

SRA Equivalency Mapping – Responsible Fishing Vessel Standard (RFVS)

September 2021, V 1.0

Last updated: September 2021

SRA User Guidance for Responsible Fishing Vessel Standard (RFVS)

Standard Version: This guidance is aligned with RFVS Issue 1.0 – June – 2020.

The Responsible Fishing Vessel Standard (RFVS) certification is based on RFVS Issue 1.0 – June – 2020 standard and enables fishing operations to provide assurance of decent working conditions and operational best practice from the catch to the shore.

Performance Indicator designations

The RFVS is accessible to any single commercially licensed fishing vessel or fleet of vessels globally.

Reaching alignment with the SRA

To ensure the standard is aligned with the SRA the issue areas flagged as ‘partial’ and ‘no alignment’ need to be addressed as described below.

This document provides guidance on the key findings identified by the mapping between the Responsible Fishing Vessel Standard (RFVS) and the requirements of the Social Responsibility Assessment (SRA) tool. The User Guidance demonstrates where audit findings from an RFVS audit cannot be used to evaluate a particular SRA Performance Indicator Scoring Guidepost (PISG) and therefore must be evaluated to adequately determine risk according to the SRA methodology. Where there is no RFVS requirement related to an SRA PISG, it does not indicate that the unit of assessment is at high risk for that SRA Performance Indicator.

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.

Note that RFVS is a certification for vessels, therefore it is important to pay attention to applicability. Some elements in Principle 2 and all of Principle 3 may be out of scope of an RFVS audit. Review the orientation document for more information.

Summary of Alignment

	# of SRA PISGs	# of Full Matches	# of Partial Matches	# of No Matches
PRINCIPLE 1				
1.1 Fundamental human rights respected, labor rights protected				
1.1.1 Abuse and harassment	7	2	2	3
1.1.2a Human trafficking and forced labor	5	1	2	2
1.1.2b Debt bondage in small-scale fisheries	5	0	0	5
1.1.3: Child Labor	5	5	0	0
1.1.4: Freedom of Association and Collective Bargaining	7	1	3	3
1.1.5: Earnings and Benefits	12	5	2	5
1.1.6: Adequate Rest	9	1	1	7
1.1.7a: Access to basic services	10	4	0	6
1.1.7b: Access to basic services (Small-scale fishing communities)	8	0	0	8
1.1.8: Occupational safety	11	6	2	3
1.1.9: Medical response	6	6	0	0
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	0	0	10
1.2.2: Corporate responsibility and transparency	8	0	0	8
PRINCIPLE 2				
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	1	2	2
2.1.2: Stakeholder Participation and Collaborative Management	7	0	0	7
2.2: Equitable opportunities to benefit are ensured to all, through the entire supply chain				
2.2.1: Equitable opportunity to benefit	3	0	0	3
2.2.2: Discrimination	6	2	2	2
PRINCIPLE 3				
3.1 Nutritional and sustenance needs of resource-dependent communities are maintained or improved				
3.1.1a Food and Nutrition Security	2	0	0	2
3.1.1b Food and Nutrition Security	4	0	0	4
3.1.2 Healthcare	5	0	0	5
3.1.3 Education	5	0	0	5
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	0	0	6
3.2.2: Economic value retention	3	0	0	3
3.2.3: Long-term profitability and future workforce	5	0	0	5
3.2.4: Economic flexibility and autonomy	9	0	0	9
3.2.5: Livelihood security	7	0	0	7
3.2.6: Fuel resource efficiency	2	0	0	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	N/A	No Alignment
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,	RFVS 2.19	Partial
<p>Key findings: The RFVS criteria are focused on existence and implementation policies and procedures, and less so on occurrence.</p> <p>To align: In addition to policies and procedures, evidence from interviews with workers/fishers/farmers should demonstrate that this policy is achieving the desired outcome.</p>				
SRA1.1.1 S.4	YELLOW: MEDIUM RISK (60-70)	AND - Workers/fishers/farmers' families or community members are not threatened by employers, buyers, labor brokers, or organized crime;	N/A	No Alignment
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;	RFVS 2.17 RFVS 2.19 RFVS 2.20	Full
SRA1.1.1 S.7		Managers and workers/fishers/farmers are aware of and trained on the harassment policy;	RFVS 2.18 RFVS 2.19	Partial
<p>Key findings: The RFVS criteria cover training on contractual rights and how to use the grievance mechanisms but do not explicitly state that the training covers the harassment policy.</p> <p>To align: Provide evidence that the trainings also cover the harassment policy.</p>				
SRA1.1.1 S.8	GREEN: LOW RISK (80+)	Workers have grievance procedures to report harassment and do not face retaliation for using them.	RFVS 2.16 RFVS 2.16.1	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	Match
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	N/A	No Alignment
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, 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.	Eligibility Criteria p. 9 RFVS 2.8	Partial*

Key findings:

The RFVS criteria explicitly cover elements of bonded labor, however does not adequately cover all risks of forced labor.

To align:

In addition to policies and procedures, evidence from interviews with workers/fishers/farmers should address all elements of forced labor and demonstrate that this policy is achieving the desired outcome

*Note that the eligibility requirements of the RFVS explicitly prohibit forced labor and if forced labor is found during an audit, this will be reported. This partial match indicates that questions should be targeted in interviews with workers in order to complete an assessment against the SRA tool. This is not an indication that an RFVS fishery is considered high risk.

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

SRA1.1.2a S.4		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,	Eligibility Criteria p. 9 RFVS 2.16	Partial*
---------------	--	---	-------------------------------------	----------

Key findings:

The RFVS does not specify a policy prohibiting the use of forced, bonded, indentured, prison labor, slavery, or trafficked labor, nor are managers and workers aware and trained on any such policy. The RFVS does require that there is a grievance system in place.

To align:

Provide evidence of a policy prohibiting the use of forced, bonded, indentured, prison labor, slavery, or trafficked labor, and that managers and workers are aware and have been trained on any such policy.

*Note that the eligibility requirements of the RFVS explicitly prohibit forced labor and if forced labor is found during an audit, this will be reported. This partial match indicates that questions should be targeted in interviews with workers in order to complete an assessment against the SRA tool. This is not an indication that an RFVS fishery is considered high risk.

SRA1.1.2a S.5		AND - Workers/fishers/farmers do not pay any recruitment fees (document/visa/passport fees excluded),	RFVS 2.0.1	Full
---------------	--	---	------------	------

SRA1.1.2a S.6		AND - Workers/fishers/farmers are paid at least monthly.	N/A	No Alignment
---------------	--	--	-----	--------------

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: LOW RISK (80+)	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 debts, and their debt has decreased over time proportional to their income (or share of catch),	N/A	No Alignment
		OR - The fisher/farmer is NOT paying off debt to the cooperative, association, buyer, or permit holder.	N/A	No Alignment

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	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,	RFVS 2.28	Full
SRA1.1.3 S.3		AND - Children below the legal age of employment are not employed as waged workers,	RFVS 2.28	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,	RFVS 2.28	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.	RFVS 2.28	Full
--------------	--	--	-----------	------

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

SRA1.1.3S.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.	RFVS 2.28	Full
-------------	-----------------------	---	-----------	------

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
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	RFVS 2.27	Partial
<p>Key findings: RFVS requires a policy, but does not assess the outcome of the policy.</p> <p>To align: Evidence from interviews with workers/fishers/farmers should demonstrate that this policy is achieving the desired outcome.</p>				
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,	RFVS 2.27	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	No Alignment
SRA1.1.4 S.5		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.	RFVS 2.5	Partial

Key findings:

- RFVS requires that policy, but does not assess the outcome of the policy.

To align:

- Evidence from interviews with workers/fishers/farmers should demonstrate that this policy is achieving the desired outcome.

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

SRA1.1.4 S.6		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,	RFVS 2.27	Partial
<p>Key findings: RFVS does not explicitly state language / illiteracy requirements.</p> <p>To align: Provide evidence that the policy has provisions for illiteracy and language requirements.</p>				
SRA1.1.4S.7		AND - Workers/fishers/farmers are trained by workers' organizations on their rights to organize and bargain collectively,	N/A	No Alignment
SRA1.1.4S.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
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,	RFVS 2.13 RFVS 2.5	Full
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,	RFVS 2.15	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,	N/A	No Alignment
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,	RFVS 2.9 RFVS 2.13	Partial
<p>Key findings: RFVS does not explicitly state that workers/fishers/farmers do not go more than one month without being paid.</p> <p>To align: Provide evidence that shows that workers/fishers/farmers do not go more than one month without being paid.</p>				
SRA1.1.5 S.7		AND - Employers legally contract employees,	RFVS 2.4	Full
SRA1.1.5 S.8		AND - Workers/fishers/farmers are aware of how their earnings or deductions are calculated and their rights to	RFVS 2.4	Partial

		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,		
Key findings: RFVS does not explicitly state that workers are allowed to witness procedures used to determine earnings.				
To align: Provide evidence that workers are allowed to witness procedures used to determine earnings.				
SRA1.1.5 S.9		AND - Workers/fishers/farmers receive wage slips with deductions itemized or written receipts.	N/A	No Alignment

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

SRA1.1.5 S.10	GREEN: LOW RISK (80+)	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,	RFVS 2.5	Full
SRA1.1.5 S.12		AND - The employer and workers discuss how they can improve wages and productivity in mutually beneficial ways,	N/A	No Alignment
SRA1.1.5 S.13		AND - There are written contracts between employer and employees in a language employees understand with provisions for illiterate workers.	RFVS 2.4	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,	RFVS 2.14	Full
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,	RFVS 2.15	Partial
Key Findings: The RFVS criteria address the legal minimum requirements but do not address overtime requirements.				
To align: Provide evidence that overtime hours are paid at a premium as required by law.				
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,	N/A	No Alignment
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	No Alignment
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*
*The RFVS certifies vessels or groups of vessels as the unit of certification, and therefore onshore workers are out of scope of RFVS certification.				
SRA1.1.6 S.9	GREEN: LOW RISK (80+)	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,	N/A	No Alignment
SRA1.1.6 S.10		AND - The workplace/fishery/farm has paid pre- and post-natal maternity/paternity leave with adequate compensation.	N/A	No Alignment

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,	RFVS 2.46 RFVS 2.47 RFVS 2.48 RFVS 2.49	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	N/A	No Alignment
SRA1.1.7a S.4		AND - Sanitary facilities (appropriate to vessel size) with adequate privacy are provided,	RFVS 2.60 RFVS 2.60.1	Full
SRA1.1.7a S.5		AND - Potable water is accessible to workers,	RFVS 2.56	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.	N/A	No Alignment

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

SRA1.1.7a S.7	GREEN: LOW RISK (80+)	There are separate sanitary facilities for men and women, or sanitary facilities can be locked from the inside,	N/A	No Alignment
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,	RFVS 2.52 RFVS 2.52.1	Full
SRA1.1.7a S.9		AND - Sleeping quarters or sanitation facilities cannot be locked from the outside (restriction of movement is prevented),	N/A	No Alignment
SRA1.1.7a S.10		AND - Workers'/fishers' representatives and management meet regularly to discuss vessel or housing improvements,	N/A	No Alignment
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		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:

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		
SRA1.1.8S.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),	RFVS 1.12	Full
SRA1.1.8S.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	RFVS 2.61	Full*
*The RFVS also requires there to be access to communications, but only for vessels out at sea for greater than 72 hours. Therefore, there may be boats that are 24 meters in length out at sea for less than 72 hours, which should be verified against this requirement.				
SRA1.1.8S.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),	RFVS 2.34 RFVS 2.39.1	Full
SRA1.1.8S.5		AND - Workers/fishers/farmers and managers are trained in health and safety procedures and on proper	RFVS 1.6 RFVS 2.32	Full

SRA1.1.8S.6		use of PPE and safe operation of any equipment they use (unless self-employed), AND - Vessel/farm/workplace complies with local/national safety and health regulations.	Eligibility Criteria p. 9 RFVS 2.29-2.60	Full
-------------	--	--	---	------

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

SRA1.1.8S.7	GREEN: LOW RISK (80+)	On small vessels (<24 meters), there is a working radio on board,	N/A	No Alignment
SRA1.1.8S.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,	RFVS 1.6	Full
SRA1.1.8S.9		AND - Workplace risks and risk areas are identified in relevant languages with provisions for illiteracy, and workplace accidents are recorded,	RFVS 1.3 RFVS 1.13 RFVS 1.18	Full
SRA1.1.8S.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,	RFVS 1.0 RFVS 1.1	Partial

Key findings:

RFVS criteria require that policies on health and safety are updated annually, but do not require that workers/fishers/farmers are engaged in the process.

To align:

Provide evidence that when updating the health and safety policy, workers/fishers/farmers are engaged in the process.

SRA1.1.8S.11		AND - Workplace/fishery/farm has a structure or mechanism in place (i.e. occupational health and safety committee), with formal channels of communications established, to discuss and implement protection of workplace health and safety,	N/A	No Alignment
SRA1.1.8S.12		AND - There are special protections for young, pregnant, or other vulnerable workers/fishers/farmers.	RFVS 1.3.5 RFVS 1.4	Partial

Key findings:

- The RFVS does not specifically require these provisions for vulnerable workers/fishers/farmers.

To align:

- Provide evidence that risks have assessed for vulnerable groups and that protections are in place to mitigate those risks.

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	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		
SRA1.1.9S.2		AND - Adequate medical supplies are available (i.e. there is a first aid kit),	RFVS 2.29	Full
SRA1.1.9S.3		AND - In factories, farms, or large vessels, there is a trained first aid responder,	RFVS 2.29.1	Full

SRA1.1.9S.4	AND - On large vessels, making long trips, fishers have a valid medical certificate attesting to their fitness to work,	RFVS 1.14	Full
SRA1.1.9S.5		RFVS 2.21 RFVS 2.24 RFVS 2.24.1	Full

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

SRA1.1.9S.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,	RFVS 2.12	Full
SRA1.1.9S.7		AND - Workers/fishers/farmers are trained in emergency response and first aid.	RFVS 1.6 RFVS 1.9 RFVS 2.29.1	Full

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
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:	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	N/A	No Alignment
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.	N/A	No Alignment
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,	N/A	No Alignment

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

SRA1.2.2 S.5	GREEN: LOW RISK (80+)	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,	N/A	No Alignment
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	N/A	No Alignment

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
SRA2.1.1 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	RFVS 2.16 RFVS 2.18 RFVS 2.20	Partial
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,		
<p>Key findings: The RFVS criteria covers the communication of grievance mechanisms to workers but not the detailed characteristics of what the grievance mechanism should look like as described by the SRA criteria.</p> <p>To align: Provide evidence that the grievance mechanism are effective, fair, transparent, democratic and afford equal representation.</p>				
SRA2.1.1 S.3	Yellow	AND - There is no retaliation or prejudice against workers/fishers/farmers who submit grievances, including gender-based prejudice or retaliation.	RFVS 2.16	Full

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

SRA2.1.1 S.4	Green	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,	RFVS 2.17	Partial
<p>Key findings: The RFVS criteria do not explicitly state that complaints should be resolved in a timely manner and CAPS are publicly disclosed.</p> <p>To align: Provide evidence that complaints are resolved in a timely manner and CAPs are publicly disclosed.</p>				
SRA2.1.1 S.5	GREEN	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
--------------	--	--	-----	--------------

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	GREEN: LOW RISK (80+)	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

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		
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.,	N/A	No Alignment
		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.	N/A	No Alignment

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

SRA2.2.1 S.3	GREEN: LOW RISK (30-50)	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,	N/A	No Alignment
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

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
SRA2.2.2S.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		
SRA2.2.2S.2		AND - Workers/fishers/farmers receive equal pay for work of equal value,	RFVS 1.13 RFVS 2.5	Full
SRA2.2.2S.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.	RFVS 2.5	Partial
SRA2.2.2S.4		AND - There is no discrimination in access to benefits e.g. health care, savings accounts, insurance, etc.,	RFVS 2.5	Partial
<p>Key findings: The RFVS criteria are focused on existence and implementation policies and procedures, and less so on occurrence.</p> <p>To align: In addition to policies and procedures, evidence from interviews with workers/fishers/farmers should demonstrate that this policy is achieving the desired outcome</p>				
SRA2.2.2S.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:

SRA2.2.2S.6	GREEN: LOW RISK (30-50)	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,	RFVS 2.5	Full
-------------	-------------------------	--	----------	------

SRA2.2.2S.7		AND - Managers and workers/fishers/farmers are aware of and trained on the antidiscrimination policy.	N/A	No Alignment
-------------	--	---	-----	--------------

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	GREEN: LOW RISK (80+)	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	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	N/A	No Alignment

		food/nutrition insecurity for the workers/fishers/farmers, their families, or community members		
		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		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
		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:

SRA3.1.2S.4	GREEN: LOW RISK (80+)	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
SRA3.1.2S.5		AND - Women have adequate access to reproductive healthcare including family planning, pre- and post-natal, and maternal care,	N/A	No Alignment
SRA3.1.2S.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 (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		
SRA3.1.3 S.2		AND - The community's (adjacent to fishery/farm) education needs have been assessed,	N/A	No Alignment
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

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
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
SRA3.2.4 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		
SRA3.2.4 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:	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,	N/A	No Alignment

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

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

SRA3.2.5 S.6		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
--------------	-----------------------	--	-----	--------------