

FROM DATA TO DUE DILIGENCE: A MULTI-STAKEHOLDER APPROACH TO SOCIAL TRACEABILITY

CASS CON 2026

FISH WISE

From ‘Where did this fish come from’ to ‘How was it produced’

Traceability already tells us: Where · What · When · Who

The opportunity: Use existing traceability infrastructure *(e.g., Global Dialogue on Seafood Traceability)* to capture and share labor data

Why it matters: Labor risk + IUU fishing risk often share the same underlying gaps in oversight

The GDST Social Accountability Expansion Framework

A common language for labor data

...data that supports due diligence, but does not replace it

IT DEFINES...	IT IS NOT...
What data to capture	A verifier or regulator
When/where to capture	An audit
How data can move between systems	A due diligence plan or framework

HOW WE GOT HERE

2017-2020

GDST tables the idea

Initial discussion on social KDEs is postponed - no consensus on implementation

2023

Feasibility proven

FIA-PNG pilots vessel-level crew welfare KDEs (aligned with ILO C188) in real tuna fishing operations

2024

The case is made

FishWise publishes research on using existing traceability infrastructure to collect & share labor data

2025-2026

Dialogue convenes

A renewed multi-stakeholder Dialogue builds a KDE Matrix for GDST Technical Council reveiw

GUIDING PRINCIPLES

- ✓ Focus on raising the floor, not defining best practice
- ✓ KDEs should inform action, not just document policy existence
- ✓ Needs to be applicable across sectors and practical to implement
- ✓ Iterative and adaptable as technology and regulations evolve

Collecting Data ≠ Due Diligence

Data Can....	signal risk	create visibility	support prioritization	enable information-sharing
Data Cannot...	prove good conditions	replace worker voice	replace audits/ investigations	provide remediation

Data tells us where to look. It doesn't tell us what to do.

WHAT'S INSIDE THE KDE MATRIX

For each proposed KDE, the Matrix documents:

1. Broader KDE category
2. Specific KDE under consideration
3. Applicable sectors
4. Authoritative data source (or lack thereof)
5. Rationale & justification for collecting

The 10 KDE categories:

- Human rights policy
- Worker list
- Grievance mechanisms
- Connectivity at sea
- Port of crew landing
- Worker contracts & employment
- Freedom of association & collective bargaining
- Occupational health & safety
- Ultimate beneficial ownership
- Third-party assessments

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SEQUENCING

FOUNDATIONAL KDES

17 KDEs | Feasible now

Examples:

- Public link to human rights policy & grievance mechanisms
- # of crew and nationality
- Worker contract in own language

EXPANDED KDES

7 KDEs | Needs more guidance

Examples:

- # of grievances filed and remediated
- Hours/day Wi-Fi available to crew
- Skipper competency certificate

ASPIRATIONAL KDES

3 KDEs | Future ready

Examples:

- Name of worker
- Ultimate beneficial ownership addresses
- How access to unions is ensured

Tiers reflect implementation readiness - not value. All proposed KDEs are considered important for effective human rights due diligence, and are expected to be incorporated over time.

WHAT'S NEXT

1. **Iterative by design**
   This Dialogue is expected to reconvene on additional labor and HRDD topics, with more KDEs added to the module over time

2. **Worker voice & recruitment pathways**
   A likely next phase, as companies increasingly identify who's actually in their supply chain - drawing on models like direct worker data collection

3. **Small-scale fisheries (SSF)**
   A dedicated SSF Dialogue has just launched - with real opportunity for both groups to liaise on labor KDES specific to small-scale and artisanal fishing

4. **Release timeline**
   By end of year, 2026

COME READY TO DISCUSS

Bring your questions, pushback, and ideas! We won't be walking through all the KDEs; the goal is to talk about what happens once this data exists.



The business case & trust

What would move a company to prioritize collecting and sharing this data voluntarily?



After the data exists

What does real due diligence look like next? Who should see this data, and what should it trigger?



GDST's role

Without a mandate or verification function, what role can the GDST play in strengthening trust in labor data - and where should verification actually sit?

Thank You

This framework is a floor, not a finish line – and it's shaped by voices like yours!

Questions before the session?
Reach out to Lindsay Ceron (l.ceron@fishwise.org)