite (page 9)	Full

Principle 3: Improve food, nutrition, and livelihood security

Component 3.1: Nutritional and sustenance needs of resource-dependent communities are maintained or improved

Indicator 3.1.1a: Food and nutrition security impacts of industrial fisheries

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.1.1a S.1	YELLOW	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		

SRA3.1.1a S.2		AND - The fishery/farm is operating offshore a marine resource-dependent community or fishing for the same resource (or fish stock) as the local community (either directly as target catch, or indirectly as bycatch), but active measures are being taken to address these impacts,	N/A	No Alignment
		OR - The majority of the catch landed by the fishery/farm is not retained for local consumption, or the country or community in question is food/nutrition insecure (i.e., based on % undernourished or FIES, respectively), but active measures are being taken to address these impacts.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.1.1a S.3	GREEN: LOW RISK (80+)	The fishery/farm is not operating offshore a marine resource-dependent community or fishing for the same resource (or fish stock) as the local community (either directly as target catch, or indirectly as bycatch),	N/A	No Alignment
		OR - The majority of the catch landed by the fishery/farm is retained for local consumption, and the country or community in question is not food/nutrition insecure (i.e., based on % undernourished or FIES, respectively).	N/A	No Alignment

Indicator 3.1.1b: Food and nutrition security

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.1.1b S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.1.1b S.2		AND - The country is food/nutrition secure (i.e., based on % undernourished), or a participatory local food and nutrition security assessment has found low to moderate risk of food/nutrition insecurity	N/A	No Alignment
SRA3.1.1b S.3		AND - International or export trade agreements which affect the fishery/farm have not resulted in food/nutrition insecurity for the workers/fishers/farmers, their families, or community members	N/A	No Alignment
		OR - A participatory local food and nutrition security assessment (i.e., FIES or MDDI-W) has found food/nutrition insecurity impacts due to the fishery/farm (i.e., lack of access to marine resources for subsistence purposes) but active measures are being taken to address these impacts.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.1.1b S.4	GREEN:	There is no food/nutrition insecurity among workers/fishers/farmers and their families, nor among community members adjacent to a fishery/farm (i.e., based on FIES or MDDI-W),	N/A	No Alignment
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		OR - Where food/nutrition insecurity has been found among seafood-dependent communities (i.e., based on FIES or MDDI-W), local data shows improving food/nutrition security factors (i.e., increasing access to marine resources for subsistence purposes),	N/A	No Alignment
SRA3.1.1b S.5		AND - There are programs in place to ensure international or export trade agreements which affect the fishery/farm do not result in food/nutrition insecurity for the workers/fishers/farmers, their families, or community members.	N/A	No Alignment

Indicator 3.1.2: Healthcare

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.1.2 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.1.2 S.2		AND – The community's (adjacent to fishery/farm) healthcare needs have been assessed,	N/A	No Alignment
SRA3.1.2 S.3		AND – The community's (adjacent to fishery/farm) healthcare needs are not of concern.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.1.2 S.4	GREEN: LOW RISK	The community's (adjacent to fishery/farm) healthcare needs have been assessed and there are resources being invested to address any needs uncovered,	N/A	No Alignment
SRA3.1.2 S.5		AND - Women have adequate access to reproductive healthcare including family planning, pre- and post-natal, and maternal care,	N/A	No Alignment
SRA3.1.2 S.6		AND - Local data shows improving healthcare.	N/A	No Alignment

Indicator 3.1.3: Education

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.1.3 S.1	YELLOW: MEDIUM RISK	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.1.3 S.2		AND - The community's (adjacent to fishery/farm) education needs have been assessed,		
SRA3.1.3 S.3		AND - The community (adjacent to fishery/farm) has adequate literacy (literacy rate among youth aged 15-24 is 90% or more), and schooling rates (less than 10% of primary school-age children are out of school) (see SFP 2016),	N/A	No Alignment

SRA3.1.3 S.4		AND - Girls and boys do not have different rates of educational attainment.	N/A	No Alignment
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To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.1.3 S.5	GREEN: LOW RISK (80+)	The community's educational needs have been assessed and there are resources being invested to address any needs uncovered,	N/A	No Alignment
SRA3.1.3 S.6		AND - There is universal access to education through a secondary school level, via remote learning where relevant, or access to a technical school, or university.	N/A	No Alignment

Component 3.2: Livelihood opportunities are secured or improved, including fair access to markets and capabilities to maintain income generation

Indicator 3.2.1: Benefits to and within community

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.2.1 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.1 S.2		AND - People from within the community hold at least some resource access rights or permits,	N/A	No Alignment
SRA3.2.1 S.3		AND - Consideration is paid to hiring a local workforce (in the case of industrial vessels, some labor positions are occupied by local workforce).	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.1 S.4	GREEN: LOW RISK (80+)	The majority of the harvesting workforce is comprised of local residents,	N/A	No Alignment
SRA3.2.1 S.5		AND - People from within the community hold the majority of resource access rights or permits,	N/A	No Alignment
SRA3.2.1 S.6		AND - Majority of livelihoods and economic benefits from fishery/farm are distributed and retained locally,	N/A	No Alignment
SRA3.2.1 S.7		AND - High employment rates of women in local jobs created by fishery/farm.	N/A	No Alignment

Indicator 3.2.2: Economic value retention

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
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SRA3.2.2 S.1	YELLOW:	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.2 S.2		AND - The ratio of gross value added to turnover is between 47-57%.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.2 S.3	GREEN: LOW RISK (80+)	The ratio of gross value added to turnover is above 57%,	N/A	No Alignment
SRA3.2.2 S.4		AND - Formalized training is provided to fishers/farmers in how to add value to their product.	N/A	No Alignment

Indicator 3.2.3: Long-term profitability and future workforce

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.2.3 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.3 S.2		AND - Long-term average operating profit margin is between 11%-18%,	N/A	No Alignment
SRA3.2.3 S.3		AND - The average age of workers/fishers/farmers is close to the average age in the country, and new workers/fishers/farmers are joining the workforce.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.3 S.4	GREEN: LOW RISK (80+)	Long-term average operating profit margin is above 18%,	N/A	No Alignment
SRA3.2.3 S.5		AND - New workers/fishers/farmers including women are being recruited into the workforce,	N/A	No Alignment
SRA3.2.3 S.6		AND - Women are increasingly taking leadership roles in the supply chain and fishing/farming communities.	N/A	No Alignment

Indicator 3.2.4: Economic flexibility and autonomy

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
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SRA3.2.4 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.4 S.2		AND - If applicable, interest rates charged to fishers/farmers are transparent and agreed upon in advance with fishers/farmers,	N/A	No Alignment
SRA3.2.4 S.3		AND - There is more than one local fish buyer, and harvesters are free to sell to whomever they wish without retribution,	N/A	No Alignment
SRA3.2.4 S.4		AND - There is no price collusion among local buyers,	N/A	No Alignment
SRA3.2.4 S.5		AND - Fishers/farmers know the quality expected of the product, how the price is calculated, and when they will be paid via verbal contract with buyers.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.4 S.6	GREEN: LOW RISK (80+)	If applicable, fishers/farmers can access loans from at least two types of lenders at interest rates not exceeding government rates or lender's borrowing rate,	N/A	No Alignment
SRA3.2.4 S.7		AND - Fishers/farmers are organized into groups to better negotiate with buyers and may be price setters,	N/A	No Alignment
SRA3.2.4 S.8		AND - Fishers/farmers know the quality expected of the product, how the price is calculated, and when they will be paid via written contract with buyers (in a language understood or with provisions for illiteracy),	N/A	No Alignment
SRA3.2.4 S.9		AND - When applicable, buyers support fishers/farmers through sharing costs of certification and training,	N/A	No Alignment
SRA3.2.4 S.10		AND - Fishers/farmers have access to competitive credit markets or are recipients of investment opportunities.	N/A	No Alignment

Indicator 3.2.5: Livelihood security

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.2.5 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.5 S.2		AND - Fishers/farmers/workers work under a license(s) or are recognized as part of the legal work force,	1.5.1	Partial
		Key findings: For a UoA with an employee-employer relationship, this FISH requirement is full. For self-employed fishers, there is no requirement in FISH that fishers operate under a license. To align: Verify whether or not self-employed fishers operate with a license.		
SRA3.2.5 S.3		AND - Fishers/farmers/workers have harvesting access (formally or informally) to more than one species/species group,	N/A	No Alignment
SRA3.2.5 S.4		AND - Fishers/farmers/workers have access to fishing/farming gear needed to fulfil livelihood responsibilities (ice, engines, boats, gear, fuel, bait etc.),	N/A	No Alignment

SRA3.2.5 S.5		AND - Fishers/farmers/workers, or someone in their household, have alternative livelihoods outside of the fishery or farm.	N/A	No Alignment
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To Score **Low Risk**, the following must be true, in addition to the PISGs above:

SRA3.2.5 S.6	GREEN: LOW RISK (80+)	Male and female fishers/farmers/workers have formal (legal) access to a portfolio of species/species groups and gear types,	N/A	No Alignment
SRA3.2.5 S.7		AND - Male and female fishers/farmers/workers have ownership over the fishing/farming gear needed to fulfil livelihood responsibilities (ice, engines, boats, gear, fuel, bait etc.),	N/A	No Alignment
SRA3.2.5 S.8		AND - Male and female fishers/farmers/workers have access to professional development training or capacity building either inside the fishery/farm, or outside (in alternative livelihoods).	N/A	No Alignment

Indicator 3.2.6: Fuel resource efficiency

To Score **Medium Risk**, the following must be true:

PISG #	Risk	PI Scoring Guidepost to align the following must be true	Standard Criteria	Match
SRA3.2.6 S.1	YELLOW: MEDIUM RISK (60-70)	There are reliable and transparent data available, or the assessment team is able to collect primary data through observation, surveys, and interviews in a manner safe for assessment team or affected workers/fishers		
SRA3.2.6 S.2		AND - Ratio of true vessel fuel costs (including subsidy) / fish sales is between 13%-18%.	N/A	No Alignment

To Score **Low Risk**, the following must be true, in addition to the PISGs above:.

SRA3.2.6 S.3	GREEN: LOW RISK (80+)	Ratio of true vessel fuel costs (including subsidy) / fish sales is under 13%.	N/A	No Alignment
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