

# **FISHERYPROGRESS.ORG**

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**Human Rights and Social Responsibility Policy**

## **REQUIREMENTS REFRESHER TRAINING**

**1.2 Vessel / Fisher Information**

**1.4 Grievance Mechanisms**

**June 2023**

# AGENDA

**GOALS**

**HRSR Policy Overview**

**1.2 Vessel/Fisher information**

**1.4 Grievance Mechanism**

**Q&A**

# GOALS



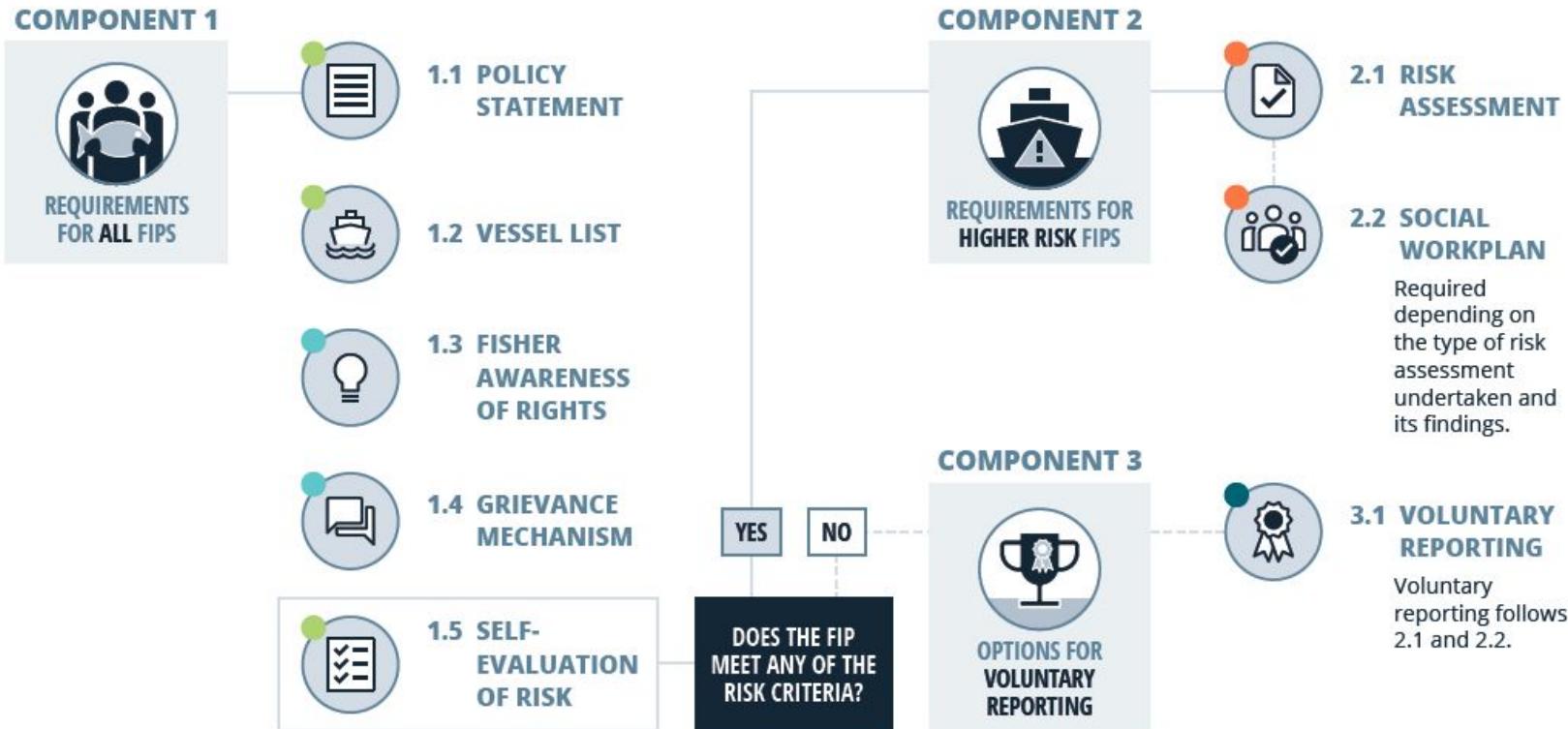
Ensure you understand our expectations for meeting requirements and how to report on them



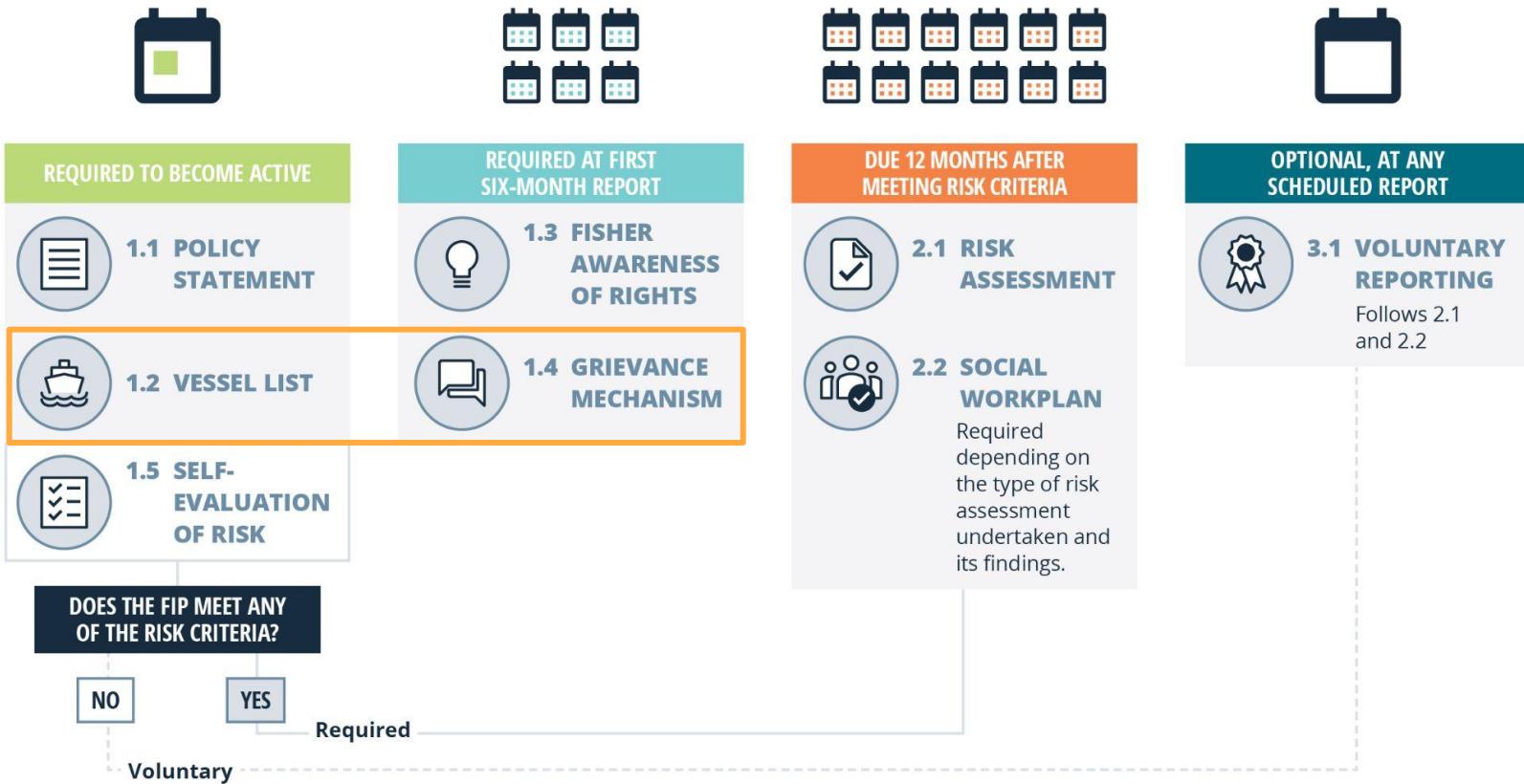
Ensure you understand how to complete requirements meaningfully and effectively, and understand why they are important

# Overview | HRSR Policy

- Required to become active on FisheryProgress
- Required at first six-month report
- Due 12 months after meeting 1 or more risk criteria
- Optional, at any regularly scheduled report



# Overview | HRSR Policy



# **REQUIREMENT 1.2**

## Vessel/Fisher Information

- Overview: Why do we ask for vessel/fisher information?
- What are our minimum requirements?
- When do updates on vessel/fisher info need to be provided?

# 1.2 Vessel List and/or Fisher Info | WHY?

Need to know who is participating to accurately monitor working conditions and remediate any abuses

To educate FIP fishers about the policy statement, ensure adequate grievance mechanism and conduct a risk assessment (if applicable)

Vessel Name*	Vessel Size*	Vessel/Gear Type	Vessel Flag*	Landing Site***	Owner Name*	Operator Name*
BYP 50	Small	Handline and trap	Mexico	Natividad Island	Pescadores de la Baja California S.C.L.	Pescadores de la Baja California S.C.L.
BYP 51	Small	Handline and trap	Mexico	Natividad Island	Pescadores de la Baja California S.C.L.	Pescadores de la Baja California S.C.L.
BYP 55	Small	Handline and trap	Mexico	Natividad Island	Pescadores de la Baja California S.C.L.	Pescadores de la Baja California S.C.L.
BYP 58	Small	Handline a		Natividad	Pescadores de la Baja	Pescadores de la Baja
BYP 59	Small	Handline a				



SOCIEDAD COOPERATIVA DE PRODUCCION PESQUERA  
“BUZOS Y PESCADORES DE LA BAJA CALIFORNIA”, S. C. L.  
AV. FCCO. GONZALEZ BOCA NEGRA No. 1842, COL. HIDALGO ENSENADA, B. C.  
TELS. Y FAX (646) 177-9304 Y 05 E-mail: buzospescadores@prodigy.net.mx

Isla Natividad, Baja California Sur.

10 de agosto de 2022

Mecanismo de resolución de inconformidades y/o conflictos presentados en la pesquería de Blanco del Pacífico (*Caulolatilus princeps*)

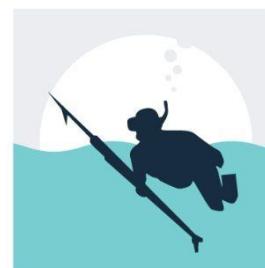
Declaración del código de conducta sobre el mecanismo de resolución de conflictos

**COMPONENT 1**REQUIREMENTS  
FOR ALL FIPs**1.2 VESSEL AND/OR FISHER INFO**

Requirements vary by vessel size and type of fishing activity.

**REQUIRED  
DOCUMENTATION:**FisheryProgress  
Vessel and/or Fisher  
Information template**PROGRESS REPORTING:**Update at annual  
report as needed**Large vessels\* or  
vessels outside EEZ**

Vessel list

**Small Vessels**Vessel list **or**  
fleet description**No Vessels**

Description of fishers

**Mixed Vessel Size**Follows requirements  
according to vessel  
size

\*Those which weigh 10 GT or more or are 12 meters or longer

# OVERVIEW | Template

## Vessel and Fisher Information Template Instructions

Template Version 1.2, December 2022

The screenshot shows the FISHERYPROGRESS.ORG website. At the top, there's a navigation bar with 'FIP Directory', 'Resources for FIPs' (which is highlighted with an orange circle), 'Resources for Buyers', and 'Social Responsibility'. Below this, a main menu has 'FIP Templates' highlighted with an orange arrow. A sidebar on the left lists 'Create a FIP Profile', 'Find a Qualified Consultant', 'Update a FIP Profile', 'Three-Year Audits for Comprehensive FIPs', 'FIP Review Guidelines', 'Communicating About Your FIP', 'General Resources', and 'Update a FIP Profile'. At the bottom, a note says 'Starting November 1, 2021, all FIPs are required to submit'.

<b>[Fishery improvement project name]</b>						
<b>FIP ID Number</b> Your FIP ID number is located at the bottom of the "FIP Leads" section on the right side of the FIP Overview page.						
<b>Date Completed/Last Updated</b> month and year						
<b>Completed By</b> Please Enter the name of the individual or organization who compiled the vessel/fisher information.						
<b>Relationship to the FIP</b> Please explain the relationship of the individual(s) who completed the assessment to the FIP (e.g., independent third-party auditors, employees of a FIP participant, academic, etc.).						
<b>Sources</b> This section should describe how the vessel information was obtained. Describe your sources, for example this may be primary data collection, a national registry, an RFMO registry, a list provided by buyers, etc. Sources that are publicly accessible should include a hyperlink to the website where the source can be found. Where the source varies by vessel/fisher type/size, please indicate which source applies to which information.						
<b>Additional Information (Optional)</b> Provide additional information as helpful to understand the vessels and fishers in the fleet. This includes: <ul style="list-style-type: none"><li>- FIPs with small vessels that provide only a description of the fleet should provide an explanation.</li><li>- A description and explanation of changes to the vessel list when updates are made.</li><li>- Explanation regarding joint vessel ownership/operation where applicable.</li><li>- Link to vessel data on Global Fishing Watch Vessel Monitoring System (VMS).</li></ul>						
<b>By writing my name below, I confirm the information provided in this template reflects the full scope of the FIP and is complete and accurate to the best of my knowledge.</b>						
Full name of the person who completed the vessel/fisher information						
Lists	Instructions	Overview	Vessel List	Fleet Description	Fisher Description	+

# REMINDER

Please read  
the  
**Instructions**  
tab before  
beginning!

**FISHERYPROGRESS.ORG**

**Vessel and Fisher Information Template Instructions**  
Template Version 1.2, December 2022

Per Requirement 1.2 of the FisheryProgress Human Rights and Social Responsibility (HRSR) Policy, FIPs must "Provide information about the vessels or fishers included in the FIP." This template is provided for FIPs to complete this requirement. All vessels/fishers within the scope of the FIP must be listed/described here.

*For complete information on Requirement 1.2 and the rest of the FisheryProgress Human Rights and Social Responsibility Policy, refer to:*

[Human Rights and Social Responsibility Policy](#)  
[FIP Review Guidelines](#)

**Instructions**

<b>Step 1</b>	Complete all applicable fields in the "Overview" worksheet.
<b>Step 2</b>	Complete the relevant tab(s) in accordance with the type of vessels/fishers in your FIP and the type of information you are providing. Please refer to the HRSR Policy to ensure minimum requirements are met.  FIPs unable to meet the vessel list requirement are eligible to request a 12-month extension by completing the Extension Request Form found on the FIPs Template page.

Lists   **Instructions**   Overview   Vessel List   Fleet Description   Fisher Description   +



# OVERVIEW | Requirements according to vessel size & fishing activity

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1 ALL vessels	Small vessels	Optional	PLEASE REMOVE ALL DATA FROM ROW 4 AND REPLACE WITH INFORMATION FROM YOUR FIP											
2														
3 Date added from the FIP	Date removed from the FIP	Vessel Name	Vessel Category	Vessel Length (m)	Vessel Tonnage (GT)	Vessel Type (Please select one)	Gear Fishing Area	Type (Please select one)	Vessel Flag (Please select one)	Landing Site	Owner Name	Operator Name (may be same as owner name)	Type of Vessel Identification Number (select UVI if available, Small vessels may use National Registration #)	Vessel Identifier Number
4 1/1/23	N/A	Fishery Progress	Large	12	15	Fishing Vessel	Outside EEZ	Beach Seine	United States		Richard Boot	Richard Boot	TUVI	####
5														
6														
7														
8														
9														
10														
11														
12														
13														
14														
15														
16														
17														
18														
19														

# OVERVIEW | Requirements according to vessel size & fishing activity

<b>Fleet Description</b>	
<i>FIPs with small vessels that cannot provide a list of vessels must describe their fleet here, including:</i>	
Number of vessels	
Landing sites for the catch	
Home communities of the fishers	
Types of vessels	



**Small Vessels**

Lists   Instructions   Overview   Vessel List   **Fleet Description**   Fisher Description   +

<b>Fisher Description</b>	
<i>FIPs with fishers without vessels, please provide the following information:</i>	
Approximate number of fishers	
Landing sites for the catch	
Home communities of the fishers	
Fishing practice or methods	



**No Vessels**

Lists   **Instructions**   Overview   Vessel List   Fleet Description   Fisher Description   +

# OVERVIEW 1.2 | Progress reporting

When do I need to update my vessel/fisher information?

[Fishery improvement]	
FIP ID Number <i>Your FIP ID number is located at the bottom of the "FIP Leads" section on the right side of the FIP Overview page.</i>	
Date Completed / Last Updated month and year	
Completed By <i>Please Enter the name of the individual or organization who compiled the vessel/fisher information.</i>	
Relationship to the FIP <i>Please explain the relationship of the individual(s) who completed the assessment to the FIP (e.g., independent third-party auditors, employees of a FIP participant, academic, etc.).</i>	
<p>This section should describe how the vessel information was obtained from a national registry, an RFMO registry, a list provided by buyers, etc. Specify where the source can be found. Where the source varies by vessel/fisher</p>	

**FIPs must provide a NEW vessel/fisher information template at each annual report only when vessels and/or fishers have changed**

**When there are no changes, FIPs confirm that the information remains current**

**Vessel List**   
March 23, 2022  
Update May 2023: the FIP declares that this Vessel List is still accurate and representative of the vessels of the three fishing organizations participating in the Mexico Guaymas finfish - handleline  
[FisheryProgress\\_Template\\_VesselList\\_FIP\\_Guaymas.xlsx](#)

# Need more time?



FIPs may request a 12-month extension to meet the *initial* requirement

# FISHERYPROGRESS.ORG

## Human Rights and Social Responsibility (HRSR) Policy

### Extension Request Form

Version 1.0, October 2022

Please refer to the [Extension Request Instructions](#) for information regarding the extension request process. Please fill out one extension request form for each HRSR Policy requirement.

#### 1. Requestor Information

Full Name:

Job Title:

Organization:

#### 2. FIP Information

FIP Name

Please use the FIP name as displayed on the FIP's FisheryProgress profile. If not yet listed as active, please provide the country/geography, species, and gear types

FIP Identification (ID) Number

Find the FIP ID number by going to the Overview tab of the FisheryProgress FIP profile. The FIP

# Requesting an extension

FIPs may request 12 months to meet the *initial* requirement

**FISHERYPROGRESS.ORG**

Human Rights and Social Responsibility (HRSR) Policy

Extension Request Form

Version 1.0, October 2022

## Important!

FIPs that have been granted an extension must report on the status of working to meet the requirement every 6 months

### FIP Name

Please use the FIP name as displayed on the FIP's FisheryProgress profile. If not yet listed as active, please provide the country/geography, species, and gear types

### FIP Identification (ID) Number

Find the FIP ID number by going to the Overview tab of the FisheryProgress FIP profile. The FIP

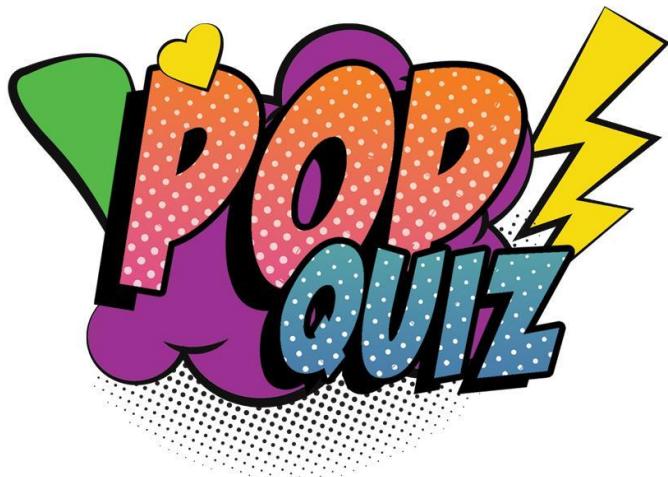


The logo features the words "POP QUIZ" in a stylized, bubbly font. The letters are filled with various colors: green, yellow, purple, orange, pink, blue, and black. A yellow lightning bolt graphic is positioned to the right of the text. The background of the letters has a halftone dot pattern.

POP QUIZ

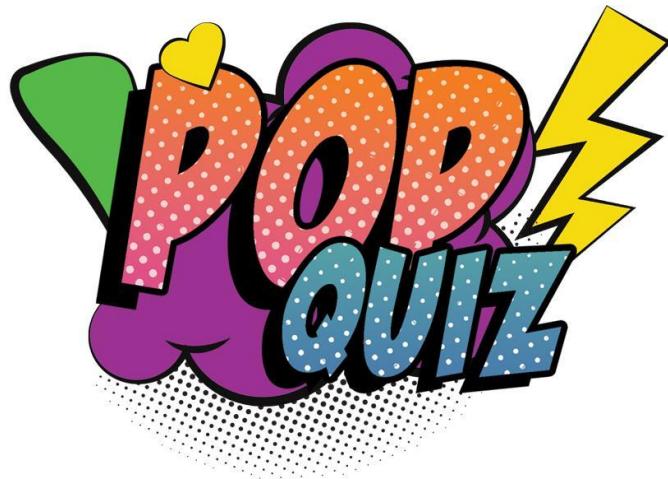
# **Which FIPs must provide a vessel list?**

- a) FIPs that meet one or more risk criteria
- b) FIPs with large vessels
- c) FIPs with small vessels
- d) Both B & C



# **Which FIPs must provide a vessel list?**

- a) FIPs that meet one or more risk criteria
- b) FIPs with large vessels**
- c) FIPs with small vessels
- d) Both B & C



*All FIPs also have the option to request an extension if they cannot meet the initial deadline.*

## **True or False:** FIPs with no vessels must provide a Fisher List

- True
- False



# True or False: FIPs with no vessels must provide a Fisher List

True

**False!**

FIPs with no vessels provide a description of the fishers in the FIP, NOT a list of fisher names

## Fisher Description

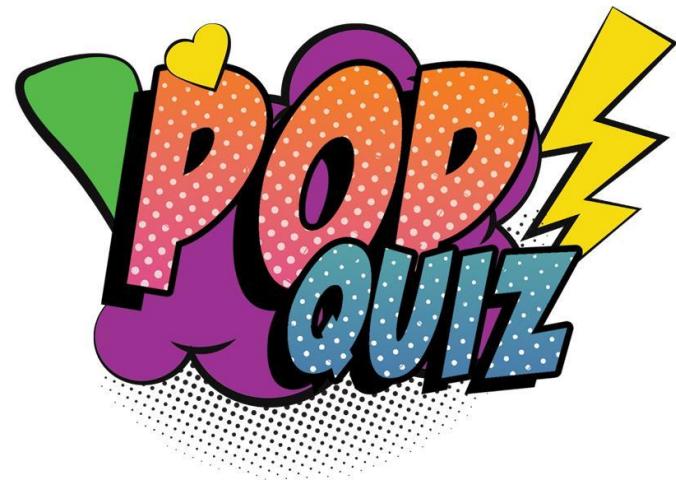


A description of the fishers:

- Approximate number of fishers
- Landing sites for the catch
- Home communities of the fishers
- Type of fishing practice

**Large vessels must provide all of the following information on their vessel list EXCEPT:**

- a) Vessel Name
- b) Vessel Size
- c) Vessel or Gear Type
- d) Owner and operator name (if applicable)
- e) Landing sites
- f) Unique vessel identifier type & number



# Large vessels must provide all of the following information on their vessel list EXCEPT:

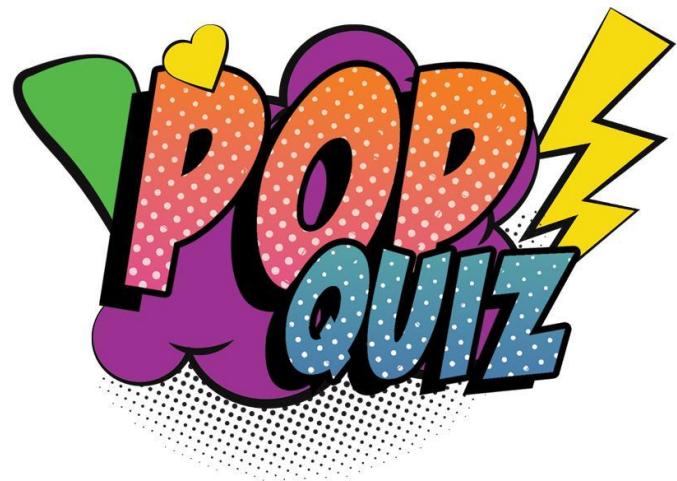


- a) Vessel Name
- b) Vessel Size
- c) Vessel or Gear Type
- d) Owner and operator name (if applicable)
- e) Landing sites
- f) Unique vessel identifier type (e.g., IMO)
- g) Unique vessel identifier number



**True or False:** the only required documentation FIPs must submit for the Vessel List Requirement (1.2) is the Vessel List Template

- True
- False



**True or False:** the only required documentation FIPs must submit for the Vessel List Requirement (1.2) is the Vessel List Template

True!

False

FIPs do not have to provide any supporting documentation. They only have to fill out the template!



# When does the vessel/fisher information template need to be updated?

- a) Never
- b) Every 6 months
- c) Every annual report if there have been changes to the vessels and/or fisher list
- d) Whenever changes are made to vessels and/or fishers list



# When does the vessel/fisher information template need to be updated?

- a) Never
- b) Every 6 months
- c) Every annual report if there have been changes to the vessels and/or fisher info
- d) Whenever changes are made to vessels and/or fishers



*If there are no changes, the FIP confirms in writing that the information remains current*

# **REQUIREMENT 1.4**

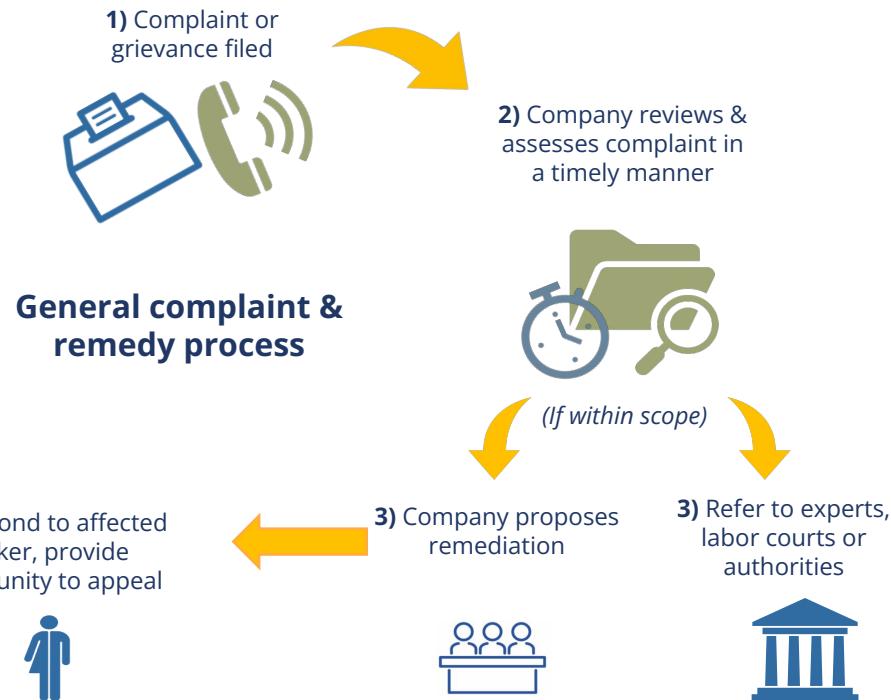
## Grievance Mechanism

- Overview: Grievance mechanisms 101
- Why grievance mechanisms are important
- What are our minimum requirements?
- When do updates on the grievance mechanism need to be provided?

# OVERVIEW | Grievance mechanisms 101

## What is a grievance mechanism?

A formal, legal or non-legal complaint and remediation process that can be used by fishers who are being negatively affected by certain business activities and operations



# 1.4 Grievance Mechanism | WHY?

To allow fishers  
to report  
abuses in a safe  
manner

A timely and  
standard  
process should  
exist for  
remediation

Legitimate  
Accessible  
Predictable  
Equitable  
Transparent  
Rights-compatible  
A source of  
continuous learning  
Based on  
engagement and  
dialogue



**ASOSIASI PENGELOLAAN RAJUNGAN INDONESIA**  
INDONESIAN BLUE SWIMMING CRAB ASSOCIATION

APRI GRIEVANCE MECHANISM  
FOR FISHER COMMUNITIES  
2022

## BACKGROUND

Asosiasi Pengelolaan Rajungan Indonesia (APRI) / Indonesian Blue Swimming Crab Association is an organization that focuses on the sustainability of blue swimming crab fisheries and business in Indonesia. In carrying out its activities, APRI has developed a Fishery Improvement Project (FIP) and has also supported the Indonesian Ministry of Marine Affairs and Fisheries in implementing the Blue Swimming Crab Fishery Management Plan in Indonesia. As a dynamic organization, the communication aspect of the organization is very important so that the organization can run well. Communication and cooperation between elements is also very necessary. In order to maintain good cooperation, various grievance and/or questions from fishermen and other supply chains need to be responded to properly so that they can feel facilitated.

## OBJECTIVES

The purpose of this document is to provide an overview of guidance in responding to grievance, questions, or inquiries from fishermen and other supply chains.

### COMPONENT 1



## 1.4 GRIEVANCE MECHANISM

All fishers must have access to at least one grievance mechanism that:

#### REQUIRED DOCUMENTATION:



Copy of grievance  
mechanism(s)

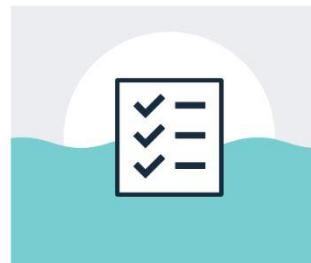
#### PROGRESS REPORTING:



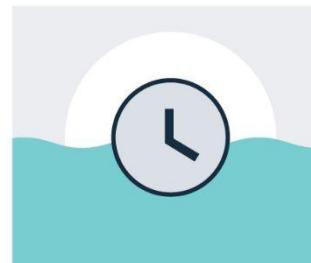
Update and provide  
brief appraisal on  
effectiveness at  
annual report



Is available to all fishers  
in the FIP



Details the full complaint  
and remedy process



Is available to fishers in a  
timely manner **(at least  
once every 24 hours)**,  
regardless of whether  
they are on land or at sea

**COMPONENT 1**REQUIREMENTS  
FOR ALL FIPS

## 1.4 GRIEVANCE MECHANISM

All fishers must have access to at least one grievance mechanism that:

**FIPs can use governmental, non-governmental, and/or company grievance mechanisms**

**REQUIRED  
DOCUMENTATION:**Copy of grievance  
mechanism(s)**PROGRESS REPORTING:**Update and provide  
brief appraisal on  
effectiveness at  
annual reportIs available to all fishers  
in the FIPDetails the full complaint  
and remedy processIs available to fishers in a  
timely manner (**at least  
once every 24 hours**),  
regardless of whether  
they are on land or at sea

# REQUIREMENT 1.4 | Minimum criteria checklist

- Each grievance mechanism is documented in an electronic copy (e.g., .pdf, .docx) that has been uploaded to the profile
- It is clear who manages and is responsible for each grievance mechanism
- Each grievance mechanism outlines the full grievance and remedy process
- There is at least one grievance mechanism available to all fishers harvesting and/or transhipping FIP product
- Each grievance mechanism provides a way for fishers to report complaints in a timely manner (at least once every 24 hours), regardless of whether they are on land or at sea

**FisheryProgress must be able to verify these criteria by reviewing the grievance mechanism itself OR through information provided in the “details” field.**

# REQUIREMENT 1.4 | Our minimum criteria

FISHERYPROGRESS.ORG

Fishery Improvement Project  
Progress Tracking Database & Tools

Log Out | My Account

My Dashboard

Select Language ▾

FIP Directory Resources for FIPs Resources for Buyers Social Responsibility About Us Contact

FIP Te  
FIP T  
FIP Te

Resources for Social Responsibility

Create a FIP Profile

FIP Templates

Find a FIP Consultant

Update a FIP Profile

Resources fo

Resources for  
Responsibility

Create a FIP I

FIP Template

Find a FIP Co

Update a FIP

Three-Year Evaluations  
for Comprehensive FIPs

FIP Review Guideline

Glossary

Communicating About Your FIP

General Resources

## Extension Requests for HRSR Policy Requirements

FIPs currently reporting on FisheryProgress that need more time to fulfill unmet HRSR Policy requirements may request a 12-month extension by submitting a completed extension request form. New FIPs may request extensions for requirements 1.1 and 1.2; the self-evaluation must be completed in order for a new FIP to become active on FisheryProgress. Once active, new FIPs can request extensions for 1.3-1.4 as they come into effect, and 2.1-2.2 (if applicable).

Please refer to the [Extension Request Instructions](#) for information regarding the extension request process and download the [Extension Request Form](#). The completed Extension Request Form must be uploaded to the Social Performance tab on the FIP profile in the corresponding requirement's section.

Logout | My Account

My Dashboard

Select Language ▾

# FISHERYPROGRESS.ORG

## Human Rights and Social Responsibility Policy

### Requirement 1.4 Grievance Mechanism

#### Guidance and Checklist

Version 1.1, February 2023

#### Introduction

In May 2021, FishChoice released the [FisheryProgress Human Rights and Social Responsibility Policy](#) (HRSR Policy) along with a new set of features on the FisheryProgress website to allow fishery improvement projects (FIPs) to publicly report on social performance. One of the requirements (1.4) is that FIPs demonstrate there is a grievance mechanism available to all fishers in the FIP. A grievance mechanism provides a means for fishers to raise grievances<sup>1</sup> or concerns or make comments, recommendations, reports, or complaints concerning employment and working conditions through which remedy can be sought. It is a critical component of an effective human rights due diligence system and the UN Guiding Principles on Human Rights emphasize the importance of workers and affected stakeholders having a safe way to file grievances and report rights abuses.

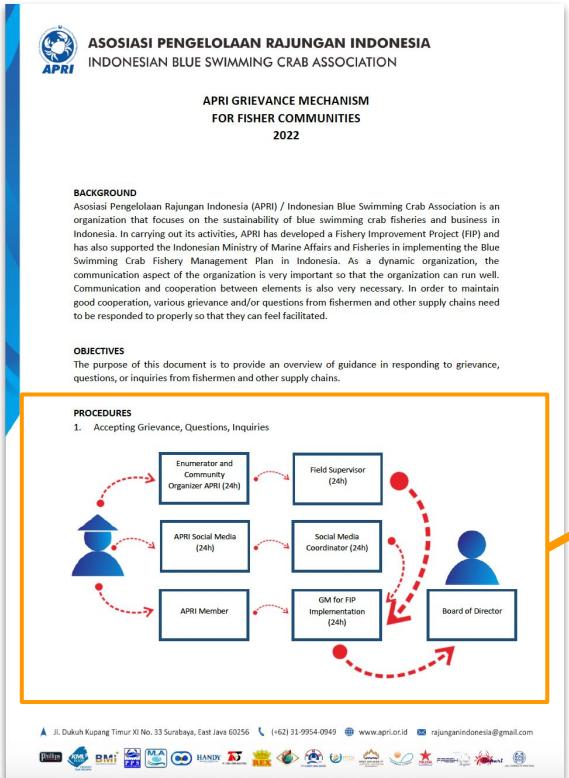
#### Purpose

The purpose of this document is to help FIPs better understand how to meet the grievance mechanism requirement (1.4) by providing guidance, a checklist, and other additional information. FIPs should also read the relevant section of the [FIP Review Guidelines](#) to further understand FisheryProgress' review criteria for the requirement.

FisheryProgress **does not** require FIPs to complete this checklist – it is a supporting document only. If there are any discrepancies between the HRSR Policy and this document, please refer to the HRSR Policy for the binding language. For any key terms and definitions cited below, please see the FisheryProgress [Glossary](#).

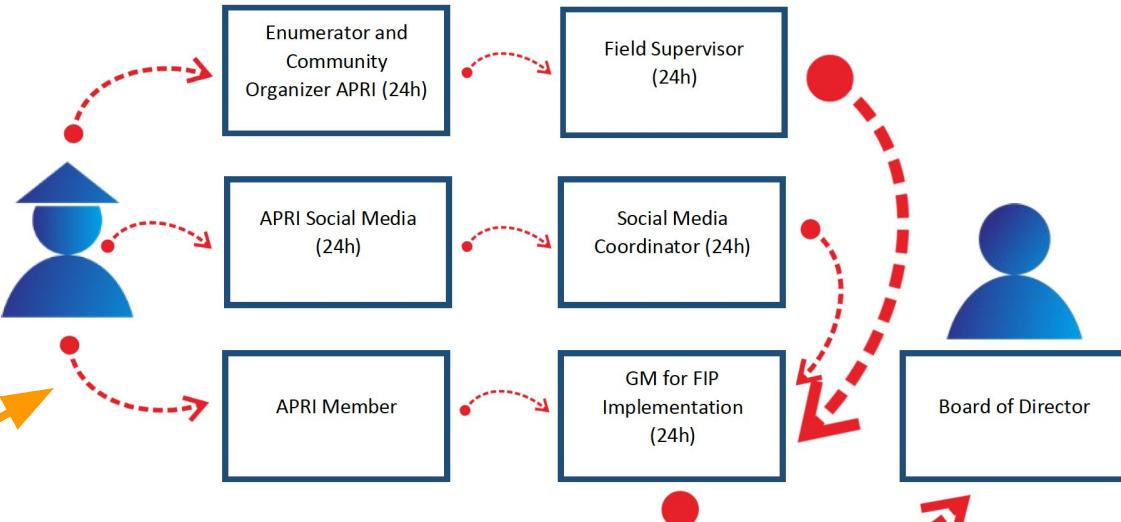
**FisheryProgress must be able to verify these criteria by reviewing the grievance mechanism itself OR through information provided in the "details" field.**

## 1.4 Grievance Mechanism | FIP examples



## PROCEDURES

#### **1. Accepting Grievance, Questions, Inquiries**



3. Develop a community-based management plan for Indonesian blue swimming crab that includes community resources management that protects nursery ground, communication and awareness.

ADVANCED  
PROGRESS

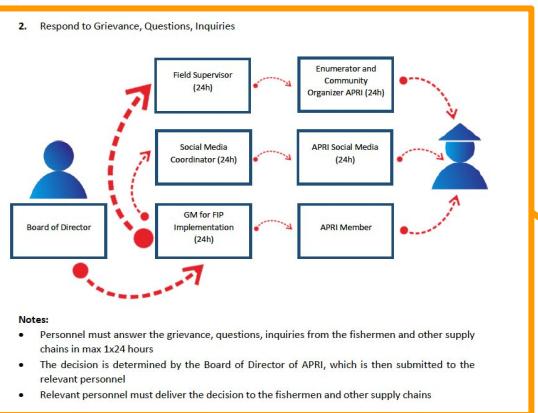
DEC 2024

# 1.4 Grievance Mechanism | FIP examples



## ASOSIASI PENGELOLAAN RAJUNGAN INDONESIA INDONESIAN BLUE SWIMMING CRAB ASSOCIATION

### 2. Respond to Grievance, Questions, Inquiries

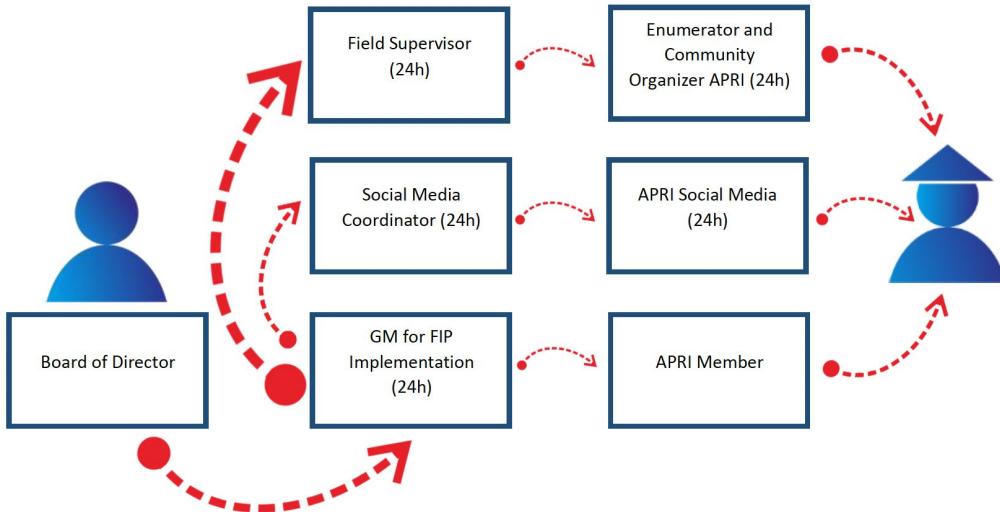


### CLOSING STATEMENTS

This is the Procedure for Handling Grievance, Questions, or Inquiries from fishermen and other supply chains for 2022. Matters related to handling grievance, questions, or inquiries that have not been listed in this document can be regulated later through a decision from the APRI management.

Asosiasi Pengelolaan Rajungan Indonesia (APRI)  
Indonesian Blue Swimming Crab Association

### 2. Respond to Grievance, Questions, Inquiries



### Notes:

- Personnel must answer the grievance, questions, inquiries from the fishermen and other supply chains in max 1x24 hours
- The decision is determined by the Board of Director of APRI, which is then submitted to the relevant personnel
- Relevant personnel must deliver the decision to the fishermen and other supply chains

**COMPONENT 1****REQUIRED DOCUMENTATION:**

Copy of grievance mechanism(s)

**PROGRESS REPORTING:**

Update and provide brief appraisal on effectiveness at annual report

**Brief Appraisal (annual update):**

- The extent to which the mechanism(s) has been used
- The accessibility of the mechanism(s)
- Time required to process grievances
- General challenges and/or successes

Is available to all fishers in the FIP

Details the full complaint and remedy process

Is available to fishers in a timely manner (**at least once every 24 hours**), regardless of whether they are on land or at sea

## 1.4 Grievance Mechanism | FIP examples of brief appraisals

FIPs may provide the appraisal/update as a **document** or provide **as text in the “details”** field for the grievance mechanism document on the Social Performance tab

### Indian Ocean tuna and large pelagics - longline (Afritex)

#### Grievance Mechanism

Last Updated	Documentation	Details
6/10/2021	<a href="#">FP_Social_Grievance Mechanism_FIP10861.pdf</a>	The grievance mechanism is provided in the code of conduct (termed as so to comply with Fair Trade USA nomenclature). This has been provided in both English and Portuguese and photos of these in the office have also been provided. All vessels have personal access to email via wifi on their phones and crew can communicate their grievances to the landbased staff 24/7 if they feel that it cannot wait till their next offload within 14 to 18 days.
8/18/2022	<a href="#">FP_Social_Grievance Mechanism_FIP10861_0.pdf</a>	Over the past year since the grievance mechanism was published to the FisheryProgress profile, there have been no grievances made across the vessels within the FIP fleet. Therefore, the time taken to process the grievances or any challenges to the grievances have not been recorded.

## 1.4 Grievance Mechanism | FIP examples of brief appraisals

### Mexico Guaymas finfish - handline

#### Grievance Mechanism

Last Updated	Documentation	Details
6/12/2023	<a href="#">FIP_GYS_mecanis_res_conflic_270522.pdf</a>	<p>Grievance mechanism: The FIP fishery does not have fishing trip durations that exceed 24 hours, neither do fishers spend more than 24 hours outside their home communities. <u>Update May 2023:</u> because these fishing organizations that participate in the FIP consist of family businesses where few people participate, there has not been (since May 2022) any nonconformity or conflict that requires the use of the Grievance Mechanism. However, the grievance mechanism has been taken up with fishing organizations to remind them how to use it. In addition to the grievance mechanism, the FIP fishing cooperatives are working on the design of their governance, which will reinforce the grievance mechanism.</p>



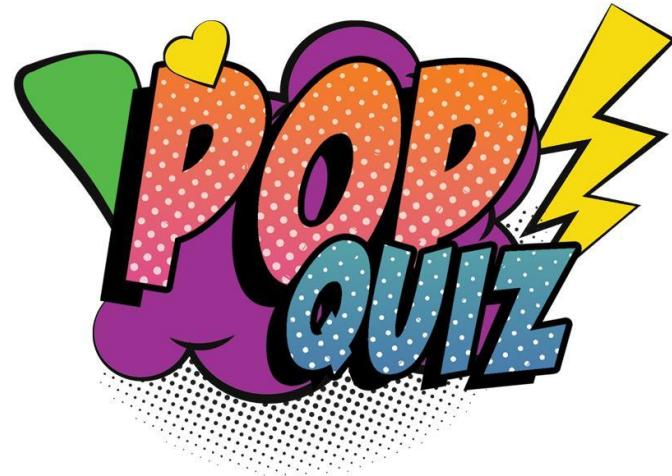
The logo features the words "POP QUIZ" in a stylized, bubbly font. The letters are filled with various colors: green, yellow, purple, orange, pink, blue, and black. A yellow lightning bolt graphic is positioned to the right of the text. The background of the letters has a halftone dot pattern.

POP QUIZ

# REQUIREMENT 1.4 | Available to all fishers in the FIP

*Which of the following would meet this criterion?*

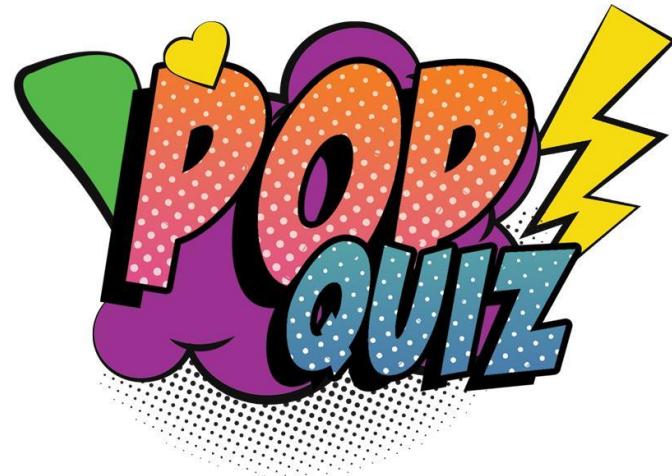
- a) A grievance mechanism (GM) run by a union of which all fishers in the FIP are members
- b) A GM run by Costco and all fishers are in Costco's supply chain
- c) One GM per fishing company supplying FIP product
- d) A GM run by the ministry of labor
- e) All of the above



# REQUIREMENT 1.4 | Available to all fishers in the FIP

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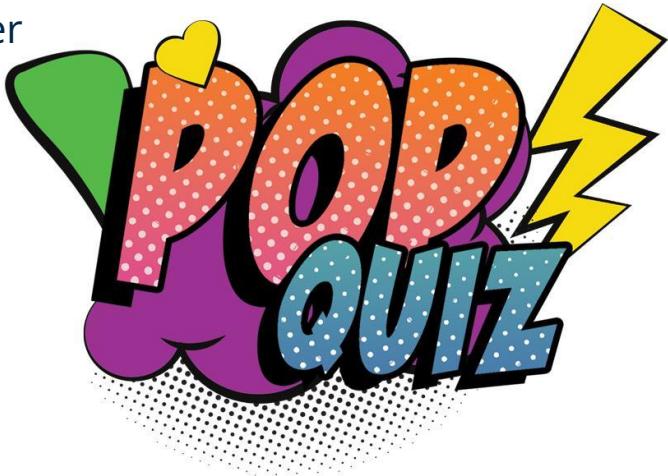
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## REQUIREMENT 1.4 | Available every 24 hours

*For a fishing trip that lasts longer than 24 hours, which of the following would meet this criterion? (can be more than one answer!)*

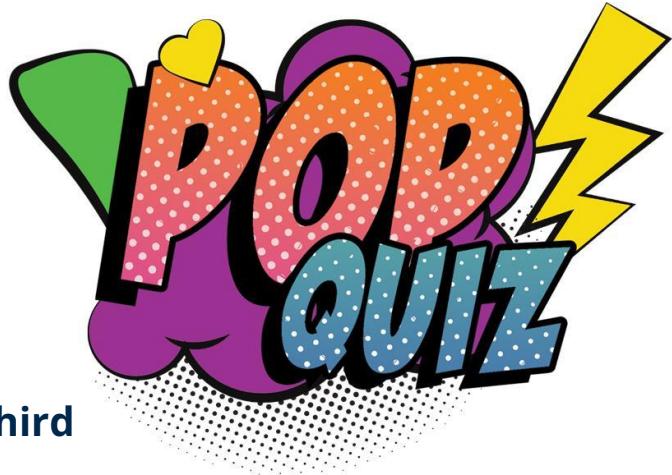
- a) A GM where the fisher reports issues to the skipper or responsible onboard party who can respond to and process complaints
- b) A GM where a fisher submits complaints to a suggestion box located in the employer's office
- c) A GM where a fisher can text complaints to a third party and cell service or internet is available
- d) A GM where a fisher submits complaints to their fishing association



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*For a fishing trip that lasts longer than 24 hours, which of the following would meet this criterion? ? (can be more than one answer!)*

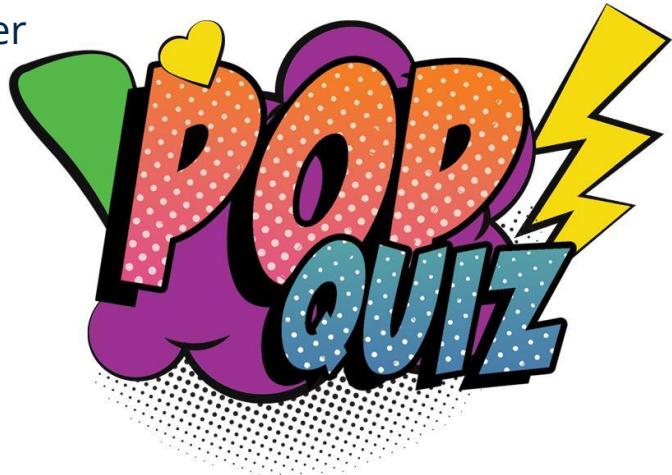
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- d) A GM where a fisher submits complaints to their fishing association



## REQUIREMENT 1.4 | Available every 24 hours

*For a fishing trip that lasts shorter than 24 hours, which of the following would meet this criterion?*

- a) A GM where the fisher reports issues to the skipper
- b) A GM where a fisher can text complaints to a third party
- c) A GM where a fisher submits complaints to a suggestion box located in the employer's office
- d) A GM where a fisher submits complaints to their fishing association
- e) All of the above



## REQUIREMENT 1.4 | Available every 24 hours

*For a fishing trip that lasts shorter than 24 hours, which of the following would meet this criterion?*

- a) A GM where the fisher reports issues to the skipper
- b) A GM where a fisher can text complaints to a third party
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- d) A GM where a fisher submits complaints to their fishing association
- e) All of the above



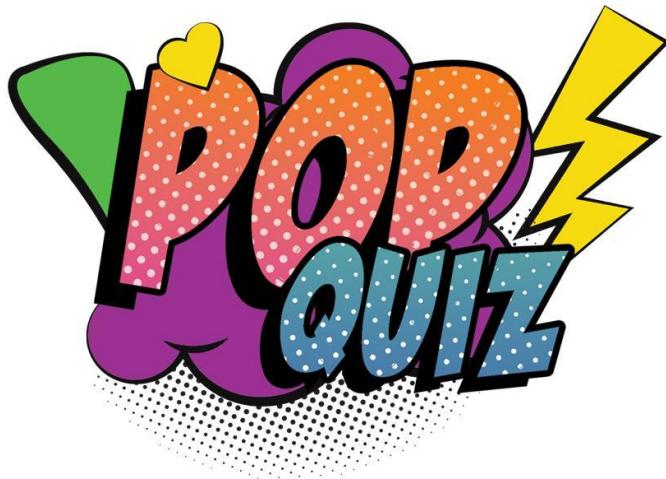
# When do you need to report on the grievance mechanism?

- a) Never
- b) Every 6-months
- c) Every annual report
- d) Every 3 years



# When do you need to report on the grievance mechanism?

- a) Never
- b) Every 6 months
- c) Every annual report**
- d) Every 3 years



*The FIP must provide a brief appraisal on the effectiveness of the grievance mechanism as part of each annual report*

# HRSR Policy | When is the grievance mechanism due for my FIP?

## FOR NEW FIPS:



- Existing FIPs should have or are working to meet this requirement
- FIPs that requested an extension last year will need to meet this requirement this year, or whenever their 12-month extension period has ended
- Extensions are ONLY available for meeting the initial requirement and CANNOT be used for the appraisal

# Requesting an extension

FIPs may request 12 months to meet the *initial* requirement

**FISHERYPROGRESS.ORG**

## Human Rights and Social Responsibility (HRSR) Policy

### Extension Request Form

Version 1.0, October 2022

Please refer to the [Extension Request Instructions](#) for information regarding the extension request process. Please fill out one extension request form for each HRSR Policy requirement.

#### 1. Requestor Information

Full Name:

Job Title:

Organization:

#### 2. FIP Information

**FIP Name**

Please use the FIP name as displayed on the FIP's FisheryProgress profile. If not yet listed as active, please provide the country/geography, species, and gear types

**FIP Identification (ID) Number**

Find the FIP ID number by going to the Overview tab of the FisheryProgress FIP profile. The FIP

# Requesting an extension

FIPs may request 12 months to meet the *initial* requirement

**FISHERYPROGRESS.ORG**

Human Rights and Social Responsibility (HRSR) Policy

Extension Request Form

Version 1.0, October 2022

## Important!

FIPs that have been granted an extension must report on the status of working to meet the requirement every 6 months

### FIP Name

Please use the FIP name as displayed on the FIP's FisheryProgress profile. If not yet listed as active, please provide the country/geography, species, and gear types

### FIP Identification (ID) Number

Find the FIP ID number by going to the Overview tab of the FisheryProgress FIP profile. The FIP

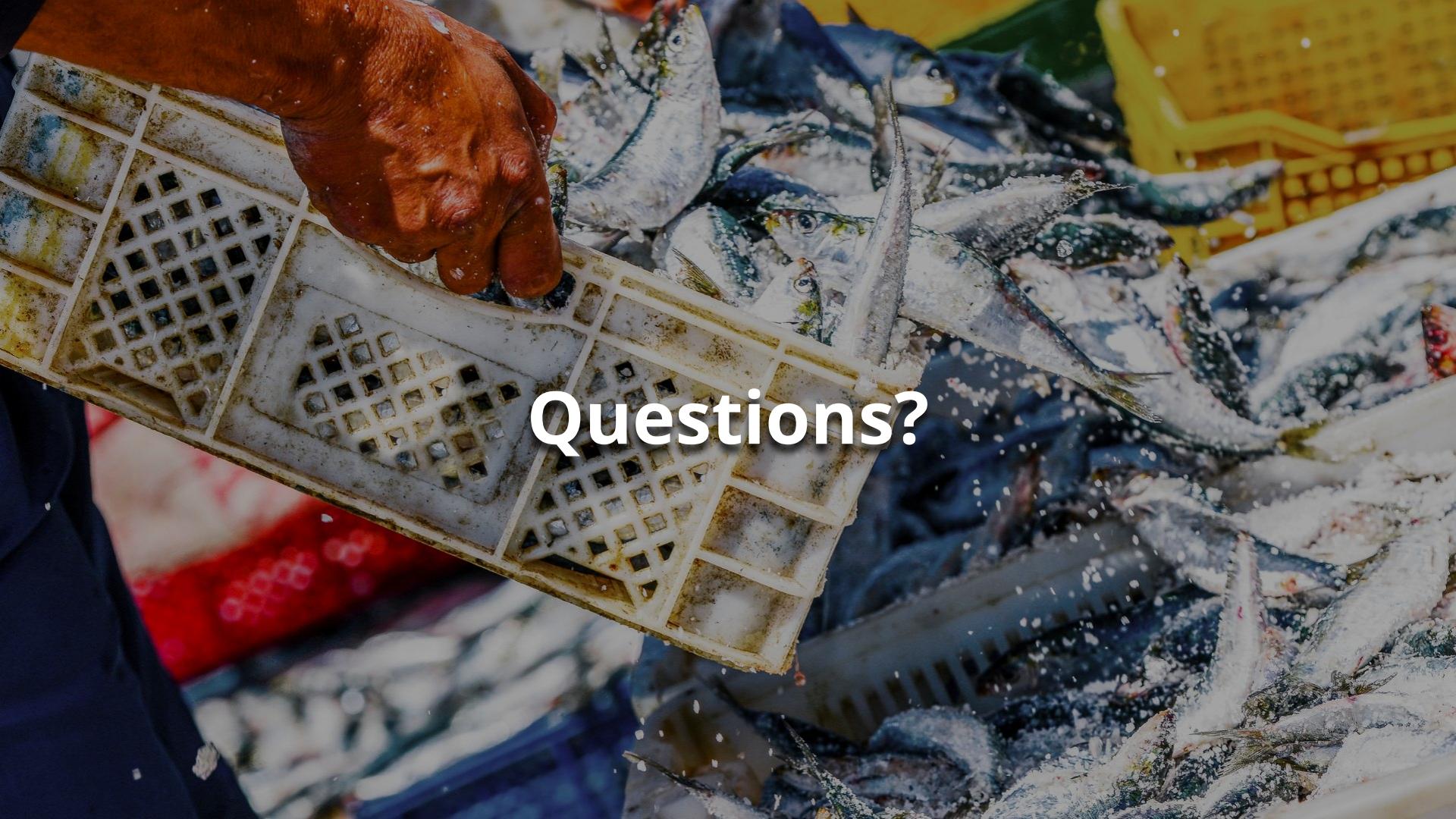


# Before you go... some news and reminders!



- Welcome Jamie Padilla, our **new Human Rights Transparency Manager!**
- **Policy Statement Model** translations now available in **Bahasa** and in **Spanish, Chinese, Portuguese** and **French** very soon
- New resources on the ***Resources for Social Responsibility*** page this week
- **Social Responsibility Coaching Sessions** hosted by the CoP next week!

[jesse@fipcop.org](mailto:jesse@fipcop.org)



Questions?

# Thank you!

As always, please feel free to reach out to us at  
[contact@fisheryprogress.org](mailto:contact@fisheryprogress.org)