BUILDING FOUNDATIONS FOR LONGER TERM SUCCESS

NOVEMBER 2017

FUELLING THE TASK FORCE ENGINE

& BUILDING FOUNDATIONS FOR LONGER TERM SUCCESS

Progress Report following membership review and planning meeting in Bangkok

NOVEMBER 2017
# Contents

## NEED TO KNOW

1: Introduction and Purpose of Report  
2: Executive Summary  
3: Current Membership  
4: Task Force Board and Secretariat Infrastructure  
5: Task Force Objectives, Strategy and Tactics (OST)  
6: How the Sub-Group Work Streams Fit Together  
7: Highlights from the September 2017 Membership Meeting  
8: Sub-Groups - Summary of Concrete Deliverables

## NICE TO KNOW

9: Sub-Groups - Detailed Work Plans, KPIs and Next Steps  
10: Towards our Theory of Change  
11: The Task Force at a Glance

## ACRONYMS, DEFINITIONS AND USEFUL LINKS

© Seafood Task Force Inc. 2017. All Rights Reserved
Progress Report following membership review and planning meeting in Bangkok

Need to Know

Executive Summary, Direction of Travel and Summary of Concrete Deliverables
This report is written following the Task Force’s fourth membership meeting held in Bangkok, marking its most important meeting to date.

Put simply, the Task Force is at a crossroads - a point at which critical decisions regarding future direction are required.

Now three years in the making, with basic building blocks in place including Traceability, Code of Conduct, and Governance, it is faced with putting these together to form solid foundations and longer term strategy.

With over one hundred and forty delegates in attendance and with eight working groups (called Sub-Groups) in place, the September meeting saw a step change in activities, energy and approach.

Interactive polling, enhanced facilitation and cross-sector collaboration all contributed to providing clear strategic direction for the Task Force Board to take away and develop into policy.

As the Task Force grows, there is a clear need to capture models being built for the Thai seafood supply chain so that learnings and methods can be transferred to new countries when the time is right. This building of models is underway.

The clear need to enhance communications was also a theme. Communications that highlight our successes and our longer term intent.

This report is written in the context of these topic areas and challenges. It aims to provide a balance between the need to know and the nice to know - how the pieces fit together and how they will be measured and validated by our NGO colleagues.

If you simply require an overview describing our direction of travel, the Executive Summary should suffice. If, however, you are keen to understand more, we have also provided full descriptions of our work with current Key Performance Indicators (KPIs).

We believe that the Task Force is an original example of independent pre-competitive collaboration - an essential work space to address critical sustainability issues - not just in Thailand but other countries and markets too. The sheer number of visits to the Task Force website each month is testament to the phenomenal interest levels this work is receiving from all over the world.

It is a unique industry-driven platform and industry enabler providing the space for companies to come together helping to solve the big problems that cannot be solved individually.

The actions described in this report show how big and essential change is possible by working together.

Seafood Task Force Secretariat - November 2017
secretariat@seafoodtaskforce.global

1. INTRODUCTION AND PURPOSE OF REPORT

“The Task Force is fueling a movement and building a tribe.”
Progress Report following membership review and planning meeting in Bangkok

2. EXECUTIVE SUMMARY

“We exist to secure labour rights in seafood supply chains and to significantly reduce levels of Illegal, Unreported and Unregulated fishing.”

The Seafood Task Force is three years old and is an original example of pre-competitive collaboration. It boasts thirty-five commercial fee-paying members and sixteen NGO / Advisor organisations.

It is working in formal collaboration with the Royal Thai Government. This was announced at the European Union’s Our Ocean Summit in October 2017.

It is an industry-led initiative. With combined buying power, through seafood purchases from Thailand, exceeding $7B US and $145M EU it is a unique force for change.***

It has established as a Section 6 non-profit in the US and it has a full Board, governance and a full-time Secretariat. Included in this structure is an External Stakeholder Advisory Group (BSA) with an independent mechanism to engage with Civil Society.

It has highly ambitious plans and is building solid foundations to deliver them. It has been described by leading NGO Humanity United as “the most influential and diverse coalition of stakeholders operating in Thailand (on this issue), with its own set of initiatives to reform the seafood industry.”

With over 10,000 visits to its website www.seafoodtaskforce.global each month, there is clear interest in its work.

Its aim is to achieve clean seafood supply chains from vessel to retail through driving oversight and continuous improvement across people, product, process and policy.

Its strategic thrust is to tackle Illegal, Unreported and Unregulated fishing (IUU) because it believes that both the social and environmental issues highlighted by the media and NGOs are closely linked to IUU and associated labour rights abuses.

It is using the combined knowledge and experience of its membership, working together, to address complex supply chain issues that cannot be solved individually. This is the first time in history that the Thai Shrimp Industry has worked together in this way.

It is taking a step-by-step approach and has divided its many tasks into Sub-Groups to maximise effectiveness and efficiency. Currently there are eight fully operational Sub-Groups. Sub-Group #5 is currently on hold.

Having now completed a number of the basic building blocks, it is concentrating on forming and applying models that will start to be introduced to the Task Force membership over the next 12 months. Many of these models will be transportable to other countries.

Some of these models are completed, some of these models are in development.

Having defined purpose and strategy and with the development of models underway, the next step for the Task Force is application and implementation of these models across the Membership:

- strengthening membership requirements to commit and demonstrate progress and holding Task Force members to account.
- key to success with the majority of these models lies data. Data provides the knowledge which enables action. It also provides baseline information upon which to establish measurement criteria.

Coming away from the September Membership Meeting and following Task Force Board approval, these models will start to be formally introduced throughout 2018 and the resources of the Secretariat are being stepped-up to create an infrastructure with data management and project management specialist resource.

Over the next twelve months this data management resource will enable the Task Force to start formal measuring and reporting. It will allow for necessary remediation, corrective action and anonymised data reporting to demonstrate progress against compliance targets, training and remedial activities. And ultimately to report on what’s been accomplished.

Whilst focus remains firmly on Thailand for the next 12 months, the Task Force has also started initial work on shrimp from Vietnam. With the European Union recently serving Vietnam with a Yellow Card for insufficient action against illegal fishing, Vietnam has been agreed as the next country priority. To this end, the September Membership Meeting included a Vietnamese contingent invited to witness the Task Force at work. This will be followed-up as another work stream over the next twelve months but will not hinder our work in Thailand.

In terms of the Task Force and its longer term intent, the Membership firmly believe that it is best structured as a more permanent organisation serving a longer-term industry role. It is now working on a stepwise infrastructure to start meeting and delivering these expectations.

Models Completed

- Traceability model from Vessel to Feedmill component of Thai seafood supply chain.
- Code of Conduct applicable to land and sea-based components of the supply chain. It has been specifically written to tackle social issues and is the first of its kind in existence today. It is practical and workable for Thailand across all parts of the supply chain including essential consideration to the vessel component. And it has been translated into Thai.
- Vessel Monitoring Control & Surveillance

Models in Development

- Auditable Standards
- Mutual Recognition
- Electronic Traceability
- Grievance & Complaints
- Auditor Training
- Worker Voice Mechanisms
- Recruitment
- Capacity Building - Farm to Plant
- Database and Audit Management
- Fishery Improvement Projects

Key to success with the majority of these models lies data. Data provides the knowledge which enables action. It also provides baseline information upon which to establish measurement criteria.

- strengthening membership requirements to commit and
demonstrate progress and holding Task Force members to account.

=Source Seafish – Focus on Ethical Issues - Thailand - July 2015
### 3. CURRENT MEMBERSHIP (AS AT OCTOBER 2017)

“35 Commercial Members and 17 NGO / Advisory Members”

<table>
<thead>
<tr>
<th>Commercial Organizations</th>
<th>NGO and Advisory</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Ahold Delhaize</td>
<td>1 Aquaculture Stewardship Council - ASC</td>
</tr>
<tr>
<td>2 Ahold</td>
<td>2 Bureau Veritas</td>
</tr>
<tr>
<td>3 Andaman Seafood</td>
<td>3 Ethical Trade Initiative - ETI</td>
</tr>
<tr>
<td>4 Aqua Star</td>
<td>4 Fishwise</td>
</tr>
<tr>
<td>5 Ao Foods</td>
<td>5 FMI</td>
</tr>
<tr>
<td>6 Asian Seafoods</td>
<td>6 Global Aquaculture Alliance - GAA</td>
</tr>
<tr>
<td>7 Beaver Street Foods</td>
<td>7 IFFO RS</td>
</tr>
<tr>
<td>8 Bumble Bee Seafoods</td>
<td>8 IDH – The Sustainable Trade Initiative</td>
</tr>
<tr>
<td>9 Cargill</td>
<td>9 International Justice Mission</td>
</tr>
<tr>
<td>10 Charoen Pokphand Foods / CP Foods</td>
<td>10 International Seafood Sustainability Foundation - ISSF</td>
</tr>
<tr>
<td>11 Costco</td>
<td>11 Marine Stewardship Council</td>
</tr>
<tr>
<td>12 Eastern Fish Company</td>
<td>12 Ocean Mind (previously Satellite Applications Catapult)</td>
</tr>
<tr>
<td>13 F.C.F. Fishery</td>
<td>13 Sustainable Fish Partnership - SFP</td>
</tr>
<tr>
<td>14 Grobest</td>
<td>14 SGS</td>
</tr>
<tr>
<td>15 INTEQC</td>
<td>15 UL</td>
</tr>
<tr>
<td>16 Lyons Seafoods</td>
<td>16 Verite</td>
</tr>
<tr>
<td>17 Marine Gold Products</td>
<td>17 World Wildlife Fund - WWF</td>
</tr>
<tr>
<td>18 Mars Petcare</td>
<td>18 Nestle Purina</td>
</tr>
<tr>
<td>19 Mazzetta</td>
<td>19 Publix</td>
</tr>
<tr>
<td>20 Nestle Purina</td>
<td>20 Rubicon Resources</td>
</tr>
<tr>
<td>21 Publix</td>
<td>21 Safeway</td>
</tr>
<tr>
<td>22 Rubicon Resources</td>
<td>22 Seafresh Group</td>
</tr>
<tr>
<td>23 Safeway</td>
<td>23 Sodexo</td>
</tr>
<tr>
<td>24 Seafresh Group</td>
<td>24 Smucker’s</td>
</tr>
<tr>
<td>25 Sodexo</td>
<td>25 Southeast Asian Packaging and Canning Co.</td>
</tr>
<tr>
<td>26 Smucker’s</td>
<td>26 Sunnyvale</td>
</tr>
<tr>
<td>27 Southeast Asian Packaging and Canning Co.</td>
<td>27 Sysco Corporation</td>
</tr>
<tr>
<td>28 Sunnyvale</td>
<td>28 Target</td>
</tr>
<tr>
<td>29 Sysco Corporation</td>
<td>29 Thai Royal Frozen Food Co.</td>
</tr>
<tr>
<td>30 Target</td>
<td>30 Thai Union Group</td>
</tr>
<tr>
<td>31 Thai Royal Frozen Food Co.</td>
<td>31 Tri Marine</td>
</tr>
<tr>
<td>32 Thai Union Group</td>
<td>32 Walmart</td>
</tr>
<tr>
<td>33 Tri Marine</td>
<td>33 WM Morrisons</td>
</tr>
<tr>
<td>34 Walmart</td>
<td></td>
</tr>
</tbody>
</table>
4. TASK FORCE BOARD AND SECRETARIAT INFRASTRUCTURE

“Building a Board for the Future and a Secretariat that is fit-for-purpose”

PITIPONG DEJJARUKUL
Chaoen Pulp and Foods

KEN KIMBLE (CHAIR)
Costa

CHOOPONG LUESUKPRASERT
Mariner Gold

ISABELLE AELVOET
Max Protein

NICK LEONARD
Rubicon Resources

NUNTAWAN RUJIWONG
Thai Royal Frozen Foods

GAVIN BAILEY
Walmart

MARTIN THURLEY
Director of Secretariat & Communications

EXTERNAL STAKEHOLDER GROUP (ESA) - CO-CHAIRS

AARON MCNEVIN
WWF

LYDIA LONG
Verité

DAVE MARTIN
SFP

TREASURER

BOARD OF DIRECTORS

DIRECTOR OF SECRETARIAT & COMMUNICATIONS

AUDIT PROGRAMME MANAGEMENT

PROJECT MANAGEMENT

EXEC ASSISTANT COMM'S SUPPORT

ACCOUNTS / BOOKKEEPING

DATA MANAGEMENT SPECIALIST RESOURCE

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL

TREASURER

ACCOUNTANTS

LEGAL
With a growing Membership, being crystal clear on objectives is a most important step.

We define our objective as where we want to get to. It’s what we want to achieve. Put simply, we want to drive oversight of the seafood supply chain to gain confidence that seafood products from Task Force member companies are free from social and environmental issues. And that this should be achieved through a programme of continuous improvement in people, product, process and policy.

Our strategy is to focus on the biggest problem. The biggest problem identified is IUU fishing with all the social and environmental issues associated with this illegal activity.

Our tactics are to exploit know-how, resource and commercial leverage of the membership through Sub-Groups for the execution of tasks and to do everything we believe possible to tackle the issues of IUU fishing and problems that IUU creates through illegal product entering the supply chain.

Specific and measurable work plans with concrete deliverables.

Currently there are eight active Sub-Groups:

#1 Validation of Progress
#2 Electronic Traceability and Surimi supply chain
#4 Vessel Behaviour Monitoring
#5 Fishery Improvement Projects
#6 Independent Validation
#7 Tuna Oversight
#8 Farm to Plant
#9 Responsible Recruitment Oversight

Our Objective (The What) is to achieve full supply chain oversight (within Task Force member companies) and to lead Thailand’s seafood supply chain towards a more sustainable pathway. We are driving this oversight with programmes of continual improvement in people, product and process and policy across the supply chain.

Our Strategy (The How) is to focus on tackling IUU fishing because we believe that social issues of labour abuse and environmental issues of marine ecosystem destruction are closely linked to IUU activity. This is the area that is most urgent and most important to tackle.

Our Tactics (The Who, What and When) are to exploit the know-how, resource and commercial leverage of our Membership through prioritizing tasks and breaking down the work into efficient and manageable working groups (Sub-Groups). Begin to deliver change. Lots done, lots to do. Currently there are eight Sub-Groups each with specific and measurable work plans.
We recognise that the work descriptions of the Sub-Groups can be confusing and that there is a need for a concise explanation to put our work streams into context. This section of the report aims to help make sense of Sub-Group work. It refers to Sub-Group involvement throughout the description.

Essentially, the Task Force is trying to:

1. Secure labour rights in seafood supply chains.
2. Significantly reduce levels of illegal fishing.

Both of these aims have a series of sequential and interlinked tasks that need to be tackled. Some of these tasks are highly complicated so, we have divided them up to make the work effort more manageable. That's where our Sub-Groups come in.

6. HOW THE SUB-GROUP WORK STREAMS FIT TOGETHER

“Making sense of our work”

1 Securing labour rights in seafood supply chains

STEP 1: TRACEABILITY

The absolute starting point for our work is traceability because we can’t assess what we don’t know.

Traceability for the Task Force means having the ability to track and trace product from the vessel all the way through to the end product in granular detail.

There are three key seafood supply chains in Thailand where the Task Force needs full traceability and the graphic below explains our progress and traceability status with each of these supply chains as at November 2017.

Sub-Groups #1, #2, #4, #7 and #8 are all progressing this traceability work and further details describing progress and measures are detailed in the Sub-Group workplans later in this report.

Sub-Group #2 is also working in the area of traceability and is developing a smartphone application to digitize the Task Force’s paper-based traceability work streams for use by key stakeholders including the Thai Government and leading Thai manufacturers.

Each year, about 450 International flagged vessels (primarily large refrigerated carrier vessels) make bulk deliveries of fish products to Thai ports - most of this is tuna. These vessels typically receive catch from a dozen catcher vessels, mainly purse seiners fishing in the Western and Central Pacific Ocean.

This tuna goes into canning for export to Europe, the Middle East, and North America.

The factory offcuts, not fit for human consumption, are then used as a marine ingredient to make fishmeal. Fishmeal is used as a protein ingredient to make shrimp feed (approx. 10% component of feed).

Tuna traceability sits with Sub-Group #7 - Tuna Oversight and Sub-Group #4 - Vessel Behaviour Monitoring. Currently, the Task Force is using a combination of Marine Stewardship Council Chain of Custody Certification and the work of ISSF’s Vessel Register for Traceability but also plans to incorporate the work of the Vessel Behaviour Monitoring Sub-Group #4 to help verify some of the vessel data submitted by the vessels.

By-catch forms the main part of this work stream.

By-catch is the small fish caught at sea alongside high value species that can’t otherwise be sold for human consumption. This includes juveniles and otherwise high quality fish that are poorly preserved.

The Task Force has established full traceability of this supply chain from Vessel through to Feedmill for original member companies. This was completed as one of the early tasks in Sub-Group #1.

It is now working on completing traceability of the Farm to Plant component. This forms a large part of the work in Sub-Group #4 where we are using Feed Lot Information Forms (FLIF) to complete the process.

Surimi is a fish paste produced by grinding different kinds of fish together otherwise not suitable for human consumption. The by-product from the surimi production process is used as a marine ingredient for fishmeal production.

Only a proportion of the Thai fishing fleet catching fish for surimi are currently able to provide authenticated trading documents through the Marine Catch Purchasing Document (MCPD) and therefore cannot be used by the Task Force manufacturers at this point in time.

As at September 2017, MCPD utilisation remains at 80%, and less Thai fish product is being used to produce surimi than ever before. Sub-Group #2 - Surimi supply chain is currently working on a series of Government asks to drive MCPD utilisation.

We recognise that the work descriptions of the Sub-Groups can be confusing and that there is a need for a concise explanation to put our work streams into context. This section of the report aims to help make sense of Sub-Group work. It refers to Sub-Group involvement throughout the description.

Essentially, the Task Force is trying to:

1. Secure labour rights in seafood supply chains.
2. Significantly reduce levels of illegal fishing.

Both of these aims have a series of sequential and interlinked tasks that need to be tackled. Some of these tasks are highly complicated so, we have divided them up to make the work effort more manageable. That’s where our Sub-Groups come in.

6. HOW THE SUB-GROUP WORK STREAMS FIT TOGETHER

“Making sense of our work”

1 Securing labour rights in seafood supply chains

STEP 1: TRACEABILITY

The absolute starting point for our work is traceability because we can’t assess what we don’t know.

Traceability for the Task Force means having the ability to track and trace product from the vessel all the way through to the end product in granular detail.

There are three key seafood supply chains in Thailand where the Task Force needs full traceability and the graphic below explains our progress and traceability status with each of these supply chains as at November 2017.

Sub-Groups #1, #2, #4, #7 and #8 are all progressing this traceability work and further details describing progress and measures are detailed in the Sub-Group workplans later in this report.

Sub-Group #2 is also working in the area of traceability and is developing a smartphone application to digitize the Task Force’s paper-based traceability work streams for use by key stakeholders including the Thai Government and leading Thai manufacturers.

Each year, about 450 International flagged vessels (primarily large refrigerated carrier vessels) make bulk deliveries of fish products to Thai ports - most of this is tuna. These vessels typically receive catch from a dozen catcher vessels, mainly purse seiners fishing in the Western and Central Pacific Ocean.

This tuna goes into canning for export to Europe, the Middle East, and North America.

The factory offcuts, not fit for human consumption, are then used as a marine ingredient to make fishmeal. Fishmeal is used as a protein ingredient to make shrimp feed (approx. 10% component of feed).

Tuna traceability sits with Sub-Group #7 - Tuna Oversight and Sub-Group #4 - Vessel Behaviour Monitoring. Currently, the Task Force is using a combination of Marine Stewardship Council Chain of Custody Certification and the work of ISSF’s Vessel Register for Traceability but also plans to incorporate the work of the Vessel Behaviour Monitoring Sub-Group #4 to help verify some of the vessel data submitted by the vessels.

By-catch forms the main part of this work stream.

By-catch is the small fish caught at sea alongside high value species that can’t otherwise be sold for human consumption. This includes juveniles and otherwise high quality fish that are poorly preserved.

The Task Force has established full traceability of this supply chain from Vessel through to Feedmill for original member companies. This was completed as one of the early tasks in Sub-Group #1.

It is now working on completing traceability of the Farm to Plant component. This forms a large part of the work in Sub-Group #4 where we are using Feed Lot Information Forms (FLIF) to complete the process.

Surimi is a fish paste produced by grinding different kinds of fish together otherwise not suitable for human consumption. The by-product from the surimi production process is used as a marine ingredient for fishmeal production.

Only a proportion of the Thai fishing fleet catching fish for surimi are currently able to provide authenticated trading documents through the Marine Catch Purchasing Document (MCPD) and therefore cannot be used by the Task Force manufacturers at this point in time.

As at September 2017, MCPD utilisation remains at 80%, and less Thai fish product is being used to produce surimi than ever before. Sub-Group #2 - Surimi supply chain is currently working on a series of Government asks to drive MCPD utilisation.
The second key step is auditing. Auditing serves an essential role in providing a baseline for measurement and improvement. However, audits only have value if they are checking the right things and if the auditor is properly trained in the first place.

Whilst there were a number of audit schemes in operation for the land-based component of the supply chain when the Task Force was established, there was certainly nothing suitable for the auditing of the vessels. Whilst the existing schemes tackle labour rights, forced labour and human trafficking components needed further clarification. So the Task Force created a Code of Conduct and a set of Auditable Standards to audit against this Code that has been uniquely written with labour rights issues in mind.

This Task Force Code of Conduct has now been approved by the Task Force Board and the Code has been published.

Moving forward, the Code will be applied in three ways:

- **For the labour supply chain** - the work of Sub-Group #9, the Code will be used to guide Task Force recognition of existing responsible recruitment schemes in the market place.
- **For sea based auditing** - it will be used alongside the Auditable Standards to conduct vessel audits for Task Force Member manufacturing companies with vessels in their supply chains.
- **For land based auditing** - it will be used to guide the benchmarking of existing social audit schemes. Rather than create yet more audits for its members, the Task Force will mutually recognise the ing of existing social audit schemes. Rather than create yet more audits for its members, the Task Force will mutually recognise the

#1 SECURE LABOUR RIGHTS IN SEAFOOD SUPPLY CHAINS

## STEP 2: AUDITS

The second key step is auditing. Auditing serves an essential role in providing a baseline for measurement and improvement. However, audits only have value if they are checking the right things and if the auditor is properly trained in the first place.

Whilst there were a number of audit schemes in operation for the land-based component of the supply chain when the Task Force was established, there was certainly nothing suitable for the auditing of the vessels. Whilst the existing schemes tackle labour rights, forced labour and human trafficking components needed further clarification. So the Task Force created a Code of Conduct and a set of Auditable Standards to audit against this Code that has been uniquely written with labour rights issues in mind.

This Task Force Code of Conduct has now been approved by the Task Force Board and the Code has been published.

Moving forward, the Code will be applied in three ways:

- **For the labour supply chain** - the work of Sub-Group #9, the Code will be used to guide Task Force recognition of existing responsible recruitment schemes in the market place.
- **For sea based auditing** - it will be used alongside the Auditable Standards to conduct vessel audits for Task Force Member manufacturing companies with vessels in their supply chains.
- **For land based auditing** - it will be used to guide the benchmarking of existing social audit schemes. Rather than create yet more audits for its members, the Task Force will mutually recognise the

## STEP 3: DATA MANAGEMENT

### #1 SECURE LABOUR RIGHTS IN SEAFOOD SUPPLY CHAINS

#### STEP 1: TRACEABILITY

- Ability to track and trace product from vessel to the end product for all seafood supply chains.

#### STEP 2: AUDITS

- Provide a baseline for measurement and improvement.

#### STEP 3: DATA MANAGEMENT

- Central management of data appropriately managed from all audits - land based, sea based and labour supply chain.

#### STEP 4: ACTION & ACCOUNTABILITY

- Remediation, Corrective action, reporting and holding members to account.

---

**STEP 3: DATA MANAGEMENT**

With a Data Management system in place, our final step is to hold members to account. This will support a robust assessment against our Code of Conduct.

We can verify and validate adherence to our Code of Conduct and we can act with remediation, corrective action and appropriate data reporting.

This is the end result of our work.

Reaching this goal requires capacity building across many of the work streams and this is being considered and incorporated as we see fit.

We expect to see early results of this final step towards the end of 2018.

### 2 Significantly reducing the levels of illegal fishing in the seas around Thailand

In this section, we try to explain the interlinked steps related to the Task Force’s second aim – reducing levels of illegal fishing.

#### STEP 1: VESSEL BEHAVIOUR MONITORING

This is all about a deep understanding of vessels. There are thousands of vessels fishing in the seas around Thailand – different sizes and different fishing methods.

Knowing who the vessels are in your supply chain is one thing but knowing what they are doing at sea is another thing altogether. That’s why the Task Force’s starting point for reducing IUU began with understanding vessel behaviour at sea.

Sub-Group #4 is responsible for Vessel Behaviour Monitoring and it has teamed up with UK non-profit OceanMind to apply unique analysis of “at-sea” data. OceanMind has fisheries experts able to process data in a way that provides information that is effective and can be acted upon. The Sub-Group is working closely with the Thai Government’s Fisheries Department. Work started 2 years ago with a small trial for proof of concept and has successfully completed this trial, it is now expanding the effort with fisheries experts working with the Thai Government in Bangkok on a full-time basis.

The Sub-Group is gathering data not just from Automatic Identity Systems (AIS) carried by fishing vessels, but also from satellite imagery, terrestrial sensors, vessel registries, and licensing databases.

This provides the unique ability to track vessels that “go dark” by using synthetic aperture radar (SAR).

Further details of the work plan can be found in Sub-Group #4’s detailed work plan.

The intelligence derived from Step 1’s Vessel Behaviour Monitoring helps the government to identify violations.

#### STEP 2: PROSECUTIONS

It is only with the right information that the Thai Government can act. The intelligence derived from Step 1’s Vessel Behaviour Monitoring helps the Government to identify violations. This, in turn allows for robust cases to be built that actively prosecute violators of fisheries law and that, in turn, leads to successful prosecutions.

With these efforts and over time, we expect a reduction of fisheries violations.

---

**STEP 4: ACTION & ACCOUNTABILITY**

With a Data Management system in place, our final step is to hold members to account. This will support a robust assessment against our Code of Conduct.

We can verify and validate adherence to our Code of Conduct and we can act with remediation, corrective action and appropriate data reporting.

This is the end result of our work.

Reaching this goal requires capacity building across many of the work streams and this is being considered and incorporated as we see fit.

We expect to see early results of this final step towards the end of 2018.
STEP 3: RULE OF LAW

There is little point doing any of this work if the fishery laws are not fit-for-purpose.

Fishery laws need to be based on credible scientific assessment of fish stocks and need to recognise that the fishing effort in Thai waters requires a reduction to meet sustainable levels.

In the early days of the Task Force, Sub-Group #4 worked with the Thai Government to push for fishery law reform. The original laws dated back to 1946 and had no relevance to the current situation.

Over the last three years, a lot has been accomplished by the Government and a new Fisheries Act was introduced in 2015 to reflect the current situation. During this time, the Task Force has regularly provided feedback to the Thai Government on areas of compliance.

Sub-Group #1, Fishery Improvement Projects, is involved in this area of our work as it brings together multiple stakeholders with an independent assessment process and timeframes for credible assessment of the sea state and the actions required.

STEP 4: CULTURE OF COMPLIANCE

The final key step towards reducing illegal fishing is that of building a culture of compliance.

If the building blocks described are correctly in place, a combination of rule of law and private sector working together, will, in our view, lead to the significant reduction of IUU that we are seeking. This will take time.

STEP 1: VESSEL BEHAVIOUR MONITORING
Deep understanding of vessel behaviour at sea.

STEP 2: PROSECUTIONS
Active prosecutions - violators of fishery law.

STEP 3: RULE OF LAW
Fit-for-purpose rules of law based on credible scientific assessment.

STEP 4: CULTURE OF COMPLIANCE
Rule of law and private sector working together.

#2 SIGNIFICANTLY REDUCE LEVELS OF ILLEGAL FISHING (IUU) IN THE SEAS AROUND THAILAND
7. HIGHLIGHTS FROM THE SEPTEMBER 2017 MEMBERSHIP MEETING

“High profile guests, interactive modules and future strategy defined”

During the Independent Validation Module, we were delighted to hear from Stella Maris, Labour Protection Network (LPN), Project Issara, MWRN and Oxfam (facilitating the Thai CSO Coalition for Sustainable and Ethical Seafood) about Worker Voice and Worker Voice models and mechanisms available to the Membership. In this module, the membership also heard from one of the founder members of the Task Force - Marine Gold - who presented their Worker Voice processes including both internal and external initiatives.

During our Vessel Behaviour Monitoring Module, we were joined by the Director General of Thailand’s Department of Fisheries - Dr. Adisorn Promthep - for an update of plans, progress and Task Force asks.

The Farm to Plant Interactive Module saw over forty farmers from the Thai Farmer Federations join for a session to discuss progress with traceability and capacity building at the farm level of the supply chain.

During the Tuna Interactive module, we heard from Hugh Walton of Pacific Islands Forum Fisheries Agency (FFA) www.ffa.int FFA is an alliance of seventeen Pacific Countries formed in the late 70's and Walton explained the successes and challenges their organisation has faced with tackling IUU fishing.

And during the electronic traceability module, the membership saw an exciting working demo of the traceability smartphone app that is being developed by the Task Force, World Wildlife Fund (WWF), Dekitke and Republix Systems www.republicsystems.com

The Responsible Recruitment module included an impressive presentation from UL www.ul.com covering country recruitment laws (and current lack of them) giving the Membership a good insight into the complexities involved with recruitment challenges in Thailand.

September’s Membership Meeting in Bangkok saw over one hundred and forty delegates attend a full four-day programme.

With the theme - Fuelling the Task Force Engine - the programme included a series of Sub-Group interactive modules with high profile cross-sector guests and sessions set aside for Sub-Group work. The programme was built based on membership feedback and also featured future strategy and longer-term direction dialogue.

Task Force meetings are different. Rather than typical conferences, members and guests are encouraged to attend the full programme and modules are fully interactive working sessions that build throughout the week.

Guest presenters arrived in Bangkok with a very specific brief. To speak to the membership with content to directly help drive Task Force objectives forward.

At a point where the Task Force needs to make important decisions regarding future direction, it was delighted to hear Bob Mitchell - Vice President of the Electronic Industry Citizenship Coalition (EICC) describe its journey. The EICC is the World’s largest industry coalition dedicated to electronics supply chain responsibility and has recently renamed to become the Responsible Business Alliance www.responsiblebusiness.org. Although from a different sector, the Task Force gleaned some essential lessons from Mitchell, leaving the membership wholly impressed with the EICC structure and its modus operandi. Particularly its membership modelling, its methods to hold members accountable and its overall drive to improve working and environmental conditions through leading standards and practices. Dutch global semiconductor manufacturer NXP, a member of the EICC, also joined the meeting and Tony Khaw - CSR Director - described the challenges it has faced integrating anti-slavery into the core of its business.

We also gleaned important insights from Didier Bergeret, Director of the GSCP equivalence process - Consumer Goods Forum, www.thecustomergoodsforum.com/gscp-home
At the end of the week, the Task Force organised a half day workshop run by Marie Apostol Harvey of the Fair Hiring Initiative. www.fairhiringinitiative.com. This provided hands-on guidance (and capacity building for Task Force companies) on improving due diligence, assessment and oversight for the overseas hiring process.

During the programme, the membership spent time with interactive polling modules to help provide direction to the Board regarding future strategy of the Organisation. Amongst other key topics, we received clear membership direction that the Task Force should be best structured as a more permanent organization that serves a longer-term industry role.

It was agreed that the membership must be held accountable to minimum standards and that these standards should be verified by the Task Force. All members must adhere to minimum requirements over a reasonable time frame to be set by the Board and Secretariat and the Task Force will have the right to discontinue membership to those members not adhering to these requirements.

Furthermore, it was agreed that the sharing of anonymized data is essential to the fulfilment of Task Force Objectives. The current Sub-Group structure is working well but it requires further support from the Secretariat by means of project management resource to help keep the work streams on track.

This resource requirement will be included in the development of Secretariat infrastructure for the next 12 months.

The Task Force must not lose sight of the real situation in Thailand and it must continue to work closely with its Thai stakeholders and the Thai Government. Over time, it must find further ways to engage with key Thai stakeholders who can bring the most change - including the labour brokers and fishing vessel owners.

Finally, as it grows, it must continue remaining true to its roots – an organization that walks the walk.
8. SUB-GROUPS - SUMMARY OF CONCRETE DELIVERABLES

“Sub-Groups form the engine of the Task Force”

Each Sub-Group has Sub-Group Heads responsible for leading the group and reporting progress to the Board.

Board / Sub-Group Head / Secretariat Call Trackers are held weekly to ensure that progress and issues are discussed, identified and resolved.

Membership requirements stipulate that each member of the Task Force must be actively involved in at least one Sub-Group.

As the Sub-Groups mature and as progress is being made, emphasis is now being placed on measurement of progress. That’s why, in the September meeting, the Secretariat introduced project management resource utilizing a set of tools for process improvement (Six Sigma Black Belt Methodology) and the Sub-Groups spent good time reviewing Key Performance Indicators (KPIs) alongside gaps and risks associated with their work plans.
Sub-Group #1
Verification of Progress

Sub-Group #1 started its life called ‘Vessel Watch’ but has been renamed to reflect its broader scope. Now called ‘Verification of Progress’, its concrete deliverables are:

1. A fully mapped Thai seafood supply chain for all supply chains in the Membership.
2. A track and trace programme for all Task Force Member supply chains identifying and including all vessels supplying marine product.
3. A Task Force Code of Conduct specifically designed to tackle social issues that achieves International recognition and becomes the benchmark standard.
4. An Assessment Framework (Auditable Standards) based on the Task Force Code of Conduct that has been independently validated by leading NGOs and that is adopted by Member companies of the Task Force.
5. An agreed list of approved auditors and remedial experts authorised to conduct audits based on this Internationally Recognised Assessment Framework.
6. The definition and development of a Sustainable Audit Verification Management System.
7. A permanent home for this Audit Verification Management System that has been agreed by the Membership.
8. A working programme / operational guideline for the operation of this Audit Verification Management System that is:
   • specifically designed to avoid audit duplication and audit fatigue.
   • capable of ‘housing’ the vast amounts of data that will need to be managed and shared as future audits take place.
   • capable of independently measuring and demonstrating impact with reporting out to the Membership and key stakeholders on an ongoing basis.

Sub-Group #2
Electronic Traceability and Surimi Supply Chain

Sub-Group #2 takes on the tasks of electronic Traceability and the oversight requirements for the Surimi supply chain. Its concrete deliverables are:

1. A practical smartphone application that digitizes the Task Force’s paper-based traceability system for use by key stakeholders including the Thai Government and leading Thai manufacturers.
2. The reintroduction of Thai surimi by-product as an authenticated and sustainable ingredient for fishmeal production in Thailand.

Sub-Group #4
Vessel Behaviour Monitoring

Sub-Group #4 is driving supply chain oversight by using technology to understand vessel behaviour at sea.

It is enabling the Thai Government to develop capacity and capability through a sustainable domestic and International fisheries compliance programme and it is designing programmes that will help the Thai Government with successful prosecutions and provide companies sourcing seafood from Thailand with reassurance regarding legality of catch.

Having reached a point where it is successfully working with the Thai Government its focus is on:

1. Embedding a Culture of Compliance Programme with the Thai Department of Fisheries and the transitioning to a permanent home for the Vessel Behaviour Monitoring Programme and respective external specialist support established by the Task Force.
2. Procuring external funding to support the next stages of essential Vessel Behavior Monitoring work with the Thai Government.

Sub-Group #5
Fishery Improvement Projects (FIPs)

Sub-Group #5 is driving supply chain oversight and continuous improvement by enhancing the visibility (and progress) of two Fisheries Improvement Projects in Thailand being led by the Thai Sustainable Fishmeal Roundtable (TSFR).

Please Note: Our scope is limited in this work stream to indirect leadership and guidance only.

Deliverables are to:

1. Enhance visibility of progress being made by the Thai Sustainable Fisheries Roundtables (TSFR) through timely public reporting.
2. Ensure FIP activities in Gulf of Thailand and Andaman Sea meet basic FIP criteria ‘C- Some Recent Progress’.

Approx 40% complete

Approx 60% complete

Approx 30% complete
Sub-Group #6
Independent Validation

Sub-Group #6 is working closely across all the Sub-Groups with its concrete deliverables being:

1. **Independent Validation** of the audit programme of the Task Force.
2. Enhanced credibility of the Seafood Task Force through engagement with leading NGO and Civil Society groups.
3. Recognition of Workers’ Voice as critical to the detection and remediation of chronic labour issues in the seafood supply chain.
4. Measurement of Task Force impacts on working conditions in commercial member supply chains.

Approx 30% complete

Sub-Group #7
Tuna Oversight

Sub-Group #7 is focussed on the Tuna supply chain. Its concrete deliverables are:

1. Seeking measured assurance that all tuna catches landing (and arriving) in Thailand are fully legal and regulated.
2. Continuous improvement of labour practices on tuna vessels in the Membership companies’ supply chains through the adoption of the Task Force Code of Conduct.

Approx 40% complete
Sub-Group #8  
Farm to Plant

Sub-Group #8 is focussed on driving oversight by tackling the complexities of the Farm to Processing Plant component of the supply chain. This component is complex because the vast majority of farms in Thailand are small and independent operations. And there are numerous brokers involved too.

Concrete deliverables for this group are:

1. Full traceability process for raw material and product through the farm to plant component of Member companies in the Thai seafood supply chain.

2. Measurable improvement of working conditions on the shrimp farms across the Seafood Task Force Members’ supply chains.

Approx 60% complete

Sub-Group #9  
Responsible Recruitment Oversight

Sub-Group #9 was established in February 2017 and is a relatively new Sub-Group for the Task Force. Inspired by the Fair Hiring Initiative and its founder, Marie Apostol Harvey, it shares the vision of a world where ethical recruitment is the norm.

Through a systematic and step by step approach, it will address the issues of debt bondage and forced labour throughout seafood supply chains and over time it will contribute to professionalizing the recruitment industries by setting international standards of good practice.

Its concrete deliverable is to:

1. Leverage the power of Task Force membership companies to build demand for ethical recruitment practices throughout their respective supply chains.

Approx 40% complete
Progress Report following membership review and planning meeting in Bangkok

NICE TO KNOW

FULL DESCRIPTIONS OF SUB-GROUP WORK WITH CURRENT KEY PERFORMANCE INDICATORS AND WORK IN PROGRESS THINKING REGARDING OUR THEORY OF CHANGE
9. SUB-GROUPS - DETAILED WORK PLANS, KEY PERFORMANCE INDICATORS AND NEXT STEPS

“Timely progress and measures”

9.1 SUB GROUP #1 VERIFICATION OF PROGRESS

9.1.1 Purpose of Sub-Group
To define, develop and deliver tools, processes and systems for independent verification, measurement and demonstrable impact.

9.1.2 Background
This Sub-Group’s key focus is on developing audit requirements for Task Force Member companies and ultimately building a working model for audit data to be collected, centrally housed and analysed - a sustainable audit verification management model.

Whilst the Task Force believes that audits are only part of the solution, fit-for-purpose auditing serves an essential role in providing a baseline for measurement and improvement.

Aware that Members already face audit fatigue, the work plan outputs will include a system of Mutual Recognition that will recognize existing audit efforts where they exist but will fill gaps where they don’t.

It will also consider the huge costs related to audit work and is building solutions that reduce the burden of this cost wherever and however possible.

9.1.3 Stepwise Approach
Identifying gaps and areas of highest priority

Whilst there are a number of audit efforts in the land-based component of the supply chain in existence, there were distinct gaps further down the supply chain at vessel level when the Task Force formed in 2014. These gaps at vessel level were identified as first priority.

Track and Trace

Task Force members were being linked to specific vessels at the end of their supply chains by the media, so we needed to track and trace product all the way back to the vessel to establish full traceability. This enabled us to identify which vessels were actually part of the supply chain.

Developing tools and processes for assessing vessels

On identification of vessels, we then needed to develop tools and processes to conduct fit-for-purpose vessel assessments;

1. A standard to base these assessments on by means of a code of conduct
2. An assessment framework (Auditable Standards) suitable for vessels

Gaps at vessel level identified as first priority
Creating Task Force Code of Conduct and draft Assessment Framework for oversight

Because nothing existed at vessel level to guide us, the Sub-Group set about defining a Task Force Code of Conduct and a draft Assessment Framework that would work for vessels as well as land-based components further up the supply chain.

The Task Force Code of Conduct and Assessment Framework (Auditable Standards) has now been written and was first published in 2016. It has been uniquely designed to address the social issues of human trafficking and forced labour in the Thai seafood supply chain and is the first of its kind in existence today.

Importantly, the Code has been written so that it is practical and workable for Thailand across all stages of the supply chain including detailed essential consideration to the vessel component.

Trialling Task Force Code of Conduct and Vessel Assessment Framework

The Task Force successfully completed a first round of vessel assessments using this draft Audit Assessment Framework to cover - 20 ports, 13 fishmeal plants and 5 feed mills in 2016. All the vessels in the original Task Force Membership have now been assessed.

Building an ongoing and sustainable model for vessel audits using Task Force Code of Conduct

The Sub-Group is currently in the process of developing a practical and realistic model for on-going vessel audits. With thousands of vessels in Thailand, the system developed must consider these vast numbers and develop a solution that takes sensible sample sizes and that is based on risk assessment.

Turning to the land-based component of the supply chain and towards a Mutual Recognition Programme for avoidance of audit duplication

Further up the supply chain, social audit programmes or audit programmes with social compliance components are being used by Task Force members but none of them have been designed with the Task Force’s Code of Conduct in mind.

In March 2017, the Task Force commenced work on a baseline benchmark and gap assessment to understand the level of overlap between such schemes and the Task Force Code of Conduct and Auditable Standards.

Twenty-seven commercial members identified a total of nine schemes to be included in the benchmark. These schemes’ Codes and respective audit requirements were compared against the new Task Force Code of Conduct and Auditable Standards.

Indicators from each scheme’s audit methodology were compared to best practice indicators from the Global Social Compliance Programme (GSCP) – Reference tool on Audit Process and Methodology.

Although this benchmark was only a baseline exercise and the first findings are limited due to instances of limited information being provided, the results have helped us to identify immediate current gaps, especially in the areas of Employment Contracts, Recruitment Fees, Worker Awareness & Training and Private Employment Agencies & Recruitment.

The Task Force is now using the results of this benchmark to engage benchmarked schemes and starting to work on prioritising areas of concern and closing identified gaps.

### 9.1.4 Sub-Group #1 Summary of Activity KPIs

1. **Map entirety of Thai Seafood supply chain (within Membership) and identify gaps / areas of high priority.**
   - **Status:** In progress
   - **Due:** By April ‘18

2. **Analyze the data so far and agree how to report the initial findings.**
   - **Status:** Completed
   - **Due:** By April ‘18

3. **Publish Task Force Code of Conduct.**
   - **Status:** Completed
   - **Due:** By April ‘18

4. **Define and develop what a good Sustainable Verification Management System should look like.**
   - **Status:** In progress
   - **Due:** By April ‘18

5. **Conduct gap analysis - existing audit programmes with social compliance component across entirety of supply chain.**
   - **Status:** Not started
   - **Due:** By April ‘18

6. **Conduct vessel assessments using Draft Audit Framework for new Members of the Task Force with vessel aspect to their supply chain.**
   - **Status:** Not started
   - **Due:** By April ‘18

7. **Refine Assessment Framework with the Independent Validation Sub-Group so that it can be independently validated.**
   - **Status:** In progress
   - **Due:** By April ‘18

8. **Organize meetings and meetings with the Independent Validation Sub-Group to ensure independent validation is reported in the long term.**
   - **Status:** Not started
   - **Due:** By April ‘18

9. **Map the supply chain.**
   - **Status:** Not started
   - **Due:** By April ‘18

10. **Publish Mutual Recognition of existing audit programmes / certification schemes.**
    - **Status:** Not started
    - **Due:** By April ‘18

11. **Agree on a list of approved auditors and remedial experts who can work from the independently validated Assessment Framework.**
    - **Status:** Not started
    - **Due:** By April ‘18

12. **Create assessment tools inc. reporting templates and grading matrix.**
    - **Status:** Not started
    - **Due:** By April ‘18

13. **Conduct initial vessel assessments using the Draft Audit Framework for all vessels in the initial Task Force Membership.**
    - **Status:** Completed
    - **Due:** By April ‘18

14. **Conduct follow-up vessel assessment requirements – all supply chains.**
    - **Status:** Completed
    - **Due:** By April ‘18

15. **Agree on a permanent home, operation and hand over for this Sustainable Verification Management System.**
    - **Status:** Confirmed
    - **Due:** By April ‘18

16. **Establish a mutual recognition programme across all stages of the supply chain.**
    - **Status:** Not started
    - **Due:** By April ‘18

17. **Refine the Full Assessment Framework with Validation Sub-Group based on TF Code of Conduct.**
    - **Status:** Completed
    - **Due:** By April ‘18

18. **Refine the Full Assessment Framework with Validation Sub-Group based on TF Code of Conduct.**
    - **Status:** Completed
    - **Due:** By April ‘18

19. **Agree on a list of approved auditors and remedial experts who can work from the independently validated Assessment Framework.**
    - **Status:** Not started
    - **Due:** By April ‘18

20. **Publish Mutual Recognition of existing audit programmes / certification schemes.**
    - **Status:** Not started
    - **Due:** By April ‘18

21. **Create assessment tools inc. reporting templates and grading matrix.**
    - **Status:** Not started
    - **Due:** By April ‘18

22. **Conduct initial vessel assessments using the Draft Audit Framework for all vessels in the initial Task Force Membership.**
    - **Status:** Completed
    - **Due:** By April ‘18

23. **Conduct follow-up vessel assessment requirements – all supply chains.**
    - **Status:** Completed
    - **Due:** By April ‘18

24. **Agree on a permanent home, operation and hand over for this Sustainable Verification Management System.**
    - **Status:** Confirmed
    - **Due:** By April ‘18

25. **Establish a mutual recognition programme across all stages of the supply chain.**
    - **Status:** Not started
    - **Due:** By April ‘18

26. **Refine the Full Assessment Framework with Validation Sub-Group based on TF Code of Conduct.**
    - **Status:** Completed
    - **Due:** By April ‘18

27. **Create assessment tools inc. reporting templates and grading matrix.**
    - **Status:** Not started
    - **Due:** By April ‘18

28. **Conduct initial vessel assessments using the Draft Audit Framework for all vessels in the initial Task Force Membership.**
    - **Status:** Completed
    - **Due:** By April ‘18

29. **Conduct follow-up vessel assessment requirements – all supply chains.**
    - **Status:** Completed
    - **Due:** By April ‘18

30. **Agree on a permanent home, operation and hand over for this Sustainable Verification Management System.**
    - **Status:** Confirmed
    - **Due:** By April ‘18

31. **Establish a mutual recognition programme across all stages of the supply chain.**
    - **Status:** Not started
    - **Due:** By April ‘18
9.1.5 Next Steps for Sub-Group #1

With the Task Force Code of Conduct published, the first round of vessel audit assessments completed and with initial benchmarking gap analysis delivered, next steps for the Verification of Progress Sub-Group are:

1. **Refine the Auditable Standards with Independent Validation**
   - With Sub-Group #6 input so that it can be independently validated.
   - Once independently validated and published, a list of approved auditors and remedial experts will be agreed.

2. **Agree on way forward for Mutual Recognition programme.**
   - Possible options being considered include:
     - Working with social audit schemes to ensure that gaps in auditable standards particularly in critical areas are closed.
     - Developing bolt-on assessments to cover areas deemed critical to the Task Force’s work.
     - Publishing a recommended preference for audits with greater levels of alignment with the Code and Auditable Standards and the GSCP Audit methodology.

3. **Finalize sustainable Audit Verification Management Model for Task Force Board and Membership Approval**
   - This permanent home must be capable of independently measuring and demonstrating impact with reporting out to the Membership and key stakeholders on an on-going basis.

4. **Agree on a permanent home for this Sustainable Verification Management Model.**
   - This permanent home must be capable of independently measuring and demonstrating impact with reporting out to the Membership and key stakeholders on an on-going basis.

5. **Ensure that the work of Sub-Group #1 is aligned with all other Sub-Group thinking by having a representative present from Sub-Group #1 in all other Sub-Group meetings.**
9.2 SUB-GROUP #2A ELECTRONIC TRACEABILITY

9.2.1 Purpose of Sub-Group
Use technology to digitize the Task Force’s paper-based traceability system for adoption by key stakeholder groups in the supply chain.

9.2.2 Background
Traceability is fundamental to our work and for the Task Force. This means being able to track and trace seafood products through all stages of production, processing and distribution. It provides the ability to verify history, location or application of any item by means of documented recorded identification.

So far, the Task Force has developed and completed a paper-based traceability system that links marine ingredients from the Vessel to Feedmill.

Paper-based traceability system from Vessel to Feedmill now completed

The Task Force is now working on the paper based system to cover the Farm to Plant element further up the supply chain. This track and trace activity from the farm to the plant is currently being developed by Sub-Group #8 – details described in Sub-Group #8’s work plan.

Paper-based traceability system from Farm to Plant in progress with Sub-Group #8

As the Task Force works to complete this Farm to Plant segment of the supply chain, Sub-Group #2 is taking these paper-based systems and is developing a smartphone application / web portal that digitizes them - making it easy for all users to track and trace individual seafood product in seconds.

9.2.3 Stepwise Approach

Analysis of the Task Force’s new paper-based systems
The Sub-Group’s starting point? To understand the paper-based systems that have been developed.

Build versus Buy?
Working with Deloitte, the Group conducted a full build vs buy analysis exploring the role of third parties in developing a free system. This has included Task Force meetings with Google, Line and SAP.

Buying from an existing vendor was ruled out because traceability systems don’t connect supply chain components and a user fee cost structure is not realistic.

Building software, on the other hand, was deemed too expensive with maintenance considerations included.

Exploiting Crowdsourcing
Earlier in 2017, it was therefore decided that the Task Force should develop open-source software through crowdsourcing and a pilot track and trace mobile app has now been developed with a prototype currently being tested by members of the Task Force.

The development of the system is being led by WWF and Republic Systems.
Towards a fit-for-purpose Mobile App

The App is designed particularly for people on the front lines of the supply chain and has automatic language setting preferences including a Thai language version and with future scope to add further languages.

Users are able to:
- Log in securely and capture images of required documents (fishing logs, MCPD, etc.)
- View their own documents and those from other organizations (subject to required permission levels)
- Easily view a full-screen image of each document. Allowing for verification.

Desktop Portal Prototype

The desktop portal will allow organizations to view documents from the various stages in the supply chain. They will have the ability to view the links between various documents from multiple organizations in their group, based on roles and permission levels set in the system.

Presenting our plans to the Thai Government

In July 2017, Members of the Sub-Group met with the Thai Department of Fisheries to present plans for the digital app and to gain valuable feedback.

Because of overlap between other Sub-Group work, testing of the app includes full input from other Sub-Groups in the Task Force. As this report is written, this testing is fully underway.

9.2.4 Sub-Group #2a Summary of Activity KPIs

1. Analyse paper-based traceability system developed by the Task Force.
   - Completed
2. Secure funding for analysis.
   - Completed
   - Completed
4. Explore role of third parties in developing a free system – Google / Line / SAP.
   - Completed
5. Creation of a sub-committee between subgroup 1, 2, and 8 to ensure alignment on documentation.
   - Completed
6. Develop free, open source software through crowdsourcing model.
   - On Track
7. Finalize design and functionality
   - November 2017
8. Complete pilots
   - November 2017
9. Evaluation
   - January 2018

9.2.5 Next Steps

With the prototype now ready and being tested, next steps for Sub-Group #2a are:
1. Finalise design and functionality.
2. Complete pilot testing.
3. Determine effectiveness and gather feedback for improvement.
4. Consider iOS platform development subject to success of initial offering.
9.3 SUB-GROUP #2B SURIMI SUPPLY CHAIN

9.3.1 Purpose of Sub-Group
To Facilitate the reintroduction of Thai surimi by-product as an authenticated and sustainable ingredient for fishmeal production in Thailand.

9.3.2 Background
This Sub-Group is focussed on the surimi supply chain and vessels catching fish for surimi production. Surimi is a fish paste made from fish product otherwise not suitable for human consumption.

The surimi production process creates by-product which can be used as a good marine ingredient alternative to by-catch and as fishery management improves in Thailand, the amount of by-catch will reduce, making surimi by-product more important.

Only a proportion of the Thai fishing fleet catching fish for surimi are currently able to provide authenticated trading documents through the Marine Catch Purchasing Document (MCPD) and therefore cannot be used by the Task Force manufacturers at this point in time.

Without this essential MCPD documentation, surimi manufacturers in Thailand are being forced to purchase fish product from overseas and many Thai fishing vessels catching fish for surimi production are simply selling their uncertified catches to other markets who do not require authentication.

As at September 2017, MCPD utilization remains at 80%, and less Thai fish product is being used to produce surimi than ever before.

9.3.3 Stepwise Approach
With priority being placed on other work streams so far, this Sub-Group’s progress is still in its infancy. Whilst the ground work has been conducted, success now requires the Thai Department of Fisheries to introduce much improved systems that drive 100% Marine Catch Purchase Documentation to accompany sales of fish to the factories. Without this, it will be difficult to sell fishmeal raw materials to the feed suppliers in Thailand.

The Task Force plans to use the power of its extensive membership to develop a formal List of Asks and lobby the Thai Government for the following urgent improvements;

• More audits of landing ports to ensure vessels are filling out MCPD properly
• Audits of Fish Markets
• Audits and Oversight of Broker Industry

For the Smaller Vessels category (<10 Metric Tonnes)

• More control and oversight
• Requirement to mandate MCPD

9.3.4 Sub-Group #2b Summary of Activity KPIs

<table>
<thead>
<tr>
<th>KPI</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Measured engagement - Thai surimi industry to focus on the issue.</td>
<td>On track</td>
</tr>
<tr>
<td>2 Identify buying influence over experts.</td>
<td>Completed</td>
</tr>
<tr>
<td>3 Engage IFFO – Marine Ingredients Organisation / RS Certification.</td>
<td>Completed</td>
</tr>
<tr>
<td>4 Create List of Asks for Membership.</td>
<td>Pending</td>
</tr>
</tbody>
</table>

9.3.5 Next Steps

1 Continued Monitoring and Engagement of Surimi Companies in Thailand as a mechanism to gauge DoF progress with MCPD / PIPO.

2 Continued recruitment and engagement of Japanese/Korean companies (surimi buyers).

3 Continue to drive and develop code of conduct for surimi producers.

June ’18

This Sub-Group will also seek support from the Vessel Behaviour Monitoring Sub-Group #4 to help with vessel monitoring.
9.4 SUB-GROUP #4 VESSEL BEHAVIOUR MONITORING

9.4.1 Purpose of Sub-Group
Engage and enable the Thai Government to develop vessel monitoring capacity and capability through domestic and international fisheries compliance programmes. These activities are typically described as Monitoring, Control and Surveillance (MCS).

9.4.2 Background
Vessel Behaviour Monitoring is about using technology to understand what vessels are doing at sea.

The Sub-Group has teamed up with the UK Not for Profit - Ocean Mind (Satellite Applications Catapult) and is working with the Thai Government’s Department of Fisheries to help tackle illegal fishing (IUU).

It is now working in four distinct areas and developing programmes that will help the Thai Government with oversight and successful prosecutions providing companies sourcing seafood from Thailand with reassurance regarding legality of catch.

Put simply, if this work was easy, it would have been done already. This is a good example of the Task Force at its best. Taking a step by step approach into uncharted territory and making consistent progress. Oversight at sea is improving but there is still a long way to go.

9.4.3 Stepwise Approach
This group’s starting point was to scope and deliver a small MCS trial as proof of concept with focus on Thai flagged vessels fishing in Thai waters. This trial has now run its course and having successfully demonstrated the approach, it has now expanded its scope to cover 4 distinct areas;

1. On-going Monitoring, Control, & Surveillance advice to the Thai Government’s Department of Fisheries (DoF)
2. Compliance of Thai-flagged vessels fishing in Thailand’s exclusive Economic Zone (EEZ)
3. Compliance of Thai-flagged vessels fishing in external waters
4. Compliance of foreign-flagged vessels delivering fish product to Thailand (mainly tuna through Port State Measures Agreement (PSMA))

Building a Culture of Compliance is a common theme across each of these work streams.

Why is building a Culture of Compliance so important for the Task Force?

Key to Task Force strategy is tackling IUU fishing. It believes that by working to eliminate IUU, it will help reduce the prevalence of both social and environmental issues.

Tackling IUU requires vessel compliance at sea and vessel compliance requires deterrence.

In turn, successful deterrence comes from a Government’s rule of law and the private sector working together. This is exactly what the Sub-Group is delivering.

Work stream 1: Monitoring, Control, & Surveillance advice
Following the success of our initial MCS trial with the Thai Government’s Department of fisheries, a full-time advisor from

SOCIAL
Increasing probability of detection – forced labour and human trafficking

ENVIRONMENTAL
Protecting the oceans (biomass withdrawal)

Tackling IUU
Building a Culture of Compliance through deterrence and rule of law

PROGRESS REPORT following membership review and planning meeting in Bangkok
Case management – measuring throughput & quality
Advisor activities since Jan 2017 have included:
• Liaising with Thai Police and Navy to understand intelligence and
  operations and removes the financial incentives for engaging in
  illegal fish, increases the costs associated with IUU fishing
  operations and the financial incentives for engaging in
  their.
  The PSMA also requires action against vessels that engage in
  supportive activities such as refuelling or transhipping fish from IUU
  fishing vessels at sea.

Work stream 4: Compliance of foreign flagged vessels
This final work stream is centred around the Port State Measures Agreement (PSMA) that came into force in June 2016 and marks a
major milestone in the efforts to combat IUU fishing. The Agreement seeks to prevent IUU fishing through the adoption and implementation of effective port state measures as a means of
ensuring the long-term conservation and sustainable use of living marine resources.
In its capacity as a port state, Thailand is now required to verify
catch from vessels flying other flags that are seeking entry to, or are
in Thailand.
How does this contribute to Task Force objectives?
Denying port entry and access to port services to vessels with
illegal fish, increases the costs associated with IUU fishing
operations and the financial incentives for engaging in
them.
The PSMA also requires action against vessels that engage in
supportive activities such as refuelling or transhipping fish from IUU
fishing vessels at sea.

Work stream 4 - outputs in 2017 so far
With approximately 500 large tuna carrier vessels and
approximately 4,000 small Myanmar / Cambodia carriers entering
Thai waters annually, the Sub-Group is assisting the Department of
Fisheries with verification that these vessels comply with high seas
and coastal state rules.

To this end, the DoF is now allowing larger vessels to buy the
license of a small vessel in order to be granted more allowed fishing
days. The smaller vessels that sell their licenses will be destroyed,
boosting marine resources and helping, over time, to strike a more
sustainable balance with the volumes being fished.

Work stream 3: Compliance of Thai-flagged vessels fishing in
external waters
Because of concerns regarding oversight of transhipments at sea
with catcher vessels and carrier vessels, the entire Thai
flagged overseas fleet was recalled by the Thai Government at the
beginning of 2017.

A new Overseas Vessels and Carriers Division was established
within the DoF and new Electronic Reporting Systems are being
installed on all vessels. Now down to approximately 20, these
vessels are authorized to operate in Maldives and Malaysian ports.
The Sub-Group is supporting the monitoring of these vessels and
no transhipment at sea is allowed.
The key issue for this work stream is reflagging - where vessels
reflag away from Thailand presenting a risk of IUU fish entering
the supply chain through flags of convenience and processing in
Thailand via containers.

Work stream 4: Compliance of foreign flagged vessels
This final work stream is centred around the Port State Measures Agreement (PSMA) that came into force in June 2016 and marks a
major milestone in the efforts to combat IUU fishing. The Agreement seeks to prevent IUU fishing through the adoption and implementation of effective port state measures as a means of
ensuring the long-term conservation and sustainable use of living marine resources.
In its capacity as a port state, Thailand is now required to verify
catch from vessels flying other flags that are seeking entry to, or are
in Thailand.
How does this contribute to Task Force objectives?
Denying port entry and access to port services to vessels with
illegal fish, increases the costs associated with IUU fishing
operations and the financial incentives for engaging in
them.
The PSMA also requires action against vessels that engage in
supportive activities such as refuelling or transhipping fish from IUU
fishing vessels at sea.

Work stream 4 - outputs in 2017 so far
With approximately 500 large tuna carrier vessels and
approximately 4,000 small Myanmar / Cambodia carriers entering
Thai waters annually, the Sub-Group is assisting the Department of
Fisheries with verification that these vessels comply with high seas
and coastal state rules.

To this end, the DoF is now allowing larger vessels to buy the
license of a small vessel in order to be granted more allowed fishing
days. The smaller vessels that sell their licenses will be destroyed,
boosting marine resources and helping, over time, to strike a more
sustainable balance with the volumes being fished.

Work stream 3: Compliance of Thai-flagged vessels fishing in
external waters
Because of concerns regarding oversight of transhipments at sea
with catcher vessels and carrier vessels, the entire Thai
flagged overseas fleet was recalled by the Thai Government at the
beginning of 2017.

A new Overseas Vessels and Carriers Division was established
within the DoF and new Electronic Reporting Systems are being
installed on all vessels. Now down to approximately 20, these
vessels are authorized to operate in Maldives and Malaysian ports.
The Sub-Group is supporting the monitoring of these vessels and
no transhipment at sea is allowed.
The key issue for this work stream is reflagging - where vessels
reflag away from Thailand presenting a risk of IUU fish entering
the supply chain through flags of convenience and processing in
Thailand via containers.

Work stream 4: Compliance of foreign flagged vessels
This final work stream is centred around the Port State Measures Agreement (PSMA) that came into force in June 2016 and marks a
major milestone in the efforts to combat IUU fishing. The Agreement seeks to prevent IUU fishing through the adoption and implementation of effective port state measures as a means of
ensuring the long-term conservation and sustainable use of living marine resources.
In its capacity as a port state, Thailand is now required to verify
catch from vessels flying other flags that are seeking entry to, or are
in Thailand.
How does this contribute to Task Force objectives?
Denying port entry and access to port services to vessels with
illegal fish, increases the costs associated with IUU fishing
operations and the financial incentives for engaging in
them.
The PSMA also requires action against vessels that engage in
supportive activities such as refuelling or transhipping fish from IUU
fishing vessels at sea.

Work stream 4 - outputs in 2017 so far
With approximately 500 large tuna carrier vessels and
approximately 4,000 small Myanmar / Cambodia carriers entering
Thai waters annually, the Sub-Group is assisting the Department of
Fisheries with verification that these vessels comply with high seas
and coastal state rules.

Changes that have been made by the Thai Government in 2017
related to this work stream include:
• Growth in Port State Measures PSM team in DoF
• Modification of Request to Enter Port (AREP)
• Implementation of e-AREP
• Centralized analysis in Bangkok
• Vessels being delayed for additional investigation

Current and planned support from the Task Force and Ocean Mind

1 AREP Analysis including fisheries analyst to enhance expertize
2 Exclusive Economic Zone (EEZ) Monitoring
3 Inspection support
4 Outreach to coastal states for verification
5 Portstates.org feedback

The focus for work in November will be assisting with the EU visit
and traceability from AREP and PSMA through to export.

9.4.4 Summary of Future Activity KPIs
1 Demo small low cost tracking: 100 small units (e.g. Pelagic Data System), 50 in 10-29t small commercial fishing vessels /50 in Artisanal.
On Track ‘18
2 Continue with on-site support for the Department of Fisheries. At Risk
Webinar for companies sourcing from Thai-flag for interest.
On Track – Nov / Dec ‘17
4 Webinar for companies sourcing from foreign-flag (port states) for interest.
On Track – Nov / Dec ‘17
5 Identify interest from Task Force for Thai flag vessels work stream.
On Track
6 Identify interest from Task Force for International vessels / Port State Measures work stream.
On Track
7 Monitoring support of Thai-flagged vessels identified by STF and DoF. Review compliance of 1,000 Thai-flagged vessels (Thai
waters and external). Results to DoF and STF members (if connected to vessel)
On Track
8 Monitoring support of foreign flagged vessels under Port State Measures. Helping DoF review all Advance Requests to Enter
Port and reach out to Flag and Coastal states as needed; On Track ‘17/8
9 Continue development of Machine learning to feed alerts to DoF.
On Track ‘17/8
9.5 SUB-GROUP #5 FISHERY IMPROVEMENT PROJECTS

9.5.1 Purpose of Sub-Group
To enhance the visibility and progress of two Fishery Improvement Projects (FIPs) underway in Thailand that are being led by the Thai Sustainable Fishmeal Roundtable (TSFR) and to provide the TSFR with support, fisheries experience and expertise.

9.5.2 Background
Fishery Improvement Projects bring together multiple fishery stakeholders—fishers, managers, researchers, funders and NGOs to improve a fishery’s overall practices and management in the longer term.

The key criteria for a successful FIP is that the work is robust, transparent and able to demonstrate measurable improvement. Robust FIPs therefore typically involve the following key stages;

1. A suitable pre-assessment of the current situation.
2. An action plan linked to Key Performance Indicators (KPIs).
3. A progress tracker that is consistent and transparent with suitable reporting throughout the project.
4. Certification and validation from a recognized body.

Task Force Members were instrumental in the formation of the TSFR back in November 2013 when a Memorandum of Understanding was signed between eight private sector fishery bodies including the National Fisheries Association of Thailand, the Thai Overseas Fisheries Association, the Thai Fishmeal Producers Association, the Thai Feedmill Association, the Thai Frozen Food Association, The Thai Shrimp Association the Thai Tuna Industry Association and the Thai Food Producers’ Association.

There are 2 FIPs underway. One in the Gulf of Thailand and the other in the Andaman Sea. Each FIP has a formal Project Advisor, Project Manager, Project Coordinator and Assessment Auditor.

9.5.3 Gulf of Thailand FIP - Assessment
For the Gulf of Thailand, the Assessment Method deemed most suitable is that of IFFO RS V2. IFFO is the international non-profit Organisation that represents and promotes the fishmeal, fish oil and wider marine ingredients industry worldwide. Importantly, under this certification scheme, those fisheries that do not yet meet required standards have the opportunity to make a commitment under the IFFO RS Improvers Programme to make a series of stepwise improvements over a specified time frame.

9.5.4 Andaman Sea - Assessment
For the Andaman Sea, the Assessment Method follows Marine Stewardship Council methodology (MSC) - The MSC being an international non-profit Organisation addressing the problem of unsustainable fishing, and safeguarding seafood supplies for the future.

The long term objective
The long term objective for both FIPs is to:
- Significantly contribute to elimination of IUU fishing and improve fishery management.
- Improve fishery performance to the level where both fisheries can be fully certified by a recognized certification body.

The role this Sub-Group is playing in these two projects
Unlike other Sub-Groups in the Task Force, our role with these Fishery Improvement Projects is limited to indirect leadership. This means that we can only apply Membership leverage and provide fisheries experience and expertise.

With World Wildlife Fund (WWF) and the Sustainable Fisheries Partnership (SFP) both active Members of the Task Force, the Task Force role with this Sub-Group is to provide indirect leadership and guidance to the TSFR.
9.5.3 Summary of Activity KPIs

1. Help bring together eight seafood industry associations in Thailand to form the Thai Sustainable Fishmeal Roundtable (TSFR).
   Completed

2. Work with the TSFR and NGOs World Wildlife Fund (WWF) and the Sustainable Fish Partnership (SFP) to drive the initial pre-assessments required for the Andaman Sea and the Gulf of Thailand.
   Completed

3. Form FIP Sub-Group to formulate and drive leadership action plan exploiting the fishery management expertise in the membership.
   Completed

4. Through TSFR - Conduct preliminary assessment for the Andaman Sea working with consulting firm – MRAG.
   Completed

5. Represent Task Force in BKK for announcement Gulf of Thailand FIP by Dept. of Fisheries and TSFR.
   Completed

   Completed

7. Provide regular progress updates on TSFR and other FIPs to Task Force membership.
   In progress

8. STF to regularly engage with TSFR to support development, implementation and public reporting of FIPs.
   In progress

9. Send letter from Task Force to TSFR with strong request for public reporting.
   In progress

10. Support TSFR by helping commence public reporting on FIP activities sufficient to meet the “Basic FIP” criteria; maintain a “C – Some Recent Progress” FIP rating thereafter.
    Not Started
9.6 SUB-GROUP #6 INDEPENDENT VALIDATION

9.6.1 Purpose
The purpose of this Sub-Group is to:

- Ensure the quality of audit findings on which key Task Force impact targets and strategies are based maximize Task Force credibility through engagement with Civil Society stakeholders.
- Mainstream the value of the worker’s voice as a critical driver of change in the seafood sector.
- Validate measurable impacts on the lives of workers in Task Force member supply chains.

9.6.2 Background
As the Task Force grows, this Sub-Group has been established to support long-term sustainability of Task Force impacts. It is building models to engage critical stakeholders to ensure lessons learned and best ways of working remain relevant and robust.

In the short term, it aims to validate the Task Force’s Sustainable Verification Management Model.

In the longer term it will focus on the validation of improvements in working conditions in the operations and supply chains of Task Force member companies.

The Sub-Group is assessing the credibility of the Seafood Task Force and its work outputs with the Task Force’s External Stakeholder Advisory group and through a formal liaison mechanism with leading independent NGOs and Civil Society groups.

9.6.3 Stepwise Approach

Independent Validation of the Task Force Audit Model processes
Validation of the Task Force’s Verification Management Model will include desk review of auditable standards, tools and other components as well as field-based shadow audits.

Completion of this process validation is targeted for early 2018.

Validation of Audit data
Pending the approval of the Audit Model, the Sub-Group will undertake validation of Task Force audit data through a combination of anonymized desk review of audit reports and field-based gap audits during the winter of 2018.

Embedding Communication between Independent Stakeholders and the Task Force Board
Dialogue has been formalized with a view to driving increased transparency and communication between the Task Force and key external stakeholders.

As this report is being written, the Sub-Group has submitted a first round of recommendations to the Board that incorporate external feedback for organizational strengthening. Measures proposed seek to enhance transparency, member accountability, issue prioritization, and government engagement. The current focus is on social/labour outcomes with recommendations around environmental goals to follow.

Championing Worker Voice
At the September meeting, worker voice models were presented by both members and independent NGOs in Thailand, including internal grievance mechanisms, hot line, worker welfare committee and support centre approaches. The Sub-Group intends to further expand membership understanding of the benefits and pathways to worker engagement through additional case studies, workshops and guidance. The role for the Task Force is to prioritize worker voice as both a key instrument and marker of change and lead members to develop, implement and measure impactful approaches.

Measurement of Workplace Improvements
A framework for measurement of Task Force member progress in setting and meeting improvement targets through capacity building and corrective action is now being created and will be reviewed in March 2018.
### 9.6.4 Summary of Activity KPIs

<table>
<thead>
<tr>
<th>Phase</th>
<th>Description</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>Phase 1 Validation of Audit Process Audit / Models</strong></td>
<td></td>
</tr>
<tr>
<td>1.1</td>
<td>Member sign up to pilot.</td>
<td>Q4 ’17</td>
</tr>
<tr>
<td>1.2</td>
<td>Desk review and shadow audits completed.</td>
<td>End of Jan ’18</td>
</tr>
<tr>
<td>1.3</td>
<td>Audit process strengthening reviewed.</td>
<td>By Mar ’18</td>
</tr>
<tr>
<td>2</td>
<td><strong>Phase 2 Validation of Audit Data</strong></td>
<td></td>
</tr>
<tr>
<td>2.1</td>
<td>Protocol for independent check defined (e.g. desk review and gap assessment audits).</td>
<td>Q4 ’18</td>
</tr>
<tr>
<td>2.2</td>
<td>Validation undertaken and results reported.</td>
<td>Q2 ’18</td>
</tr>
<tr>
<td>3</td>
<td><strong>Independent Stakeholder Group</strong></td>
<td></td>
</tr>
<tr>
<td>3.1</td>
<td>External stakeholder feedback and recommendations submitted to Board.</td>
<td>Oct ’17</td>
</tr>
<tr>
<td>3.2</td>
<td>Bi-annual external stakeholder feedback survey results shared.</td>
<td>December 17, June ’18</td>
</tr>
<tr>
<td>3.3</td>
<td>Communication channel to Board used monthly.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>4</td>
<td><strong>Worker Voice</strong></td>
<td></td>
</tr>
<tr>
<td>4.1</td>
<td>Follow up case studies, resources developed.</td>
<td>Q4 ’17</td>
</tr>
<tr>
<td>4.2</td>
<td>Worker Voice workshop proposed for next member meeting.</td>
<td>Nov ’17</td>
</tr>
<tr>
<td>5</td>
<td><strong>Measurement of Workplace Improvements</strong></td>
<td></td>
</tr>
<tr>
<td>5.1</td>
<td>A framework for measuring improvements of Task Force member progress in meeting improvement</td>
<td></td>
</tr>
<tr>
<td>5.2</td>
<td>Targets are now being created and will be reviewed in March ’18.</td>
<td></td>
</tr>
</tbody>
</table>
9.7 SUB-GROUP #7 TUNA OVERSIGHT

9.7.1 Purpose
To seek assurance that the tuna landed in Thailand is legal and fully regulated and to increase detection of Seafood Task Force Code of Conduct violations through the development of Task Force Auditable Standards.

9.7.2 Background
This Sub-Group is focussed on the tuna supply chain of Task Force Member companies.
Scope of work covers the tuna product derived from vessel to cannery and the tuna off-cuts (Tuna by-product) that are then used as a marine ingredient for production of fishmeal for feed.

Tuna offcuts (Tuna by-product)
Tuna product derived from vessel to cannery

Although some tuna vessels are fishing in Thai waters, the majority are fishing internationally in the Western and Central Pacific and landing their catch in Thailand - so the Western Pacific is a key priority.

The objective is to build confidence in these tuna supply chains through mitigating risk of IUU tuna product and sub-standard labour practices.

9.7.3 Stepwise Approach
This Sub-Group’s work plan is divided into two components;
1. Traceability of Product
2. Labour Standards through Social Compliance

Traceability of Product
We are seeking assurance that the tuna landed in Thailand is legal and fully regulated.
Initial desk research and gap analysis has been conducted by the membership to understand current flow of tuna and existing government documents.
Some of these documents are self-declarations (e.g. Captain’s Statement) so the Task Force needs to agree on further steps required for surety that these declarations are accurate and verifiable. This is where Sub-Group #4’s work with Vessel Behaviour Monitoring will be considered as a possible model for verification and the independent verification by the Government through application of Port State Measures.

Labour Standards through Social Compliance
We are seeking to increase detection of Seafood Task Force Code of Conduct violations through the development of the Task Force Auditable Standards. However, the Auditable Standards we are writing need to be practical and fit-for-purpose for the Tuna industry and the larger scale vessels.

The Sub-Group is therefore reviewing the existing Task Force Auditable Standards based on the Task Force Code of Conduct to ensure that they are practical and fit-for-purpose for tuna vessels. (A number of questions have been raised such as differences in payment that need to be further explored.)

To properly test the Auditable Standard for practicality, the Sub-Group is conducting trial vessel assessments on long liners and purse seine vessels in the Solomon Islands followed by a further round of trials on purse seiners in June ‘17.

Once the Auditable Standard has been tested for practicality with tuna vessels it will be submitted to the Verification Sub-Group and the Task Force membership for review. Once reviewed, agreed amendments / additions will be made to the current draft and a single version of the updated Task Force Auditable Standard for vessels will be published clearly stating the different requirements based on vessel type.

Beyond providing oversight, the work of this Sub-Group will help continuously improve labour practices on tuna vessels in the membership supply chains through the creation of robust audits and respective remediation.
### 9.7.4 Specific Deliverables and Activity KPIs

**Traceability of Product**

<table>
<thead>
<tr>
<th>#</th>
<th>Deliverable</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Identify documents to be verified to ensure no IUU fish.</td>
<td>Completed</td>
</tr>
<tr>
<td>2</td>
<td>Request FFA and WCFFC webinar to Tuna Subgroup on best practices in place for monitoring and verification.</td>
<td>Completed</td>
</tr>
<tr>
<td>3</td>
<td>ISSF / MRAG Traceability Verification Report – verification subgroup to review and sign off on equivalency.</td>
<td>Pending</td>
</tr>
<tr>
<td>4</td>
<td>MSC Code of Conduct Equivalency Report – verification subgroup to review and sign off on equivalency.</td>
<td>Pending</td>
</tr>
<tr>
<td>5</td>
<td>Guidelines for non-ISSF and non-MSC STF Members Report – verification subgroup to develop equivalent process to 3 and 4.</td>
<td>Pending</td>
</tr>
</tbody>
</table>

**Labour Standards through Social Compliance**

<table>
<thead>
<tr>
<th>#</th>
<th>Deliverable</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Tuna supply chain owners to conduct long liner assessments in Pacific Ocean to test auditable standard for practicality.</td>
<td>Completed</td>
</tr>
<tr>
<td>2</td>
<td>Complete first draft of Task Force Auditable Standard for tuna vessels.</td>
<td>Completed</td>
</tr>
<tr>
<td>3</td>
<td>Full Tuna Subgroup Membership to comment on first draft of Auditable Standard and provide feedback.</td>
<td>Completed</td>
</tr>
<tr>
<td>4</td>
<td>Sub-Group to finalize draft of Auditable Standard for tuna vessels with the exception of Recruitment Sections to be inserted by subgroup 9.</td>
<td>Pending</td>
</tr>
</tbody>
</table>

### 9.7.5 Next Steps

**Traceability of Product**

<table>
<thead>
<tr>
<th>#</th>
<th>Deliverable</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ISSF / MRAG Traceability Verification Report – verification subgroup to review and sign off on equivalency.</td>
<td>Pending. By Dec ’17</td>
</tr>
<tr>
<td>2</td>
<td>MSC Code of Conduct Equivalency Report – verification subgroup to review and sign off on equivalency.</td>
<td>Pending. By Nov ’17</td>
</tr>
</tbody>
</table>

**Labour Standards through Social Compliance**

<table>
<thead>
<tr>
<th>#</th>
<th>Deliverable</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Finalize Auditable Standards – except for recruitment sections being covered by Sub-Group 9.</td>
<td>Pending. By Nov ’17</td>
</tr>
</tbody>
</table>
9.8 SUB-GROUP #8 FARM TO PLANT

9.8.1 Purpose of Sub-Group
To complete the farm to plant traceability component of the Thai seafood supply chain (we are describing as the missing link) and to drive continuous improvement in farm working conditions for all Task Force Member companies.

9.8.2 Background
This Sub-Group is focussed on the farm to processing plant component of the shrimp supply chain.

The Sub-Group objective is to mitigate risk of product derived from IUU sources further down the supply chain and to mitigate against sub-standard farm labour practices.

This work is complex because there are well over 10,000 independent shrimp farms in Thailand and an extensive network of brokers not fully aware (or concerned) of the issues. There is therefore a high degree of education required to communicate why change is required and the consequences of changes not being implemented for business with Task Force member companies.

The Sub-Group has now completed the ground work to identify problems and consistent with other Sub-Group work, its work plan is divided into two clear components;

1. Traceability of Raw Material and Product
2. Labour Standards through Social Compliance

9.8.3 Stepwise Approach
Traceability of Raw Material and Product
• The Sub-Group is seeking full traceability through a process using feed lot numbers.
• The Task Force has met and engaged with all leading farming associations and brokers in Thailand to introduce the Task Force, set clear expectations and explain the feed lot number process being developed through traceability templates.
• Traceability templates have been developed working with the associations and the Federation of Thai Shrimp Farmers is championing this work to help its explanation and cascading of information / requirements.
• The aim is for feed forms to be completed by farms and returned on a regular basis.
• To make this process successful, the Sub-Group has identified 3 key components
  • Feed Sales Team implementation
  • Farmer Training
  • Broker Engagement
Labour Standards through Social Compliance

- The Task Force is seeking continuous improvement in farm working conditions for all STF supply chain Member companies.
- It is doing this through a stepwise process of STF Code of Conduct awareness alongside future plans to build technical capacity of farm operators, farmer and brokers.
- The first step is to create initial awareness of the Task Force Code of Conduct.
- The second step is to measure the impact this has had and to consider next level capacity building requirements.
- The Sub-Group is currently engaging the Thai Government’s Labour Department and its Department of Fisheries. Here it plans to follow the already successful Thai Good Labour Practice (GLP) programme Memorandum of Understanding (MoU) introduced for the broiler industry and apply it to the shrimp farms. Whilst there are significantly more shrimp farms than broiler farms to contend with, the plan is to work with the Government to achieve a process for MoU’s stipulating shrimp farm commitments and adherence to the GLP over a specified period of time.
- The MoU’s will be between private sector and the Thai Ministry of labour via GLP and between the Private sector and Department of Fisheries through GAP Good Aquaculture practice.

9.8.4 Deliverables and Activity KPIs

Traceability of Raw Material and Product

1. Feed Information Form (FIF) created and fit-for-purpose.
   - Completed

2. FIF forms filled correctly and returned on a regular basis through farmer training and broker engagement.
   - In progress

Labour Standards through Social Compliance

   - Completed

2. Editorial to appear in feed log books to explain labour condition requirements.
   - Completed

3. Feed log books with 'TF' messages published.
   - Completed

4. Measure awareness of TF Code of Conduct and knowledge uptake amongst farms in Members’ supply chains.
   - Pending

5. Define and develop a needs-based strategy for staged rollout of capacity building program.
   - Pending

KPI TIMELINE

Traceability of Ingredient and Product through Feed-Lot Numbers

2017 SEPT OCT DEC 2018 JAN FEB MAR APR SUMMER SEPT

New plant members to hold broker meeting to require FIF

Contact non-member feed companies

New member UL audits for baseline

50% correct and complete FIFs

Feed members to have sales team complete training to farmers

100% correct and complete FIFs

2018

Discuss with Shrimp Fed training approach

Begin Training Program

Create social media

Full On Training Program

Collect Shrimp Fed insight for most effective method to verify COC compliance

Labour Standards through Social Compliance Code of Conduct Implementation (farm-level only)

6. C o C awareness training and knowledge uptake among farms and brokers.
   - Pending

7. Impact measurement process developed.
   - Pending

8. Next-level capacity building programs (knowledge and skill for implementation) developed, targeted, implemented, measured for effectiveness.
   - Pending

9.8.5 Detailed Next Steps

Traceability of Raw Material and Product

1. Undertake Feed Lot Traceability Baseline Assessment for all new Members through UL.
   - Feed companies - Asian, Grobest, INTEQC, Cargill | Plants – Asian, Seafresh, AMS, May Ao, PTN, Xian Ning.
   - By April '18

2. Each Feed Company Member in the Membership to cascade the requirements through farmer training. Process to be split into geographical farm regions - East / Central / South and Lower South.
   - By June '18

3. All Plant members to hold meetings with their brokers by end of October 2017 with expected 50% correct completion as performance indicator.
   - By March '18

4. Initiate conversation with remaining feed companies in Thailand - Thai Lux, Poca, Gold Coin and Krung Thai to encourage them to join Task Force.
   - By November '17

Labour Standards through Social Compliance

1. Develop methods to motivate farmers and feed companies to support the Task Force Code of Conduct.
   - By April '18

2. Two options to verify compliance to be developed into potential models

   a: "Existing standard Model"

   Look to feasibility of incorporating STF Code of Conduct criteria into an existing standard. Sub-Group to work with Independent Verification of Progress Sub-Group #1.

   b: "Chicken Model"

   Two options to verify compliance to be developed into potential models

   - Implement full Farmer Training Program.
   - By April '18

Steps

1. Agree strategy with Shrimp Federation.
   - By Nov ’17

2. Compile training materials and training curriculum for Code of Conduct Training Team – Feed Sales, Processors, staff and brokers.
   - By Dec ’17

3. Print and translate materials.
   - By Jan ’18

4. Develop training content inc: Social Media plan to target farmer audience.
   - By Apr ’18

5. Code of Conduct Awareness Drive. Code of Conduct Training Teams to disseminate training content
   - April ’18

   - From Jan ’18

   - Sep ’18

8. New Members – KPI catch up. 50% Feed Forms received.
   - By Feb ’18.

9. 100% feed forms received.
   - By Sep ’18

Chicken Model: MOU signatories

Poultry Farms

Shrimp Farms

4000 Farms, mostly Contracted farming

15,000, mostly non-contracted farms

Dept. of Labor

Dept. of Labour

Dept. of Livestock - can revoke license

Dept. of Fisheries - cannot revoke license

Shrimp Farmers Federation

Processors

Processors
9.9 SUB-GROUP #9 RESPONSIBLE RECRUITMENT OVERSIGHT

9.9.1 Purpose of Sub-Group
Leverage the power of the membership to build demand for ethical recruitment practices throughout all member supply chains.

9.9.2 Background
This Sub-Group was established in February 2017. Inspired by the Fair Hiring Initiative and its founder Marie Apostol Harvey, it shares the vision of a world where ethical recruitment is the norm rather than the exception. It is attempting to address the issues of debt bondage and forced labour throughout the supply chain in Thailand.

Recruitment plays a key role in the Thai seafood supply chain because the prospect of work in Thailand is so appealing to migrant workers from less economically developed and neighboring countries such as Myanmar and Cambodia. Also important is the consideration of labour in the tuna supply chain and receiving countries such as Taiwan.

With a complex web of recruitment companies not following ethical recruitment practices, migrant workers’ risk to debt bondage and forced labour starts even before reaching the destination workplace. Whilst the Task Force cannot enforce ethical practices, it can maximize the leverage of the Membership companies involved by building an accredited recruitment agency list and by formulating guidance for Member companies that drives demand for sustainable ethical recruitment. And over time, it will contribute to professionalizing the recruitment industry in Thailand, and in the broader region, by setting international standards for good practice.

Final deliverables will be an employer’s pay policy and an accredited recruitment agency list for use by the Seafood Task Force membership.

9.9.3 Stepwise Approach
Currently there are a number of employer pays initiatives with models for companies to adopt so the Sub-Group is seeking to understand how these initiatives work and to encourage members to pilot a suitable initiative.

The Sub-Group’s starting point has been to collaborate with Task Force members to map their labour supply chains. The objective here is to establish a better understanding of how many foreign / migrant workers are recruited through labour agencies and to understand the conditions under which they are recruited (contract terms, fees paid by workers, storage of workers’ documentation, etc.).

To achieve this, our NGO member, Verité, has created an interview tool for Task Force members to use throughout their supply chain, i.e. from processing plants to farms to fishing vessels. It includes questions to identify the sub-agents located in the sending countries of the foreign workers in order to map the entire labor supply chain. This information will help to create a risk profile that each Task Force member can use to prioritize and target their subsequent efforts to address debt bondage and forced labour.

9.9 SUB-GROUP #9 RESPONSIBLE RECRUITMENT OVERSIGHT

9.9.1 Purpose of Sub-Group
Leverage the power of the membership to build demand for ethical recruitment practices throughout all member supply chains.

9.9.2 Background
This Sub-Group was established in February 2017. Inspired by the Fair Hiring Initiative and its founder Marie Apostol Harvey, it shares the vision of a world where ethical recruitment is the norm rather than the exception. It is attempting to address the issues of debt bondage and forced labour throughout the supply chain in Thailand.

Recruitment plays a key role in the Thai seafood supply chain because the prospect of work in Thailand is so appealing to migrant workers from less economically developed and neighboring countries such as Myanmar and Cambodia. Also important is the consideration of labour in the tuna supply chain and receiving countries such as Taiwan.

With a complex web of recruitment companies not following ethical recruitment practices, migrant workers’ risk to debt bondage and forced labour starts even before reaching the destination workplace. Whilst the Task Force cannot enforce ethical practices, it can maximize the leverage of the Membership companies involved by building an accredited recruitment agency list and by formulating guidance for Member companies that drives demand for sustainable ethical recruitment. And over time, it will contribute to professionalizing the recruitment industry in Thailand, and in the broader region, by setting international standards for good practice.

Final deliverables will be an employer’s pay policy and an accredited recruitment agency list for use by the Seafood Task Force membership.

9.9.3 Stepwise Approach
Currently there are a number of employer pays initiatives with models for companies to adopt so the Sub-Group is seeking to understand how these initiatives work and to encourage members to pilot a suitable initiative.

The Sub-Group’s starting point has been to collaborate with Task Force members to map their labour supply chains. The objective here is to establish a better understanding of how many foreign / migrant workers are recruited through labour agencies and to understand the conditions under which they are recruited (contract terms, fees paid by workers, storage of workers’ documentation, etc.).

To achieve this, our NGO member, Verité, has created an interview tool for Task Force members to use throughout their supply chain, i.e. from processing plants to farms to fishing vessels. It includes questions to identify the sub-agents located in the sending countries of the foreign workers in order to map the entire labor supply chain. This information will help to create a risk profile that each Task Force member can use to prioritize and target their subsequent efforts to address debt bondage and forced labour.

9.9 SUB-GROUP #9 RESPONSIBLE RECRUITMENT OVERSIGHT

9.9.1 Purpose of Sub-Group
Leverage the power of the membership to build demand for ethical recruitment practices throughout all member supply chains.

9.9.2 Background
This Sub-Group was established in February 2017. Inspired by the Fair Hiring Initiative and its founder Marie Apostol Harvey, it shares the vision of a world where ethical recruitment is the norm rather than the exception. It is attempting to address the issues of debt bondage and forced labour throughout the supply chain in Thailand.

Recruitment plays a key role in the Thai seafood supply chain because the prospect of work in Thailand is so appealing to migrant workers from less economically developed and neighboring countries such as Myanmar and Cambodia. Also important is the consideration of labour in the tuna supply chain and receiving countries such as Taiwan.

With a complex web of recruitment companies not following ethical recruitment practices, migrant workers’ risk to debt bondage and forced labour starts even before reaching the destination workplace. Whilst the Task Force cannot enforce ethical practices, it can maximize the leverage of the Membership companies involved by building an accredited recruitment agency list and by formulating guidance for Member companies that drives demand for sustainable ethical recruitment. And over time, it will contribute to professionalizing the recruitment industry in Thailand, and in the broader region, by setting international standards for good practice.

Final deliverables will be an employer’s pay policy and an accredited recruitment agency list for use by the Seafood Task Force membership.

9.9.3 Stepwise Approach
Currently there are a number of employer pays initiatives with models for companies to adopt so the Sub-Group is seeking to understand how these initiatives work and to encourage members to pilot a suitable initiative.

The Sub-Group’s starting point has been to collaborate with Task Force members to map their labour supply chains. The objective here is to establish a better understanding of how many foreign / migrant workers are recruited through labour agencies and to understand the conditions under which they are recruited (contract terms, fees paid by workers, storage of workers’ documentation, etc.).

To achieve this, our NGO member, Verité, has created an interview tool for Task Force members to use throughout their supply chain, i.e. from processing plants to farms to fishing vessels. It includes questions to identify the sub-agents located in the sending countries of the foreign workers in order to map the entire labor supply chain. This information will help to create a risk profile that each Task Force member can use to prioritize and target their subsequent efforts to address debt bondage and forced labour.

9.9.3 Stepwise Approach
Currently there are a number of employer pays initiatives with models for companies to adopt so the Sub-Group is seeking to understand how these initiatives work and to encourage members to pilot a suitable initiative.

The Sub-Group’s starting point has been to collaborate with Task Force members to map their labour supply chains. The objective here is to establish a better understanding of how many foreign / migrant workers are recruited through labour agencies and to understand the conditions under which they are recruited (contract terms, fees paid by workers, storage of workers’ documentation, etc.).

To achieve this, our NGO member, Verité, has created an interview tool for Task Force members to use throughout their supply chain, i.e. from processing plants to farms to fishing vessels. It includes questions to identify the sub-agents located in the sending countries of the foreign workers in order to map the entire labor supply chain. This information will help to create a risk profile that each Task Force member can use to prioritize and target their subsequent efforts to address debt bondage and forced labour.
### 9.9.4 Specific Deliverables and Activity KPIs

1. **Map labour recruitment supply chain by vessels, plants and farms** for all member companies in the Task Force. 100% of labour supply chains – plants, farms and vessels.
   - By Aug ‘18
     - Sub-Group to review information requested on labour recruitment practices interview tool.
     - Sep ‘17
     - Create risk profile of current labour recruitment practices.
     - Sep ‘18

2. **Adopt employer pays principle (Verité)**
   - By Aug ‘18
     - Align terminology with other groups like the EICC, RLI, CGF.
     - By Oct ‘17
     - Alignment with Tuna Sub-Group #7
     - By Oct ‘17
     - Define scope of fees to be paid by employers.
     - By Nov ‘17
     - Sub-Group review and endorsement of proposal.
     - By Nov ‘17
     - Formulate implementation guidance covering roll out, time line, accountability for review and Task Force membership approval.
     - Jan - Aug ‘18

3. **Capacity building / awareness raising**
   - By Nov ‘17
     - Survey the landscape of various capacity building programs conducted by other groups.
     - By Nov ‘17
     - Baseline survey of capacity building activities of members through Sub-Group #6 alignment.
     - By Nov ‘17
     - Capacity building/awareness raising on employer pays principle.
     - Policy approval +6 months

### 4 Build accredited recruitment agency list used by Task Force membership

- Evaluate possible partnership with other programs, including RLI/ EICC, CGF.
  - By Dec ‘17
- Identify available accreditation programs.
  - By Dec ‘17
- Develop accreditation criteria / mechanism.
  - By Aug ‘18
- Task Force Board review and endorsement of the proposed accreditation criteria/mechanism.
  - By Dec ‘18

### 8.9.5 Next Steps

1. **Start the mapping exercise of the Thai labor supply chains.**
   - Oct ‘17
2. **Approve the scope of “recruitment fees”.**
   - Nov ‘17
3. **Draft the implementation guidance for no-fees policy.**
   - Dec ‘17
4. **Endorse the implementation guidance.**
   - Jan ‘18
In Section 6, we summarized how the Sub-Group work streams fit together. We explained that all our work is based on achieving two outcomes.

The first outcome is that of securing labour rights in seafood supply chains. This is the social aspect.

The second outcome is that of driving a significant reduction in Illegal fishing (IUU). This is the environmental aspect.

Although classic definitions of IUU fishing tend not to include labour rights, the Task Force believes that social issues are linked with IUU.

We are often asked by our external stakeholders for a more detailed description of how and why we believe our individual Sub-Group work will lead to the two outcomes described.

The graphics shown on the next page summarize our current thinking. Our Theory of Change.

This is by no means a science and is very much work in progress. We will undoubtedly need to make additions and adjustments as we move forward. Please note, Capacity Building is required across a large number of the work streams shown.

The graphics overleaf are simply intended to show:

1. The series of interlinked steps relating to Outcome 1 - Securing labour rights in seafood supply chains.
2. The series of interlinked steps relating to outcome 2 - Significantly reducing levels of IUU fishing.
SOCIAL

#1 SECURE LABOUR RIGHTS IN SEAFOOD SUPPLY CHAINS

ENVIRONMENTAL

#2 SIGNIFICANTLY REDUCE LEVELS OF ILLEGAL FISHING (IUU) IN THE SEAS AROUND THAILAND

STEP 1: TRACEABILITY
Ability to track each product from vessel to the end product for all seafood supply chains.

STEP 2: AUDITS
Provide a baseline for measurement and improvement.

STEP 3: DATA MANAGEMENT
Central management of data appropriately managed from all audits - land based, sea based and labour supply chain.

STEP 4: ACTION & ACCOUNTABILITY
Remediation, Corrective action, reporting and holding members to account.

Sub-Group | Name
---|---
#1 | Verification of Progress
#2a | Electronic Traceability
#2b | Surimi Supply Chain
#4 | Vessel Behaviour Monitoring
#5 | Fishery Improvement Projects
#6 | Independent Validation
#7 | Tuna Oversight
#8 | Farm to Plant
#9 | Responsible Recruitment Oversight

Sub-Group | Name
---|---
#1 | Verification of Progress
#2a | Electronic Traceability
#2b | Surimi Supply Chain
#4 | Vessel Behaviour Monitoring
#5 | Fishery Improvement Projects
#6 | Independent Validation
#7 | Tuna Oversight
#8 | Farm to Plant
#9 | Responsible Recruitment Oversight

STEP 1: VESSEL BEHAVIOR MONITORING
Deep understanding of vessel behaviour at sea.

STEP 2: PROSECUTIONS
Active prosecutions - violators of fishery law.

STEP 3: RULE OF LAW
Fit-for-purpose rules of law based on credible scientific assessment.

STEP 4: CULTURE OF COMPLIANCE
Rule of law and private sector working together.

Sub-Group | Name
---|---
#1 | Verification of Progress
#2a | Electronic Traceability
#2b | Surimi Supply Chain
#4 | Vessel Behaviour Monitoring
#5 | Fishery Improvement Projects
#6 | Independent Validation
#7 | Tuna Oversight
#8 | Farm to Plant
#9 | Responsible Recruitment Oversight

Sub-Group | Name
---|---
#1 | Verification of Progress
#2a | Electronic Traceability
#2b | Surimi Supply Chain
#4 | Vessel Behaviour Monitoring
#5 | Fishery Improvement Projects
#6 | Independent Validation
#7 | Tuna Oversight
#8 | Farm to Plant
#9 | Responsible Recruitment Oversight

© Seafood Task Force Inc. 2017 Work in Progress – November 2017

© Seafood Task Force Inc. 2017 Work in Progress – November 2017
11. THE TASK FORCE AT A GLANCE

2. OUR PURPOSE & CORE OBJECTIVES

- Leading Retailers
- Leading Manufacturers & Processors
- Certification bodies and experts in environmental and social responsibility
- Leading NGOs
- Thai Government

A membership organisation primarily funded by membership fees. Registered as a non-profit. Organized in USA as 501 (c) (6) trade Association.

Approximate combined buying power of the membership through seafood purchases from Thailand.

A GLOBAL MEMBERSHIP

1. WHO WE ARE

3. OUR CORE STRATEGY

- SOCIAL
  - Community & Society
- ENVIRONMENTAL
  - Building the Business Case & Funding

SUPPLY CHAIN OVERSIGHT
Leading seafood supply chains towards more sustainable pathways through oversight and continuous improvement – people, product, process and policy.

DATA MANAGEMENT IS KEY TO STRATEGY

4. A STEP BY STEP APPROACH

- STEP 1: TRACEABILITY
  - Ability to trace seafood product from the vessel to the final product for all seafood supply chains.

- STEP 2: AUDITS
  - Provide a baseline for measurement and improvement.

- STEP 3: DATA MANAGEMENT
  - Central management of data appropriately managed from all audits - land based, sea based and labour supply chain.

- STEP 4: ACTION & ACCOUNTABILITY
  - Remediation, Corrective action, reporting and holding members to account.

5. FORMING AND IMPLEMENTING MODELS THROUGH SUB-GROUPS

Models Completed
- Traceability model from Vessel to Feedmill 80%
- Auditable Standards 80%
- Code of Conduct and Grievance & Complaints 70%
- Auditor Training 60%
- Worker Voice Mechanisms 60%
- Recruitment 70%
- Capacity Building - farm to plant 60%
- Database and Audit Management 10%
- Fishery Improvement Projects 50%

Models in Development
- Electronic Traceability
- Verification of Progress
- Requirements for Products

#1 SECURE LABOUR RIGHTS IN SEAFOOD SUPPLY CHAINS

#2 SIGNIFICANTLY REDUCE LEVELS OF ILLEGAL FISHING (IUU) IN THE SEAS AROUND THAILAND

6. STATUS - DECEMBER 2017

- Anonymized Data Reporting
- Corrective Action
- Reporting & Measurement
- Strategy
- Task Force Models
<table>
<thead>
<tr>
<th>Term</th>
<th>Description</th>
<th>Links</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditable Standards</td>
<td>Specific requirements under each Code of Conduct Provision for the implementation of that provision which are also verified during the audit event.</td>
<td></td>
</tr>
<tr>
<td>AREP</td>
<td>Request to enter port</td>
<td></td>
</tr>
<tr>
<td>BKK</td>
<td>Bangkok</td>
<td></td>
</tr>
<tr>
<td>Biomass</td>
<td>The mass of living biological organisms in a given area or ecosystem at a given time</td>
<td></td>
</tr>
<tr>
<td>CGF</td>
<td>Consumer Goods Forum</td>
<td><a href="http://www.thecopyrightforum.org">www.thecopyrightforum.org</a></td>
</tr>
<tr>
<td>CPU</td>
<td>Catch per unit effort</td>
<td></td>
</tr>
<tr>
<td>CoC</td>
<td>Code of Conduct</td>
<td></td>
</tr>
<tr>
<td>501 c 6</td>
<td>A nonprofit organization in the federal law of the United States according to 26 U.S.C. § 501 and is one of 29 types of nonprofit organizations which are exempt from some federal income taxes</td>
<td></td>
</tr>
<tr>
<td>DoF</td>
<td>Department of Fisheries</td>
<td></td>
</tr>
<tr>
<td>DG</td>
<td>Director General</td>
<td></td>
</tr>
<tr>
<td>ESA</td>
<td>External Stakeholder Advisory Group</td>
<td></td>
</tr>
<tr>
<td>EEZ</td>
<td>Exclusive Economic Zone</td>
<td></td>
</tr>
<tr>
<td>EICC / RBA</td>
<td>Responsible Business Alliance</td>
<td><a href="http://www.responsiblebusiness.org">www.responsiblebusiness.org</a></td>
</tr>
<tr>
<td>FMCC</td>
<td>Fisheries Monitoring and Compliance Centre - the proposed structure with the Department of Fisheries to provide command and control of all fisheries compliance activities. It is intended to track all cases as well as task field units to conduct additional investigations as necessary to gather evidence for identified compliance risks. It is also meant to serve as the hub for inter-agency discussions related to fisheries sector compliance, especially with the Navy through the CCGF and the department of labour. It is different from a traditional vessel monitoring system centre in that it is not responsible for conducting analysis or evidence gathering directly so much as making sure that other units are properly coordinated and conducting those activities as needed to get to successful enforcement outcomes.</td>
<td></td>
</tr>
<tr>
<td>FFA</td>
<td>Pacific Island Forum Fisheries Agency</td>
<td><a href="http://www.ffa.int">www.ffa.int</a></td>
</tr>
<tr>
<td>FIF</td>
<td>Feed Information Form</td>
<td></td>
</tr>
<tr>
<td>GLP</td>
<td>Good Labour Practices Programme addressing child labour and forced labour in Thai fisheries industry</td>
<td><a href="http://www.itfo.asia">www.itfo.asia</a></td>
</tr>
<tr>
<td>IOTC</td>
<td>Indian Ocean Tuna Commission</td>
<td><a href="http://www.iotc.org">www.iotc.org</a></td>
</tr>
</tbody>
</table>