A VISION FOR SEAFOOD



ACKNOWLEDGEMENTS

The Alliance wishes to recognize the dedication and perseverance of the Vision for Seafood Working Group. Members represent a range of experience and knowledge and include practitioners, academics, labor, and regional experts. In addition to cited works, much of this Vision is based on the Working Group's expertise. The Working Group approved this Vision for Seafood by a supermajority vote. Thank you!

Javier Van Cauwelaert SmartFish Inc

Nicole Condon Marine Stewardship Council

Caroline Ferguson, Ph.D. Postdoctoral Research Associate at the University of Maine

Gabrielle Lout, Ph.D. Ocean Outcomes

Trini Pratiwi Asian Seafood Improvement Collaborative

Arlene Nietes Satapornvanit Gender in Aquaculture and Fisheries Section,

Asian Fisheries Society

Jenny Slafkosky Bon Appétit Management Company

Ryo Takahashi Seafood Legacy

Lena Weiss Anderson Cabot Center for Ocean Life,

New England Aquarium

ABBREVIATIONS AND ACRONYMS

Alliance	The Conservation Alliance for Seafood Solutions
FAO	Food and Agriculture Organization of the United Nations
FPIC	Free, Prior, and Informed Consent
ILO	International Labour Organization
IMO	International Maritime Organization
IUU	Illegal, Unreported, and Unregulated fishing
SDGs	Sustainable Development Goals
SSI	Seafood Stewardship Index
UN	United Nations

KEY TERMS AND DEFINITIONS

The terms responsible, sustainable, and improving are often used interchangeably to describe social and environmental initiatives, though often without common definitions of what these terms mean. Indeed, the various ways these terms are used speaks to the diversity of the community's work areas, goals, and strengths. In this Vision:

Environmentally responsible identifies the practices and behaviors that seek to credibly address, reduce, or eliminate negative impacts to the planet and aim for continual improvement.

Decent work is defined as "productive work for women and men in conditions of freedom, equity, security, and human dignity". ¹

Improving refers to fisheries involved in credible fishery improvement projects² and farming operations engaged in aquaculture improvement projects³.

Our ocean includes all bodies of water, including freshwater and marine ecosystems.

Seafood includes animals, plants, and algae caught or farmed in freshwater or saltwater environments.⁴

Socially responsible identifies the practices and behaviors that seek to credibly address negative impacts to people of all genders and social statuses and aim for continual improvement.

Sustainable and **sustainability** refers to the UN's established usage of the term. Sustainability is defined as "meeting the needs of the present without compromising the ability of future generations to meet their own needs."⁵

Traditional knowledge, according to the UN, "is the foundation of indigenous peoples' identities, cultural heritage, civilizations, livelihoods, and coping strategies over several centuries. Its promotion, protection, and preservation [are] fundamental for the sustainability of the livelihoods of indigenous peoples, their resilience to human-made and natural disasters, and the development of their communities. It is also at the core of the rights of indigenous peoples."

¹⁻European Commission. "Employment and Decent Work." Accessed January 24, 2023. https://international-partnerships.ec.europa.eu/policies/sustainable-growth-and-jobs/employment-and-decent-work_en.

²⁻Conservation Alliance for Seafood Solutions. "Fishery Improvement Projects Guidelines." Accessed February 20, 2023. https://solutionsforseafood.org/our-work/fishery-improvement-projects-guidelines.

³⁻Sustainable Fisheries Partnership. "Introduction to Aquaculture Improvement Projects." Accessed February 20, 2023. https://sustainablefish.org/introduction-to-aquaculture-improvement-projects-aips.

⁴⁻Stockholm Resilience Centre, Center for Ocean Solutions and Center on Food Security and the Environment at Stanford University, and EAT. "The Blue Food Assessment." Accessed December 7, 2022. https://bluefood.earth.

⁵⁻United Nations. "Sustainability." Accessed February 20, 2023. https://www.un.org/en/academic-impact/sustainability.

⁶⁻United Nations Department of Economic and Social Affairs. "Traditional Knowledge – an Answer to the Most Pressing Global Problems?," April 22, 2019.

 $[\]underline{https://www.un.org/development/desa/en/news/social/permanent-forum-on-indigenous-issues-2019.html.}$

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INTRODUCTION

THE CONSERVATION ALLIANCE FOR SEAFOOD SOLUTIONS

The <u>Conservation Alliance for Seafood Solutions</u> ("the Alliance") is a global community of over 130 organizations that believes seafood production is a powerful driver of change for the health of our ocean and well-being of communities around the world.

THE ALLIANCE'S VISION FOR SEAFOOD

The Alliance's Vision is a world with an abundance of seafood in an environment where workers, communities, and our ocean can all thrive. 7

Achieving this ambitious and thriving future is possible if we work together in new and holistic ways to harmonize market-based and governance approaches, collaborate across the sector, and prioritize equity and the interconnectedness of people and the environment in everything we do.

This document outlines the challenges the responsible seafood movement must address and opportunities we must seize within the framework of the United Nations (UN) Sustainable Development Goals (SDGs).

The SDGs are the UN's plan to "end extreme poverty, reduce inequality, and protect the planet by 2030." Today, the SDGs provide a common language to discuss social and environmental issues. The seafood sector has the potential to make large contributions toward 12 of the 17 SDGs, so this Vision aims to:

- Connect the responsible seafood movement to global discussions about development and food systems.
- Help new and existing stakeholders identify the interconnected environmental and social issues related to their project work.
- Guide the Alliance's work to build partnerships, host discussions on emerging issues, lead projects that unite and strengthen the responsible seafood movement, and expand our impact.

The Additional Resources section includes a nonexhaustive list of illustrative activities the seafood sector can engage in to help meet the SDGs.

⁷⁻This Vision for Seafood expands upon the introduction and principles published in the original <u>Common Vision for Sustainable Seafood</u>. In 2023, new guidelines for companies will replace the six steps companies can take to develop and implement a sustainable seafood commitment.

⁸⁻United Nations. "The 17 Goals | Sustainable Development Goals." Accessed December 7, 2022. https://sdgs.un.org/goals.

ALLIANCE 2030 GOALS

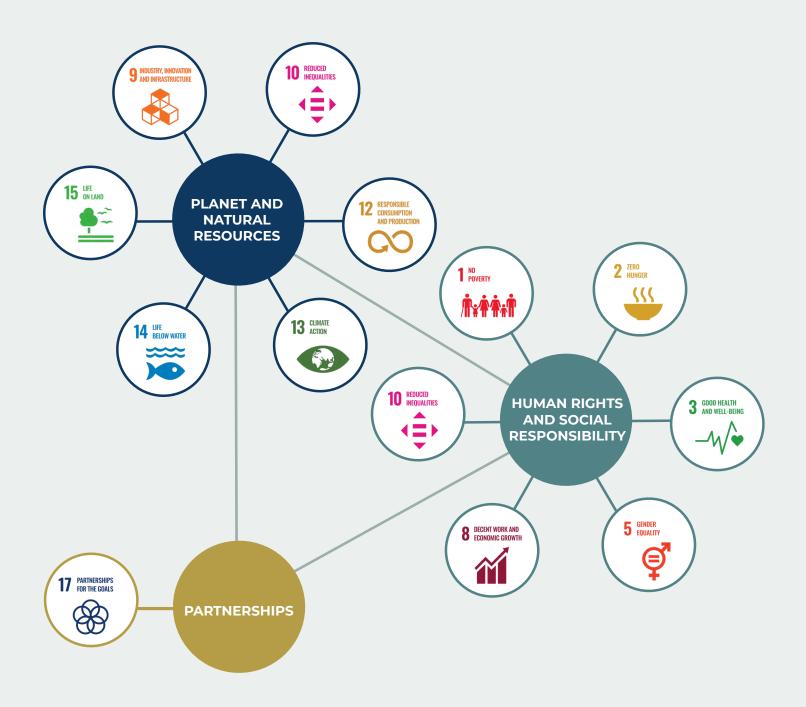
Consistent with the SDGs' 2030 timeline, the Alliance has set a goal that at least 75% of global commercial seafood production is environmentally responsible or making verifiable improvement. In addition, by 2030, the responsible seafood movement will be:

- · Well-informed on social responsibility.
- Partnering with and amplifying the work of human and labor rights leaders and other experts.
- · Implementing best practices.

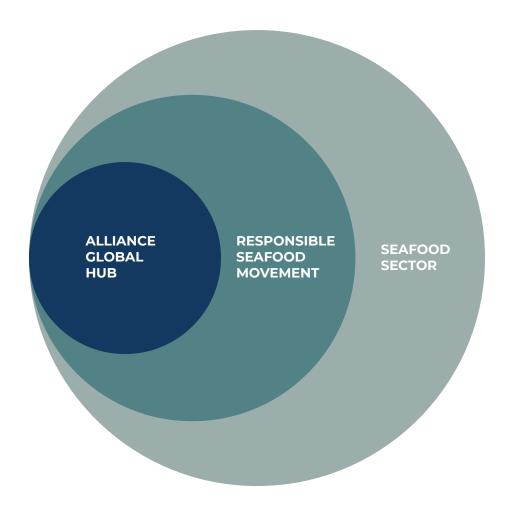
While the Alliance's goals do not correspond to all SDGs, their holistic approach highlighting the interdependence of social and environmental responsibility presents an important paradigm shift for seafood improvement efforts, which need to expand beyond their historically narrow focus on environmental outcomes.

"There is growing recognition that food systems must be transformed — that achieving the United Nations Sustainable Development Goals requires shifting toward a system that is more diverse, resilient and just, as well as healthier."

- Blue Food Assessment



THE RESPONSIBLE SEAFOOD MOVEMENT



The **Alliance Global Hub** includes member organizations that have publicly committed to working toward the Alliance's Vision and contributing to our learning community.

The **responsible seafood movement** includes the organizations, individuals, communities, and companies working to improve the environmental and social responsibility of seafood supply chains but have not publicly committed to working toward the Alliance's Vision.

The **seafood sector** includes the above stakeholders plus all other actors in the sector that have not yet committed to the responsible seafood movement or disclosed their responsibility efforts.

WHY IS SEAFOOD IMPORTANT?

- Seafood's diversity is immense and includes the many animals, plants, and algae caught or farmed in our ocean and inland waters. Seafood is nutritious and provides essential food security for communities worldwide. It is rich in protein and micronutrients that are especially important to human diets.⁹
- Seafood is an important source of income and employment.
 The seafood sector employs millions of people worldwide, and it is critically important to small-scale producers (who make up more than 90% of fishing jobs¹⁰), women, rural communities, and Indigenous and First Peoples.
- Seafood production can be climate-friendly. Certain types of seafood, particularly shellfish, can be harvested or farmed with lower carbon footprints than many land-based foods.
- Seafood can be responsibly produced. Many production methods can have limited ecosystem impacts, fair and equitable labor practices, and positive community impacts. In addition, responsible seafood production can ensure a healthy and resilient ocean ecosystem that is better equipped to withstand climate impacts.
- Seafood is culturally important. Fishing and farming are central to many Indigenous and First Peoples' traditions and ways of life. It is also closely tied to many culinary and lifestyle identities.
- Wild-caught seafood is our largest remaining wild food source.
 Seafood is often a shared public resource that is harvested at a regional level, on the high seas, or both.
- Aquaculture now outpaces wild capture production and could feed the world's population if done responsibly.
- Seafood crosses political boundaries, and governance requires collaboration by many countries and government divisions to properly monitor fishing and enforce management measures, especially on the high seas.
- Seafood is harvested from some of the planet's most biodiverse, productive, and degraded ecosystems. While these ecosystems provide critical benefits to people, they are also essential to all planetary life.

SEAFOOD AND OUR OCEAN

Seafood

includes animals, plants, and algae caught or farmed in freshwater or saltwater environments

Our ocean

includes all bodies of water, including freshwater and marine ecosystems.

⁹⁻FAO. "Global Production. Fisheries and Aquaculture Division [online]." Rome, 2023. Accessed February 10, 2023. https://www.fao.org/fishery/en/collection/global_production.

¹⁰⁻FAO. "The International Year of Artisanal Fisheries and Aquaculture 2022," 2022. https://doi.org/10.4060/cc0461en.

¹¹⁻FAO. "The State of World Fisheries and Aquaculture 2022." Rome, 2022. Accessed February 20, 2023. https://doi.org/10.4060/cc0461en.



ACHIEVING THE ALLIANCE'S GOALS: AREAS FOR COLLABORATION

Collaboration and progress in three areas — Planet and Natural Resources, Social Responsibility and Human Rights, and Partnerships — are essential to meeting the Alliance's 2030 goals. This section briefly explains why the seafood sector must collaborate and make progress in these three areas. In doing so, the sector will make positive contributions to global efforts on the SDGs.

PLANET AND NATURAL RESOURCES

Like all food systems, harvesting wild seafood and using natural resources to farm seafood impacts the planet. Seafood production can also reduce biodiversity, alter habitats, pollute the environment, damage ecosystem functioning, and worsen climate change impacts. Systems to address inequalities are even more critical in the face of climate change, where the impacts to different regions will be disproportionate. The seafood sector must address the following challenges to meet our environmental responsibility goal. The Additional Resources section lists activities that contribute to specific SDGs.

- Prevent and reduce environmental impacts to life below water: Seafood production directly connects to life below water. Whether it is through aquaculture, mariculture, or wild fishing operations, most seafood production will have impacts on marine life and habitats. Environmental impacts to life below water can be greatly reduced by setting science-based targets, improving governance and enforcement, partnering with traditional knowledge holders on solutions, and creating incentives to improve practices, such as market-based approaches and other innovations. In addition, the most destructive fishing practices, such as improper use of fishing gears, dynamite/blast fishing, and the use of toxic substances must be eliminated. Innovations in farming practices should include proper filtration and waste collection, responsible sourcing, efficient use of marine ingredients, and better containment systems.
- Prevent and reduce environmental impacts on land: A lot of aquaculture production and seafood processing is land-based. In addition, effluent (farm waste) and land clearing for fish farms or feed production (such as soy) can directly impact fish habitats and waterways. All stakeholders must recognize the interconnectedness of land and freshwater ecosystems to seafood production. Commitments to zero deforestation, innovations in feed and farming techniques, and other measures hold great potential to reduce the seafood industry's environmental impacts on land.













- ecosystems and, in turn, the availability of seafood for local consumption and international trade. The seafood sector must take swift and meaningful action on climate to reduce its greenhouse gas emissions and create plans for resilience and adaptive capacity for both communities and ecosystems. In addition, small-scale producers must be involved in developing and implementing solutions. Furthermore, as small-scale producers have fewer resources to adapt to the impacts of climate change, any solutions should factor in the disproportionate climate change impacts they are likely to experience. The opportunities to safeguard people and our planet through climate interventions are immense if implemented quickly.
- Ensure responsible consumption and production patterns: The demand for seafood is forecast to grow, yet we are rapidly depleting our freshwater and marine resources. The impacts of this increase can be reduced through responsible consumption, production, and management of natural resources. For example, the seafood sector can use energy more efficiently, reduce pollution, minimize food loss and waste, improve waste management, use more byproducts in aquafeeds, and support research and development. The industry should also commit to responsible procurement practices (including traceability, verification, and public reporting) and advance digitization in this area. In addition, truthful and consistent messaging to consumers will help them support responsible production and in turn, responsible lifestyles.



SOCIAL RESPONSIBILITY AND HUMAN RIGHTS

Seafood is an important source of food, livelihoods, and trade for communities worldwide. To make economic growth, decent work, gender equality, and well-being available to all people, human rights, safety, and equity must be addressed. Stakeholders across nations and communities do not have equal opportunities to benefit from their natural resources. To achieve sustainable development, the seafood sector must prioritize human dignity, social well-being, food security, and food sovereignty.

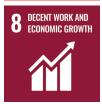
- Address poverty and global hunger and promote good health and well-being: Three hundred eighty-one million people are hungry or undernourished. Food insecurity is more pronounced among women than men. Over 3 billion people get 20% of their daily protein from seafood along with essential nutrients like Vitamin A, Vitamin B-12, calcium, iodine, iron, zinc and omega-3 fatty acids. The seafood sector can help build a healthy, reliable, and affordable food supply by promoting food systems that are nature-positive, reducing food waste, providing decent work, ensuring that commercial seafood production continues, and preserving access to subsistence fishing and farming for local communities.
- Achieve gender equality: Women account for nearly half of the workforce in seafood production, including the majority of workers in processing facilities and 40% of workers in small-scale fisheries. However, women are underrepresented in governance and often operate in informal, unpaid, or unaccounted for roles where data is lacking. Women are not a homogeneous group. Their representation and roles depend on other intersecting identities (e.g., beliefs, disability, marital and family status, sexual identity, etc.). Women with greater recognition and access to roles in seafood production stand to reap better income and nutrition-related benefits. Women's labor in fisheries is economically, culturally, and socially important, but it receives little attention in fisheries policies or support programs. This lack of attention leads to the exclusion of women from formal fisheries statistics and key decision-making, including in efforts to address forced labor at sea, IUU fishing, sustainable fisheries management, and disaster resilience and recovery.¹⁴













¹²⁻FAO, IFAD, UNICEF, WFP, and WHO. The State of Food Security and Nutrition in the World 2022: Repurposing food and agricultural policies to make healthy diets more affordable. The State of Food Security and Nutrition in the World (SOFI) 2022. Rome, Italy: FAO, IFAD, UNICEF, WFP, WHO, 2022. https://doi.org/10.4060/cc0639en.

¹³⁻Blue Food Assessment. "Building Blue Food Futures for People and the Planet." BFA, September 2021. https://bluefood.earth/policy/.

¹⁴⁻USAID, GAFS, CTI-CFF, and ICAR-CIFT. "Decent Work and Thriving Businesses for Women in Fisheries: A Cooperative Action Plan," 2022.

https://www.rti.org/brochures/women-fisheries-cooperative-action-plan.

WHAT IS DECENT WORK?

"Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for all, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men." ¹⁵

- International Labour Organization
 - Champion decent work: Work in fishing, farming, and seafood processing is often poorly compensated, informal, and precarious employment with limited to no worker representation. Violations of rights and exploitative practices, such as forced labor, deceptive recruitment, human trafficking, hazardous child labor, discrimination, and exceptionally dangerous working conditions, have been well-documented across the sector. There continue to be significant gaps in protections for seafood workers, particularly migrant workers engaged in distant water fishing, small-scale producers, and women. Governments and the seafood sector have a responsibility to improve working conditions for off- and onshore workers across operations. By ensuring decent work, the fundamental rights of workers will be protected while supporting poverty eradication, social well-being, and sustainable development.

BUILDING AN INCLUSIVE MOVEMENT

In this document, "women and girls" is inclusive of trans women and girls. In addition, LGBTQ2IA+ is used to reference Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Two-Spirit, Intersex, Asexual, and other identities that fall outside of cisgender and heterosexual paradigms.

The responsible seafood movement should advocate for women and other sexual and gender minorities by engaging governments on policy reform, creating supportive and flexible working conditions, assessing pay parity in business, and supporting reproductive health and rights. More work is needed in the responsible seafood movement to be inclusive of LGBTQ2IA+ people, and we must be unequivocal in advocating for their rights.

Eliminating discrimination and violence against women, girls, and LGBTQ2IA+ groups; recognizing the value of unpaid care, community, and domestic work; ensuring access to sexual and reproductive health; creating economic opportunities for women, girls, and other marginalized groups; and increasing their participation and leadership capacities in fisheries management will help reach gender equality.¹⁶

¹⁵⁻International Labour Organization. "Decent Work." Accessed December 7, 2022. https://www.ilo.org/global/topics/decent-work/lang--en/index.htm.

¹⁶⁻United Nations. "Goal 5: Achieve Gender Equality and Empower All Women and Girls." Accessed December 7, 2022. https://sdgs.un.org/goals/goal5.

To help reach inclusion and equality, we will advocate for the respect of all people by engaging governments on policy reform, creating supportive and flexible working conditions, assessing pay parities, and supporting access to reproductive health. The responsible seafood movement will work towards eliminating discrimination and violence, creating economic opportunities for all, and increasing participation and leadership of all demographics, especially women and LGBTQ2IA+ groups.

PARTNERSHIPS

The number of seafood companies engaging in precompetitive platforms increased by approximately 60% from 2018 to 2021¹⁷, but more partnerships and collaboration are needed to achieve our environmental and social responsibility goals.



To make progress on the challenges detailed in this Vision, the Alliance will continue to encourage, facilitate, and strengthen partnerships with the responsible seafood movement, the seafood sector as a whole, and governments.

Building partnerships through the Global Hub remains a central focus of the Alliance's work. The Alliance encourages Global Hub members to find innovative ways to address the challenges and goals listed in this Vision by:

- cooperating internationally to align best practices and government requirements for seafood production,
- supporting the people and communities in seafood-producing countries, and
- playing a leading role in building equal and trusting partnerships with our social and labor rights colleagues, so the Global Hub supports (and not undermines) their work on behalf of workers.

¹⁷⁻CEA Consulting. "2022 Progress Toward Sustainable Seafood - By the Numbers," September. 2022. https://oursharedseas.com/wp-content/uploads/2022/09/2022-Progress-Toward-Sustainable-Seafood-By-the-Numbers.pdf.

SIGNATORIES

The undersigned signatories believe in this Vision for Seafood and will promote and consider the United Nations Sustainable Development Goals when designing or implementing projects or commitments.

Aquatic Life Institute

Australis Aquaculture

Blue Bridge Consulting Inc.

FISH Safety Foundation

FishWise

Francisco Blaha

Future of Fish

Kate Barclay

Lusamerica Foods - Monterey Bay Seafood

Mar y Comercio

Ocean Outcomes

Ocean Wise Seafood

Organic Ocean Seafood Inc

Paiche

Patuakhali Science and Technology University

Premier Catch

Pronatura Noroeste

Qingdao Marine Conservation Society (QMCS)

Rob Stewart Sharkwater Foundation

Seafood Legacy

SmartFish Comercializadora

SmartFish Rescate de Valor

The Marine Mammal Center

Vericatch

World Benchmarking Alliance



ADDITIONAL RESOURCES

ILLUSTRATIVE ACTIVITIES FOR THE RESPONSIBLE SEAFOOD MOVEMENT

The following tables list some illustrative activities that stakeholders can take to improve the overall responsibility of the seafood sector and contribute to the SDGs. The lists are not exhaustive and do not apply to all stakeholders.

When possible, actions were also drawn from existing recommendations, such as the World Benchmarking Alliance's Seafood Stewardship Index (SSI).

Prevent and reduce environmental impacts on life below water (with actions addressing SDGs 3, 14, and 15)

Develop public-facing commitments in accordance with the Guidelines for Companies.	SSI Indicator B1
2. Implement <u>aquaculture</u> and <u>fishery improvement projects</u> to address environmental or social challenges. Use the power of seafood stakeholders and sectors to incentivize improvements and enduring policy change.	SDG Target 14.5
3. Limit fishing and aquaculture impacts on other species species (particularly endangered, threatened, and protected species), habitats, and ecosystems, such as (but not limited to) managing natural resources responsibly, combating IUU fishing, adopting best practices that reduce the creation of marine debris and other forms of pollution, supporting and choosing rated and certified products, reducing plastic use, avoiding sensitive and vulnerable habitats, and reducing antibiotic use and other chemical treatments.	SDG Target 3.9 SDG Target 14.1 SSI indicator B13
4. Consider the needs of small-scale producers and traditional knowledge holders when managing marine resources, markets, and coastal zones; supporting the role of women; and promoting the development of resilient communities.	SDG Target 14.7
5. Consider the five key pillars of animal welfare for farmed aquatic animals, including 1) water quality, 2) stocking density, 3) feed composition, 4) environmental enrichment, and 5) stunning and slaughter. In addition, adhere to best practices for wild capture fisheries during capture and retrieval and stunning and slaughter.	SDG Targets 14.4 and 14.C

Prevent and reduce environmental impacts on land (with actions addressing SDGs 14 and 15)

1. Site and manage activities to protect and reduce impacts to biodiversity, particularly endangered, threatened, and protected species, and utilize best practices to prevent the introduction and spread of invasive species.	SDG Targets 15.5 and 15.8
Use freshwater resources responsibly and efficiently, considering both other human users and broader ecosystem needs.	SDG Target 15.1
3. Employ best practices and mitigation measures that reduce impacts to other uses of land and freshwater resources, including limiting seepage, discharge, or intrusion of wastewater and other materials from aquaculture and other seafood production activities into soil or water.	SDG Target 15.1
4. Encourage governments to integrate the best available science when managing ecosystem functioning and biodiversity and aquaculture or feed production on land.	SDG Target 14.4

Address climate change and reduce inequalities (with actions addressing SDGs 1, 9, 10, and 13)

1. Include actions to address climate change in policies and management strategies.	SDG Target 13.2
2. Support the implementation of the <u>UN Framework Convention on Climate Change</u> and implement <u>Anticipatory Action Approaches</u> as part of risk management and prevention.	SDG Target 13.4
3. Implement adaptation measures to improve livelihoods, reduce poverty, and raise basic living conditions.	SDG Target 1.1 SDG Target 10.1
4. Reduce greenhouse gas emissions, adopt clean and environmentally sound technologies, and support adaptive management.	SDG Target 9.4 SDG Target 13.1

Ensure responsible consumption and production (with actions addressing SDGs 3, 8, 9, 12, and 14)

1. Reduce waste generation through prevention, reduction, recycling, and reuse.	SDG Target 3.9 SDG Target 9.4 SDG Target 12.5
Achieve responsible management and efficient use of natural resources.	SDG Target 8.4 SDG Target 12.2
3. Reduce food waste at the retail and consumer levels. In addition, reduce food losses along production and supply chains, including post-harvest losses.	SDG Target 12.3
4. Encourage companies, especially large and transnational companies, to commit to responsible practices and integrate sustainability information into their reporting cycle.	SDG Target 12.6
5. Support more circular seafood production cycles, including innovative ways to reuse seafood byproducts, such as conversion to fishmeal and fish oil.	SDG Target 12.2
6. Promote the use of selective breeding to increase the survival, growth rate, yield, disease resistance, and feed efficiency of aquaculture species.	SDG Targets 14.1 and 14.2
7. Take steps within companies and supply chains to improve transparency and traceability, with the aim of communicating traceability and legality expectations to supply chains and creating systems to track key data elements.	Seafood Alliance for Legality and Traceability (SALT)

Address poverty and global hunger (with actions addressing SDGs 1, 2, 8, and 10)

Work to ensure all people, particularly those in vulnerable situations, have access to safe, nutritious, and sufficient food.	SDG Target 2.1
2. Look to implement existing price premium models like <u>Fair Trade USA</u> and/or innovate in the areas of price premiums to ensure the costs of improvements are supported, workers are paid fairly, and investments can be made in communities.	SDG Target 8.5 SDG Target 10.1
3. Support farmers' and fishers' resilience, productivity, and access to markets, especially small-scale producers and marginalized groups. For example, commit to disclosing living income gap assessments and provide evidence of a holistic, system-level, multi-stakeholder approach to supporting small-scale producers.	SSI Indicator D23
4. Adopt guidance such as the <u>FAO's Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication</u> (SSF Guidelines) to promote the rights of small-scale fishers and fishworkers. Support small-scale production by collecting and utilizing disaggregated data.	SDG Target 1.1 (and as highlighted in the Illuminating Hidden Harvests report on small- scale fisheries)

Champion decent work (with actions addressing SDGs 8 and 10)

Assess, monitor, and prevent human and labor rights violations in business operations and seafood supply chains and transparently report on progress on addressing risks and improving working conditions.	SDG Targets 8.7 and 8.8 UN Guiding Principles on Business and Human Rights SSI Indicator D20
Advocate for widespread adoption of standards for vessel safety and adequate working conditions, and ensure workers receive proper training and education on safety and rights at work. Section 2. Advocate for widespread adoption of standards for vessel safety and adequate working conditions, and ensure workers receive proper training and education on safety and rights at work.	SDG Target 8.8 Work in Fishing Convention (C188) FAO Agreement on Port State Measures to Prevent, Deter, and Eliminate Illegal, Unreported, and Unregulated Fishing IMO Cape Town Agreement IMO Convention on Standards of Training, Certification and Watchkeeping for Seafarers International Convention on Standards of Training, Certification and Watchkeeping for Seafarers

3. Adopt best practices for worker engagement to enable workers to participate in and lead activities related to working conditions. At a minimum, companies should implement effective grievance mechanisms and processes for remediation that are accessible to all workers.	Worker- Driven Social Responsibility Network RISE Worker voice continuum
4. Commit to transparent and fair recruitment of migrant workers.	SDG Target 8.7 SDG Target 10.7 Responsible Recruitment Tool
5. Support trade unions and other organized groups, especially those of informal workers like small-scale fishers and farmers.	SDG Target 8.8 SSF Guidelines
6. Prioritize the benefits to local communities and the inclusion of Indigenous and First Peoples' traditional knowledge.	SDG Target 10.3 SSF Guidelines UN Declaration on the Rights of Indigenous Peoples 2007 FAO Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security, 2012
7. Undertake research to improve understanding of decent work in less-studied sectors (such as aquaculture, small-scale fisheries, and across diverse geographies) and transparently share these findings and data.	SDG Goal 8

Achieve gender equality (with actions addressing SDGs 1, 3, 5, and 10)

1. Work toward ending discrimination, violence, and exploitation of women and girls. Value unpaid care and domestic work. Ensure full and equal participation in leadership and decision-making. Create universal access to reproductive health and rights. Ensure equal rights to economic resources, property ownership, and financial services. Adopt and strengthen policies and enforceable legislation for gender equality. And promote gender-sensitive infrastructure, policies, and grievance mechanisms.	SDG Targets 1.4 and 1.7 SDG Targets 3.1 and 3.7 SDG Target 5.1 SDG Targets 10.1 and 10.4
2. Support the role of women and LGBTQ2IA+ people in seafood production by engaging governments on policy reform and creating supportive and flexible working conditions.	SDG Target 10.3
3. Analyze compensation for employees of different genders, ages, races, and other intersectional identities (e.g., beliefs, disability, marital and family status, sexual identity, etc.) and take action to ensure parity. Conduct and publicly disclose the results of gender and pay equity analyses.	SSI Indicator D13
4. Create and report on public commitments to gender equality with time-bound metrics and targets. Collect gender-disaggregated data on supply chains. Promote women and less represented groups to the highest governance bodies. Provide the resources to succeed.	SSI Indicator D14

Strengthen partnerships (SDG 17)

<u>SDG Target 17.17</u> "encourage[s] and promote[s] effective public, public-private, and civil society partnerships, building on the experience and resourcing strategies of partnerships." Given the Alliance is a community of groups working together, it is important for the Alliance to commit to specific activities in addition to making recommendations for the movement. To align the responsible seafood movement with SDG Target 17.17 and achieve this Vision, the Alliance will:

1. Align the responsible seafood movement in support of reducing environmental and social impacts, inclusive of climate topics, to ultimately achieve the Alliance's 2030 Goals.
2. Encourage the responsible seafood movement to adopt best practices, set ambitious and achievable commitments, and set shared expectations for transparency, disclosure, and progress.
3. Host conversations on social responsibility best practices such as worker- and right-based approaches and paying a living wage.
4. Center diversity and inclusion, ensuring the community is aware of existing inequities and how to address them.
5. Create opportunities for professional development, networking, and leadership, focusing on women, people of color, and LGBTQ2IA+ members of the Global Hub.
6. Create space for difficult discussions about the opportunities and shortcomings of different approaches to achieving responsible production and the SDGs.
7. Adopt practices to better include the perspectives of those most affected by the Alliance's discussions and decision-making, such as fishers and fishworkers.

FURTHER READING

RESOURCE (Alphabetical order)	AUTHOR(S)
A call to action from small-scale fisheries demands that governments ensure that small-scale fisheries are protected and restored and that they continue contributing to economies, health, culture, and well-being.	Coalition for Fair Fisheries Arrangements
Action Platform for Sustainable Ocean Business brings together businesses, civil society, the UN, and governments to advance the ocean economy and sustainable development.	Ocean Stewardship Coalition
An Industry Shift Towards Environmental Enrichment describes what aquatic animal welfare means and opportunities for enrichment.	Aquatic Life Institute
Free, Prior, and Informed Consent (FPIC) of Indigenous Peoples Manual provides information about the right to FPIC and how it can be implemented in six steps.	UN Department of Economic and Social Affairs: Indigenous Peoples
Global Dialogue on Seafood Traceability has created global industry standards for seafood traceability.	Global Dialogue on Seafood Traceability
Good Food Institute is a nonprofit think tank and international network of organizations working to accelerate alternative protein innovation.	Good Food Institute
<u>Guide to Tools and Resources</u> links the main tools and resources on various environmental and social topics.	Conservation Alliance for Seafood Solutions
How Responsible Aquaculture can contribute to the UN's Global Sustainable Development Goals looks at how responsible aquaculture can contribute to the SDGs. The paper also develops a methodology to quantify how ASC verifiably contributes to these goals.	Aquaculture Stewardship Council (ASC)
<u>Illuminating Hidden Harvests</u> provides new evidence on small-scale fisheries' benefits, interactions, and impacts to inform policy and practice.	FAO, Duke University, and WorldFish
Inter-agency and Expert Group on SDG Indicators are a global framework for the goals and targets of the UN's 2030 Agenda.	UN Department of Economic and Social Affairs Statistics Division
Key Animal Welfare Recommendations for Aquaculture provides context and justification for the Aquatic Animal Alliance's positions on aquatic animal welfare.	Aquatic Life Institute
<u>Key Welfare Recommendations for Whiteleg Shrimp</u> describes welfare considerations for farmed crustaceans.	Aquatic Life Institute
Key Welfare Recommendations for Wild Capture Fisheries describes welfare concerns in capture fisheries.	Aquatic Life Institute
Local marine stewardship and ocean defenders make five recommendations to bring greater attention and support to local marine stewardship and ocean defenders in research, policy, practice, and funding.	Bennett, N.J., Le Billon, P., Belhabib, D. et al.

RESOURCE (Alphabetical order)	AUTHOR(S)
Methodology for the Seafood Stewardship Index translates the SDGs and sector-specific principles, guidelines, and standards into 48 indicators across four measurement areas. These 48 indicators include 18 core social indicators, against which 2,000 influential companies are assessed.	World Benchmarking Alliance
Oxfam's Recommendations for Food Retailers to Address Gender Inequality in Global Supply Chains calls on supermarkets to create a fundamental shift toward gender equality in supply chains.	Oxfam
<u>Protein Scorecard</u> ranks food from the lowest to the highest impact on greenhouse gas emissions per gram of protein.	World Resources Institute
<u>Seafood and the Food System</u> describes CLF's work and links to several publications on this topic.	Johns Hopkins Center for a Livable Future (CLF)
Small-Scale Fisheries in a Warming Ocean reports that half of the world's fish production is at risk due to the climate crisis, and small-scale fishers are disproportionately affected by the consequences of a warmer ocean.	WWF, Agrocampus Ouest (France), University of British Columbia (Canada), Charles Darwin Foundation (Galapagos) and Instituto Nacional de Pesca (Ecuador)
Small-scale fisheries in a warming ocean: exploring adaptation to climate change combines climate risk-modeling with grassroots engagement to understand what a warming ocean means for small-scale fisheries and identifies key strategies for adapting to the new reality.	WWF Germany
Social equity is key to sustainable ocean governance presents a framework to support contextually informed assessment of equity in ocean governance.	Crosman, K.M., Allison, E.H., Ota, Y. et al.
The Environmental Impact of Food examines the environmental impact of seafood compared to terrestrial food production.	Sustainable Fisheries, University of Washington
The future of food from the sea examines the main food-producing sectors in the ocean to estimate "sustainable supply curves" that account for ecological, economic, regulatory, and technological constraints. These supply curves are overlaid with demand scenarios to estimate future seafood production.	Costello, C., Cao, L., Gelcich, S. et al.
<u>The Global Goals</u> summarizes the 17 SDGs, including actions for individuals, schools, and businesses.	Project Everyone
The Nutrition Source: Aquatic Foods provides more information about aquatic foods, which include any animals, plants, and microorganisms that originate in bodies of water.	Harvard School of Public Health
The Roadmap for Improving Seafood Ethics (RISE) is a free online resource to help companies create the conditions for decent work across the seafood industry.	Fishwise
The State of Food Security and Nutrition in the World 2022 provides a vision for the FAO's work on aquatic food systems for 2022–2030.	FAO

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True Cost of Food: Measuring What Matters to Transform the U.S. Food System outlines the cost of food, which includes the impacts on our health, the environment, biodiversity, livelihoods, and more.	The Rockefeller Foundation
Advocating for humane capture fisheries is a UN project that researches and advocates for best animal welfare practices in wild capture fisheries in all stages of the capture process.	UN Ocean Decade of Ocean Science
The UN Declaration on the Rights of Indigenous Peoples is a comprehensive statement addressing the human rights of indigenous peoples.	UN Department of Economic and Social Affairs: Indigenous Peoples
Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries, and Forests in the Context of National Food Security provide guidance on improving the governance of tenure of land, fisheries, and forests with the overarching goal of achieving food security for all.	FAO
Which countries are achieving the UN Sustainable Development Goals fastest? evaluates country performance against the SDGs.	Andrea Willige, World Economic Forum
Wild Capture Fisheries Best Practices for Aquatic Animal Welfare provides examples of "welfare-conscious" practices in commercial fisheries.	Aquatic Life Institute

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