10 POINT ACTION PLAN 2021 – MILESTONES & METRICS

INCREASE ACCOUNTABILITY
Require commercial members to demonstrate traceability and accountability

ENHANCE TUNA SUPPLY CHAIN OVERSIGHT
Require commercial members to develop tuna audit framework

IMPROVE WORKER RECRUITMENT SUPPLY CHAIN PRACTICES
Require commercial members to engage in capacity building programmes for more responsible recruitment

LAUNCH INNOVATIVE AND SCALABLE STF OVERSIGHT PROGRAMME
Require STF Secretariat to conduct new, scalable and cost-effective assessment programme for member supply chains

COCREATE A CULTURE OF IMPROVEMENT THROUGH DIRECT VESSEL OWNER ENGAGEMENT
Require STF Secretariat to develop relationships with vessel owners through understanding, remediation and continuous improvement

PROTECT AGAINST CONVERSION OF NATURAL HABITAT TO SHRIMP FARMS
Require Thai shrimp manufacturer members to map and verify that their farms are not converting natural habitat

COCREATE A VESSEL BEHAVIOUR MONITORING PROGRAMME WITH THE ROYAL THAI GOVERNMENT
Require STF collaboration with the Government to assist in successful investigation and prosecution of vessel fishing violations

DEVELOP AND DEPLOY AN STF ENVIRONMENTAL CODE OF CONDUCT
Require STF members to pilot, revise and adopt an Environmental Code

EXPAND STF OVERSIGHT TO LEVEL THE PLAYING FIELD IN ASIA
Require STF Secretariat to codvelop expansion plan with STF retailer and brand members

STRENGTHEN GOVERNMENT LEVERAGE FOR REFORM THROUGH INTERNATIONAL ENGAGEMENT
Require STF Secretariat to operationalize mechanisms for bilateral engagement with governments

Milestone: By December 2021, achieve Royal Thai Government endorsement and agreed action plans for the 8 asks identified as key priority areas by the STF.

Milestone: By December 2021, 100% of members that process or sub-contract processing of tuna and their direct and indirect STF member suppliers will deliver a credible social, environmental and IUU audit framework.

Milestone: By December 2021, 100% of STF members have committed to follow the STF Guidance on Responsibility of Recruitment Related Costs and have agreed on timelines for verification.

Milestone: By December 2021, 100% of STF members have implemented fully traceable farmed shrimp supply chains from farm locations and product through the farm to processing plants and 90% have established a timeline of farm locations and habitat type to support conversion-free shrimp production.

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INTRODUCTION
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In many ways, 2020 has been the most important year for the Seafood Task Force so far.

We have addressed feedback from key stakeholders and committed to a brand new Membership Agreement that will deliver greater accountability and better transparency for all.

The Agreement clearly defines membership expectations and the steps required for implementation. It is not claiming to be perfect but it is a significant step forward and one that will allow us to improve as we work with the membership to deliver it in 2021.

This briefer and progress update describes our 10 Point Action Plan for 2021 centred around the Membership Agreement and progress so far.

We have kept it as concise as possible with a ‘speed read’ for each section of progress. This is not an academic report but a practical briefing tool primarily for our members to use when socialising the actions we are taking.

To find out more about us, please watch our short video.

The Board and the Secretariat Team would like to thank the membership for all the dedication and commitment it has received throughout 2020 and we look forward to accelerating work efforts further in 2021.

Martin Thurley – Executive Director
‘Practical, realistic and pragmatic solutions to drive seafood sustainability’

Seafood supply chains are complex – from issues with labour and human rights to habitat degradation and illegal fishing, there are many things that can upset the balance between social and environmental responsibility and increased reputational risk in the seafood industry.

The Seafood Task Force exists to help its members achieve better oversight and transparency tackling complexities across the entirety of the supply chain. Working together with governments and NGOs, it provides a unique pre-competitive platform to address critical sustainability issues that cannot be tackled alone.

By setting clear standards and ensuring that all our members follow them, the STF provides members with the power to make considered choices, minimize supply chain risk and ultimately, the power for seafood buyers to trade with confidence.
OUR VISION
The Seafood Task Force is a non-profit, business-led coalition built on the necessity for better transparency and oversight in seafood supply chains.

Our lofty vision is a future where seafood supply chains of our members are fully traceable, free from the risk of human rights violations and free from environmental degradation.

OUR MISSION
Our mission is to drive seafood supply chain oversight at scale, retain value in the supply chain for our members and provide an effective platform for members to trade with confidence.

The Seafood Task Force is an initiative for the seafood industry by the seafood industry.

OUR PHILOSOPHY
Greater accountability and transparency is necessary to identify and eliminate incidences of human rights abuse and environmental degradation across the entirety of the supply chain. The business ecosystem has become intolerant of tainted products from opaque seafood supply chains.
MEMBER LIST

Current Commercial Members:
Ahold Delhaize
Aldi
Asian Seafoods
Beaver Street Foods
Bumble Bee Seafoods
Cargill
Charoen Pokphand Foods / CP Foods
Costco
F.C.F. Fishery
Grobest
High Liner Foods
Inteqc
Marine Gold Products
Mars Petcare
Mazzetta
Nestle Purina
Ocean Brands
Seafresh Group
South East Asian Packaging and Canning
Smucker’s
Sodexo
Starkist
Sysco
Target
Thai Royal Frozen Food
Thai Union
The Fishin’ Company
Tri Marine
Walmart

Current Non-Commercial members:
ASC
BAP
BV
e-Audit Services
Fishwise
Freedom Fund
GAA
Humanity United
IDH
Intertek
IJM
ISSF
Marin Trust
Gordon and Betty Moore Foundation
MSC
OceanMind
The Pew Charitable Trust
Republic Systems
SFP
SGS
TFHI
UL
Verite SEA
WWF

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PROGRESS
INCREASE ACCOUNTABILITY

Require commercial members to demonstrate traceability and accountability

**Milestone:** By December 2021, 100% of members are demonstrating that all farmed shrimp, wild caught tuna, and marine ingredient supply chains are traceable and internally assessed for supply chain risk.

**Ownership:** STF Secretariat and all STF members

**SPEED READ**

- New STF Monitoring and Evaluation Model will increase accountability and is now operational
- Model forms backbone of new Membership Agreement established in Nov 2020
- Not perfect but a significant step forward
- Key objectives include commitment to traceability, social and environmental measures
- Members must:
  - report and verify that their supply chains are fully traceable
  - conduct mapping of their supply chains within 6 months of signing
  - conduct internal assessment of supply chain risk
  - provide self-declaration to STF within 12 months of signing
- An objective assessment of the Model will be required to ensure credibility after first year of operation
- A special working group will consider enhancing incentives for manufacturer members within antitrust legal guidelines
THE DETAILS

Working together to develop a new Monitoring and Evaluation model

A new Monitoring and Evaluation model with focus on traceability, accountability and verification has been finalised and operationalized. This model is the backbone of the Seafood Task Force’s new Membership Agreement.

STF has worked with each commercial member individually to help in its design and has worked with its External Stakeholder Association (ESA) to ensure adequate consultation.

Following these consultations, STF has retained over 90% of its current commercial membership, with final signings of the Agreement taking place between July and October 2020.

The new Agreement and the model it describes comes into effect from November 2020.

It is not perfect but it represents a significant step forward in a drive to improve accountability and transparency. It will be reviewed with the membership over the next 12 months and improvements will be made to future versions.
THE DETAILS

Scope and highlights of the new model and Agreement
Clarification on species, range and sourcing scope is clearly defined.
Key objectives include commitments to traceability, social sustainability and environmental scope on Illegal, Unreported and Unregulated (IUU) fishing.
There is also a section on resource efficient and conversion-free elements required at farms.

Bespoke STF tools to make it easier for member compliance
As part of the new model, STF has developed bespoke supply chain mapping and assessment tools enabling members to report and verify that their supply chains are fully traceable.
The STF Supply Chain Mapping Protocol, STF Shrimp Traceability Protocol and the STF Vessel Auditable Standards have all been updated following pilot work conducted in Thailand by STF members and the Secretariat Team between October and November 2019. These tools are now in place.
Details of standards for traceability methodology for each of the aquaculture and wild caught supply chains are stated together with sampling methodology for verification process.

Driving the environmental aspects of STF work
A farm resource efficiency measurement pilot to drive environmental aspects of STF work was conducted in 2018 to test the reporting and data gathering elements and the practicalities of data collection at the farms. The learnings from this pilot have been incorporated into a draft STF Environmental Code of Conduct which will be piloted with the membership in 2021. Further details of this workstream are covered later in this report.

Member activity reporting
Commitment to reporting and publication of members’ activities has been clarified and the timeline for this publication is detailed.

Secure Data Storage
All data from STF audit and assessment work will be stored in a data storage facility run by an independent data storage company fully vetted by the STF Board and subject to strict confidentiality protection.

Fees and Termination
A review of the membership fee structure to encourage participation in the programme at vessel and farm level with a fairer system for those further down the supply chain has been incorporated.
Termination clauses have been included to allow for membership to be withdrawn for any member who, in the judgement of the Board, is working against the goals of the STF following an agreed grievance process. This will ensure the STF enjoys active participation from its members and prevents those collaborating for a ‘free ride’.
New Membership Agreement

- Summary of Commercial Member Requirements

1. Sign the Membership Agreement and commit to follow the STF Code of Conduct (STF CoC)
2. Pay the membership fee
3. Agree to enter a dialogue to discuss enhancing incentives
4. Within 6 months of signing – map your supply chains in a method of own choosing:

Shrimp
- Record processors, farms, feed mills
- Have 50% sign and commit to STF CoC within 12 months of signing Member Agreement

Tuna
- Record processors and traders
- Have 50% sign and commit to STF CoC within 12 months of signing Member Agreement

5. Conduct internal assessment of supply chain risk – compliance with STF code – within 12 months of signing
6. Self-declare to STF within 12 months of signing:
   - Mapping for both shrimp and tuna (50% in first 12 months)
   - How the member conducted the mapping and risk assessment
   - The risk assessment’s outcome
   - Any work the member is already doing to address any risk identified in that assessment
7. Demonstrate traceability according to STF Traceability Protocols
   - Shrimp up to feed mills
   - Tuna up to vessels
8. Voluntary option to publish aggregated information
   1. Supply Chain engagement
   2. Verification of Traceability
   3. Responsible Recruitment

Independent Verification for credibility

Whilst STF is monitoring information it recognises that monitoring alone is insufficient for a rigorous evaluation of impact. That is why there needs to be an objective assessment of our model to ensure credibility.

A commitment to implement and publish an external audit to assess the quality of our model is therefore part of the longer-term plan but the next 12 months are required to get the system fully established. The Independent Verification (Sub-group #6) will be asked to support in this critical piece.

Towards Mutual Recognition and reduction of Audit Fatigue

The process to mutually recognize existing social standards achieved by members has been a significant project for the Secretariat Team over the last 12 months. This project saw a full review of all global audit standards. This will enable the STF to use its resources more effectively – applying greater effort to nodes of the supply chain where there is currently less oversight – farms and vessel nodes.

Levelling the playing field and rewarding manufacturer work effort

The STF recognises the importance of levelling the playing field for manufacturers across Asia so there is an important and ground-breaking clause in the new Agreement – Enhancing Incentives.

Over the course of 2021, the STF Secretariat will facilitate discussions with retailer, brand, club store, food service and importer members about incentives that can be provided within the legal guidelines of US and EU antitrust laws.

A working group will drive this process with full legal antitrust specialist support. It will meet at 6 week intervals throughout 2021 and is charged with providing recommendations to the Board by December 2021.
ENHANCE TUNA SUPPLY CHAIN OVERSIGHT

Require commercial members to develop tuna audit framework

**Milestone:** By December 2021, members that process or sub-contract processing of tuna and their direct and indirect STF member suppliers will deliver a credible social, environmental and IUU audit framework.

**Ownership:** STF Secretariat / Tuna Oversight (Sub-group #7)

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**SPEED READ**

- Tuna Sub-group will develop collaboratively an STF social, environmental and IUU audit framework
- Scope will include fleets, national labour laws, oceans, gear types and species within STF member supply chains
- Traceability protocol will be developed following similar process to the now published STF Shrimp Traceability Protocol
- Target date for initial proposals – June 2021
Towards a new framework

As part of the new Membership Agreement, STF members that process or subcontract processing of tuna and indirect member suppliers are required to develop collaboratively a proposed STF tuna social, environmental and IUU audit framework.

This work is being led by the Tuna Oversight Sub-group #7 and the framework that is developed must incorporate best practice and learning by industry to date.

Its scope will cover fleets, national labour laws, oceans, gear types and species adequately and in a manner that provides STF members buying tuna product with meaningful information to assess their supply chains. It must also provide sufficient information to allow the Secretariat to develop meaningful remediation and capacity building programmes.

The framework will incorporate resources and include audit firms that the industry is currently using to the most efficient extent possible. It will consider efficiencies that can be gained by the STF engaging such auditors directly.

Furthermore, the framework will also incorporate resources that the STF will make available to:

1. Evaluate whether vessels that caught tuna imported into Thailand engaged in IUU fishing
2. Determine when a vessel is returning to port for the purpose of conducting unannounced audits.

Driving Tuna Traceability

In 2021, the Tuna Sub-group will work with the STF Traceability Sub-group #2 to draft an STF Tuna Traceability Protocol. This will follow a similar process to that adopted by Sub-group #2 when it drafted the now published STF Shrimp Traceability Protocol.
SPEED READ

- Responsible recruitment programme to improve worker recruitment practices has been a critical work stream for STF since 2016
- STF Code of Conduct and STF Guidance on Responsibility of Recruitment Related Costs are both published documents that provide Board approved provisions
- Shrimp focus – fishers and workers in processing plants – Thailand
- Tuna focus – workers on fishing vessels - Western & Central Pacific Ocean
- STF strategy – Test, Learn and Scale. Educate. Engage and build capacity
- Pilot activity since 2016 has provided valuable insights:
  - Driving oversight of worker supply chains requires essential mapping
  - STF provides effective platform to make mapping easier
  - Business leverage is critical for success
- Roll out programme now in place
- Impact measures to date:
  - 68 STF member companies and entities in their supply chains participating
  - 12 recruiters currently participating
- Systems improvement programme for Myanmar agencies – target completion - March 2021
- New batch of agencies from Myanmar – Thailand and / or Philippines – Taiwan corridor target completion - Dec 2021

IMPROVE WORKER RECRUITMENT SUPPLY CHAIN PRACTICES

Require commercial members to engage in capacity building programmes for more responsible recruitment

Milestone: By December 2021, 100% of STF members have committed to follow the STF Guidance on Responsibility of Recruitment Related Costs and have agreed on timelines for verification.

Ownership: STF Secretariat / Responsible Recruitment (Sub-group #9) / Tuna Oversight (Sub-group #7) / Farm to Plant (Sub-group #8)
The Responsible Recruitment Programme is a critical workstream for STF

Since 2016, the Seafood Task Force has driven a responsible recruitment programme to understand recruitment challenges faced in both the shrimp and tuna supply chains.

The STF Code of Conduct and Vessel Auditable Standards – published in December 2018 – states that workers shall not be required to pay recruitment and hiring-related costs to employers, agents or labour brokers outside legally allowed fees and that all fees charged to workers must be disclosed in advance and documented in a language that the workers understand.

In April 2019, the STF Board approved provisions intended to guide the implementation of the Seafood Task Force Code of Conduct and this guidance document – Guidance on Responsibility for Recruitment Related Costs – provides full details of these approved provisions.

The Responsible Recruitment Sub-group is currently developing capacity building activity to ensure all commercial members have a consistent approach and understanding on implementing STF recruitment related standards (Code of Conduct, Auditable Standards, and Guidance on Responsibility for Recruitment Related Costs) within the shrimp and tuna supply chain.

The problem we are trying to solve

The Seafood Industry has been seen as an employment opportunity for migrant workers in South East Asia – particularly workers from Cambodia, Indonesia, Myanmar, Philippines and Vietnam. This employment opportunity has spanned from fishing vessels (offshore and distant waters) to land-based farms and manufacturers for shrimp and tuna products.

For shrimp, STF focus has been on fishers who catch fish in Thailand for the fishmeal component of shrimp feed and workers in processing plants of both feed and shrimp.

For tuna, STF focus is on vessels fishing in the Western and Central Pacific Ocean and workers in processing plants in Thailand.

With often complicated and opaque worker supply chains, these migrant workers can potentially face the risk of human rights abuses.

The majority of these workers are employed through recruitment agencies and brokers to perform low-skilled work.
STF approach to the task

Given the complexity and lack of transparency involved with the recruitment process, the Taskforce’s strategy is to educate, engage and build capacity amongst STF member companies, manufacturers / employers in the supply chain, and recruiters of migrant workers.

It has designed a unique programme with three distinct phases that aims to increase awareness of recruitment related issues, share standards and best practices, engage to increase transparency and implementation of responsible recruitment practices.

**Phase 1** concentrates on STF Member Outreach. It includes research, guidance and capacity building. In this phase, members are required to reach out to their supply chain partners educating them on the STF Code of Conduct.

**Phase 2** is STF Employer focused and consists of awareness and alignment sessions to support solutions and implementation planning. In this phase, STF identifies recruitment agency nominees.

**Phase 3** targets the Recruitment Agencies themselves and focuses on training, capacity building, corrective action and all important – remediation.

The programme has been running as a pilot since 2016 and started with the shrimp supply chain. With learnings from the pilot, STF is now scaling up the programme to include the feed and tuna supply chains.

All pilot work is being delivered in collaboration with Verité and The Fair Hiring Initiative (TFHI). It is being funded by STF member dues and boosted with outside funding thanks to Humanity United and the Walmart Foundation.

**Initial pilot activity**

Participants of the initial pilot work conducted in 2016 were shrimp processors in Thailand employing migrant workers from Myanmar and Cambodia.

**Phase 1 of Initial Pilot**

Research visits took place in Myanmar recruitment agencies to gain more information and an understanding of the recruitment supply chain.

**Phase 2 of Initial Pilot**

Following these initial visits, Awareness and Alignment training was conducted with 38 participants from STF Thai processors and feed mills in November 2018.
The training provided valuable insights in the areas of:

- Responsible recruitment standards in the STF Code of Conduct
- Standards and compliance benchmarks for ethical recruitment and employment
- Risks posed by the labour broker and labour contracting systems in Thailand
- Identifying risks and challenges to implementing ethical recruitment standards
- Identifying effective controls to address risks and challenges

**Phase 3 of initial Pilot**

Phase 3 started with training for the recruiters nominated by the Thai processors and feed mills who participated in Phase 2. This training took place in August 2019.

Farm to Plant STF Sub-group #8 then nominated eight Myanmar agencies to the On The Level Pilot Certification Programme

These agencies, represented by owners and key staff, completed the TFHI’s Ethical Recruitment Appreciation Course and scored ‘strong evidence of learning’ in the training evaluation and showed commitment to complete the programme components.

Seven of the eight trained agencies proceeded with the programme and accomplished the initial steps of submitting application and self-disclosure forms, completing self-assessments, and preparing for on-site assessments.

The complete Phase 3 spanned from August 2019 – August 2020.

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**Insights from initial pilot**

- Significant improvement can be made by establishing a management system approach and taking steps within the agencies to establish stringent agreements and processes between agency and employer
- It is common for agencies to provide a ‘clean’ corridor for clients that demand good business practices and subject agencies to performance reviews and assessments. This mixed model causes an imbalance within the agency
- A group of workers shoulder the cost of workers who did not have to pay as much or at all. This model poses a risk to those employers that are paying for recruitment costs
- There is a need to distinguish agencies that are interested in ethical recruitment and willing to collaborate with like-minded employers
- Working on completing phases of the systems improvement programme and publicizing the status on each phase might be enough at the moment to acknowledge an agency’s progress
- Agencies are strengthening internal policies and implementing corrective action
- Business and reputational incentives for both employers and agencies who join the programme must be communicated
- Support and commitment must also be asked from retailers and brands
- STF must communicate its Guidance on Responsibility of Recruitment Related Costs

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**THE DETAILS**

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In Summary

1. Driving oversight of Workers Supply Chain requires essential mapping
Promoting Responsible Recruitment practices for the seafood industry involves all actors downstream, with clear visibility of the workers supplied into the supply chain.
However, identifying sending countries, destination countries, and working countries, added with labour suppliers on the sending countries and destination countries takes immense effort.
Mapping workers supply chain within the seafood industry is challenging and cannot be addressed by individual efforts within short period. That’s why the STF platform can play such an important role.

2. The STF is providing an effective platform to make mapping easier for its Members
By actors working together in the STF, the Industry can be more effective in providing worker supply chain maps where many of the supply chain nodes rely on migrant workers.

3. Business Leverage is essential
While an agency may put efforts into improving internal policies and systems, what is needed is an increase in demand for their services from paying employers for agencies to be able to make significant progress in their ethical recruitment journey. Business incentives are identified as key to their ability to make the changes at the core of their business systems, starting with shifting to an employer-pays model.
In general, the agencies’ willingness to proceed with the programme in spite of the lack of definite business incentives from their STF clients demonstrated that they wanted to be associated with ethical recruitment and that it was worth building an ethical reputation.
The pilot work has also revealed a need for an Improvers’ Programme for recruiters.
This Improvers’ Programme is now being developed with the intention to engage and continue to build transparency as responsible recruitment practices are implemented for STF member supply chains.

Programme Roll Out for STF tuna supply chain and further Thai processing plants
In July 2020, STF conducted a roundtable discussion to share progress on the responsible recruitment pilot programme, assessing:

- Challenges and learnings
- Agency performance moving forward
- Areas of collaboration
- How to move forward with focus on what is required to improve agency performance

With positive feedback from initial pilot members, STF and Verité, with the financial support of Humanity United, rolled out the initial pilot with a second Awareness and Alignment training session in June 2020 for 27 participants from Thai shrimp and tuna processors and feed mills.
Concurrently, the programme was expanded to cover the Tuna supply chain with Taiwan flagged fishing vessel owners and operators supplying tuna to STF member companies.
Whilst the Taiwan seafood industry suffers similar recruitment issues, the dynamic and landscape varies thus the approach was focused on sea-based operations and specifically on vessels fishing in the Western and Central Pacific Ocean.
Members of the initial pilot work in Thailand shared their experiences of the pilot programme. This led to an Awareness and Alignment training session for the tuna supply chain in August 2020.
This saw 27 participants from Taiwan fishing vessel owners and operators supplying Tuna to STF members who employ migrant workers from Indonesia and Philippines within their fleet.
Impact measures as at August 2020

STF member commercial companies and entities in their supply chains are participating in the STF Responsible Recruitment Engagement Programme = 68

- 21 STF Members representing retailers, brands and manufacturers
- 9 STF Member Suppliers and Affiliated Companies
- 10 Labour Agencies
- 26 Vessel / Fleet Owners
- 2 Tuna associations

Recruiters participating in the STF Responsible Recruitment Engagement Programme = 12

- 8 Myanmar agencies,
- 2 Cambodia agencies, and
- 2 Cambodia agency associations

Completion of Pilot components

Test worker feedback system to new batch of deployed workers

Target start: January 2021

Systems improvement programme for agencies in Myanmar

Target completion: March 2021

New batch of agencies from Myanmar-Thailand and / or Philippines-Taiwan corridors

Target completion: December 2021
LAUNCH INNOVATIVE AND SCALABLE STF OVERSIGHT PROGRAMME

Require commercial members to engage in capacity building programmes for more responsible recruitment

Milestone: Shrimp: By December 2021, 100% of STF Thai Shrimp processing members’ supply chains have had social and environmental assessments against STF Code of Conduct by STF Secretariat or STF contracted auditor. Tuna: By December 2021, 100% of scheduled vessels in a baseline pilot have had social & environmental components audited against STF Code of Conduct and results factored into development of STF Tuna Audit Framework.

Ownership: STF Secretariat / STF Contracted Auditors / Tuna Oversight (Sub-group #7)

SPEED READ

Shrimp Supply Chain
- New annual assessment programme comprising social and environmental audits established – each node STF Thai Shrimp Processing Member supply chains
- Funded by STF and conducted by STF Secretariat staff and contracted auditors
- Conversion-free / natural habitat to farming operation assessment at farms included

Tuna Supply Chain
- Secretariat will work with volunteer members of tuna supply chain to build baseline including audit work already conducted by member companies

Remediation, Corrective Action & Capacity Building
- After first year of assessments, STF will evaluate results on anonymised basis for appropriate corrective action and capacity building
THE DETAILS

SHRIMP SUPPLY CHAIN
On-the-ground social and environmental audits
With the new Membership Agreement in place, the Secretariat Team will deliver a new scalable assessment programme comprising annual social and environmental audits at each node of the STF Thai Shrimp Processing Members supply chain.
This will be funded at the expense of the STF and will be conducted by STF Secretariat staff and STF contracted auditors. Focus will be on farms and vessels.
The Secretariat will also facilitate discussions with its members and stakeholders developing tools to evaluate whether shrimp farms have converted natural habitat into farming operations and whether shrimp farms use resources efficiently.
Details of the assessment programme methodology can be found in Section 7 of Appendix A of the new Membership Agreement.

TUNA SUPPLY CHAIN
In Q1 2021, the Secretariat will seek volunteer members from the tuna supply chain to share baseline information from audit work already conducted.
This will help the STF Secretariat establish a baseline. It is likely that further independent assessment work will also be conducted to help boost and verify this baseline data and help STF understand how its own assessment tools are working in this critical area.

Appropriate remediation, Corrective Action and Capacity Building
As part of the new Membership Agreement and on completion of the first year’s assessments in November 2021, STF will evaluate results on an anonymised basis for appropriate remediation, corrective action and capacity building activities.
COCREATE A CULTURE OF IMPROVEMENT THROUGH DIRECT VESSEL OWNER ENGAGEMENT

Require STF Secretariat to develop relationships with vessel owners through understanding, remediation and continuous improvement.

**Milestone:** Thai vessels / Thai waters: By December 2021, STF Pilot and capacity building process developed and ready for scale up.

**Ownership:** STF Secretariat / Verité SEA

**Milestone:** Tuna Vessels / Central & Western Pacific: By December 2021, STF Tuna Audit Framework programme has been implemented, Self-Assessment Questionnaire has been introduced and Assessment checklist for verification of compliance has been approved. By December 2021, 100% of non-compliance issues identified through baseline pilot have been included in development of STF Tuna Audit Framework.

**Ownership:** STF Secretariat / Tuna Oversight Sub-group #7

**SPEED READ**

**Shrimp Supply Chain**
- Benchmarking exercise completed in Thailand – 4 feed mills, 6 fishmeal companies and 32 vessels
  - On the ground – Thai ports – Ranong, Chumphon, Phuket, Nakhon So Thammarat, Songkhla & Satun
- Private sessions – root cause analysis to shape scalable roll out plan
- Working through COVID 19 hindered progress but virtual activity conducted
- Written policies in line with STF Code of Conduct developed and translated for Thai vessel owners

**Tuna Supply Chain**
- Full training and capacity building programme being implemented
- Highlights include STF Tuna Handbook, training webinars and video explainers
- Nov 2020 – Over 75% of STF members confirmed full distribution and Tuna Handbook across STF Tuna supply chains
- Working with external law firm to compile country labour laws from 15 jurisdictions identified to benchmark and identify gaps
- Developing Universal Crew Contract as best practice / practical tool for agencies supplying fishing vessel crew
SHRIMP SUPPLY CHAIN

Cocreating a culture of improvement - Thai Vessels fishing in Thai Waters

As part of its remit to drive social oversight, the Secretariat conducted a vessel benchmarking exercise between May and July 2019. Working with the Thai manufacturers and their respective supply chain actors, a selection of 4 feed mills, 6 fishmeal companies and 32 vessels were identified for this activity. Assessments were conducted in the Thai ports of Ranong, Chumphon, Phuket, Nakhon Si Thammarat, Songkhla and Satun. The programme included private sessions with vessel owners to share the forthcoming training programme and seek feedback.
A new approach to remediation is needed

It became evident that previous mass training exercises conducted by individual member companies had not been effective as there are simply too many issues, unclear understanding and no concrete solutions provided by the trainers.

As a result of this benchmarking work, a new approach has been developed by the STF based on one-to-one vessel owner sessions - private sessions to conduct root cause analysis and to help shape a fit-for-purpose implementation plan that is scalable.

The Implementation Planning being developed in partnership with Verité has three distinct phases and is currently underway subject to the restrictions of COVID 19.

Working through COVID 19

STF is currently working with Verité to build this plan ready for scale up and expansion.

Project timelines have been hindered by COVID 19 but virtual trainings were conducted between May and Sep 2020. This included training sessions from the Thai Government’s Ministry of Labour and a special STF hosted webinar on Thai Government Policies for Migrant Workers thanks to Freedom Fund and Migrant Working Group.

Furthermore, with the ongoing support of STF Feed mill actors, STF has developed a set of written policies and procedures in alignment with the STF Code of Conduct. A simpler version for Thai Vessel owners translated into migrant workers’ language is currently in production.
Socializing STF Code of Conduct and building capacity in the Tuna Supply Chain

To help with communicating the aims and objectives of the STF to tuna supply chain actors, the STF and Tuna Oversight Sub-group #7 is implementing training and capacity building to socialize the STF Code of Conduct.

Highlights of this work include the production of a step-by-step guidance document called the **STF Tuna Handbook**, Training webinars for vessel owners and video explainers.

Making it easier to understand STF Requirements with the STF Tuna Handbook

This electronic handbook is written to assist STF member companies and their supply chain partners with stepwise guidance on implementation of the STF Code of Conduct.

Primarily targeted at tuna vessel owners and operators, it’s been translated into Chinese (Simplified and Traditional), Indonesian, Vietnamese, Korean, and Spanish for ease of understanding.

STF members sourcing or producing tuna are now required to socialize and adopt the practices and polices set out in the Tuna Handbook.

As of November 2020, 75% of STF members who source or produce tuna have provided written confirmation to the Secretariat that the Handbook has been fully distributed to all actors in their respective supply chains.
Training webinars and a training video are in production. These tools will be used for live webinar sessions throughout Q1 of 2021.

Measurement is a critical component of this work. As part of this, STF has drafted an STF Self-Assessment Questionnaire written to make it easy for vessel owners and operators.

STF Assessments will be developed collaboratively by June 2021 and pilot assessments will include social, environmental and IUU measures.

Corrective Action Plans will follow this as remediation and capacity building plans are developed.

STF’s ambition is that all Tuna supplied by members of the Seafood Task Force is sourced from Vessels that have implemented the STF Code of Conduct.

**Getting to grips with the complexities of country laws**

Because of complexities in the STF Tuna supply chain surrounding worker recruitment and multiple country laws, it is crucial for STF to understand what these employment related laws actually state.

That is why the STF Tuna and Responsible Recruitment Sub-groups (#7 & #9) are currently working with an external law firm to compile country labour laws from 15 jurisdictions identified within the STF Tuna Supply chain.

- China
- Taiwan
- Korea
- Ecuador
- Indonesia
- Philippines
- Vietnam
- Myanmar
- Australia
- Canada
- Japan
- Singapore
- Thailand
- USA
- Malaysia
- Various Islands Nations

**STF Principle are:**

- A commitment to remediate child labor situations if a child is ever found working on a vessel
- The steps followed to assure the correct age of workers
- Other legally issued documents
- A procedure must be in place to assure that the contract is freely agreed to and that they fully understand, regardless whether or not this is a legal requirement or customary in the country of operation.

**STF Code of Conduct & Auditable Standards**

- Health & Safety
- Recruitment Fees
- Employment Contracts
- Forced Labor

**STF Tuna Handbook Version 1.1 March 2020**

**About the Seafood Task Force**

- Mission
- Vision
- Values
- Code of Conduct
- About STF
- Towards a More Sustainable Pathway 2020
- Supply Chains Leading Tuna
- Pathway

**Phụ lục B: Quy trình khắc phục việc sử dụng lao động trẻ em theo chuẩn STF**

- Các thủ tục và hồ sơ cần có để tuân thủ với Quy tắc về Lao động trẻ em:
  - Giấy khai sinh
  - Các giấy tờ hợp pháp khác
  - Cú pháp thực hành tốt nhất

**Phụ lục D: Minimum elements of an Employment Contract**

- Thủ tục đảm bảo người lao động được giải thích cẩn thận về hợp đồng và các điều kiện ghi trong hợp đồng và giống với thực tế tại nơi làm việc. Trong bất kỳ tình huống nào, cũng không được sửa đổi, điều chỉnh hoặc thêm các điều khoản bất lợi hơn cho người lao động hoặc bất kỳ nội dung nào có thể mang lại rủi ro cao cho an toàn thân thể, gây tổn thương hoặc tạo ra sức ép hoặc áp lực tinh thần.

- Người sử dụng lao động và người lao động phải giữ một bản sao hợp đồng hợp pháp, minh bạch và rõ ràng. Hợp đồng lao động bảo vệ quyền của cả người lao động và người sử dụng.

- Người lao động muốn thay đổi điều kiện làm việc thì phải thông báo cho người sử dụng trước khi tiến hành thay đổi. Người sử dụng phải đảm bảo rằng người lao động đã có thời gian để xem xét và quyết định việc thay đổi.

- Người lao động có quyền yêu cầu được ghi chú hoặc đánh dấu các điều khoản bất lợi hoặc điều khoản mà họ không đồng ý.

- Người lao động có quyền từ chối việc làm việc nếu họ không đồng ý với điều kiện làm việc. Người lao động có quyền xin nghỉ phép hoặc xin việc khác nếu họ không đồng ý với điều kiện làm việc.

- Người lao động có quyền yêu cầu được giải thích cẩn thận về hợp đồng và thông báo cho người lao động về các quyền lợi của họ.

- Người lao động có quyền yêu cầu được giải thích về các điều khoản mà họ không hiểu.

- Người lao động có quyền yêu cầu được giải thích về các quyền lợi của họ.

- Người lao động có quyền yêu cầu được giải thích về các trách nhiệm của họ.

- Người lao động có quyền yêu cầu được giải thích về các điều khoản mà họ không đồng ý.

- Người lao động có quyền yêu cầu được giải thích về các quyền lợi của họ.

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- Người lao động có quyền yêu cầu được giải thích về các trách nhiệm của họ.
Developing a Universal Crew Contract for worker welfare

Simultaneously, STF is working on a benchmarking exercise to identify gaps between applicable country labour laws for migrant workers on fishing vessels and the STF requirement.

This review is helping STF to develop a universal crew contract that will meet the highest standards for crew welfare.

This work is currently being piloted with Indonesian crew contracts because the majority of dispatched tuna vessel crews are from Indonesia.

This important work stream is inspired by on-the-ground knowledge that most forced labour practices identified amongst migrant fishing vessel crew are due to poorly written and unmonitored contracts from sending countries.

The development of a universal crew contract as best practice and practical tool for agencies supplying fishing vessel crew is expected to overcome some of the language and visibility barriers between employers in destination countries and agencies in sending countries.

This will be achieved by capacity building programmes including communication, training, and education with all actors from the STF Tuna supply chain.
PROTECT AGAINST CONVERSION OF NATURAL HABITAT TO SHRIMP FARMS

Require Thai shrimp manufacturer members to map and verify that their farms are not converting natural habitat

Milestone: By December 2021, 100% of STF members have implemented fully traceable farmed shrimp supply chains from raw material and product through the farm to processing plants and 90% have established a baseline of farm locations and habitat type to support conversion-free shrimp production.

Ownership: STF Secretariat / Farm to Plant (Sub-group #8)

SPEED READ

- Initial STF Traceability Protocol drafted in 2016 proved overly complex and required simplification to increase usability across the many smaller farms in Thailand
- Simpler traceability protocol has since been produced to support the accountability element of the new Membership Agreement
- New protocol incorporates the work of Thai Department of Fisheries and Aquaculture Purchase Doc (APD)
- Progress on commitment to conversion-free farming has been made with trainings conducted with Farm to Plant Sub-group
- Further progress on resource efficiency factors made when STF tools were piloted in Thailand at the farms during Oct 2019
- All learnings from this pilot will be incorporated into development of draft STF Environmental Code of Conduct
Conversion-Free Farming Measures Made

Progress on the commitment to conversion-free farming and the provision of farm data to assess natural footprint has been made.

Conversion-free farming is covered in section 7.6 of new Membership Agreement.

Training has been carried out with members of the Farm to Plant Sub-group #8 on the use of a tool for assessing how to identify if farms are conversion-free. GPS co-ordinates have been included in the supply chain mapping tools.

Further progress on the resource efficiency factors was made when the STF tools were piloted with farms in Thailand during October 2019. The learnings from this pilot have been incorporated into the development of a draft STF environmental code of conduct which covers farms and wild catch fishery sustainability.

The draft code and any tools needed for its use will be piloted in 2021 prior to their adoption following Board approval.

Focussing on practical and scalable methods for farm traceability and protecting against conversion of natural habitat

STF’s initial pilot study at farms in 2019 enabled the Secretariat Team to understand challenges in adopting the original traceability protocol drafted for STF members in 2016.

During this pilot, feedback from farmers and processors highlighted that the initial draft process was overly complex and needed to be simplified to increase use across the many smaller farms in Thailand.

Driving Government Improvement

A simpler traceability protocol has now been written to support the accountability element of the Membership Agreement and is specific to Thailand as it incorporates the work that the Thai Department of Fisheries (DoF) has done in mandating fully traceable shrimp software APD (Aquaculture Purchase Document) use in shrimp farms, processors and brokers.

This is yet to be tested by STF assessors because COVID 19 struck all areas in Asia and Thailand government’s focus has been diverted to managing risk and precautions to protect workers and the economy.
COCREATE A VESSEL BEHAVIOUR MONITORING PROGRAMME WITH THE ROYAL THAI GOVERNMENT

Require STF collaboration with the government to assist in successful investigation and prosecution of vessel fishing violations

Milestone: By December 2021, the development and implementation of a sustainable domestic and international fisheries compliance programme by the Thai government enables successful investigation and prosecution (if warranted) of at least 80% of fishing violations identified on Thai-flagged vessels and provides all member companies of the STF sourcing seafood from Thai-flagged fishing fleet with assurance regarding legality of catch. By November 2021, at least 90% of tuna catches sourced through Thailand not caught or delivered by Thai-flagged vessels are fully legal and regulated as demonstrated through tuna traceability and legality model.

Ownership: STF Secretariat / Vessel Behaviour Monitoring & FIPs (Sub-group #4)

SPEED READ

- STF has worked in partnership with OceanMind and The Royal Thai Government on Vessel Behaviour Monitoring since 2016
- The goal is to develop and implement a robust sustainable domestic / international fisheries compliance programme with Vessel Behaviour Monitoring at its heart
- Over 50% of Thai flagged fleet are being monitored and further subset planned in 2021
- Multiple improvements through direct support have been made
- Future training to drive oversight through investigations and inspections is planned
- Fishing Days at Sea – method adopted to control fishing pressure and ensure fishing is within sustainable levels – being tracked
- Support to ensure legality of 100% seafood products imported to Thailand – falling under Port State Measure Agreement (PSMA) – is being provided to the Government
- Analysis and risk assessment reports, as well as case specific advice is being provided on high profile investigations
- Seven STF members have been educated on value of PSMA to date
- An innovative labour aspect is being introduced to this work stream using tracking data to highlight possible labour risks that help target investigations and inspections
Working in collaboration with the Royal Thai Government

Since 2016, the STF has worked with its partner OceanMind and the Royal Thai Government Department of Fisheries (DoF) towards the development and implementation of a sustainable domestic and international fisheries compliance programme.

This capacity building programme has included successful investigations of fishing violations identified on Thai-flagged vessels (both domestic and overseas) and provided assurances to STF members sourcing seafood from Thai-flagged fishing fleet on the legality of catch.

Significant progress made

Over 50% of the Thai-flagged fleet continue to be monitored using Vessel Monitoring System (VMS), and a project to monitor a subset of the Thai fleet has been approved by the DoF and planned for implementation in 2021.

Improvements to machine learning algorithms have increased the accuracy of automated alerts sent directly to the DoF Fisheries Monitoring Centre (FMC) to quickly and easily determine compliance with management measures from VMS data.

Through direct support from in-country Monitoring, Control and Surveillance (MCS) Advisors and Fisheries Analysts, processes have been established to effectively follow-up on these alerts and investigate fisheries violations.

The development of Standard Operating Procedures (SOPs) for investigations, and Port Inspection Manuals has helped standardize and improve inspections across the country.

This support has been paired with significant analysis, investigation and inspection training to DoF staff, to support a self-sufficient compliance system.
Future training to drive oversight through investigations and inspections

A Training Needs Analysis (TNA) was also completed to highlight remaining gaps and provide recommendations on future training to further improve investigations and inspections. Furthermore, direct investigative support for high-profile cases has been provided to support multiple prosecutions of IUU vessels. This has included the acquisition of high-resolution optical imagery to provide additional supporting evidence for cases. Extensive fleet analysis has been conducted to assess compliance with maximum fishing days and better understand fishing activity and pressurized areas to inform more sustainable fisheries management measures.

Fishing Days at Sea is an important measure for the STF

Fishing days is the method to control fishing pressure and ensure fishing pressure is within sustainable levels. Therefore, ensuring that vessels remain within their limits of fishing days is crucial to ensuring sustainability.

Tuna Legality: By November 2021, at least 90% of tuna catches sourced through Thailand not caught or delivered by Thai-flagged vessels are fully legal and regulated as demonstrated through tuna traceability and legality model.

Driving legality of seafood products imported to Thailand

As part of the STF / OceanMind / Royal Thai Government partnership, support to ensure the legality of 100% of seafood products imported to Thailand that fall under the Port State Measures Agreement (PSMA) by the DoF is being met. Technical advice and support to DoF on all foreign-flagged vessels entering port in Thailand continues to be provided in the form of analysis and risk assessment reports, as well as case specific advice on high profile investigations.
Continual tool development

Tools to support DoF and other Port States to conduct PSMA analysis continue to be developed, however there have been some delays in software development which has delayed the testing phase.

A risk assessment for container seafood imports that do not fall under the PSMA program has been developed and is currently being tested by the DoF.

Oversight for member risk assessments

Seven STF members have been educated on the value of the PSMA and additional STF members are participating in the traceability and legality model.

In addition, STF members are also receiving container risk assessment and analysis reports, as well as risk assessments and analysis for vessels that fall under the PSMA.

Adding a social element to this work by identifying indicators of forced labour

Adding a labour aspect to this work is an exciting project conducted by OceanMind in collaboration with the Royal Thai Government Department of Fisheries.

It aims to research and identify indicators of forced labour using tracking data. The objective is to highlight possible labour risks, such as excessive overtime, which can be used by both governments to target investigations and inspections into high risk vessels, and industry to better identify and mitigate risks, and target vessel audits.

An algorithm to automatically identify labour indicators has been developed and over 40 interviews with crew and captains across multiple provinces in Thailand has been completed.

The outputs of the algorithm are currently being tested and refined and will be implemented in the coming months. This work complements existing alerts on fisheries non-compliance already being provided to STF members and the DoF and forms part of a larger programme of work designed to provide validation to STF members and support the DoF by building capacity to ensure compliance with fisheries and labour laws.
DEVELOP AND DEPLOY AN STF ENVIRONMENTAL CODE OF CONDUCT

Require STF members to pilot, revise and adopt an environmental code

Milestone: By December 2021, STF to approve and publish STF Environmental Code of Conduct with support training materials to help enable implementation.

Ownership: STF Secretariat / Vessel Behaviour Monitoring and FIPs (Sub-group #4)

SPEED READ

- STF was established to tackle both social and environmental issues
- Environmental issues were raised in 2014 through media reports of overfishing – Gulf of Thailand and Andaman Sea
- Some environmental issues are being addressed through the STF Vessel Behaviour Monitoring Programme but further work is required to drive fishery legality and aquaculture sustainability
- Both legality and sustainability calls for development of a STF Environmental Code of Conduct
- Plans formalised to participate in initial pilot – Q1/2 of 2021 to inform the Draft Environmental Code
- Willing members will be asked to participate in pilot in Q1 2021
- Pilot will test draft training tools in readiness for a formal launch of the STF Environmental Code at the end of 2021
Addressing key environmental issues

In 2014, the Seafood Task Force’s first priority was to tackle allegations of human trafficking and forced labour in off-shore fishing vessels – social issues that led to the drafting and publishing of the STF’s Social Code of Conduct. However, STF was established to tackle both social and environmental issues.

A key environmental issue in 2014 was brought to life by media reports of overfishing in the Gulf of Thailand and the Andaman Sea – the depletion of fish stocks and the harming of marine ecosystems.

Whilst STF has tackled some environmental aspects through its work of vessel behaviour monitoring at sea, fishery legality and aquaculture sustainability work remain areas where further work is required by the STF.
Measures to indicate aquaculture sustainability

The STF has always used Catch Per Unit Effort (CPUE) as a key reference point. This is a measure to indicate how increased hours of fishing are actually producing less fishing catch. Between 1960 and 2010, trawl surveys in the Gulf of Thailand show a stark reduction from 300 Kg of fish caught per hour to just 10 Kg of fish caught per hour in 2010. This means that the Gulf of Thailand is at 9% of historic CPUE and in the Andaman Sea – 25% of historic CPUE. Trends such as these are good indicators for effectiveness of fisheries management and sustainability.

Fishing Days at Sea is an important measure

This is why the STF attaches such high importance to the measure of fishing days at sea. OceanMind has developed a machine-learning derived calculation for fishing days at sea and is currently helping the DoF continue to improve its fisheries management – not only to ensure legality but to also verify the sustainability of the rules it is setting.

Both legality and sustainability calls for a STF Environmental Code of Conduct

In November 2020, STF formalised a plan to advance the introduction of an STF Environmental Code of Conduct to ensure that seafood products being sourced by its members are both legal and sustainable. The scope of this code will apply to all sources – both shrimp and tuna supply chains.

Next steps for STF Environmental Code development

Sub-group #4 will lead this work with Secretariat support. Willing members are being asked to participate in an initial pilot to test the various elements and to test practicalities. This will take place in Q1/Q2 of 2021. As part of the pilot, draft training materials will be created in readiness for a formal launch of the Code by the end of 2021.
SPEED READ

- Across Asia, there are challenges in tackling overfishing and violation of human rights
- Country expansion is important to help level the playing field
- The STF has built its team for scale up
- Vietnam is STF’s next priority
- India and Indonesia are also in the longer-term plan
- Since 2018, four STF commercial members have worked with the Secretariat providing supply chain maps allowing STF to test tools on the ground in Vietnam
- Traceability work has been conducted including e-traceability development with retail and manufacturer members
- Desk research has been conducted by STF and partners to help inform country expansion strategy – Identification of labour risk for vessels supplying STF members – Better understanding labour and fisheries law
- Overall Vietnam is making progress however – based on desk research - gaps remain
- STF focus for next 6 months will be driving leverage through retailers and brands to open up supply chain mapping activities
- Government engagement is critical
- Meetings have taken place with D Fish in collaboration with OceanMind. Support to address the EU Yellow card is understandably of particular interest. Knowledge sharing between these stakeholders has been facilitated by the US Embassy
- Commencing work in India and Indonesia is also on the work plan but progress has been significantly hindered because of COVID 19 restrictions

EXPAND STF OVERSIGHT TO LEVEL THE PLAYING FIELD IN ASIA

Require STF Secretariat to co-develop expansion plan with STF retailer and brand members

Milestone: By December 2021, expansion steps into Vietnam, India and Indonesia have been taken and 80% of STF retail, brand and food service members have committed to leverage their supply chains for compliance with STF models.

Ownership: STF Secretariat / Country Expansion (Sub-group #10)
Across Asia, there are challenges in tackling overfishing / violation of human rights and STF continues to witness significant market shifts from Thailand as a sourcing county to Vietnam and India largely driven by price.

Despite all efforts by Thai Manufacturer Members now following STF requirements, other countries are supplying to the US and EU without having met the same stringent criteria.

Country expansion is therefore important for the STF to help level the playing field.

Building the Secretariat Team for scale up

Over the last 18 months, the STF Secretariat has recruited in-country resource in Vietnam and Indonesia with full-time in-country representation in Thailand, Indonesia, Vietnam and the Philippines.

This expanded team’s engagement with STF commercial members, Sub-group Heads, In-country external stakeholders and NGOs has started to deliver success.

Sub-group meetings are now attended by more participants and STF tools and policies are being translated into local languages.

Vietnam is STF’s first priority

Much of the work to drive expansion into Vietnam sits with the recently formed Country Expansion – Vietnam Sub-group #10 working closely with the Secretariat.

During 2018, four commercial members provided supply chain maps for pilot work in Vietnam and one STF supplier is working with the Vietnam in-country manager to test STF tools throughout the supply chain in an exercise to discover more about the seafood industry in Vietnam.

Traceability is the first step

The Secretariat Team is working on a Vietnamese traceability protocol using the basic methodology applied for Thailand.

Vietnamese documents have been shared to enable the Vietnam specific elements to be adopted.
In addition to a standard traceability paper system, progress has also been made on e-traceability development with an additional retailer and three suppliers in the STF volunteering to participate in a pilot. The pilot is being planned for immediate assessment.

STF Desk based research to help inform our strategy
Between January and April 2020, a baseline evaluation project was conducted by the STF. Information was sourced from information available in the public domain and insights from STF membership actors.

This desk-based research was designed to:
- Help identify risk for vessels supplying STF Member companies in Vietnam.
- Better understand labour and fisheries law and enforcement in Vietnam.

Labour Risk - key findings from our desk research
- The Vietnamese fishing industry appears to face unique challenges due to its informal nature and possible labour shortage to meet demands of a growing industry.
- Although working conditions are mostly covered by the Vietnam Labour Code, the industry operates via informal contracts and profit-share agreements – this could leave workers potentially vulnerable as they are frequently required to do multiple trips to make a profit.
- Working hours during trips can range up to 24 hours, which exceeds legal limits.
- Given the dangerous work and limited profitability of fishing, our research found that the fishing industry often struggles to find sufficient labour, requiring vessel owners to resort to a variety of recruitment strategies that may have impacts on workers’ labour and human rights. This includes the use of loans to incentivize workers to take up work and potential debt cycles that tie workers to a specific vessel owner.
- Child labour is still commonly used in the fishing industry and in many cases workers on fishing vessels do not have the required safety training and skills.
- From a fisheries industry perspective, Vietnam is certainly making some drastic changes to what has been a largely uncontrolled fishing fleet.
Fishing Law and Enforcement – Key Findings from our desk research

- Vietnam has recognised the need for monitoring, control and surveillance (MCS) and enforcement practices.

- It is making changes to these practices through its renewed maritime strategy – the establishment of the Vietnam Fisheries Resources Surveillance Force (FRSF) and a new fisheries law that requires commercial fishing vessels to hold commercial fishing licenses and be equipped with a vessel monitoring system (VMS) based on their length.

- However, VMS uptake is low and the FRSF may be under resourced for effective monitoring of an Exclusive Economic Zone (EEZ) of over 1 million km² with more than 1 million fisherfolk working at sea. Strategies and policies are in place but gaps remain in their implementation.

- Since the EU Commission Decision of the 23rd of October 2017 notifying Vietnam of the possibility of being identified as a non-cooperating third country in fighting illegal, unreported and unregulated fishing (Yellow Card), Vietnam has increased the severity of its IUU fines under its new fisheries law as well as become a party to the Port State Measures Agreement (PSMA) which are important steps towards tackling IUU fishing.

- Implementation of the PSMA appears to be at the earliest of stages and port controls for foreign-flagged vessels are likely to be weak.
THE DETAILS

STF Desk Based Research - overall conclusions

Overall, Vietnam is making progress towards reducing the risk of human rights abuse and IUU fishing. However both country-wide and industry-specific risks exist, and information gaps remain.

The desk research exercise conducted by STF is informing its strategic approach and helping STF shape a long-term agenda to support the Vietnamese government to address both labour issues in the fishing industry and IUU fishing - and ultimately help Vietnam lift the EU yellow card.

Next Steps

In addition to driving leverage through the retailer and brand commitments of the new Membership Agreement, there is a clear need to work with Government – especially in Vietnam as some businesses need to see Government support for the STF.

Over the last 18 months, STF has held discussions with D-Fish in collaboration with OceanMind (OM) presenting the benefits of the STF programme in supporting businesses to address vulnerabilities in the supply chains.

In particular, the work of the STF in supporting the Royal Thai Government to address the EU Yellow Card has been of particular interest for Vietnam D-Fish representatives and knowledge sharing between these stakeholders has been facilitated by the US embassy.

India and Indonesia have been delayed through COVID 19

Both India and Indonesia require separate work plans. Whilst initial expansion steps have been taken, this year’s work efforts have been seriously hindered by COVID 19. Work Plans will be picked up again in 2021.
STRENGTHEN GOVERNMENT LEVERAGE FOR REFORM THROUGH INTERNATIONAL MARKETS ENGAGEMENT

Require STF Secretariat to operationalize mechanisms for bilateral engagement with governments

Milestone: By December 2021, achieve Royal Thai Government endorsement and agreed action plans for the 8 asks identified as key priority areas by the STF.

Ownership: STF Secretariat / List of Government Asks (Sub-group #3)

SPEED READ

- The quality of legal reform is a key factor for STF success
- Whilst significant progress has been made – current STF work plans have identified a number of new government asks
- There is a dedicated sub-group (Sub-group #3 – List of Government Asks) leading an action plan to engage relevant government offices and develop dialogue required for each of the new asks
- Following the introduction of the new Membership Agreement, the sub-group is also charged with identifying any other asks identified as critical to support compliance of the Agreement
Working with government is a key factor for STF success

The quality of legal reform by the Royal Thai Government (RTG) is a key factor for STF success and the STF publicly commends RTG for the significant efforts made to reform the legal and regulatory framework for the seafood industry over the past 5 years.

This has resulted in the positive transformation of Thailand’s fisheries management and the industry’s labour practices.

Whilst significant progress has been made, there is still much work to do and current STF work streams have identified a new set of specific ‘asks’ that relate to Supply Chain Transparency, Sustainability and Employment Practices.

If adequately addressed and enforced, these ‘asks’ will have a positive and long-lasting impact on labour practices across all industries, significantly reducing risks of human rights abuses and human trafficking.

There is a clear imperative from the STF to localize and entrench the ability to monitor and support reforms, progress and working practices, thus avoiding an unrealistic and uneconomic over-reliance on foreign business interests and western NGOs.
OUR CURRENT ASKS

Supply Chain Transparency Asks
1. Mandate catch documentation and full traceability systems for all seafood products including feed.
2. Mandate catch documentation and full traceability systems for all seafood data of the vessels in their extended supply chains.

Sustainability
1. Implement and enforce fisheries and labour laws on all fishing vessels – including public access to the results of all inspections and prosecutions.
2. Expand vessel tracking and monitoring activities to the entire Thai commercial fishing fleet, including the implementation of tracking technology for all commercial vessels.
3. Make data for fisheries science and management decisions publicly available to allow external verification of Thai fisheries sustainability – for buyers to make informed decisions.

Employment Practices
1. Clarify Thai Labour law applicable to farms in a way that achieves meaningful social norms and that is workable for industry.
2. Make the Memorandum of Understanding (MOU) process available and accessible for sea-based workers on Thai commercial vessels, including, clarification of the roles for each government agency and of allowable recruitment fees for vessel workers.
3. Enforce the Overseas Employment Act against local brokers operating without proper registration.

The STF has a dedicated working group (Sub-group #3 List of Gov’t Asks) to drive this area of our work.

Whilst COVID 19 has presented a barrier to progress in 2020, an action plan for approaching the relevant government offices and developing a dialogue with them is being finalised.

Following the launch of the new Membership Agreement, this group is also charged with identifying any other key asks that STF identifies as important to support compliance of STF members with the new Membership Agreement.
The Task Force Engine

The Seafood Task Force has a Board of Directors responsible for steering the overall direction and a full-time Secretariat Team to translate, orchestrate and facilitate strategy into tactics. Tactics are implemented by 10 hard working sub-groups each responsible for a work plan with specific deliverables and timeframes.

Our Sub-groups make things happen

Sub-groups are led by a Sub-group Head nominated to lead a work stream and groups comprise representatives of STF member companies, NGOs and specialist advisors.

As part of membership expectations, Commercial Members are asked to select and contribute to a sub-group that aligns to their main priorities and expertise. The Board meets every 6 weeks and Membership Progress Webinars follow each Board meeting – all facilitated by the Secretariat Team.

The Organization schedules face-to-face Membership Meetings annually. Following the successful introduction of the new Membership Agreement in November, the current work plans of the sub-groups are being reviewed to ensure alignment and prioritization of all work efforts described in the Agreement.
THE STF WAY

1. Listen and seek to understand
2. Always be a well-balanced group with stakeholders in ethics, fisheries and aquaculture supply chains
3. Take a step-by-step approach
4. Abide by a clearly defined scope
5. Don’t let perfection get in the way of progress
6. Employ measurable, clear and auditable metrics (And drive technological solutions too.)
7. Utilize open source, clearly documented and scalable protocols so that models and outputs can be easily adopted
8. Ensure that there is a clearly defined membership process with appropriate Terms of Reference and Governance outlining the ways of working
9. Use the Task Force’s collective purchasing influence as a lever to engage with government to drive urgent action
10. Make things happen
10 แผนงานหลักในปี 2564: เป้าหมายและตัวชี้วัดความสำเร็จ

1. สร้างเสริมให้ STF รุ่นใหม่ได้รับการอบรม
2. สร้างความสัมพันธ์ด้านการบริการที่ดีกับผู้ใช้บริการ
3. สร้างระบบการติดตาม STF ที่มีประสิทธิภาพ
4. สร้างระบบการติดตาม STF ที่มีประสิทธิภาพ
5. สร้างระบบการติดตาม STF ที่มีประสิทธิภาพ
6. สร้างระบบการติดตาม STF ที่มีประสิทธิภาพ
7. สร้างระบบการติดตาม STF ที่มีประสิทธิภาพ
8. สร้างระบบการติดตาม STF ที่มีประสิทธิภาพ
9. สร้างระบบการติดตาม STF ที่มีประสิทธิภาพ
10. สร้างระบบการติดตาม STF ที่มีประสิทธิภาพ
Đồng ý lớn nhất

Kế hoạch hành động 10 điểm năm 2021 - Các dấu mốc & Chỉ số hiệu quả

Dấu mốc: Đến tháng 12/2021, 100% thành viên thực hiện tất cả nội dung của các kế hoạch hành động và chính sách cụ thể của STF.

1. Tăng năng lực chủ trách nhiệm
   - Các dấu mốc & Chỉ số hiệu quả
   - Tăng năng lực chủ trách nhiệm
   - Yêu cầu các thành viên đảm bảo tính hợp pháp và truy xuất nguồn gốc
   - Các chủ tàu từ thị trường quốc tế và thị trường trong nước
   - Các nhà cung cấp trực tiếp
   - Các nhà bán lẻ, các nhãn hàng và các đơn vị dịch vụ

2. Cải thiện&C icy
   - Các dấu mốc & Chỉ số hiệu quả
   - Cải thiện&C icy
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật

3. Công xứng dụng và môi trường
   - Các dấu mốc & Chỉ số hiệu quả
   - Công xứng dụng và môi trường
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật

4. Đóng thạnh lập chung tính
   - Các dấu mốc & Chỉ số hiệu quả
   - Đóng thạnh lập chung tính
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật

5. Xây dựng và triển khai quy tắc ứng xử của STF
   - Các dấu mốc & Chỉ số hiệu quả
   - Xây dựng và triển khai quy tắc ứng xử của STF
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật

6. Mở rộng chung tính
   - Các dấu mốc & Chỉ số hiệu quả
   - Mở rộng chung tính
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật

7. Cải thiện môi trường
   - Các dấu mốc & Chỉ số hiệu quả
   - Cải thiện môi trường
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật

8. Xây dựng và triển khai quy tắc ứng xử của STF để tạo sản phẩm
   - Các dấu mốc & Chỉ số hiệu quả
   - Xây dựng và triển khai quy tắc ứng xử của STF để tạo sản phẩm
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật

9. Mở rộng thị trường
   - Các dấu mốc & Chỉ số hiệu quả
   - Mở rộng thị trường
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật
   - Thực hiện sự tuân thủ đúng quy định của pháp luật

10. Tăng cường kinh nghiệm chung để cài đặt các quy tắc chuyên môn để tạo
    - Các dấu mốc & Chỉ số hiệu quả
    - Tăng cường kinh nghiệm chung để cài đặt các quy tắc chuyên môn để tạo
    - Thực hiện sự tuân thủ đúng quy định của pháp luật
    - Thực hiện sự tuân thủ đúng quy định của pháp luật
    - Thực hiện sự tuân thủ đúng quy định của pháp luật

Đoạn kết luận:

- Đội ngũ STF có được sự tuân thủ pháp luật và giảm rủi ro
--STF đã có được sự tuân thủ pháp luật và giảm rủi ro
--STF đã có được sự tuân thủ pháp luật và giảm rủi ro
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