



Draft Capture Fisheries Standard

Version 2.0.0

Fair Trade USA®

Draft Standard for Public Consultation

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INTRODUCTION

Fair Trade USA's Mission and Vision

Fair Trade empowers farmers, fishers, and workers to fight poverty in ways that improve lives and protect the environment. Rather than creating dependency on aid, it harnesses the power of markets to help producers, businesses, and consumers alike to invest in a better future.

Fair Trade USA, a nonprofit organization, is the leading certifier of Fair Trade products in North America. Fair Trade USA and partnering Conformity Assessment Bodies audit and certify supply chains to help ensure that fishers and workers are paid fair prices and wages, work in safe conditions, protect the environment, and earn Community Development Funds to improve their lives.

Fair Trade USA's Theory of Change

Fair Trade USA views fishers, workers, businesses, and consumers as an ecosystem of partners. Each of these key stakeholder groups needs the others to achieve their goals. Fair Trade USA believes that:

- **Fishers and workers** will have more sustainable livelihoods if the economic model of trade enables access to markets and safe working conditions, if they have the skills and resources to manage their businesses and to produce in environmentally responsible ways, and if they develop and successfully implement organizational models for enterprise and community development.
- **Businesses** will strengthen themselves by enabling sustainable livelihoods for producers in their supply chains. Companies that source in socially and environmentally responsible ways, verified by independent third-party certification, will create shared value and be rewarded by their consumers, employees, and other stakeholders.
- **Consumers** want to feel good about their purchases. They will buy sustainable products when they are available in the right places, from the right brands, at the right quality and price, and when the products' attributes are credible and verified by independent third-party certification.

In order to enable these outcomes, Fair Trade USA invests directly and in collaboration with our partners in the following core activities:

- Develop and implement **standards**
- Enable **producer services** which build competitiveness
- **Certify** producers and supply chain partners
- Engage businesses and consumers to **cultivate demand**
- Define, measure, and communicate **impact**

About this Document

This document is Fair Trade USA's Draft Capture Fisheries Standard, version 2.0.0 (hereafter referred to as the "CFS"). It is available online for a 60-day public consultation period, during which time Fair Trade USA will be receiving feedback on this document to guide the revision and finalization of the new version of the CFS. Once finalized, the Capture Fisheries Standard



version 2.0.0 will replace the currently operational Capture Fisheries Standard version 1.1.0. Throughout this document you will find text in red which explains major changes to the CFS and includes specific questions for reviewers to focus on.

The Fair Trade USA Capture Fisheries Standard (CFS) was developed to provide the opportunity for fishers to demonstrate the core elements of fair trade in their practices, while helping them commercialize their product. The CFS is organized around the core Fair Trade USA principles that represent the main organizational objectives of:

- a) **Empowerment:** The CFS supports fishers to develop skills necessary to effectively negotiate with those who have an influence on the buying, processing, and marketing of their products. This is done through the process of organizing a Fishing Association, electing a Fair Trade Committee, creating a Fair Trade Premium Plan, and making decisions on how to spend the Fair Trade Premium.
- b) **Economic Development:** The CFS aims to improve income stability of fishers by ensuring a transparent and stable trading relationship with their buyer(s) and by requiring payment of a Fair Trade Premium on every Fair Trade Certified™ product sale. The CFS also establishes wage requirements for workers employed by the Registered Fishers and the Certificate Holder in order to increase their income. Additionally, the Resource Management module of the CFS aims to strengthen and stabilize fish stocks so the resource can provide a sustainable livelihood for the fishing community over the long term.
- c) **Social Responsibility:** The CFS protects fundamental human rights of those involved in the fishery. For fishers and workers, health and safety measures are established in order to avoid work-related injuries. Fishers are encouraged to use the Fair Trade Premium to provide greater access to, or improve quality of, community needs such as healthcare and education.
- d) **Environmental Stewardship:** Registered Fishers must adopt responsible fishing practices and work to protect fishing resources and biodiversity. This includes data collection and monitoring to provide better information on the state of fish stocks and to mitigate the impacts of fishing, recognizing that many small-to-mid scale fisheries often face challenges with data availability and management. A goal of the Capture Fisheries Program is to have fisheries improve over time and eventually reach a level of environmental responsibility consistent with international best practices. In addition, the Certificate Holder and Fishing Association(s) look for ways to engage with government agencies and other stakeholders to jointly improve fishery management.

Revision Process

The CFS is being updated through a rigorous and transparent review and revision process, which began in mid-2019. The foundation of the revision process is based on extensive outreach and consultation with a diverse array of stakeholders, including a variety of producers, brand partners, academics, and NGOs. Our publicly available [Standard Development and Revision Procedure](#) outlines the process we use to write and revise all of our standards. Fair Trade USA's first version of the CFS was published in 2014, it went through a minor update in 2017, and is now due for a major revision to ensure consistency and clarity of the Fair Trade program across our product categories. The updated CFS will apply to all wild caught fishery producers globally. This Draft CFS was developed using a review of learnings from over five years of implementation in the field, as well as interviews with a selection of producers, trading partners, environmental and social NGOs, and experts spanning a variety of geographies. As part of the revision, we:

- harmonized core requirements with other Fair Trade USA producer standards to enable easier implementation;
- restructured the document to facilitate implementation based on the size of different sites included in the scope of the certificate; and,
- incorporated Progress criteria to allow more flexibility in timelines for compliance with the CFS depending on the size and capacity of the fishery operation and the land-based facility size.



During this phase of the revision process, the Draft CFS is being released for public consultation to give an opportunity for all interested stakeholders to provide feedback and comments on the proposed changes, and identify areas for further improvement.

Scope and Eligibility

The CFS applies to groups of fishers engaged in marine and fresh water wild capture fisheries, and land-based operations (landing sites and the first processor in the country of origin), as outlined in the *Requirements for Certificate Scope Under the Capture Fisheries Standard*. The CFS Certificate is held by a Certificate Holder on behalf of one or more entities in the supply chain. The scope of the Certificate can cover a group of vessels/fishers (i.e., cooperative or Fishing Association), multiple groups, and a processing facility buying from one or more groups of vessels. The Certificate Holder is ultimately responsible for compliance with the CFS, and it is the Certificate Holder's responsibility to ensure that all the entities, activities, and sites included in the scope of the CFS Certificate are in compliance with the full requirements of the CFS.

The following sites and activities must always be included in the scope of the CFS Certificate and comply with the full requirements of the CFS:

- 1) All vessels used to catch and transport Fair Trade Certified seafood;
- 2) Any site managed by the Certificate Holder where Fair Trade Certified seafood is landed, processed, packed, sorted for quality, or transformed; and,
- 3) Any intermediate buying and selling operations between the fishers and the Certificate Holder where Fair Trade Certified seafood is being processed, packed, sorted for quality, or transformed.

All other sites where Fair Trade Certified seafood is only being stored or transported do not need to be included in the scope of the Certificate. In addition, any processing, packing, sorting for quality, or transforming which is subcontracted off-site¹ does not need to be included in the scope of the Certificate. These sites may be included under the Certificate at the Certificate Holder's discretion.

For sites where Fair Trade seafood is stored, transported or handled that are not included in the scope of the Certificate, the Certificate Holder must have a contract with these entities which covers all of the following elements:

- 1) That the entity will ensure that Fair Trade Certified product is not mixed with non-Fair Trade Certified product, in accordance with requirements in Sub-module 8.1;
- 2) That the entity meets the ILO Core Conventions²:
 - a) Forced Labour Convention, 1930 (No. 29)
 - b) Abolition of Forced Labour Convention, 1957 (No. 105)
 - c) Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
 - d) Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

¹ This refers to any individual or company that is not managed by the Certificate Holder nor subject to a controlling interest by the Certificate Holder (either through ownership or family relationships) which does not take legal ownership of the Fair Trade seafood but provides services to process, pack, or transform the product. See the Fair Trade USA Glossary for more definitions of terms.

² <http://ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>



See the *Requirements for Certificate Scope Under the Capture Fisheries Standard* policy for details on scope and eligibility.

Compliance with Local and National Laws

All Fair Trade Certified producers, fishers, and Certificate Holders are expected to comply with all relevant local and national laws and regulations. The requirements in the CFS may be stricter, less strict, or equivalent to applicable laws. In the case that an applicable law or regulation is stricter than the CFS requirements, the law will prevail. In the case that a CFS requirement is stricter than the law, the requirements of the CFS will prevail. The intent is that where laws and the CFS requirements overlap, the one that offers the strongest protections for fishers, workers, communities, and the environment prevails. This holds true regardless of whether the Fair Trade USA requirement in the CFS is marked as "Critical", "Progress", or "Best Practice".

Given the broad range of jurisdictions in which Fair Trade USA operates, as well as the complexity and changing nature of laws and regulations, we do not include reference to country-specific legal requirements in the CFS itself. Ultimately, it is the responsibility of the Certificate Holder to ensure compliance with the law. In any case where there is concern that a CFS requirement is in conflict with an applicable law, the Certificate Holder or applicant should contact Fair Trade USA.

Using the Capture Fisheries Standard

Structure

In order to align with other Fair Trade USA standards, we changed the name of each *section* to become *modules*. The previous Section 1 (Structural Requirements) and 2 (Empowerment & Community Development) were merged into one, Module 1: Empowerment. Section 4 (Wages Working Conditions and Access to Services), was divided into four different modules. Modules 3 and 4 cover contracts and agreements and define requirements applicable to different working arrangements. Modules 5 and 6 cover occupational health and safety and define requirements applicable at the vessel level (Module 5) versus the land-based facility level (Module 6). A new module was also included, Module 9: Internal Management System, which will help guide the Certificate Holder through the implementation of the CFS requirements.

The CFS is organized into nine **modules** addressing different aspects of fishing, processing and facility management, and group administration. The requirements under each module apply to the Certificate Holder, fishers and crew members on fishing vessels, and/or workers at landing sites and/or processing facilities. An overview of each module is provided below.

Module 1: Empowerment [Previously: Structural Requirements (STR) and Empowerment and Development (ECD)]

Collective and individual empowerment are fundamental to building healthy businesses and healthy communities, and as such are core tenets of the Fair Trade system. One of the unique attributes of the Fair Trade model is the Fair Trade Premium, which is an extra sum paid to fishers on top of the product price and wage. Together as Fair Trade Premium Participants, fishers decide how the Fair Trade Premium will be used to meet their individual and collective needs, as well as the needs of their communities and the environment. This module describes the requirements for Registered Fishers to organize into Fishing Associations and for Premium Participants to elect a Fair Trade Committee, identify the needs of beneficiaries of the Premium, and decide how the Fair Trade Premium is spent to address these needs.

Module 2: Fundamental Rights at Work

The requirements in this module are based on the International Labor Organization (ILO) Core Conventions addressing forced, bonded, and compulsory labor; child labor and the protection of young workers; freedom of association; and discrimination. The requirements outline the fundamental rights that form the basis for ensuring the well-being of fishers and workers and managing human rights risks faced by companies and buyers in their supply chains. Securing these rights facilitates individual and collective empowerment by establishing



the ability to act on choices, promoting a healthy worker-management relationship, and ensuring the opportunity for future generations to appropriately contribute to their families' livelihoods.

Module 3: Working Agreements between Registered Fishers and Crew Members [Previously: Wages, Working Conditions & Access to Services]

This module focuses on the working agreements Registered Fishers have with all crew members operating on their vessels. Registered Fishers are fishers who are part of a Fishing Association, are not employed, and work independently. Clear and transparent working agreements and fair remuneration of crew members working on vessels of Registered Fishers contribute to income sustainability of crew members.

Module 4 Conditions of Employment for Land-based Facility Workers and Hired-Labor Fishers: [Previously: Wages, Working Conditions, and Access to Services]

Clear employment conditions, and fair wages and benefits directly contribute to income sustainability of hired labor fishers and workers. This module ensures clear and transparent contracts, along with ensuring hired labor fishers and workers have access to services and benefits like vacation, sick leave, health benefits, maternity leave, and more. These benefits can directly improve the well-being of all hired labor fishers and workers. Additionally, when individuals know their rights and have access to supportive structures, they are empowered to make choices to improve their lives.

Module 5 Working Hours and Occupational Health & Safety on Vessels: [Previously: Wages, Working Conditions, and Access to Services]

This module focuses on Registered Fishers, crew members, and hired-labor fishers—whether working for an employer or independently—who operate on vessels within the scope of the Certificate. The individual well-being of fishers and crew members is directly impacted by working conditions, including occupational health and safety, and working hours. Implementation of the requirements in this module can contribute towards a reduction in accident and illness rates, and help employers and Registered Fishers attract and retain individuals through responsible employment practices.

Module 6: Working Hours and Occupational Health & Safety on Land-based Facilities: [Previously: Wages, Working Conditions, and Access to Services]

The individual well-being of workers at land-based facilities is directly impacted by working conditions, including occupational health and safety, and working hours. Implementation of the requirements in this module can also contribute towards a reduction in accident and illness rates, and help facilities attract and retain workers through responsible employment practices.

Module 7: Resource Management

The ability of the ocean and fresh water to provide livelihoods for fishers and workers is directly linked to the long-term environmental impacts of fishing practices. Adopting sustainable and responsible fishing practices protects biodiversity and ensures fishing resources for future generations. This module describes the requirements for data collection, stock health determination, governance structure, trainings, and proper waste management, which are key components to achieve a long-lasting responsible fishery.

Module 8: Traceability & Transparency

This module describes the requirements for traceability and for relationships between the Certificate Holder and the Fishing Association(s). This module ensures that the practices related to the purchase, movement, production, and sale of Fair Trade Certified products are clearly defined. This includes requirements on physical and document traceability of Fair



Trade products. The requirements in this module also promote clear contracts and transparency between the Certificate Holder and other entities included in the Certificate to ensure the terms of trade are clear and fishers know what to expect from their participation in Fair Trade USA's Capture Fisheries Program.

Module 9: Internal Management System *[NEW]*

A functioning management system within a company, fishing organization, and group is necessary to support the implementation of the CFS and the empowerment of fishers and workers. This module details the requirements of the Internal Management System (IMS) that the Certificate Holder must have in place to assist with the implementation and monitoring of the CFS. The IMS focuses on identifying risks of non-compliance with the CFS, monitoring the risks identified, and taking measures to address non-compliances on sites included in the Certificate. Planning, implementation, and record keeping are fundamental to the success of the IMS.

Each **module** is split into **sub-modules** by theme. Within each **sub-module**, there are multiple principle-based **objectives**, each of which has one or more associated requirements specified in **compliance criteria**.

Compliance criteria define the requirements that must be met for certification, meaning that they are binding, either at a specific point in time (Critical criteria) or by the sixth year of certification (Progress criteria). All entities, sites, and activities included in the scope of the Certificate will be audited according to these requirements. The applicability of each compliance criterion is color-coded and shown in the column to the far left. See the *Applicability* section below for details.

The final column of the tables in the CFS labeled, **Intent and Clarification**, includes further explanation of the requirements. Information in the Intent and Clarification column is divided into **clarifications**, which are binding, and **recommendations**, which are best practice. The recommendations also include examples and suggestions for how to achieve compliance with the requirements. The terms 'shall,' 'must,' and 'required,' indicate a binding requirement, which must be met in order to be certified. The terms 'should,' 'may,' or 'best practice' indicate that the item is optional.

Note on this draft: As part of the public consultation, this Draft CFS 2.0.0 includes an additional column labeled, *Summary of Changes and Questions*, on the far right of each table. This column will include brief descriptions of the changes made to each compliance criterion, as well as questions directed towards stakeholders interested in providing feedback on the document. In addition, each compliance criterion and objective include the prior reference number in brackets (e.g. [STR-CH 1.2]), to easily identify how the standard has been restructured, which criteria are new, and which have been modified.

Applicability	No.	Compliance Criterion	Timeline	Intent and Clarification	Summary of Changes & Questions
<i>Describes applicability of each compliance criterion</i>	<i>Compliance Criterion Number</i>	<i>Defines specific requirements of the CFS objective, against which conformance will be assessed during the audit</i>	<i>Specifies point in time by which the requirements must be met</i>	<i>Further, binding explanation of the requirements as well as guidance on best practices and recommendations for implementation</i>	<i>Description of the changes made to the criterion for this Draft CFS Version 2.0.0 and, when relevant, questions on the approach taken</i>



Types of Compliance Criteria

The Fair Trade USA CFS takes a continuous improvement approach to development. Entry criteria, or Year 0 requirements, are assessed during the initial certification audit and represent minimum requirements regarding social empowerment, economic development, and environmental responsibility. These criteria must be met prior to initial certification. Other Critical criteria are fulfilled after initial certification in the first, third, or sixth year of audits as detailed in the *Timeline* column. Progress criteria represent continuous improvement practices that build towards increased social empowerment and economic development, as well as improved practices in environmental stewardship.

Some compliance criteria have a qualifying statement at the beginning of the sub-module that clarifies its scope and timing of applicability. For example, some Critical criteria cannot be fully implemented until the time of the first Fair Trade sale or the first Premium expenditure. In these cases, the requirements must be met as soon as they become applicable, which may be some time between the Year 0 and the Year 3 audits. Conformity Assessment Bodies may conduct follow-up audits or request supporting documentation before the next full audit to ensure the compliance criteria have been met.

Compliance criteria and their associated Intent and Clarification define the binding requirements that must be met for certification. Each compliance criterion is classified as one of the following:

- 1) **C-Y# = Critical.** Critical criteria describe requirements that must be met by a specified timeframe to receive or maintain a CFS Certificate. A majority of Critical criteria are C-Y0, meaning that they must be met by the initial certification (Year Zero). All remaining Critical criteria must be achieved within a specified timeframe, by one, three, or six years of certification. Some Critical criteria must be met in a specified order in addition to a specified timeframe, before or after other related criteria have been implemented.
- 2) **P-# = Progress.** Progress criteria describe continuous improvement requirements that must be met over time, with all requirements needing to be met by year six of certification. Each Progress criterion is worth a specified number of Progress Points, valued at 1, 3, or 5.
- 3) **BP = Best Practice.** Best Practice criteria are optional and are not required (immediately or in the future). Only Small Operations and Small Land-Based Facilities have criteria which are classified as Best Practice. However, we encourage Small Operations and Small Land-Based Facilities to aspire to meet these goals over time.

The criterion type (either Critical, Progress, or Best Practice) is indicated in the Timeline column and for each size category: Short Fishing Trip, Small Crew, and Small Operations (SFT/SC/SO); Medium Fishing Trip, and Mid-sized Operations (MFT/MO); and, Large Crew, and Large Operation (LC/LO). Only the modules which apply to individual sites (Modules 3-7) have Progress and Best Practice criteria. The number of Critical and Progress criteria, and points which can be earned for each Progress requirement, may vary by size category.

The Certificate Holder is responsible for ensuring compliance with the CFS by all entities included in the scope of the Certificate. A Certificate Holder who is ensuring compliance for a group of sites will need to categorize each site in order to understand which criteria are applicable and at which point in time.

Progress Requirements

The Certificate Holder must show a minimum level of compliance and progress over the course of certification. This is done by earning an increasing number of Progress Points over time, through compliance with Progress criteria.

- The Certificate Holder must earn at least 40% of the possible Progress Points by the initial certification (Year Zero) and maintain them through Year Two; at least 70% of the possible Progress Points by Year Three and maintain them through Year Five, and full compliance with all Progress criteria (100% of Progress Points) by Year Six.
- The Certificate Holder may select which Progress criteria to comply with to reach the minimum percentage of Progress Points required within the relevant timeline in modules containing Progress criteria.



- The required percentage must be met within each module independently.
- Modules 3, 4, 5, 6 and 7 contain Progress criteria.
- Although the Progress criteria are site specific, all of the sites within each size category must meet the same set of Progress criteria. In preparation for the audit, the Certificate Holder should make sure the fishing operations and land-based facilities in their group know which criteria they are expected to meet.
- Progress points are earned even when that particular criterion might not be applicable for a specific site

Definitions

In the CFS there are four categories which define individuals participating in the Fair Trade USA program: 1) Registered Fishers, 2) crew members, 3) hired-labor fishers, and 4) workers. In addition, Fair Trade Premium Participants are the individuals who determine how the Fair Trade Premium is spent. Detailed descriptions of each category are listed below, as well as a diagram showing these differences (Figure 1). Definitions are also included in the Glossary.

Fisher

Under the CFS, a *fisher* is defined as any person, regardless of gender, catching seafood, whether waged or earning payment as a percentage of the earnings. Fishers may be catching fish on board vessels or from shore (e.g. set netters). In Fair Trade USA's Capture Fisheries Program, fishers who don't have a formal employer must be organized into Fishing Associations, fishers who do have an employer may choose to form a Fishing Association, but it is not required.

Registered Fishers

Under the CFS, Registered Fishers are the fishers in the Fair Trade program who do not have a formal employer, and **must** join a single, or multiple, Fair Trade Fishing Association(s) (FA). All captains or skippers of vessels fishing for Fair Trade seafood must be Registered Fishers, as well as fishers who have crew members working for them under a payment-share system. All Registered Fishers are Premium Participants.

Crew members

Under the CFS, a *crew member* can be an individual working on the vessel of a Registered Fisher directly involved in catching seafood, or an individual who is not catching seafood but participates in the general vessel operation (i.e., cooks, mechanics, observers on board, etc.). Crew members work exclusively on board vessels, or on the shore fishing. Any crew member is eligible to join a Fishing Association, irrespective of whether they are waged or operating on a payment-share system (non-waged). This also includes crew members who only occasionally work in this capacity, for example, may fish only a few weeks per year. Any crew member who decides to join the Fishing Association must be included as a Premium Participant.

Hired-Labor Fisher

Fishers who have a formal employer and are directly involved in the catching of Fair Trade seafood on board a vessel or from shore. This includes an individual who is not catching seafood, but participates in the general vessel operation (i.e., cooks, mechanics, observers on board, etc.). The employer could be the Certificate Holder, or another individual/entity within the supply chain,



who is under the scope of the CFS Certificate. Hired-labor fishers may be salaried or waged, or paid under payment-shares. All hired-labor fishers must be included as Premium Participants, and they may choose to form or join a Fishing Association, but they are not required to do so.

Worker

A *worker* is any individual working on land, either at a processing facility or at a landing site. Workers are not involved directly in catching seafood. They work at land-based facilities where seafood is processed, stored, transported, or transformed. Permanent workers are workers who are employed on an ongoing, year-round basis. Temporary workers are those employed for limited periods of time due to fluctuations in demand for labor at different times of the year. Workers are always waged, and they may be Premium Participants if the Premium Participants vote to include them.

Fair Trade Fishing Association

The CFS uses the term *Fishing Association (FA)* to refer to the organization that self-employed fishers who wish to join the Fair Trade program (Registered Fishers) must form. However, the Fishing Association may take different forms depending on the country where the fishery is. The Fishing Association could be, for example, a Cooperative, Fishing Organization, or any other legal form of organization composed of fishers that is democratically-run by its members. To participate in the Fair Trade program, Registered Fishers who are not already members of a legal organization must form at least one democratically-run Fishing Association (FA). Through the FA, they coordinate their responsibilities regarding understanding and compliance with the CFS requirements, communication with the Certificate Holder, resource management, vessel safety, and trade relationships with buyers. The FA represents the views of its members on any matters affecting their fishing activity, including the requirements of the CFS, laws, and regulations controlling the fishery, and fishery-related infrastructure.

The FA is mainly composed of Registered Fishers; however, it may include other members. For example, captains of tender vessels or transfer vessels transporting fish to and from landing sites who work with Fair Trade fishers and are based in the same community. Any non-fishing crew operating on the vessels of Registered Fishers are eligible to join as well. The FA can also include spouses of the Registered Fishers when they actively participate in the fishing activities (e.g., preparing the vessels to go fishing, repairing fishing nets/fishing lines, etc.). It may also be appropriate to include fishery scientists, and staff from local non-profit organizations in the FA, either formally or informally.

Fair Trade Premium Participants

Fair Trade Premium Participants are the group of individuals who are eligible to elect one or more Fair Trade Committees to manage the use of the Fair Trade Premium. This Committee is responsible for managing and spending the Fair Trade Premium on behalf of the Fair Trade Premium Participants, and for tracking and reporting the use of the Premium.

The Premium Participants are structured in a way that allows Registered Fishers, crew members, hired-labor fishers, and in some cases workers, who interact with each other to all benefit from the Fair Trade Premium. The following individuals must **always** be included as Fair Trade Premium Participants:

- 1) All Registered Fishers;
- 2) All crew members: this includes seasonal non-fishing crew members, waged or earning through payment-shares;
- 3) All hired-labor fishers; and,



- 4) Any worker directly employed or managed by Registered Fishers and/or the Fishing Association(s), such as workers at landing sites and/or processing facilities owned or operated by Registered Fishers or Fishing Association(s).

Additional individuals working with Fair Trade seafood can be included in the Fair Trade Premium Participants if desired. The following individuals may be, but are not required to be, included in the group of Fair Trade Premium Participants:

- 1) Spouses of Registered Fishers, crew members, or hired-labor fishers;
- 2) Workers at land-based facilities or on vessels which are not owned/managed by the Registered Fishers or Fishing Association(s), but that fall within the scope of the CFS Certificate. This could include, for example, workers in the processing facility where Fair Trade seafood is first processed, or the captains and crew of tender vessels; and,
- 3) Any other predetermined additional member of the Fishing Association(s). Note that fishery scientists, and staff from local non-profit organizations who are included in the FA do not qualify to become Premium Participants.

Land-Based Facility

This refers to sites where the Fair Trade Certified seafood is being landed, processed, and/or stored. It includes landing sites and processing facilities.

Differentiation of Operations by Fishery Size and Land-Based Facility Size

This new version of the CFS includes differentiation between sizes of fishing operations as well as land-based facilities. This section describes these new size differentiations, which will dictate the timeline by which different compliance criteria will have to be implemented depending on the characteristics of the sites under the scope of the Certificate. Please review the following sections and provide us with your comments about the division of fishing operations and land-based facilities. Additionally, when reviewing Modules 3, 4, 5, 6, and 7, bear in mind there are different timelines in the requirements, which are based on the size operation of the fishery and the land-based facilities. Please provide your comments taking into consideration the different sizes of fishing and land-based operations.

Fair Trade USA recognizes that smaller sites have less capacity to implement strict requirements, especially for written documentation, and that some risks can increase along with the size of facility or the length of a fishing trip. Due to this, the CFS includes size differentiation by fishing operation, as well as land-based facility size. The size categories will dictate the timeline by which compliance criteria will have to be complied with. Modules 3, 4, 5, 6, and 7 have size differentiations, while Modules 1, 2, 8 and 9 do not have any size differentiation.

Fishing Operations

Fair Trade USA only works with what are categorized as small-scale and medium-scale fisheries, based on the time vessels are out at sea on a fishing trip. Fair Trade USA does not certify vessels fishing for 31 consecutive days or more³, this applies to all vessels, regardless of having Registered Fishers, crew members, or hired-labor fishers on board. For vessels fishing 30

³ Further information on types of operations and activities which may be included in the scope of a Certificate can be found in the *Requirements for Certificate Scope Under the Capture Fisheries Standard*.



consecutive days or less, fishing operations are divided into two types of size categories, 1) based on length of the fishing trips, and 2) based on the number of crew members on board (see below).

The size differentiation based on time at sea is relevant for Modules 5 and 7. Module 5 contains occupational health and safety requirements applicable to vessels, and is broken down according to vessel trip length since risk increases the longer fishers are out at sea. Module 7 includes requirements for resource management, which apply the same for vessels of Registered Fishers and/or vessels hired-labor fishers are working on. The second differentiation in size of fishing operation is based on the number of crew members on the vessel. This differentiation is relevant exclusively for Module 3, which covers the working and payment agreements between Registered Fishers and crew members.

Size Differentiation Based on Length of Fishing Trips

This is applicable to define eligible fisheries and differentiates requirements for Modules 5 and 7. Applicable for vessels with Registered Fishers and crew members, or hired-labor fishers.

- Short Fishing Trip (SFT): vessels carrying out fishing trips of 48 hours or less.
- Medium Fishing Trip (MFT): vessels carrying out fishing trips between 48 hours and 30 consecutive days.

Size Differentiation Based on Number of Crew Members on Board

This is applicable for Modules 3. Only applicable for vessels with Registered Fishers and crew members.

- Small Crew (SC): five crew members or less, not including the captain.
- Large Crew (LC): greater than 5 crew members, not including the captain.

Operations with Employees

Modules 4, 6, and 7 include requirements that are applicable to workers at land-based facilities and hired-labor fishers on vessels. All workers and hired-labor fishers are under a formal employment contract, therefore we have broken down the operations with formal employees into three categories, dictated by the number of individuals by site⁴:

- Small Operation (SO): ≤5 permanent workers and no more than 25 total workers on-site at the management unit at any time;
- Mid-sized Operation (MO): 6-25 permanent workers and no more than 100 total workers on-site at the management unit at any time;
- Large Operation (LO): all others.

It is important to note that the size category for land-based facilities is assessed according to the peak number of workers on-site at any one time over the entire year, which could be higher than the number of workers on-site during the audit. In addition, the size is assessed at the level of the management unit, which is defined by ownership or management and can encompass more than one land-based facility. This means that if several land-based facilities under the Certificate are jointly managed by the same entity, they are aggregated to assess the size of the

⁴ Note: The collective group of vessels under the scope of a single Certificate is considered a single site. Refer to the *Requirements for Certificate Scope Under the Capture Fisheries Standard* for more details on site definitions.



management unit. For example, if a company owns and manages two processing facilities each employing 20 permanent workers, each of the processing facilities is considered a ‘Large Facility’ because together they meet the requirements for a Large Facility. If these processing facilities were independently owned and managed, they would be considered ‘Mid-sized Facility’. Note that the manner in which criteria are audited will vary based on the fishing operation and land-based facility size, with larger, more complex, and more sophisticated sites expected to have more robust systems. For example, Small Operations and Small Facilities are not expected to have a detailed time keeping system in order to show compliance with work hour requirements in Sub-module 6.1.

Applicability

Given that this new Draft CFS version includes different requirements according to the scope of the Certificate, we added a color-coded applicability column. For each of the Modules and Sub-modules there will be a column specifying which requirements are applicable according to sites and individuals in scope of the Certificate. We hope that by adding this differentiation by color, it will be easier for Certificate Holders to understand which compliance criteria apply to their Certificate at different levels in their supply chains. Please provide us with your comments on this new approach to clarify the requirements.

Accompanying the Compliance Criteria, the column on the far left will help indicate applicability of compliance criteria in the CFS. The applicability describes the type of supply chain to which the compliance criterion applies to. Delineation of who is responsible for compliance with each Module is described at the beginning of each Module.

The applicability is determined according to the following color code:

Color	Applicability
	All supply chains
	Supply chains with Registered Fishers and crew members
	Supply chains with employees: hired-labor fishers and/or* workers
	Supply chains with land-based facilities

*and/or indicates where a criterion applies in the same way to multiple groups of individuals if they are both present, or the group of individuals of those that is present, and applies in the same way to those listed. For example, not all supply chains will have processing facilities within scope, but those criteria in dark green must still apply to hired-labor fishers. Where there are both hired-labor fishers and workers within scope, those criteria in dark green must apply to both these groups the same way.

Note that regardless of the scope of individuals to which the compliance criterion applies, it is ultimately the Certificate Holder’s responsibility to ensure compliance with the CFS and that compliance criteria are being applied correctly to the right individuals in scope of the Certificate.

Other Important Documents

In addition to this document, it is recommended that Registered Fishers and Certificate Holders be familiar with the following documents which are available on Fair Trade USA’s website:



- 1) *Requirements for Certificate Scope under the Capture Fisheries Standard*: This document explains in detail which entities, sites, and activities must be included in the scope of a CFS Certificate and the audit.
- 2) *Fair Trade USA Glossary*: This glossary includes definitions of terms used in this and other key Fair Trade standards and certification documents.
- 3) *Productivity & Susceptibility Analysis Worksheet*: The Productivity and Susceptibility Analysis Worksheet may be used for data-limited fisheries to determine the vulnerability of a stock to fishing pressure. Additional information can be found within this document.
- 4) *Changes to Certificate Scope Procedure*: This document explains the procedure for adding Registered Fishers, hired-labor fishers, Fishing Associations, workers, and land-based facilities to the Certificate between audits.
- 5) *Price and Premium Database*: This includes the Fair Trade Premium as set by Fair Trade USA.
- 6) *Trade Standard*: Supply chain partners that buy and sell Fair Trade Certified seafood products from a CFS Certificate Holder and/or are responsible for paying the Fair Trade Premium must be certified under Fair Trade USA's Trade Standard.
- 7) *Guidance on the Requirements of the Trade Standard for Multi-Scope Entities also Certified to the Capture Fisheries Standard*: This document outlines requirements in the instance that a Certificate Holder is structured in such a way that they are also responsible for paying the Fair Trade Premium, and so must also be certified against the Trade Standard.
- 8) Additional guidance documents with further explanations and examples of requirements, such as the *Guidance for Determining Scope under the CFS*.
- 9) *Seafood Program Assurance Manual*: This document describes the requirements for all assurance procedures related to compliance assessment and certification under the Capture Fisheries Standard.

Additional Information on Fair Trade USA's Standards and Certification Process

Certification Process

Certification decisions are made by third party Conformity Assessment Bodies approved by Fair Trade USA, based upon compliance with the CFS as established in on-site audits.

In order to gain initial certification, all relevant criteria must be complied with. Once certified, non-compliances with any subset of requirements may result in a decision to suspend certification until compliance has been ensured or may result in decertification, depending upon the severity and extent of the non-conformity.

Finally, in recognition of the fact that most fisheries are publicly-owned resources (even if the right to harvest may be privately or communally held), the Resource Management module of annual audit reports and related elements of the Corrective Action Plan are made publicly accessible upon request. Any such public reports shall be modified to protect the identity of individuals, fishers, or workers who participated in the audit.

Contact Fair Trade USA

To submit comments on the Capture Fisheries Standard, please contact Fair Trade USA's Standards team: standards@fairtradeusa.org. If you have any questions about the auditing process, the scope of the Certificate, or other certification questions, please contact Fair Trade USA's Certification team: certification@fairtradeusa.org.



MODULE 1. Empowerment

“Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. Central to this process are actions which both build individual and collective assets, and improve the efficiency and fairness of the organizational and institutional context which govern the use of these assets.” (World Bank)

Collective and individual empowerment are fundamental to building healthy businesses and healthy communities, and as such are core tenets of the Fair Trade system. One way that a standard can drive collective empowerment is through establishing groups that foster communication and collaboration on important issues such as health and safety, community investments or working conditions. To that end, the CFS requires the formation of a Fishing Association, a Fair Trade Committee (FTC), a Health and Safety Committee, and a Social Engagement Team. This module focuses on the Fair Trade Committee.

The Fair Trade Committee's main responsibility is to manage the use of the Fair Trade Premium, which is one of the unique aspects of the Fair Trade model. The Fair Trade Premium is an extra sum paid to workers and producers above the cost of the Fair Trade product. It is paid per volume of product sold on Fair Trade terms and varies by product, quality, and/or region of production. The amount of Fair Trade Premium to be paid per product can be found on our website: www.FairTradeCertified.org.

In fair trade, Registered Fishers, crew members, hired-labor fishers, and in some cases workers, decide together how the Fair Trade Premium will be used to meet their individual and collective needs, as well as the needs of their communities and environment. They elect a Fair Trade Committee that is responsible for managing, investing, and spending the Fair Trade Premium on behalf of the Registered Fishers, crew members, hired-labor fishers, and in some cases workers, as well as tracking and informing them about Premium projects and Premium accounting. This module describes the requirements for identifying the needs of beneficiaries of the Premium, the joint decision-making process, and how the Fair Trade Premium may and may not be used.

Another empowerment piece is the Fishing Association (FA) which ensures a formal organization of fishers, giving them voting and decision-making power. The FA allows fishers to organize themselves, establish internal rules, and negotiate prices with buyers as an organized group. Through the FA fishers make decisions on the management of the resource based on data collection. The FA creates a space for fishers to organize and discuss with the Certificate Holder, allowing them to air any grievances to the Certificate Holder. Additionally, the Fishing Association can hold the Fair Trade USA Certificate, allowing fishers to obtain direct market access through the program.

This module consists of four sub-modules. The first sub-module describes the overarching responsibilities of the Certificate Holder, the second sub-module focuses on the organization of fishers into a Fishing Association. The last two sub-modules describe the requirements for setting up the Fair Trade Committee, conducting a Needs Assessment of the Premium Participants, and developing a Fair Trade Premium Plan for how Premium will be spent. All criteria in this module are Critical criteria; some of them are applicable by Year Zero, but many are applicable in later years. There are no Progress criteria in this module.



SUB-MODULE 1.1: The Certificate Holder and Certification Management.

No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
Objective 1.1.1: The Certificate Holder can verify eligibility of the fishery under the Capture Fisheries Standard.				NEW
1.1.1.a NEW	The Certificate Holder demonstrates eligibility in line with the requirements laid out in the <i>Requirements for Certificate Scope Under the Capture Fisheries Standard</i> .	C-Y0	<p>Clarification: The intent of this criteria is to verify that the scoping of the Certificate is accurate. All sites which must be included in the scope of the CFS Certificate are included in the audit, and there are not clear violations revealed that would find the fishery ineligible for certification.</p> <p>For details on applicability of sites, see the <i>Requirements for Certificate Scope Under the Capture Fisheries Standard</i> policy.</p>	NEW
Objective 1.1.2: The Certificate Holder understands the Fair Trade USA program and has trained Premium Participants.				Changed objective name.
1.1.2.a NEW [APS 1.1.1.a]	The Certificate Holder understands the intent, purpose, and requirements of the Fair Trade Committee, Needs Assessment, and Fair Trade Premium Plan.	C-Y0	<p>Clarification: Specifically, the individuals responsible for the implementation of Module 1 as identified in 9.1.1.a understand the intent, purpose, and requirements.</p>	NEW
1.1.2.b [STR-FTC 1.5] [APS 1.1.1.b]	Fair Trade Premium Participants have been trained on the functioning of the Fair Trade Committee, the intent of the Needs Assessment, and the development of the Fair Trade Premium Plan.	C-Before FTC is elected (1.3.1.c) or Y1 at the latest	<p>Clarification: The main responsibility of the Fair Trade Committee is to manage the use of the Premium. Training for all Premium Participants occurs before the Fair Trade Committee is elected, and at least every three years thereafter.</p> <p>When a significant number of Fair Trade Premium Participants are added, these new individuals must be trained. <i>Significant number</i> is defined as more than 10% turnover in members or new membership since the previous year. This includes turnover of temporary fishers and, when applicable, workers.</p>	Included further language in the compliance criterion language, changed timeline for compliance, and changed guidance to clarification in the Intent & Clarification (I&C).



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
Objective 1.1.3: The Certificate Holder's management has a clear strategy to ensure continuity of the Fair Trade program if it is dependent on outside project-based funding.				No change.
1.1.3.a [STR-CH 3.1]	<p>If the Fair Trade program is dependent on outside project-based funding, the Certificate Holder's management has a clear strategy to ensure continuity of the project once the funding has ended.</p> <p>There is financial evidence of the ability to ensure continuity of the Fair Trade program, or clear financial projections tied to items in the strategy.</p>	C-Y0		No change.
Objective 1.1.4: The Certificate Holder deals fairly with the Fair Trade Committee, Registered Fishers, and Fishing Association, and supports their empowerment.				No change.
1.1.4.a [STR-CH 4.1]	The Certificate Holder incorporates Corporate Social Responsibility into its written mission or policy statement(s).	C-Y0	<p>Clarification: This compliance criterion is not applicable when the Certificate Holder and the Fishing Association are the same entity.</p> <p>Fishers are recognized as an integral part of this written mission or policy statement(s). The term Corporate Social Responsibility does not need to be a part of the mission statement, but it should be clear the objectives of the company are aligned with the objectives of the CFS.</p> <p>Recommendations: Objectives or values associated with the CFS include, for example, fisher support and empowerment, fair treatment of workers, and social and environmental responsibility.</p>	Changed language of the compliance criterion to make it clearer. Moved language about Registered Fishers into the I&C.



<p>1.1.4.b [STR-CH 4.6] [APS 1.3.1.a]</p>	<p>The Certificate Holder supports the Fair Trade Committee through the development of trainings to improve the Premium Participants' understanding of financial literacy, diversify their income sources and improve household livelihoods.</p>	<p>C-Y3</p>	<p>Clarification: Premium Participants must receive a training or access to a support program at least once every three years. Over a six-year period, both financial literacy and income diversification must have been covered.</p> <p>Financial Literacy:</p> <p>Financial literacy means having the knowledge, skills, and confidence necessary to manage one's personal finances well. It helps fishers manage resources, track inputs and productivity, and set and chart progress towards goals, enabling them to make proactive instead of reactive decisions.</p> <p>A training on financial literacy must be provided, and should be adapted to the educational level, cultural context, and needs of the participants. Basic training on financial literacy could include understanding and using basic math and record-keeping to track sales, spending, and personal savings.</p> <p>Income Diversification Support:</p> <p>This requirement could be filled through an educational program on income diversification, or by providing direct support for accessing resources and implementing practices for income diversification.</p> <p>Trainings must be available to all members, and efforts must be made to include less-advantaged group members, those in remote areas, and those with limited literacy.</p> <p>Recommendations: The content of financial literacy training should advance over time. More advanced training could be on accessing financing, calculating and communicating the costs of production, negotiation skills, and/or the roles and activities of different actors in the supply chain.</p> <p>Trainings and programs around income diversification support that meet this requirement include, but are not limited to:</p>	<p>Modified the requirement so that the Certificate Holder works with the FTC to improve financial literacy and income diversification of the Premium Participants.</p> <p>Added further clarification and guidance to the Intent and Clarification.</p> <p>Public consultation: Do you agree with the approach of having the FTC responsible for carrying out the trainings on financial literacy for the Premium Participants?</p>
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No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
			<ul style="list-style-type: none"> • A training provided to a majority of fishers on a non-fishing activity, such as value addition or opportunities to engage in eco-tourism. • Facilitating a peer-to-peer learning structure among fishers. For example, training could be given to a targeted group of fishers who serve as “model” f, who would demonstrate improved practices by example and provide guidance to other fishers in the group. This could relate to fishing practices (e.g. changing to a more efficient gear), or diversifying income opportunities through non-fishing activities (e.g. aquaculture, tourism). • Direct methods of support such as the provision of, or support for accessing, a loan fund that is available to all fishers. <p>Trainings can be conducted by the Certificate Holder or a third party. If a third party is hired to do a training, then Fair Trade Premium may be used. It is also best practice to include household and family members in these trainings.</p>	

SUB-MODULE 1.2: The Fishing Association.

This sub-module is only applicable to fisheries with Registered Fishers and crew members who are part of one or more Fishing Association(s) (FA). Hired-labor fishers do not have to form or join a Fishing Association under the CFS, however, they may join or form a Fishing Association if they wish to do so in accordance with their rights outlined in Module 2. Where the Certificate Holder is a Fishing Association, they must also follow the requirements in this sub-module.

The Fishing Association is an important component of empowerment for fishers, it creates a space for members to share and collaborate with each other, learn their rights and responsibilities under the CFS. Take charge over the management of the resource in a responsible way and create a space for trainings collaboration with other Fishing Associations. Through the organization and membership, fishers develop grievance processes with the Certificate Holder, which creates a direct path for fishers to air grievances regarding prices, payments, and any aspect of the implementation of the CFS.



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
Objective 1.2.1: Fishers are part of a Fishing Association.				Updated language.
1.2.1.a [STR-FA 1.1]	Registered Fishers who are in scope of the Certificate are members of a Fishing Association in order to ensure democratic input into decision-making about changes in the management of the fishery.	C-Y0	Clarification: Individuals may belong to multiple Fishing Associations.	Updated language to be specific to a Registered Fishers and crew member context only.
1.2.1.b [STR-CH 1.4]	A list of Registered Fishers who have joined the Fishing Association is kept up-to-date and is available to Registered Fishers.	C-Y0	Clarification: See the <i>Policy for Adding New Members and Sites to a Capture Fisheries Standard Certificate Between Audits</i> for additional details on adding Registered Fishers between scheduled audits. Recommendations: Best practice is to organize the list by primary species caught by each fisherman, location, Fishing Association membership, and other key information.	No change
1.2.1.c [STR-CH 1.5] [APS 1.1.1.b]	Registered Fishers have basic knowledge of the fair trade concept and have indicated their commitment to participating in the fair trade USA program and to cooperating with the Certificate Holder through a signed agreement.	C-Y0	Clarification: The agreement can be negotiated and signed collectively in cases where fishers are formally organized, such as through a Collective Bargaining Agreement.	No change in the language, moved to the Fishing Association sub-module.
1.2.1.d [STR-FA 2.2]	The Fishing Association keeps a list of all members. The member list for the Fishing Association is updated regularly and is available to members.	C-Y0		Moved from Objective STR-FA 2 to STR-FA 1.
Objective 1.2.2: Fishing Association meetings adhere to agreed-upon rules.				NEW



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
<p>1.2.2.a [STR-FA 1.2]</p>	<p>The Fishing Association has adopted a mission statement and defined the internal rules of the organization (i.e., in the form of statutes, a constitution, or by-laws).</p>	<p>C-Y0</p>	<p>Clarification: The internal rules of the Fishing Association (i.e., statutes, constitution, or by-laws) must include at a minimum:</p> <ul style="list-style-type: none"> Rules that determine who can become a member and provide details on the application process, approval process, and timelines for official registration. The rules are non-discriminatory as described in 2.4.1.a; A mandate that all Registered Fishers and crew members have decision-making voting rights; The cadence by which all members are notified of Fishing Association meetings. This includes meetings required as per 1.2.3.a, as well as any other FA meetings; Define a process to resolve grievances, complaints, and suggestions amongst members of the Fishing Association; Defined procedures to call meetings and determine quorum; and, Where delegate/representation systems are used, the systems are clearly defined and offer representation to all members of the Fishing Association. <p>Delegate systems may be used where necessary.</p> <p><i>Applicable where the Registered Fishers have formed multiple Fishing Associations and the Fishing Associations are making decisions together:</i> The Fishing Associations have established and implemented statutes or internal rules for a delegate system for the election of the leadership team (i.e., board of directors) and participation to the General Assembly meetings (if applicable). The system is based on the principle that each Fishing Association has an equal or proportionate number of delegates.</p> <p>Recommendations: It is best practice to avoid the use of delegates and encourage attendance of all Premium Participants who are part of the FA, to the initial General Assembly meeting.</p>	<p>This compliance criterion was merged with STR-FA 1.3 & 1.5. Additionally, a requirement to develop a system to address grievances and suggestions internally was included.</p> <p>The internal rules for eligibility are now required to be written by year 0 and fully implemented by year 1. STR-FA 3.3 was also merged into the I&C of this requirement – rules are to be written in year 0 and implemented fully by year 1.</p> <p>Included STR-FA 2.3, STR-FA 2.4, and STR-FA 2.5 in the I&C as requirements to be defined in the internal rules and to be followed according to criterion 1.2.2.d.</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
1.2.2.b [STR-FA 1.4]	All major decisions of the Fishing Association are discussed and approved by voting members according to a free, fair, and transparent voting procedure.	C-Y0	<p>Clarification: All voting members decide if additional members of the Fishing Association (i.e., spouses of the members, fishery scientists, and staff from local non-profit organizations) can vote on major decisions or not.</p> <p>Registered Fishers and crew members must always have voting rights. Other Fishing Association members (e.g. spouses, fishery scientist, staff from local non-profit organizations) may acquire voting rights if all existing voting members approve.</p>	Updated terminology for Registered Fishers.
1.2.2.c [STR-CH 4.3] [APS 1.3.2.a]	The Certificate Holder does not prevent the Fishing Association(s) from forming groups to negotiate collectively or take on additional responsibilities for the commercialization of their products. If the Fishing Association wants to become certified against the CFS independent of the Certificate Holder, the Certificate Holder does not prevent this development.	C-Y0	<p>Recommendations: Additional responsibilities might include processing product, accessing fishing inputs from a new source separate from the CH, and sale product on behalf of the Fishing Association's members.</p>	Updated compliance criterion language. Only applicable in a Registered Fishers context.
1.2.2.d NEW	The internal rules of the Fishing Association are followed.	C-Y1		Separated from STR-FA 1.5 to ensure the initial internal rules in STR-FA 1.2 are being followed soon after they are established.
1.2.2.e NEW	There is a written conflict resolution procedure to address conflicts between the Fishing Association members.	C-Y1	<p>Recommendations: This may include conflict resolution between the Fishing Association and land-based facilities, where applicable.</p>	



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
1.2.2.f [STR-FA 1.6]	Requests by Registered Fishers to join an existing Fishing Association are agreed to by the Fishing Association. If the Fishing Association is unable to incorporate new fishers, the Fishing Association justifies why it cannot do so.	C-Y3	<p>Clarification: Admittance of new members to the Fishing Association cannot be discriminatory. See Sub-module 2.4] for additional information concerning non-discrimination.</p> <p>Recommendations: Best practice is to make clear reference to the eligibility requirements defined in the internal rules of the Fishing Association. See 1.2.2.a for additional information concerning requirements for the internal rules of the Fishing Association.</p>	No change.
Objective 1.2.3: Communication and management of Fishing Association meetings are effective.				NEW
1.2.3.a [STR-FA 2.1]	The Fishing Association holds a meeting of all members at least once a year.	C-Y0	<p>Clarification: Members are informed in advance when meetings will take place which are to be defined in the internal rules in 1.2.2.a. Methods for informing members shall take into consideration the languages and literacy of the members.</p> <p>The intent of the meeting is to discuss the implementation of the CFS. This meeting must be open to all members of the Fishing Association.</p> <p>Recommendations: Best practice is to notify fishers two weeks in advance of a meeting.</p>	Merged STR-FA 2.3 into the I&C. Added reference to the internal rules of the Fishing Association.
1.2.3.b [STR-FA 2.6]	Records, books, and documentation are accessible to all members of the Fishing Association. Methods for making this information accessible to members shall take into consideration the languages and literacy of the members.	C-Y1		No change.
1.2.3.c [STR-FA 2.7]	Within the Fishing Association, at least one person or committee is responsible for managing the administration and book-keeping duties of the Fishing Association.	C-Y6		No change.



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
Objective 1.2.4: Fishing Associations are represented by a leadership team.				No change.
1.2.4.a [STR-FA 3.1]	The leadership team (e.g., board of directors) is chosen in free, fair, and transparent elections, and this election process is documented.	C-Y0	Clarification: The Fishing Association leadership team and the FTC can be the same entity if desired. See 1.3.1.c for additional information.	No change.
1.2.4.b [STR-FA 3.2]	All members of the Fishing Association are eligible for nomination and are able to participate in the election of the leadership team (i.e., board of directors).	C-Y0		No change.
Objective 1.2.5: Members of the Fishing Association understand their rights and are able to air grievances and communicate concerns.				NEW
1.2.5.a NEW [APS 3.7.1.a]	Registered Fishers and crew members understand their rights under the CFS.	C-Y3	Clarification: This includes their rights as described in Modules 2, 3 and 5 of the CFS. This information is made available in languages all members of the Fishing Association understand. Recommendations: It is best practice to provide the information through a brochure or poster in a public place, for example, at landing sites, where the Fishing Association meets, or where individuals usually gather.	New. Public consultation: Do you agree with the timeline to comply with this requirement?
1.2.5.b NEW [APS 3.7.2.a]	The Fishing Association and the Certificate Holder develop a grievance policy and procedure. The policy ensures resolutions occur in a timely manner and includes an appeals procedure.	C-Y0	Clarification: This criterion is not applicable if the Certificate Holder and the Fishing Association are the same entity. The policy and procedure shall be designed for the Fishing Association to bring up grievances regarding prices, payments, and any other aspects related to the management of the fishery and compliance with the CFS.	New. Dedicated to grievance mechanisms between the Fishing Association and the Certificate Holder Public consultation: The intent of this criterion is to create a formal process for the FA to communicate with the CH on any issue regarding the CFS program. Do these requirements cover this intent?



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
1.2.5.c NEW	The grievance policy in 1.2.5.b is followed.	C-Y1		New.
1.2.5.d NEW [APS 3.7.2.b]	The Fishing Association maintains records of grievances, including a description of the grievance, the investigation process and persons involved, and actions taken to address each grievance.	C-Y1	Clarification: Records must be kept for at least five years, or longer if required by law.	This criterion was partially addressed in FHR-DAP 2.4. Previously, the criterion was focused only on sexual misconduct and is now to apply to all forms of harassment and grievances raised.
1.2.5.e NEW [APS 3.7.2.c]	The Fair Trade USA Complaints Procedure has been communicated to Registered Fishers and crew members verbally and in writing.	C-Y1	<p>Clarification: The policy is available on the Fair Trade USA website.</p> <p>Registered Fishers and crew members understand they can submit allegations to Fair Trade USA directly if they believe the Certificate Holder is in violation of the Fair Trade USA standard and if internal grievances submitted about violations have not been resolved.</p> <p>This information is made available in languages the hired labor fishers and workers understand.</p> <p>Recommendations: This may be provided through a brochure or poster in a public place where hired labor fishers and/or workers gather.</p>	New.
1.2.5.f NEW [APS 3.7.2.d]	The Certificate Holder does not dismiss or discriminate against the Fishing Association or any of its members, for using any grievance or allegations process.	C-Y1	Clarification: This includes the Fair Trade USA Complaints Procedure required in 1.2.5.e.	New.
Objective 1.2.6: There is regular and open communication between the Fishing Association and the Certificate Holder.				NEW



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
1.2.6.a [STR-CH 4.2]	There are regular meetings between the Certificate Holder and the Fishing Association(s) concerning the Fair Trade program and management of the fishery. Issues and concerns of the Registered Fishers are solicited and discussed. These meetings are documented.	C-Y1	<p>Clarification: This criterion is not applicable if the Certificate Holder and the Fishing Association are the same entity.</p> <p>Sufficient regularity shall be defined by the Fishing Association itself.</p> <p>Recommendations: It is recommended there are three to four meetings per year.</p> <p>A designated third party may represent the Certificate Holder during these meetings, if appropriate.</p>	Changed timeline from C-Y0 to C-Y1.

SUB-MODULE 1.3: Premium Participants Are Represented by a Fair Trade Committee to Manage the Use of the Fair Trade Premium.

No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
Objective 1.3.1: Fair Trade Premium Participants are represented in a democratically elected Fair Trade Committee (FTC).				NEW
1.3.1.a NEW [APS 1.1.2.a]	The Certificate Holder has designed an initial structure and election procedure for the Fair Trade Committee (FTC) that ensures the proportional representation of diverse groups within the Fair Trade Premium Participants on the FTC.	C-Y0	<p>Clarification: The intent is that the composition of the Fair Trade Committee (FTC) reflects the composition of the group of Premium Participants. A representative structure means that minorities, such as but not limited to, women, migrant fishers, temporary migrant fishers, etc. are represented in the structure of the FTC. Some minority groups may be ‘over-represented’ on the FTC in order to ensure they have representation. The role of the Certificate Holder is to ensure proportional representation by designing an appropriate structure and election procedure, not to identify individuals to serve on the FTC.</p> <p>When more than one FTC is created per group of Premium Participants each Premium Participant is represented in exactly one FTC.</p>	<p>New.</p> <p>See Annex A for details on setting up the FTC and distributing Premium.</p> <p>STR-FTC 1.4 was merged into the I&C of this compliance criterion.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>Note that this criterion is applicable only for the initial certification. Once the process for election of the FTC has started, under 1.3.1.b the Premium Participants will be responsible for modifying the proposed structure and governance of the FTC(s).</p> <p>Delegate systems may be used if they offer adequate representation of all Premium Participants. The intent of the delegate system is to represent all of the Premium Participants' interests in a streamlined and implementable manner, for example in larger groups that are geographically dispersed, where it is difficult for all Premium Participants to come together. Premium Participants must democratically elect their delegates themselves.</p> <p>Where delegate/representation systems are applied, these are clearly defined and offer equitable representation to all members of the FTC.</p> <p>Detailed rules for setting up the FTC(s) and for distributing Premium across multiple FTCs are outlined in Annex A</p>	
<p>1.3.1.b [STR-FTC 1.8] [APS 1.1.2.b]</p>	<p>The majority of Premium Participants have agreed on the proportionally representative structure of the Fair Trade Committee and understand how they are represented in the FTC.</p>	<p>C-Before FTC is elected or Y1 at the latest</p>	<p>Clarification: The Premium Participants may make changes to the original proposal by the Certificate Holder presented in 1.3.1.a as long as the structure still follows the requirements in 1.3.1.a, including that it remains proportionally representative.</p> <p>The approval and understanding can be attained at a General Assembly meeting of a majority of Premium Participants.</p> <p>A representative structure means that minorities, such as but not limited to, women, migrant fishers, temporary migrant fishers, etc. are represented in the structure of the FTC.</p>	<p>Modified language of the requirement. This compliance criterion, along with the new criterion 1.3.1.a, ensures there is a means for Premium Participants to approve of the composition of the FTC.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
<p>1.3.1.c</p> <p>[STR-FTC 1.1]</p> <p>[APS 1.1.2.c]</p>	<p>Premium Participants elect the members of the Fair Trade Committee through a democratic process with equal voting rights. The election process is documented.</p>	<p>C-After 1.3.1.a and before Premium is spent, or Y1 at the latest</p>	<p>Clarification: Only Premium Participants may be eligible for a position on the FTC. A democratic process with equal voting rights requires that each Premium Participant gets one vote, no matter how much they sell to the Certificate Holder, how long they have fished or worked in facility, etc. All Premium Participants have equal access to the voting process.</p> <p>If multiple FTCs are set up, the Premium Participants shall be divided into electoral groups so that they vote for the relevant FTC.</p> <p>Delegate voting systems are allowed if they offer equal representation to all Premium Participants.</p> <p>The FA's leadership team (1.2.4.a) can be nominated as the FTC.</p>	<p>Changed language in the compliance criterion so that the election does not have to take place at a General Assembly specifically. STR-FTC 1.2 & STR-FTC 1.3 were merged with this compliance criterion.</p> <p>Public consultation: Do you agree with this change, or should we specify that the election must happen during a General Assembly meeting?</p>
<p>1.3.1.d</p> <p>NEW</p> <p>[APS 1.1.2.d]</p>	<p>A Fair Trade Officer has been appointed by the Certificate Holder as a non-voting observer to the Fair Trade Committee.</p>	<p>C-After 1.3.1.a and before Premium is spent, or Y1 at the latest</p>	<p>Clarification: This requirement is not applicable where the Certificate Holder is a Fishing Association.</p> <p>The intent of this criterion is for the Certificate Holder to provide technical support to the FTC in developing the Fair Trade Premium Plan, the annual progress report, and in making democratic and transparent decisions. Through the appointing of a Fair Trade Officer, the Certificate Holder is directly involved in the FTC meetings, but may not attempt to influence the decision making of the FTC (see 1.3.1.e).</p> <p>This representative of the Certificate Holder may not vote in FTC decisions, but must block any Premium project that would result in a non-conformity with the Fair Trade Premium Expenditure Rules laid out in Annex C. Any such block must be documented in the meeting minutes of the FTC.</p>	<p>This was formerly a suggestion in the I&C of STR-FTC 1.1 and was moved out to be its own compliance criterion. Additionally, ECD-FTP 5.3 was merged into the I&C.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>Where there is more than one FTC, each FTC must have an observer from the Certificate Holder. The same observer can serve on multiple FTCs. The FTC may invite more than one observer from the Certificate Holder.</p> <p>Recommendation: The Certificate Holder may nominate an independent third party, such as an implementation partner, to serve as their observer, as long as that individual has an agreement to act on behalf of the Certificate Holder.</p> <p>It is recommended that the individual responsible for supporting implementation of Module 1, as identified in 9.1.1.a, be the observer to the FTC.</p>	
<p>1.3.1.e [ECD-FTP 5.1] [APS 1.1.2.e]</p>	<p>The Certificate Holder does not interfere with the independent decision-making of the Fair Trade Committee. This commitment is declared in writing and shared with the FTC.</p>	<p>C-After 1.3.1.c and before Premium is spent, or Y1 at the latest</p>	<p>Clarification: This includes that employers or site managers who are not themselves members of the Premium Participants do not interfere with the independent decision-making of the FTC.</p>	<p>Formerly part of Section 2 in the CFS.</p>
<p>1.3.1.f [STR-FTC 1.6] [APS 1.1.2.f]</p>	<p>The Premium Participants have approved, and the Fair Trade Committee is following, a written Constitution defining the governance, roles and responsibilities of the FTC.</p>	<p>C-After 1.3.1.c and before Premium is spent, or Y1 at the latest</p>	<p>Clarification: The rules shall, at a minimum, include:</p> <ul style="list-style-type: none"> • The identification of the Premium Participants as the supreme decision-making body of the FTC; • The voting procedures for electing the FTC and approving the Fair Trade Premium Plan, including the frequency of elections, delegate systems, the definition of a quorum, and how minor vs. major changes in the Fair Trade Premium Plan are approved; • A process for Premium Participants to raise suggestions or comments on the Premium Plan; 	<p>Modified language of the compliance criterion but kept the same intent.</p> <p>STR-FTC 1.7 and ECD-DM 2.7 were merged with the compliance criterion in the I&C.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<ul style="list-style-type: none"> Rules for ongoing project funding or distribution of the remaining Premium to Premium Participants in the event of dissolution of the FTC; and, Rules for emergency and discretionary spending. <p>If there are multiple FTCs, each one shall have its own Constitution, which includes the rules for Premium distribution among FTCs.</p> <p>If there are multiple FTCs and a significant change in workforce composition or Certificate scope occurs, within one year the rules for Premium distribution must be re-assessed to ensure that they are still equitable and re-approved by a majority of Premium Participants. Significant changes include but are not limited to, more than 10% new membership, a new production line involving new workers, or new sites of different sizes or geographies. Note this does not include turnover of individual workers unless a change in individual Premium Participants results in a change in the workforce structure or distribution of Premium Participants.</p> <p>If the Premium Participants have already formed a group (for instance a cooperative) whose board directly nominates the FTC as allowed under 1.3.1.c , it must have adopted the requirements outlined here in official governance documents.</p> <p>Recommendation: The process for Premium Participants to raise suggestions on the Premium Plan can be done at the General Assembly.</p> <p>It is best practice to set term limits for FTC members to ensure participation by a diverse group of people.</p>	
Objective 1.3.2: The Fair Trade Committee (FTC) meets regularly and communicates with Premium Participants.				NEW
1.3.2.a	The Fair Trade Committee establishes rules for General Assembly meetings.	C-Y0	<p>Clarification: The rules include, at a minimum:</p> <ul style="list-style-type: none"> Procedures to call the General Assembly meeting and determine quorum; 	Combined STR-FTC 3.2 and 3.3. Updated language to specify that rules are established.



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
[STR-FTC 3.2, and STR-FTC 3.3]			<ul style="list-style-type: none"> Procedure to inform Premium Participants in advance of when General Assembly meetings will take place. Methods to inform Premium Participants shall take into consideration the languages and literacy of the Premium Participants. <p>Recommendation: It is best practice to notify Premium Participants at least two weeks in advance.</p>	<p>Public Consultation: We would like to be more specific on how far in advance Premium Participants should be informed about the General Assembly meeting. What is a reasonable timeline to notify Premium Participants of a General Assembly meeting?</p>
1.3.2.b [STR-FTC 3.1] [APS 1.1.3.a]	The Premium Participants meet annually for a General Assembly to discuss and decide on Fair Trade Committee activities and governance.	C-Before Premium is spent, or Y1 at the latest	<p>Clarification: All major decisions of the FTC are discussed and approved at a General Assembly meeting according to a free, fair, and transparent voting procedure.</p> <p>Delegate systems may be used in lieu of direct attendance if they offer adequate representation to all Premium Participants. The majority of Premium Participants shall participate in the General Assembly and vote on Fair Trade matters, either directly or through a delegate. Workers may need to be compensated for their time spent at the General Assembly. See Annex B for requirements related to compensation and support to ensure participation.</p> <p>If the proposed structure of the FTC involves separating Premium Participants into natural groups each with its own FTC, each group can hold a separate General Assembly or choose to hold them jointly.</p> <p>If there is no balance in the Fair Trade Premium account and no funds were spent in the previous year, the annual General Assembly may be postponed or skipped. However, it is recommended to always hold the General Assembly, as it is an important opportunity for sharing information, training on general fair trade matters, and planning for future Premium spending.</p>	Merged STR-FTC 3.4 into the I&C. Added further clarification and language into the I&C.



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>Recommendation: Although delegate systems may be used, it is recommended that for the initial General Assembly meeting, all Premium Participants join in person.</p>	
<p>1.3.2.c [STR-FTC 3.5] [APS 1.1.3.a]</p>	<p>Minutes are kept of the General Assembly meeting, and any decisions made are documented.</p>	<p>C-Y1</p>	<p>Clarification: The minutes clearly record all decisions made and contain a list of all participants at General Assembly meetings. There is a list of participants at General Assembly meetings included in the minutes.</p> <p>The minutes are signed by the FTC leadership.</p> <p>The decisions should be posted in a public place accessible to and used by Premium Participants, for example, in the cafeteria, kitchen or at product drop-off locations.</p> <p>Recommendations: Minutes can be hand-written. They should clearly record the place of the meeting, date, and time.</p>	<p>Merged with STR-FTC 3.6.</p>
<p>[STR-FTC 3.8]</p>	<p>Applicable where the Premium Participants have formed multiple FTCs: If the FTCs make decisions together, and use one joint Fair Trade Premium Plan and one joint Premium accounting system (not several separate Fair Trade Premium Plans and Premium accounting systems), they organize a General Assembly meeting of all FTCs at least once a year. Decisions on the use of the Premium are made at this General Assembly meeting.</p>	<p>C-Y6</p>	<p>Recommendations: All FTCs should be represented in the General Assembly. Delegate systems may be used in lieu of direct attendance if they offer adequate representation to all Premium Participants.</p>	<p>Deleted. Covered under Annex A and 1.4.2.a.</p>
<p>1.3.2.d NEW [APS 1.1.3.b]</p>	<p>The Fair Trade Committee meets at least once per quarter.</p>	<p>C-Before Premium is spent, or Y1 at the latest</p>	<p>Clarification: If there is a minimal balance in the Fair Trade Premium account and no funds were spent in the previous year, this meeting frequency may be temporarily reduced.</p>	<p>NEW</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>For seasonal fisheries, the meeting frequency may also be reduced to be held only during the fishing season. If ongoing projects are being implemented however, members who are available should endeavor to meet to check in on projects, even if it is not the full FTC.</p> <p>When projects must be actively managed, it is likely that the FTC will need to meet more frequently than once per quarter, for instance once per month.</p> <p>The employer or Certificate Holder must allow any workers on the FTC to participate in all meetings.</p> <p>Committee members may need to be compensated for their time spent at FTC meetings. See Annex B for requirements related to such compensation.</p> <p>Recommendations: The FTC may define what constitutes a <i>minimal</i> balance in their current Fair Trade Premium Plan. For example, if the FTC has already developed a Premium Plan but does not yet have enough Premium saved to begin any projects, it does not have to meet. However, it is recommended that the FTC continues to meet at least quarterly where feasible, to encourage regular dialogue and collaboration among FTC members and the Certificate Holder on Premium planning, training, and other fair trade matters.</p>	
<p>1.3.2.e [STR-FTC 2.2] [APS 1.1.3.c]</p>	<p>The Fair Trade Committee keeps and signs minutes of its meetings and shares them with Premium Participants.</p>	<p>C-Y1</p>	<p>Clarification: The minutes of the FTC meetings clearly record the place of the meeting, date, time, meeting participants, and all decisions made.</p> <p>Methods for sharing meeting minutes with Premium Participants shall take into consideration the languages and literacy of the Premium Participants.</p>	<p>Merged STR-FTC 2.3 & 2.4 into this compliance criterion.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>Recommendation: Sharing with Premium Participants could be done by posting in a public place accessible to and used by Premium Participants, for example, at the landing site, or in the Fishing Association meeting space,</p>	
<p>1.3.2.f [ECD-DM 2.8] [APS 1.1.3.d]</p>	<p>The Fair Trade Committee communicates information on Fair Trade sales, Premium, and Premium expenditures to the Premium Participants at least annually.</p>	<p>C-Y1</p>	<p>Clarification: Methods for informing Premium Participants shall take into consideration the languages and literacy of the Premium Participants.</p> <p>This requires that the Certificate Holder shares information about Fair Trade sales and Premium income with the FTC.</p> <p>Recommendation: To aid in planning, the Certificate Holder and FTC should share the estimated Premium income for the following year based on Fair Trade Certified sales forecasts.</p>	<p>Clarified language in the Compliance Criterion, with no change in the intent.</p>
<p>Objective 1.3.3: The Fair Trade Committee (FTC) is trained and empowered to fulfill their duties regarding the use and management of the Fair Trade Premium.</p>				<p>NEW</p>
<p>1.3.3.a [STR-FTC 2.1] [APS 1.1.4.a]</p>	<p>Fair Trade Committee members understand the role and responsibilities of the FTC.</p>	<p>C-Before Premium is spent, or Y1 at the latest</p>	<p>Clarification: The full CFS is made available to the members of the FTC.</p> <p>Recommendation: This can be accomplished through a training done by the Certificate Holder, which is repeated for any new FTC members.</p>	<p>Clarified language of the compliance criterion, with no change in the intent. Changed the timeline for compliance.</p>
<p>1.3.3.b [ECD-FTP 5.4] [APS 1.1.4.b]</p>	<p>Fair Trade Committee members are trained in the administrative and organizational skills needed to fulfill their duties.</p>	<p>C-Y3</p>	<p>Clarification: All trainings are documented. Records are kept on file. The Certificate Holder is responsible for providing these trainings (and covering the cost, if provided by a third party). The Premium may not be used for any training that is required for compliance with the CFS.</p>	<p>Clarified language of the compliance criterion, with no change in the intent.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>The FTC receives training at least once per year so that its members have the skills they need to manage the Premium.</p> <p>At a minimum, this includes training on the management of the Premium accounting system (see 1.4.5.a) once it is functioning. New members joining the FTC should be trained on the accounting system shortly after they join.</p> <p>Other training topics can include budgeting, financial literacy, project management, meeting facilitation, consensus-building, communication technologies, and conflict resolution.</p> <p>Recommendation: Administrative and organizational capacity trainings should be adapted to the educational level, cultural context, and needs of the participants. Basic trainings could include understanding and using basic math and record-keeping to track sales, spending, and personal savings. More advanced training could be on accessing financing, calculating and communicating costs of harvest, negotiation skills, and/or the roles and activities of different actors in the supply chain.</p>	
<p>1.3.3.c NEW [APS 1.1.4.c]</p>	<p>Fair Trade Committee members have been trained in how to conduct the Needs Assessment required in Objective 1.4.1.</p>	<p>C-Y3</p>	<p>Clarification: This training can be done by the Certificate Holder or a third party. If a third party is hired, then Fair Trade Premium may be used to pay for the training. This training is necessary to prepare the FTC to take an active role in the management of the Needs Assessment process as required in 1.4.1.d.</p>	<p>New.</p>
<p>1.3.3.d NEW [APS 1.1.4.d]</p>	<p>The Certificate Holder provides resources necessary to hold Fair Trade Committee meetings, and the Fair Trade Committee has access to administration and communication tools.</p>	<p>C-Before Premium is spent, or Y1 at the latest</p>	<p>Clarification: This includes, but is not limited to, providing office or meeting space, transportation for Committee members to get to and from the meeting, compensation for participants' time (see Annex B), and supplies such as paper, pens or pencils, computer resources where appropriate, etc.</p>	<p>New,</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>The meeting space must be in reasonable proximity to the FTC members.</p> <p>Communication tools which must be accessible to the FTC include telephone and email. Normally, the Certificate Holder provides these tools, but Fair Trade Premium may be used for these communication tools (see Annex C).</p> <p>Recommendation: It is recommended that the FTC has its own independent email account where infrastructure allows this.</p> <p>For cases where workers are part of the Premium Participants, the Certificate Holder and the employer should allow workers on the FTC to carry out project-related tasks between meetings during working hours, and consistently make time available for FTC activities, even during busy times of year.</p>	



SUB-MODULE 1.4: Fair Trade Premium is Spent According to the Needs of the Registered Fishers, Crew Members, Hired-Labor Fishers, Workers, and the Community.

This sub-module is applicable upon first use of the Fair Trade Premium or the year listed, whichever comes first.

No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
Objective 1.4.1: There is a written assessment that outlines the needs of the Registered Fishers, crew members, workers, their community, and the natural environment.				No change.
1.4.1.a [ECD-DM 1.1]	There is a written Needs Assessment identifying the social, economic, and environmental development needs of the Registered Fishers, crew members, hired-labor fishers, and their families, communities, and the environment relevant to the scope of the Certificate. The results of the Needs Assessment are shared with the FTC, the Fishing Association, and the Social Engagement Team.	C-Before Premium is spent, or by Y1 at the latest	<p>Clarification: The Certificate Holder is accountable for the Needs Assessment being completed. The intent of this requirement is that the needs of all Fair Trade Premium Participants, their families, and communities are well understood and can be effectively considered when prioritizing uses of the Fair Trade Premium. Note that 1.4.1.c requires that the scope of the Needs Assessment be expanded in future years.</p> <p>The first Needs Assessment must be financed or undertaken directly by the Certificate Holder. Subsequent Needs Assessments (see 1.4.1.b) may be financed by Fair Trade Premium if they are undertaken by a third party.</p> <p>The Needs Assessment may be carried out in a variety of ways including surveys, interviews, or meetings with Premium Participants. The Needs Assessment must include a diverse and representative sample of Premium Participants. A representative sample means that minorities, such as but not limited to, women, migrant fishers, temporary migrant fishers, etc. are included in the surveys, interviews, or meetings with Premium Participants.</p> <p>The Needs Assessment shall include an evaluation of the following areas at minimum:</p> <ul style="list-style-type: none"> • access to education and childcare; • food security; • health services (for example, access to or affordability of health care); 	<p>Clarified language on who is responsible for carrying out and paying for the Needs Assessment.</p> <p>Public Consultation: Analyzing survey results by gender was included as a best practice. Should this be required?</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<ul style="list-style-type: none"> • housing; • health and sanitation (for example, drinking water access and quality; latrines; access to Personal Protective Equipment; or community health concerns such as high levels of HIV infection, diabetes, infant mortality, maternal death rate); • gender equity, including participation by women in income generating activities and decision-making, and other women’s empowerment issues; • product quality; • climate resilience and adaptation; • governance and co-management challenges for the management of the fishing resource; and, • natural resource sustainability, based on the criteria from the Resource Management module of the CFS. <p>Recommendation: Additional recommended themes include:</p> <ul style="list-style-type: none"> • community infrastructure (for example, roads, bridges, or community buildings); • community services (for example, access to trainings or other support for livelihoods improvements); • provision of trainings. <p>It is best practice, but not required, that the FTC be involved in planning and undertaking of the Needs Assessment in the first year. Note that in 1.4.1.d , by Year 6 the FTC will need to take an active role in updating the Needs Assessment.</p> <p>It is recommended that a summary of the Needs Assessment results also be shared with all Premium Participants.</p> <p>It is best practice to analyze the results of the Needs Assessment according to gender to identify and gender-specific needs that may inform the Premium Plan.</p>	



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
<p>1.4.1.b [ECD-DM 1.2]</p>	<p>The Needs Assessment is updated by the third year of certification and at least every three years after that point, and/or when there is a significant change in Premium Participants.</p>	<p>C-As soon as a significant number of new Premium Participants are added, or by Y3 at the latest</p>	<p>Clarification: Significant change is defined as more than 10% new membership since the previous Needs Assessment, or turnover of individuals that results in a change in the workforce structure or distribution of Premium Participants.</p> <p>If a significant change in Premium Participants does not occur, this criterion is not applicable until Year 3.</p> <p>Updates to the Needs Assessment undertaken by a third party can be paid for with Fair Trade Premium.</p>	<p>Modified language in the compliance criterion, with no change in the intent. Changed the timeline for compliance.</p>
<p>1.4.1.c [ECD-DM 1.3]</p>	<p>The Needs Assessment scope is expanded to include any workers in the scope of the Certificate who are not included in the scope of Premium Participants.</p>	<p>C-Y3</p>	<p>Clarification: For instance, processing facility workers might not be included as Premium Participants, but their needs must be assessed so that they can benefit from the Fair Trade Premium in the future.</p> <p>When workers are included as Premium Participants before Year 3, they must be included as part of the scope of the Needs Assessment at the time when they are added as Premium Participants.</p> <p>Recommendation: If there is no existing living wage benchmark required for 4.2.1.d, workers may need to be included in the Needs Assessment earlier in order to achieve compliance with the living wage requirements.</p>	<p>Modified language in the compliance criterion, with no change in the intent. Added clarification to the I&C to include workers in the Needs Assessment before Y3 whenever workers are included as Premium Participants, and when living wage requirements are complied with.</p>
<p>1.4.1.d [ECD-DM 1.4]</p>	<p>The Fair Trade Committee takes an active role in updating the Needs Assessment.</p>	<p>C-Y6</p>	<p>Recommendation: An <i>active role</i> could mean that the FTC leads the assessment or hires a specialist to conduct the assessment.</p>	<p>No change.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
Objective 1.4.2: There is a Fair Trade Premium Plan which explains how the Fair Trade Premium will be spent, based on the Needs Assessment. This plan is approved by the Premium Participants.				No change.
1.4.2.a [ECD-DM 2.1]	The Fair Trade Committee has developed a Fair Trade Premium Plan which describes how Fair Trade Premium will be used.	C – Before Premium is spent, or by Y3 at the latest	<p>Clarification: At a minimum, the Fair Trade Premium Plan includes a prioritized and detailed list of projects and investments that address needs identified in the Needs Assessment and a list of any other expenses for which Premium will be used (e.g., Premium management expenses, training costs, etc.). See 1.4.2.c [ECD-DM 2.2] for details on allowed expenditures of Premium.</p> <p>For each project, the Plan lists and details project objectives, outcomes, respective timeline, budget, and required actions, as well as individuals’ roles and responsibilities in the project. Objectives and outcomes of the required actions are measurable, and measurement criteria are defined.</p> <p>If there is more than one FTC, each FTC must develop its own Fair Trade Premium Plan.</p> <p>Premium projects focused on benefiting migrant Premium Participants while they are at the workplace must aim to have an immediate short-term impact since the population may vary from year to year. Alternatively, a project might focus on meeting the needs of migrant hired-labor fishers and/or workers’ home communities.</p> <p>See Annex C for details on allowable expenditures of Premium.</p> <p>Recommendation: Refer to guidance in 1.4.1.a [ECD-DM 1.1] for updating the Needs Assessment.</p>	<p>Modified language in the compliance criterion, with no change in the intent. Modified timeline and removed involvement of the Certificate Holder in the development of the Premium Plan.</p> <p>Merged ECD-DM 2.4, 2.5 and 2.6 into this compliance criterion.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
1.4.2.b [ECD-DM 2.10]	All individuals included in the scope of the Needs Assessment have access to and can benefit from at least one project.	C-Y6	Clarification: This means that all individuals, even those who are not Premium Participants, must be able to access the benefits of at least one Premium project (see 1.4.1.c). For example, this could include workers at processing facilities included in the scope of the Certificate.	Updated language. The scope of the Premium Plan was expanded to include those in scope of the Needs Assessment which is more than just workers. See the scope of the Needs Assessment for more details (ECD-DM 1.1, 1.4.1.a)
1.4.2.c [ECD-DM 2.2]	The Fair Trade Premium Plan is in accordance with the Fair Trade Premium Expenditure Rules and the results of the Needs Assessment.	C-Before Premium is spent, or by Y3 at the latest	Clarification: This criterion becomes applicable as soon as the first Premium Plan is developed. In all cases, Premium expenditures must be linked to a need identified in the Needs Assessment and be approved by the Premium Participants, unless approved for emergency and discretionary spending as outlined in the FTC Constitution. The intent of Premium expenditure is that it improves the livelihoods of Premium Participants, as guided by the results of the Needs Assessment. The complete Premium Expenditure Rules are outlined in Annex C.	Modified language, with the same intent. Added an Annex C, which expands on the Premium Expenditure Rules.
ECD-DM 2.3	The Fair Trade Premium Plan contains a reasonable budget based upon expected Premium income.	4	Clarification: This is an overall projected Premium budget rather than a project-specific budget. Guidance: See ECD-DM 2.5 for additional details on project-specific budgets.	Deleted. The budget is mentioned under 1.4.2.a
1.4.2.d [ECD-DM 3.1]	The majority of the Premium Participants have approved the Fair Trade Premium Plan.	C-Before Premium is spent, or by Y3 at the latest	Clarification: This is done at a meeting of Premium Participants (or General Assembly), where either the majority of Premium Participants attends directly or where the majority of Premium Participants are represented through their elected delegates.	Modified language, with the same intent. Deleted mention of changes to Premium Plan as it is now covered under 1.3.1.f.



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>The Premium Participants should understand how the proposed Premium Plan addresses the needs identified in the Needs Assessment.</p>	
<p>1.4.2.e [ECD-DM 2.9]</p>	<p>The Fair Trade Premium Plan is updated by the Fair Trade Committee and approved by the Premium Participants on an annual basis.</p>	<p>C-one year after the first Fair Trade Premium Plan is developed, or by Y3 at the latest</p>	<p>Clarification: This update includes an analysis of the outcomes of the previous Premium Plan and any updates to the Needs Assessment as required in 1.4.1.b.</p> <p>If the FTC has developed a Fair Trade Premium Plan before Year 3, in order to spend Fair Trade Premium, the Fair Trade Premium Plan must be updated annually. The intent is that Premium is not spent according to a Fair Trade Premium Plan that is more than one year old.</p> <p>The analysis of the outcomes and implementation of the existing Fair Trade Premium Plan shall report on:</p> <ul style="list-style-type: none"> • The status of each action proposed in the Fair Trade Premium Plan, and if not carried out, an explanation of why not; • When the actions were carried out; • At what cost; and, • Whether the objective was achieved or if further action is needed. <p>Methods for sharing with Premium Participants shall take into consideration languages and literacy of the Premium Participants.</p> <p>Recommendation: The FTC should self-monitor its performance against the initial Fair Trade Premium Plan and evaluate the success of the Fair Trade Premium Plan. There can be several reasons why a Fair Trade Premium Plan was not carried out as originally intended or why it was not successful in reaching the objectives. The Premium Participants need to be informed if this is the case.</p>	<p>Modified language, with the same intent. Merged with ECD-FTP 4.4.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
Objective 1.4.3: The Fair Trade Premium is used according to the Fair Trade Premium Plan and Fair Trade Committee Constitution.				New
1.4.3.a [ECD-FTP 3.1]	Premium is spent only on projects or expenses included in the Premium Plan or approved in the Fair Trade Committee Constitution.	C-As soon as Premium is spent	<p>Clarification: There is no evidence of misuse in the management of the Premium.</p> <p>All Premium expenditures are made in the name of the FTC.</p> <p>Criteria related to Premium use become applicable as soon as Premium is spent. Discretionary and incidental expenditures can be made if they were not included in the Fair Trade Premium Plan as long as these are in accordance with the FTC Constitution.</p> <p>If the Premium Plan is developed in compliance with the rules in 1.4.2.c, it ensures that Premium is spent according to the Fair Trade Premium Expenditure Rules (Annex C).</p>	Merged ECD-FTP 3.3 and 3.4 with this criterion. Changed timeline.
Objective 1.4.4: Structures and safeguards are in place to ensure Premium is spent appropriately.				No Change.
ECD-FTP 4.1	The Certificate Holder maintains records of all Fair Trade sales, including information on Fair Trade buyers, volumes sold as Fair Trade, Premium calculations, and prices received, and the Certificate Holder shares this information regularly with the FTCs.	0		Deleted. Covered by 8.1.3.b.
1.4.4.a [ECD-FTP 4.2]	The Fair Trade Committee is transparent about Premium use and accounting with Premium Participants.	C-As soon as Premium is received	<p>Clarification: Premium Participants can identify which projects were implemented using the Fair Trade Premium.</p> <p>Premium Participants shall receive information about Premium use and accounting directly, via posting in a public place, or via delegates at the General Assembly. Additionally, FTC records, accounts, and documentation are made available to Premium Participants upon request.</p>	<p>Merged with ECD-FTP 4.3 and ECD-FTC 5.2 to align the language with the APS.</p> <p>ECD-FTP 4.3 used to call out sales being communicated to Premium Participants, however, this is covered under the ECD-DM 2.8, therefore ECD-FTP 4.3 was duplicative.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>Methods for informing Premium Participants shall take into consideration the languages and literacy of the Premium Participants.</p>	
<p>1.4.4.b [ECD-FTP 1.1]</p>	<p>Each Fair Trade Committee has a bank account with at least one signatory from the Certificate Holder and at least one signatory from the group of Premium Participants.</p>	<p>C-Before Premium is Spent or by Y1 at the latest</p>	<p>Clarification: Signatures from both the Certificate Holder and the FTC are required to withdraw Premium funds.</p> <p>At the time of the audit, groups must either have the account open or be able to demonstrate the FTC has taken steps to start the process. For example, relevant paperwork has been submitted and the process of opening the bank account is actively underway, or the FTC has evaluated the options, chosen the bank and type of account they will open once Premium is transferred, and have agreed upon which FTC members will be joint account signatories.</p> <p>Each FTC must have its own bank account to hold Premium funds. Where the FTC has established a legal entity (1.4.4.c), the bank account is owned by the legal entity.</p> <p>Exceptions can be made if the FTC is unable to open its own bank account or if a locally-registered FTC is unable to send or receive funds from abroad. In such cases the FTC must appoint a Trustee to open a bank account on behalf of the FTC. The Trustee shall be a joint signatory on the account, and the Trustee must have a signed agreement with the FTC to spend Premium according to the Premium Plan and indicating that the true owners of the Fair Trade Premium are the Premium Participants. The Trustee could be, for instance, the Certificate Holder, an NGO, a bank, or a credit union. A Trustee may not be a third party who is part of the labor supply chain, such as a labor contractor or recruiter.</p> <p>Any third parties involved in managing or distributing Premium funds must comply with the Trustee requirements above.</p>	<p>Merged with ECD-FTP 1.2, 1.3, 1.4 and 1.5.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>The intent here is that the Fair Trade Premium can be tracked, and that the FTC has visibility into all the transactions originating from the Premium payer and all outgoing expenditures of the Premium.</p> <p>The FTC and Certificate Holder understand that the Premium Participants are the true owners of the Premium funds.</p>	
<p>1.4.4.c [STR-FTC 1.9]</p>	<p>Each Fair Trade Committee is legally registered before communal assets are acquired with Premium or if more than USD 150,000 is received or spent by the FTC in one year.</p>	<p>C-As soon as Premium is received</p>	<p>Clarification: The legal entity is managed by the FTC and represents all Premium Participants as the joint owners of the Fair Trade Premium and of any assets acquired with the Fair Trade Premium.</p> <p>Once it has been established, the legal body is responsible for receiving and owning the Fair Trade Premium and any assets purchased by the FTC on behalf of the Premium Participants. Forming a separate entity is a safeguard against corruption and ensures that the assets owned by the Premium Participants, including the Premium, are protected even if the production entity becomes decertified.</p> <p>Note that according to the Fair Trade Premium Expenditure Rules outlined in Annex C, the FTC must also be established as a legal body if Premium is used for on-site investments which remain the property of the owner of a Mid-sized or Large Operation, or of the Certificate Holder.</p> <p>This requirement does not apply when registration under national laws is prohibitive. The justification for not creating a legal entity must be documented, and alternative agreements put into place to ensure the Premium and assets are owned by the Premium Participants and managed by the FTC.</p>	<p>Instead of requiring this by year 6, a monetary amount was included as a threshold. Additional clarification was added to the I&C.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
<p>1.4.4.d [ECD-FTP 3.5]</p>	<p>A third-party audit of Fair Trade Committee accounts is undertaken by a professional financial auditor for any FTC that receives or spends more than USD 75,000 in one year.</p>	<p>C-Y1</p>	<p>Clarification: The purpose of the third-party audit of FTC accounts is to ensure that the FTC is receiving the correct amount of Premium, spending is being recorded accurately, and expenditures follow the Fair Trade Premium Expenditure Rules as described in Annex C. Premium can be used to cover the costs of the financial audit of the FTC bank account. If the audit is part of a broader financial audit, the Premium cannot be used to cover the entire cost of the audit, only an incremental part of the cost.</p> <p>This audit is done by a third-party financial auditor, separate from the Fair Trade CFS audit. It is also acceptable if the Certificate Holder and the FTC agree the Committee should play a role in arranging the audit.</p> <p>Where there are multiple FTCs, only those that exceed USD 75,000 must be audited. Where multiple FTCs use one joint Premium Plan and operate out of one joint bank account, the financial audit shall take place once that account reaches this threshold.</p>	<p>Updated language. Added I&C from the APS.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
Objective 1.4.5: An accounting system accurately tracks the Fair Trade Premium expenses and budget.				
1.4.5.a [ECD-FTP 6.1]	The Fair Trade Committee and the Certificate Holder develop an accounting system that accurately tracks the expenses and budget in the Fair Trade Premium Plan and identifies the distribution of Premium in a transparent manner.	C-Y1	<p>Clarification: The Certificate Holder and the FTC must be able to demonstrate that Premium is used in line with applicable rules. The Certificate Holder may contract a third party to help with this as long as the third party is vetted by the fishers and has appropriate experience. If a third party is contracted, an agreement of responsibilities (for instance a contract or a Memorandum of Understanding) should be in place between the Certificate Holder, the FTC, and the third party that specifies which CFS requirements are to be undertaken by which party.</p> <p>As the Certificate Holder is ultimately responsible for compliance with the CFS, it is the Certificate Holder's responsibility to ensure the third party is fulfilling its duties and undertaking the agreed-upon tasks.</p> <p>Where there are multiple FTCs and Fair Trade Premium Plans, each FTC ensures transparency and compliance with the CFS, through a transparent administration and use of the Premium.</p> <p>Recommendation: The agreement can be as simple or as detailed as the parties wish and can include other activities unrelated to compliance with the CFS.</p>	No change to the compliance criterion. Added ECD-FTP 6.2 into the I&C.
1.4.5.b [ECD-FTP 5.5]	The Fair Trade Committee takes an active role in maintaining the accounting system.	C-Y6	<p>Clarification: The FTC should be involved in, but does not need to be fully responsible for, maintaining the accounting system and tracking expenses, budget, and the distribution of the Premium prior to Year 6. By Year 6, the FTC must take full responsibility for the requirements laid out in this criterion.</p> <p>Information regarding Fair Trade Premium accounting is made available to the Certificate Holder by the FTC.</p>	Changed the compliance criterion language to have the FTC take an active role in maintaining the accounting system instead of being fully responsible for it. Formerly in Section 2 of the CFS.



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
[STR-FTC 3.7]	<i>Applicable where the Premium Participants have formed multiple FTCs: If the FTCs make decisions together and use one joint Fair Trade Premium Plan and one joint Premium accounting system (not several separate Fair Trade Premium Plans and Premium accounting systems), then there is a democratically elected leadership team (i.e., board of directors) that represents all FTCs.</i>	C-Y6	<p>Clarification: This criterion is only relevant where FTCs are making joint decisions. In cases where FTCs are not making decisions together, each FTC may develop their own Needs Assessments and Fair Trade Premium Plan relevant to their Premium Participants.</p> <p>Recommendation: See ECD-DM 2 for additional details on the Fair Trade Premium Plan.</p>	Deleted. Covered under Annex A and 1.4.2.a.
Objective 1.4.6: The Certificate Holder supports the implementation of the Fair Trade Premium Plan.				Deleted
-[ECD-DM 4.1]	If there is no significant progress towards achieving timelines and objectives in the Fair Trade Premium Plan, the Certificate Holder contracts a third party to support the FTC.	C-Y3	<p>Clarification: The Certificate Holder is responsible for paying and contracting a third party for implementation support if the objectives and timelines in the Fair Trade Premium Plan are not met within three years. The third party must be vetted with the fishers and have the appropriate experience. An agreement of responsibilities (for instance a contract or a Memorandum of Understanding) should be in place between the Certificate Holder and the third party that specifies which CFS requirements are to be undertaken by which party.</p> <p>As the Certificate Holder is ultimately responsible for compliance with the CFS, it is the Certificate Holder's responsibility to ensure the third party is fulfilling its duties and undertaking the agreed upon tasks.</p> <p>Recommendation: The agreement can be as simple or as detailed as the parties wish and can include other activities unrelated to compliance with the CFS.</p>	Deleted. This concept was contradictory with the empowerment of the FTC.
-[ECD-DM 4.2]	The Fair Trade Committee vets the third party to ensure that it has the requisite experience.	C-Y3	Clarification: Applicable where a third party has been contracted, as per ECD-DM 4.1.	Deleted. This concept was contradictory with the empowerment of the FTC.



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
{ECD-DM 4.3}	The Certificate Holder can demonstrate that the third party has the qualifications necessary to support the Registered Fishers and the Fair Trade Committee.	G-Y3	Clarification: Applicable where a third party has been contracted, as per ECD-DM 4.1.	Deleted. This concept was contradictory with the empowerment of the FTC.
ECD-FTP 3.2	At least 30% of the Premium is used on environmental projects.	4	<p>Clarification: This criterion is conditional on criteria within the Resource Management section. If the criteria within the Resource Management section of the CFS have not yet been met, at least 30% of the Premium must be used on compliance with the CFS until the requirements of the Resource Management section are met. This use and/or allocation is documented as part of the Fair Trade Premium Plan. After these requirements have been met, 30% of the Premium shall be used for other environmental projects that contribute to the sustainability of the fishery and/or marine ecosystem.</p> <p>Guidance: Environmental projects are those that positively impact natural ecosystems. Examples include developing or improving waste management systems and facilities, creating or enforcing a marine or terrestrial protected area, developing an environmental education program, reimbursements for fishers collecting data, experimenting with and developing alternative ETP-safe gear, and training fishers on the Resource Management section of the CFS. For further guidance on Fair Trade Premium Expenditure Rules see ECD-DM 2.2.</p>	Moved into the Premium Expenditure Rules. Any non-compliance would be raised against 1.4.2.c ECD-DM 2.2.
ECD-FTP 5.6	The FTC takes over responsibility for the Fair Trade Premium Plan progress reports.	6	Clarification: The leadership of the FTC should be able to describe the evolution of the Fair Trade Premium Plan and the justification for the projects included in the Fair Trade Premium Plan.	Deleted. No longer necessary as the Certificate Holder is no longer responsible for the creation of the Premium Plan. See 1.4.2.a ECD-DM 2.1.



MODULE 2. Fundamental Rights at Work

SUB-MODULE 2.1: There Is No Forced, Bonded, or Compulsory Labor.

This sub-module is applicable to the Registered Fishers, crew members, and workers at any site included in the scope of the CFS Certificate.

No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
Objective 2.1.1: Human trafficking and forced, bonded, and compulsory labor does not occur.				No change.
2.1.1.a [FHR-FL 1.1]	There is no kind of forced labor, including bonded labor, human trafficking, contract substitution, indentured labor, slave labor, prison labor, any restrictions on freedom of movement, deception in recruitment and hiring, or fraudulent visa practices.	C-Y0	<p>Clarification: Per ILO Convention 29 and 105, forced or compulsory labor means all work or service that is exacted from any person under the menace of any penalty and for which the said person has not offered him or herself voluntarily. Fair Trade USA also expects that vessel practices are in line with UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, which requires the protection of victims of trafficking and the facilitation of the return of trafficked children, and the UN Protocol against the Smuggling of Migrants by Land, Sea and Air, which provides the legal framework for employing and protecting migrant workers.</p> <p>The intent of this criterion includes, but is not limited to:</p> <ul style="list-style-type: none"> • There are no restrictions on an individual’s freedom of movement from the workplace or employer-provided housing, including serfdom (being bound to live and labor on a vessel and/or on land belonging to another person); • There is no coercion in recruitment and hiring; • That individuals are not isolated, threatened and/or physically harmed; • Individuals are not subjected to any form of mental or physical coercion to force them to remain employed; • Individuals are free to leave the employer; • The employer may not retain salary, benefits, property, documents, or control individuals’ bank accounts as a means to force individuals to remain; • The employer does not make false promises about terms and types of work; 	Merged FHR-FL 1.1 – 1.5. Updated language in the Intent and Clarification (I&C).



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<ul style="list-style-type: none"> • The manager and employer do not threaten to denounce individuals to the authorities, unless legally justifiable; • If individuals have taken out loans from the employer, these loans are subject to reasonable terms which means the interest rate and conditions attached to the offer are agreed upon in advance. Interest rates charged shall not be higher than the cost of borrowing; • Individuals are not required to store identity papers or important travel documents with the employer as a condition of employment; • Individuals are not recruited into armed conflict, sex work, prostitution, pornography, and/or illicit activities such as the production and trafficking of drugs; • The employer may not require individuals to pay deposits or bonds in order to force workers to remain; and, • The use of a labor broker as an on-site manager is not permitted. <p>If forced labor is found, or signs are found that point to the possible existence of forced labor, the individual's safety must be protected, and they must be connected with social services. The Certificate Holder must work with Fair Trade USA on remediation and corrective actions to be taken.</p> <p>Recommendations: If an employer or Certificate Holder provides advances and loans that will later be deducted from wages or payment for seafood, there should be a clear, written agreement outlining repayment parameters. Such advances and loans, and the deductions from wages or payment for seafood made for their repayment, should not exceed legal limits and should not be used as a means to bind crew members or workers to employment.</p> <p>This also applies where housing is provided to a hired-labor fisher and his or her family, and where goods are bought by fishers while on board a vessel (see 4.3.1.a, 4.4.1, and 5.2.2).</p>	



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
2.1.1.b [FHR-FL 1.6]	Hired-labor fishers' and/or Workers' employment (including initial hiring) is not conditional on the employment of his or her family member. Family members are not required to work.	C-Y0		No change to compliance criterion language, separated the I&C, and kept language in FHR-FL 1.1.

SUB-MODULE 2.2: Protection of Children & Young Persons.

This sub-module is applicable to the Registered Fishers, crew members, hired-labor fishers, and workers at any site included in the scope of the CFS Certificate. It intends to protect children and young workers, and is based on ILO Convention 182 on the Worst Forms of Child Labour addressing “work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children” and ILO Convention 138 on Minimum Age: “The minimum age specified in pursuance of paragraph 1 of this Article shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.”

No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes in 2.0.0
Objective 2.2.1: Children below the age of 15 (or below the working age defined by national law, if higher) are not employed anywhere in the operation. The minimum age for employment on fishing vessels is 16 or as defined in law, if higher.				No change.
2.2.1.a [FHR-PC 1.1]	The minimum age for direct or indirect employment by the Certificate Holder or Registered Fishers is the highest of: <ul style="list-style-type: none"> • the legal working age; • the legal age of completion of compulsory schooling; or, • age 15. 	C-Y0	<p>Clarification: This compliance criterion is applicable to individuals hired by the Certificate Holder or Registered Fishers carrying out work at processing facilities or landing sites. This requirement is not applicable to any fishers hired by the Certificate Holder or Registered Fishers who work on vessels. See 2.2.1.b for requirements for those engaged in work on vessels.</p> <p>Employed is defined as working for payment of any kind. This includes self-employment. This criterion also prohibits indirect employment of children. For example, if the Certificate Holder or Registered Fishers hire crew members or workers, these crew members' or workers' children are not allowed to work even alongside their relatives or legal guardian.</p> <p>In the case of Registered Fishers, light, part-time work outside of school hours or as part of an educational program is allowed for younger workers in accordance with ILO Convention 138, where</p>	Updated language, same intent. Added language to allow for education programs and generational transfer of knowledge within the family to be allowed.



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes in 2.0.0
			<p>permitted by law.</p> <p>This criterion is based on ILO Convention 138, Article 2. The intent includes that all the worst forms of child labor, as outlined in ILO Convention 182, are prohibited (see also 2.1.1.a on forced and bonded labor). Note that this criterion is applicable to the hiring and employment of young workers. See 2.2.2.b for restrictions related to children helping their relatives with fishing activities.</p> <p>If child labor is found, the child must be removed from all work immediately, his/her safety must be ensured, and the Certificate Holder must work with Fair Trade USA on remediation and corrective actions to be taken.</p> <p>Recommendations: In all cases, including child-headed households, a child's-rights approach as reflected in the guiding principles of the UN Convention of the Rights of the Child should be used to interpret these requirements, giving priority to the best interests of the child.</p>	
<p>2.2.1.b [FHR-PC 1.2]</p>	<p>Children below the age of 16 (or below the working age defined by national law, if higher) are not employed for work catching seafood.</p>	<p>C-Y0</p>	<p>Clarification: This is applicable to all individuals directly engaged in fishing activity that takes place on land or at sea. Employed is defined as working for payment of any kind. This includes self-employment. This criterion also prohibits indirect employment of children. For example, if the Certificate Holder or Registered Fishers hire crew members, these crew members' children are not allowed to work in boats even alongside their relatives or legal guardian.</p> <p>In the case of Registered Fishers, light, part-time work outside of school hours or as part of an educational program is allowed for younger workers in accordance with ILO Convention 138, where permitted by law.</p> <p>Recommendations: In all cases, including child-headed households, a child's-rights approach as reflected in the guiding principles of the UN Convention of the Rights of the Child should be used to interpret</p>	<p>Broadened language in compliance criterion to include fishing from shore. Added I&C.</p>



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes in 2.0.0
			these requirements, giving priority to the best interests of the child.	
2.2.1.c [FHR-PC 1.3]	Records are kept of young workers that include name, date of birth, address, type of activity performed, seasonality, duration of work, and wage.	C-Y0	Recommendations: As a best practice, the employer obtains and maintains records of parental or legal guardian permission for young workers to be employed, and the guardian's contact information.	Updated language.
2.2.1.d [FHR-PC 1.4]	Where child labor or the protection of young workers and family labor is a risk, risk mitigation measures are identified, documented in an action plan, and implemented.	C-Y1	<p>Clarification: Under this criterion, if children have been employed in the past, it is the responsibility of the Certificate Holder to work with fishers and workers to ensure those children do not enter into worse forms of employment. Records are required of any former child crew members or workers, including their age, a description of their work, and any actions taken with regards to the child (i.e., the relevant remediation policy that is in effect). Under this criterion, a remediation policy and program must be implemented.</p> <p>This criterion is applicable where:</p> <ul style="list-style-type: none"> • Children have been found to be employed; • Young workers or children of fishers have been found not to be sufficiently protected as outlined in 2.2.2; • Child labor, young workers, or family labor have been identified as areas of risk of non-compliance with the CFS under the Certificate Holder's Internal Management System (Module 6); • There is no school accessible for children living in the community; and, • The product and country is included on the US Department of Labor's List of Goods Produced by Child Labor. <p>As part of the Internal Management System (see 9.1.4.b) a person or committee shall be responsible for the implementation of a Risk Management Plan. The risk mitigation measures for child labor and protection of young workers can be integrated into the Risk Management Plan or may be managed separately.</p> <p>The intent is that remediation policies and processes include:</p>	<p>Updated language and deleted the requirement for the Certificate Holder to keep records of their workers, as its duplicative with FHR-PC 1.3.</p> <p>FHR-PC 1.6 was merged into the I&C of this compliance criterion.</p>



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes in 2.0.0
			<ul style="list-style-type: none"> • Removing the child from all work immediately; • Ensuring the child is in a safe place; • Consulting with their family about how to pay for the child to continue schooling and provide an incentive for them to continue in school; and, • Looking for employment opportunities for the adults in the family. <p>Recommendations: An effective remediation policy will include a clear statement against child labor and will define projects with expert partner organizations to ensure the immediate and continued protection of children.</p> <p>As a best practice, and where doing so would not endanger the child, the relevant government agency should be informed. Where there is an active NGO present with appropriate expertise, these may also be a suitable resource for reporting the finding.</p>	
<p>2.2.1.e [FHR-PC 1.5]</p>	<p>The Certificate Holder creates policies and procedures to protect children below the age of 15 (or below the working age defined by national law, if higher) from being employed. The procedures are implemented.</p>	<p>C-Y3</p>	<p>Clarification: Children below the age of 15, or below the working age defined by national law, if higher, are not allowed into processing facilities.</p>	<p>Updated language in compliance criterion to clarify responsibilities for compliance.</p>
<p>Objective 2.2.2: Young workers and children engaging in family labor are protected.</p>				<p>Updated language.</p>
<p>2.2.2.a [FHR-PC 3.3]</p>	<p>Young fishers and workers do not carry out work that, by its nature or the circumstances under which it is carried out, is likely to jeopardize their health, safety, education, or emotional, and/or physical development.</p>	<p>C-Y0</p>	<p>Clarification: Young fishers and workers are those individuals under the age of 18, or below the age of legal adulthood as defined by national law, if higher.</p> <p>This requires, for example, that young workers do not handle chemicals, work at night, work at dangerous heights, or work with dangerous equipment. The physical demands of the job, such as carrying heavy loads, must be appropriate for the young worker's physical development.</p>	<p>Updated language.</p>



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes in 2.0.0
			<p>Young workers shall be provided a work schedule that does not interfere with schooling.</p>	
<p>2.2.2.b [FHR-PC 2.1]</p>	<p>Where children of Registered Fishers and/or crew members help their relatives with fishing activities, they perform only light work under direct supervision of an adult and they do not engage in hazardous work. Work does not jeopardize schooling.</p>	<p>C-Y0</p>	<p>Clarification: This criterion is only applicable to Registered Fishers or crew members and their children. It is prohibited for hired-labor fishers and workers to have their children participating in fishing activities or other work on land.</p> <p>The intent of this criterion is that children who help their parents or relatives with fishing activities must be doing so in a way that does not jeopardize their education or physical development. This includes helping on vessels or processing activities at landing sites.</p> <p>Duties include only light work that does not jeopardize the child's health, safety, or emotional and/or physical development. Night work is not permitted, and the work schedule must not conflict with the child's school schedule.</p> <p>Engaging children in light work in fishing activities is not only often necessary, but also ensures transfer of knowledge and culture.</p> <p>Normally, children will only help their families outside of normal school hours. However, in some countries, schools alter their schedules or provide special permissions or schedules to children of fishers during peak seasons. This allows them to help their families at the time their assistance is most needed, and in a way that does not jeopardize their schooling because the schools have processes in place to ensure continuity of the education of children that use these special permissions/schedules. Given that the intent of the wellbeing of the child is considered in these permissions, this practice is accepted under this objective so long as all other criteria related to working conditions appropriate to the child's wellbeing are met (e.g., no hazardous work, reasonable working hours, etc.).</p>	<p>Updated language. Moved the guidance from the I&C to become clarification. Clarified that this is not allowed for hired-labor fishers and worker scenarios.</p>



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes in 2.0.0
2.2.2.c [FHR-PC 3.1]	The working hours of young fishers and workers do not exceed eight hours per day and 40 hours per week.	C-Y0	<p>Clarification: Young fishers and workers are those individuals under the age of 18, or below the age of legal adulthood as defined by national law, if higher. This includes Registered Fishers, crew members, and workers.</p> <p>Young workers do not work overtime except where unavoidable for safety reasons.</p>	Moved text from compliance criterion to clarification.
2.2.2.d [FHR-PC 3.2]	Young fishers and workers are provided sufficient time for all meals, and a break of at least one hour for the main meal of the day.	C-Y0	<p>Clarification: Young fishers and workers are those individuals under the age of 18, or below the age of legal adulthood as defined by national law, if higher. This includes individuals under payment-share systems.</p>	Clarified language on who this is applicable to.



SUB-MODULE 2.3: Discrimination & Abuse Prevention.

This sub-module is applicable to the Registered Fishers, crew members, and workers at any site included in the scope of the CFS Certificate.

No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
Objective 2.3.1: There is no discrimination against Registered Fishers, crew members, hired-labor fishers, workers, or potential new program participants.				Updated language.
2.3.1.a [FHR-DAP 1.1]	Registered Fishers, crew members, hired-labor fishers, and workers in scope of the Certificate are not subject to discrimination in participation, rules for program participation, voting rights, the right to be elected, access to markets, access to training, technical support, or any other benefits the program offers, remuneration, and/or other activities.	C-Y0	<p>Clarification: The intent of this criterion is to prohibit discrimination in participation, employment, and occupation, as outlined in ILO Convention 111.</p> <p>Discrimination is defined as distinction, exclusion or preference on the basis of race, ethnicity, color, gender, sexual orientation, disability, marital status, family obligations, age, religion, political opinion, pregnancy, HIV/AIDS status, membership status in a trade union or other workers' organization, national extraction, or social origin.</p> <p>For hired-labor scenarios, 2.3.1.b is also applicable.</p> <p>This criterion is associated with criteria in Sub-module 4.5 for hired-labor fishers and workers and Objective 1.2.5 for Registered Fishers and crew members requiring that crew members, fishers, and workers are aware of their rights and have access to a grievance process. There can be no discrimination or retaliation against individuals for using a grievance process or legal complaints process. Discrimination protections for fishers and workers are addressed in Objective 9.2.2.</p> <p>Recommendation: Evidence of non-discrimination could include, for example, participation rates among minority groups that are similar to their activity levels in the region of production from which the Certificate Holder draws its participants. For example, if 30% of the region's fishers are indigenous people, the Certificate Holder could be expected to have indigenous people make up a similar percentage of the Registered Fishers.</p>	Updated language and specified applicability. Added clarification to note that Certificate Holders with hired-labor fishers must also comply with 2.3.1.b
2.3.1.b	Hired-labor fishers and workers are not subject to	C-Y0	Clarification: This criterion is applicable for employed individuals. The	Updated language. This requirement was



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
[FHR-DAP 1.2]	discrimination in recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement, or other activities.		<p>intent of this criterion is to prohibit discrimination in employment and occupation, as outlined in ILO Convention 111.</p> <p>Discrimination is defined as distinction, exclusion or preference on the basis of race, ethnicity, color, gender, sexual orientation, disability, marital status, family obligations, age, religion, political opinion, pregnancy, HIV/AIDS status, membership status in a trade union or other workers' organization, national extraction, or social origin.</p> <p>For hired labor scenarios, 2.3.1.a is also applicable.</p> <p>This criterion includes that there is no discrimination in allocation of benefits or amounts charged for benefits, including housing.</p> <p>This criterion also includes that workers may not be tested for HIV/AIDS during recruitment.</p> <p>Literacy/numeracy testing is only allowed in cases where these skills are required for the specific position and may not be used as a means to discriminate against certain groups of workers.</p> <p>This criterion is associated with criteria in Sub-module 4.5 requiring that workers are aware of their rights and have access to a grievance process. There can be no discrimination or retaliation against workers for using a grievance process or legal complaints process.</p> <p>Discrimination protections for fishers and workers are addressed in Objective 9.2.2.</p> <p>Recommendation: Compliance can be demonstrated, for example, by women having a similar promotion rate as men, similar employment rates of women in all departments in the organization (e.g., not limited to relatively lower wage positions), and/or women having similar pay rates as men.</p>	<p>still kept specific to hired-labor fishers and workers.</p> <p>Added clarification to note that Certificate Holders with hired-labor fishers must also comply with 2.3.1.a.</p>
2.3.1.c	All crew members of Registered Fishers, hired-labor fishers, and workers, receive equivalent	C-Y0	Clarification: This applies to payment-share agreements as well.	No change. Applies to waged/salaried workers as well as individuals paid by



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
NEW	wages for work of equal value.		The intent of this criterion is to ensure there is no wage discrimination based on gender, as outlined in ILO Convention 100, or employment status of the worker, i.e. temporary, migrant, permanent, employed through a labor contractor, etc. This criterion does not prohibit employers from adjusting pay rates based on seniority, work experience, and performance. Wages include overtime pay and other in-kind compensation.	payment share systems.
Objective 2.3.2: The use of corporal punishment, mental or physical coercion, verbal abuse, behavior, including gestures, language, and physical contact that is sexually intimidating, abusive or exploitative, or any other form of harassment is not supported, engaged in, or tolerated.				No change.
2.3.2.a [FHR-DAP 2.1]	Certificate Holders, employers, and Premium Participants do not engage in, support, or tolerate the use of corporal punishment, mental or physical coercion, verbal abuse, or any other form of harassment including sexual harassment.	C-Y0	<p>Clarification: Sexual harassment includes all unwelcome physical, verbal, or non-verbal conduct of a sexual nature.</p> <p>On land-based facilities and in hired-labor fisheries, supervisors shall be informed about the Certificate Holder’s stance on harassment and abuse. If these behaviors are found, timely disciplinary action, as described in the anti-harassment and abuse policy (2.3.2.c), is taken towards the perpetrator and the safety of the person that experienced the harassment or abuse is protected.</p> <p>Recommendation: It is best practice for any incidents of harassment or abuse to be recorded and for a monitoring system to be in place.</p> <p>Actions which could be taken to combat harassment or abuse against women include, the Fishing Association or worker groups imposing sanctions on members that physically or emotionally abuse their spouses or ensuring that a woman directly receives money from the sales of product she caught or processed.</p>	Merged with FHR-DAP 2.2. Updated language of I&C, changing the sexual harassment policy for an anti-harassment and abuse policy that specifically calls out sexual harassment.
2.3.2.b NEW	No fisher or worker is forced to use drugs.	C-Y0	<p>Clarification: Drugs are not used as a form of payment for labor and/or product caught.</p> <p>The Certificate Holder or employer does not offer any type of drugs to hired-labor fishers or workers.</p>	New..



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
<p>2.3.2.c [FHR-DAP 2.3]</p>	<p>The employer develops clear internal anti-harassment and abuse policies and procedures applicable to hired-labor fishers and workers. These policies and procedures are implemented.</p>	<p>C-Y0</p>	<p>Clarification: The policies and procedures shall include information on grievance mechanisms (see Sub-module 4.5) for hired-labor fishers and workers:</p> <ul style="list-style-type: none"> • Reporting harassment and abuse cases; • Investigating harassment and abuse cases; and, • Standardized sanctions for each type of abuse. <p>Note that salary deductions shall not be used as disciplinary measures.</p> <p>The policies shall include a distinct section regarding sexual harassment.</p> <p>This criterion is related to 3.7.2.a which requires a grievance procedure that specifically addresses sexual harassment, as well as to other criteria in Objective 4.4.3 for hired-labor fishers and related to individuals being aware of and understanding their rights.</p> <p>Where third-party recruiters or labor contractors are used, the policies and procedures must address protections for recruited workers and workers employed through labor contractors.</p>	<p>Updated language. Broadened the sexual-harassment policy to become an anti-harassment and abuse policy.</p> <p>The CFS used to require a policy in situations where a significant number of crew members or workers were employed, with the new language, this policy will have to be in place independent of how many workers or crew members are being employed.</p> <p>The Fishing Association will now have to create an anti-harassment and abuse policy and implement it.</p> <p>Public consultation: in cases where the Certificate Holder is not the same entity as the FA, should there be a different timeline for the development of the anti-harassment and abuse policy?</p>
<p>2.3.2.d [FHR-DAP 2.3]</p>	<p>The Fishing Association develops clear internal anti-harassment and abuse policies and procedures that apply to all Registered Fishers and crew members. These policies and procedures are implemented.</p>	<p>C-Y1</p>	<p>Clarification: These policies and procedures shall include information on grievance mechanisms (see Objective 1.2.5 for Registered Fishers and their crew members for applicability) and shall also include:</p> <ul style="list-style-type: none"> • Reporting harassment and abuse cases; • Investigating harassment and abuse cases; and, • Standardized sanctions for each type of abuse. <p>Note that salary deductions shall not be used as disciplinary measures.</p>	<p>Updated language. Broadened the sexual-harassment policy to become an anti-harassment and abuse policy.</p> <p>The CFS used to require a policy in situations where a significant number of crew members or workers were employed, with the new language, this policy will have to be in place independent of how many workers or crew members are being employed.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			<p>The policies shall include a distinct section regarding sexual harassment.</p> <p>This criterion is related to 3.7.2.a which requires a grievance procedure that specifically addresses sexual harassment, as well as to other criteria in Objective 1.2.5 for Registered Fishers and their crew members related to individuals being aware of and understanding their rights.</p> <p>Where third-party recruiters or labor contractors are used, the policies and procedures must address protections for recruited workers and workers employed through labor contractors.</p> <p>Recommendation: The Fishing Association may adopt the policies and procedures defined by the Certificate Holder.</p>	<p>The Fishing Association will now have to create an anti-harassment and abuse policy and implement it.</p> <p>Public consultation: in cases where the Certificate Holder is not the same entity as the FA, should there be a different timeline for the development of the anti-harassment and abuse policy?</p>
<p>2.3.2.e NEW</p>	<p>Hired-labor fishers, workers, and management are trained on the anti-harassment and abuse policies, associated processes, and procedures, and understand them.</p>	<p>C-Y0</p>	<p>Clarification: Hired-labor fishers and workers are trained on the policies, taking into consideration languages and literacy of the hired-labor fishers and workers. See 2.3.2.c.</p> <p>Individuals hired through labor contractors shall be aware of and understand the anti-harassment policy, associated processes, and procedures.</p> <p>Trainings should be repeated once every two years where turnover is less than 30%, or annually if turnover is greater than 30%. Additionally, when new management is hired, they must receive information on these policies, associated processes, and procedures within their first week of employment.</p> <p>Recommendation: It is best practice for a broader training on sexual harassment to be provided by an independent source, such as an institution that has a mission statement related to combating sexual harassment, human resource trainers, or a relevant governmental agency.</p>	<p>NEW. This criterion is applicable for situations of employment. Added the anti-harassment and abuse policies. For Registered Fishers and crew members, this is covered (1.2.2.a).</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes in 2.0.0
			The anti-harassment policy may be provided through the employment contracts and/or through a brochure or poster in a public place where workers or Premium Participants gather.	
2.3.2.f NEW	No female applicants are required to take a pregnancy test or asked about their pregnancy status when applying for a job or while employed. No hired-labor fishers or workers are forced to take birth control.	C-Y0	Clarification: This applies to hired-labor fishers and/or workers applying to work for the employer, and for those who wish to become a Registered Fisher and join the Fishing Association. Rules of eligibility to join the Fishing Association (see 1.2.2.a) must be in accordance with this requirement.	New.
FHR-DAP 2.4	Where a significant number of crew members or workers are employed, a monitoring and record system is in place to prevent unwanted conduct of a sexual nature and improper disciplinary practices.	6	Clarification: The intent of a monitoring and record system is to ensure policies and procedures are effectively implemented.	Deleted. This is now covered by the new grievance criterion (4.5.2.b) as sexual harassment is part of the records being kept as part of the grievance requirements.

SUB-MODULE 2.4: Freedom of Association and the Right to Collective Bargaining Are Respected.

This sub-module is applicable to crew members, hired-labor fishers, and/or workers at any site included in the scope of the CFS Certificate. The Certificate Holder must acknowledge their employed hired-labor fishers’ and workers’ rights to Freedom of Association, and Registered Fishers must acknowledge the rights of their crew members. Some exceptions are included for operations that do not employ more than five crew members or workers at any one time. The intent is to protect crew members, hired-labor fishers, and workers against discrimination when defending their rights to organize and to negotiate collectively based upon ILO Convention 87 on Freedom of Association and Protection of the Right to Organize, ILO Convention 98 on the Right to Organize and Collective Bargaining and ILO Recommendation 143 on Workers’ Representatives. As stated in Convention 87, “Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization. Workers’ and employers’ organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programs.”



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
Objective 2.4.1: Freedom of association is respected and Registered Fishers, crew members, and workers can freely organize.				Moved from prior Sub-section FHR.
2.4.1.a [FHR-FR 1.1]	The employer and/or Registered Fishers do not interfere with the rights of freedom of association and collective bargaining.	C-Y0	<p>Clarification: This criterion includes that crew members, hired-labor fishers, and workers have the right to organize. A fishers' and/or workers' organization is any organization of fishers and/or workers with the objective of "furthering and defending the interests of workers" (ILO Convention 110, Article 69). When a significant number of fishers and/or workers are hired (more than 5 individuals), this right to organize must be detailed in writing.</p> <p>The intent of this criterion includes that:</p> <ul style="list-style-type: none"> • Representatives of worker organizations have free access to hired-labor fishers or workers; • Hired-labor fishers and workers have the right to choose their representatives to take part in any negotiations, without external interference; • Fisher and worker organizations have the right to affiliate with national and international fisher and worker organizations; • The Certificate Holder does not obstruct hired-labor fishers' or workers' right to collectively negotiate wages and working conditions; • Management representatives or their allies do not interfere with or attempt to control activities, meetings, assemblies, or demonstrations of hired-labor fishers or workers; and, • Management does not favor one fisher or worker organization over another. <p>This criterion covers any type or form of trade union, worker committee, or worker organization.</p> <p>Recommendation: Compliance with the <i>in writing</i> portion of</p>	Moved from prior Sub-section FHR. Merged with FHR-FR 1.2 and 1.3.



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
			<p>this criterion can be achieved through a signed statement distributed to all crew members, hired-labor fishers, and workers and posted in a common area. This statement should be published in language(s) that is/are easily accessible to all crew members, hired-labor fishers, and/or workers, including effective communication to illiterate individuals.</p>	
<p>2.4.1.b [FHR-FR 1.4]</p>	<p>The employer allows hired-labor fishers and workers to hold meetings and organize themselves during working time without interference (without deductions or required payments) and within reasonable limits.</p>	<p>C-Y0</p>	<p>Clarification: The time and place for these meetings must be agreed upon in advance. The Certificate Holder and other employers are not required to allow these meetings if either party has not been informed beforehand.</p> <p>Hired-labor fishers and workers are free to choose whether or not to participate in these meetings. The meetings can be requested by the hired-labor fishers or workers. External union officials can request the meetings if the union is involved in a Collective Bargaining Agreement within the relevant industry or at the national level.</p>	<p>Moved from prior Sub-section FHR. Clarified responsibility in the compliance criterion text.</p>
<p>Objective 2.4.2: Individuals do not suffer repercussions due to organizing.</p>				<p>Moved from prior Sub-section FHR.</p>
<p>2.4.2.a [FHR-FR 2.1]</p>	<p>The employer and/or Registered Fishers do not discriminate or retaliate against crew member, trade union members, and/or hired-labor fishers and workers, who have attempted to form or join a trade union, or other fisher or worker organization.</p>	<p>C-Y0</p>	<p>Clarification: Management does not punish, threaten, intimidate, harass, or bribe trade union members, or fisher or worker representatives.</p> <p>Discrimination means that crew members, hired-labor fishers, and/or workers, are treated differently or suffer negative repercussions. Some actions that could indicate discrimination against crew members, hired-labor fishers, and/or workers, who form, or try to form, a fishers' or workers' organization are closing production, denying access, longer working hours, making transport difficult, or dismissals.</p> <p>This is in accordance with ILO Convention 135.</p>	<p>Moved from prior Sub-section FHR. Updated language.</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
2.4.2.b [FHR-FR 2.2]	The Certificate Holder and/or Fishing Association keeps records for all cases of dismissals of union, or fishers' or workers' committee members.	C-Y0	<p>Clarification: The Certificate Holder maintains a register of all terminated contracts with details on circumstances/reasons for termination.</p> <p>This is in accordance with ILO Convention 135.</p>	Clarifies responsibilities in the compliance criterion text. Merged with FHR-FR 2.3.
Objective 2.4.3: Trainings are provided concerning freedom of association.				No change.
2.4.3.a [FHR-FR 3.2]	The employer provides working time (without deductions or required payments), and appropriate facilities and resources upon request and within reasonable limits for these training activities on freedom of association to take place.	C-Y3	<p>Clarification: Where hired-labor fishers or workers are not already members of an independent trade union, or fisher or worker organization, the Certificate Holder provides facilities for freedom of association trainings, and allows them to happen during working time without interference (without deductions or required payments) and within reasonable limits as defined by the certifier, typically one half to one full day per year.</p>	Clarified responsibilities in the compliance criterion text.

MODULE 3: Working Agreements between Registered Fishers and Crew Members [SECTION 4. WWS: Wages, Working Conditions, and Access to Services]

This section is applicable to the Registered Fishers and any crew members, fishing and non-fishing, in the scope of the CFS Certificate. Agreements between the Registered Fishers and their buyers are covered in Module 8.

This Module is separated based on the number of crew members working under a Registered Fisher in scope of the Certification. See details on the separation of fishing operations in the Introduction of this document. The parameters for crew are as follows:

- Small Crew: five crew members or less, not including the captain.
- Large Crew: greater than 5 crew members, not including the captain.



SUB-MODULE 3.1: Working Conditions Between Crew Members and Registered Fishers Are Clear.

No.	Compliance Criteria	SC	LC	Intent and Clarification	Summary of Changes in 2.0.0
Objective 3.1.1 [WWS-CE 2]: If crew members are paid a portion of the market value of the landed catch, the payment-share system and working conditions on board are agreed upon in writing among all parties involved.					No change.
3.1.1.a [WWS-CE 1.1]	Crew members are aware of their responsibilities, pay structure/wages/payment shares, payment schedules, and work schedules. Working conditions have been verbally agreed upon.	C-Y0	C-Y0	<p>Clarification: A verbal agreement between the Registered Fisher and each crew member is sufficient.</p> <p>At a minimum, crew members must be informed and aware of:</p> <ul style="list-style-type: none"> • payment-shares (including how share rates are calculated), wages, and/or production bonuses; • when and how they will be paid; • amount of any payment deductions, e.g. for services or benefits; • working hours and schedule, including breaks; • nature of work to be performed; • expected length of fishing trips; • rights to vacation, sick, maternity, and holiday leave, if applicable; • quality, quantity, and cost of food to be provided, if applicable; and, • quality and cost of housing to be provided, if applicable. 	<p>Updated language.</p> <p>Public consultation: Do you agree with the information that must be provided to crew members? Is there anything else that should be included? Note that this is covered under 4.1.1.a for hired-labor fishers and workers.</p>



No.	Compliance Criteria	SC	LC	Intent and Clarification	Summary of Changes in 2.0.0
<p>3.1.1.b [WWS-CE 2.3]</p>	<p>Payment-share systems are only used for those involved directly in the catching of fish.</p>	<p>C-Y0</p>	<p>C-Y0</p>		<p>No change to CC.</p> <p>Public consultation: Is this requirement going to create a limitation for Registered Fishers and crew members? The idea is for individuals who work as mechanics, cooks, etc. to be paid a salary. However, how common is for individuals carrying out these activities to be paid under a payment-share agreement? Note that for hired-labor fishers and workers, this is covered under 4.1.2.c</p>
<p>3.1.1.c [WWS-CE 2.1]</p>	<p>Where payment-share systems are in place, Registered Fishers and crew members establish these in writing amongst themselves or directly between themselves and other Registered Fishers and crew members prior to fishing and establish an agreement in writing prior to fishing.</p>	<p>C-Y1</p>	<p>C-Y0</p>	<p>Clarification: The agreement is written in a language all parties understand. All parties sign this agreement and hold a copy.</p> <p>This requirement applies to workers on land that have been hired by Registered Fishers at landing sites.</p> <p>The agreement explains how to determine the market price, the parties involved, and how the payments are to be divided amongst them.</p> <p>If one or more signatories to the agreement are illiterate, the agreement shall be read aloud or witnessed by a third party.</p> <p>In exceptional circumstances, a verbal agreement may be acceptable, providing all parties can independently, verbally verify the conditions within the agreement.</p> <p>Recommendations: Fishers may, for example, sign a framework agreement with the Fishing Association describing different payment methods. For each trip, the fisherman could then sign the trip log referring to a specific share arrangement.</p>	<p>Moved some of the compliance criterion text to the I&C and added language to the I&C.</p> <p>Public Consultation: We are requiring an agreement in writing between Registered Fishers and crew. Is this reasonable to require? Do you agree with the timeline?</p>



No.	Compliance Criteria	SC	LC	Intent and Clarification	Summary of Changes in 2.0.0
3.1.1.d [WWS-CE 2.2]	The payment-share agreement is adhered to. Individuals are able to observe seafood being weighed.	P-5	P-3		No change to text from the CFS. This is now a progress point.
Objective 3.1.2 [WWS-CE 4]: Earnings are paid directly, on time, and in legal tender.					Modified language to reflect applicability of the Module.
3.1.2.a [WWS-CE 4.1]	Payment is made in cash or cash equivalent directly to any crew member working with Registered Fishers.	C-Y0	C-Y0	<p>Clarification: Where payment is made by direct deposit, the crew member does not have withdrawal access to individuals' bank accounts. Direct deposits must be directly accessible by the individual being paid. Cash equivalent is defined as check, direct deposit, or similar. The crew member shall receive payment directly, i.e. not through a spouse or third-party labor recruiter.</p> <p>In-kind payments are not allowed, except where they are legally permissible, agreed upon by both parties, and documented, including a definition of the value of the goods. In-kind payments include e.g. phone cards, food, and grocery cards restricted to certain vendors. In-kind payment cannot be made in fish or other marine species. Harvested fish may be shared among crew members and workers of Registered Fishers at landing sites. However, this must be in addition to monetary compensation. All Resource Management compliance criteria within the CFS must still be met. Drugs may not be used for compensation or in-kind payments.</p>	Updated language, merged part of WWS-CE 4.2 about in-kind goods into the I&C of this CC. Clarified that drugs may not be used as a form of in-kind payment.
3.1.2.b [WWS-CE 4.2]	Payments are made on time according to an appropriate payment schedule. The payment schedule has been agreed upon with crew members.	C-Y0	C-Y0	<p>Clarification: The payment schedule can be bi-weekly, monthly, or reflect the schedule when Registered Fishers are paid for landing/selling the product.</p>	Part of the CC language was merged with 3.2.2.a. Modified to reflect applicability to Registered Fishers and crew members.



No.	Compliance Criteria	SC	LC	Intent and Clarification	Summary of Changes in 2.0.0
3.1.2.c NEW	Deductions in payment are not used as a disciplinary measure.	C-Y0	C-Y0	Clarification: The intent of this criterion is to protect crew members from reductions in payments that differ from the agreement in 3.1.1.a as a means to discipline a crew member.	New.
3.1.2.d NEW	Deductions to payments are only permitted as allowed by applicable laws. When payment deductions are made for services provided by the Registered Fisher or Certificate Holder, they do not exceed the actual costs incurred by the Registered Fisher or Certificate Holder.	C-Y0	C-Y0	Clarification: This also applies to payment share agreements. If a Registered Fisher or Certificate Holder provides advances and loans that will later be deducted from payments, there shall be a clear written agreement with the person receiving the loan, separate from the employment agreement, outlining repayment parameters. The Registered Fisher or Certificate Holders should exercise full transparency in loans, advances and deductions to crew members are duly informed of all terms and conditions surrounding their loan and repayment.	New.

MODULE 4: Conditions of Employment for Hired-Labor Fishers and Land-based Facility Workers [SECTION 4. WWS: Wages, Working Conditions, and Access to Services]

This section is applicable to hired-labor fishers and workers, working on vessels or at land-based facilities included in the scope of the CFS Certificate. Hired-labor fishers may be paid under a payment-share system, in which case, some criteria will not apply. When not applicable, this will be noted in the individual criterion. The timelines in this Module are separated out according to Small (SO), Mid-sized (MO), and Large Operations (LO) according to the number of employed individuals. These are broken out as follows:

- Small Operation: ≤5 permanent hired-labor fishers or workers and no more than 25 total hired-labor fishers or workers on-site at the management unit at any time;
- Mid-sized Operation: 6-25 permanent hired-labor fishers or workers and no more than 100 total hired-labor fishers or workers on-site at the management unit at any time;
- Large Operation: all others.

Note that all vessels combined count as one management unit for size definition (i.e. size is not defined by the number of hired-labor fishers on an individual vessel, it is defined by the total number of fishers hired by the employer to work on the vessels included within the scope of the Certificate).



SUB-MODULE 4.1: Employment Contracts and Conditions Are Clear.

No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
Objective 4.1.1 [WWS-CE 1]: Employers have clearly communicated employment conditions to all hired-labor fishers and workers.						Updated language.
4.1.1.a [WWS-CE 1.1]	Hired-labor fishers and workers are aware of their responsibilities, salaries/wages, payment schedules, rights to benefits, and work schedules. Employment conditions have been verbally agreed upon.	C-Y0	C-Y0	C-Y0	<p>Clarification: A verbal agreement between the Certificate Holder and each individual is sufficient.</p> <p>At a minimum, hired-labor fishers and workers must be informed and aware of:</p> <ul style="list-style-type: none"> • wages, overtime wages, piece rate (including how piece rate is calculated), and/or production bonuses; • when and how they will be paid; • amount of any salary deductions, e.g. for services or benefits; • working hours and schedule, including breaks; • nature of work to be performed; • name and address of the employer; • rights to vacation, sick, maternity, and holiday leave; • quality, quantity, and costs of food to be provided, if applicable; • quality and cost of housing to be provided, if applicable; • on Mid-sized and Large operations, the individual's right to a different job at the same pay and benefits if they become unable to perform certain tasks due to health issues (see 5.2.1.j and 6.2.2.a); and • For hired-labor fishers, the expected length of fishing trips. <p>This includes awareness on an individual level even if wages have been negotiated collectively via a Collective Bargaining Agreement.</p>	No longer applicable for Registered Fishers and crew members.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>Recommendations: It is recommended to also include information on the Certificate Holder’s anti-harassment policy and procedures, and commitment to non-discrimination.</p>	
<p>4.1.1.b [WWS-CE 3.3]</p>	<p>Hired-labor fishers and workers receive documentation (e.g. a pay slip) with each wage payment that provides a clear account of wages earned, allowances, bonuses, overtime payment, and all deductions in detail.</p>	BP	P-5	P-3	<p>Clarification: This information is available upon request at any time.</p> <p>This is also applicable for hired-labor fishers paid through payment-share systems.</p>	Updated language.
<p>4.1.1.c [WWS-CE 1.2]</p>	<p>All permanent hired-labor fishers and workers have written contracts with clear employment conditions.</p>	BP	P-3	C-Y0	<p>Clarification: Contracts must be legally binding. They may be negotiated and signed collectively in cases where workers are formally organized, such as through a Collective Bargaining Agreement.</p> <p>All hired-labor fishers and workers shall receive a copy of the contract and/or have access to the signed original.</p> <p>At a minimum, the contract must be in a language the individual understands and must explain:</p> <ul style="list-style-type: none"> • wages, overtime wages, piece rate (including how piece rate is calculated), and/or production bonuses; • when and how they will be paid; • amount of any salary deductions, e.g. for services or benefits; • working hours and schedule, including breaks; • nature of work to be performed; • name and address of the employer; • rights to vacation, sick, maternity, and holiday leave; • quality, quantity, and costs of food to be provided, if applicable; 	<p>Merged this compliance criterion with WWS-CE 1.3 and WWS-CE 1.4. This is now best practice for small operations and progress for Mid-sized.</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<ul style="list-style-type: none"> • quality and cost of housing to be provided, if applicable; • on Mid-sized and Large operations, the individual's right to a different job at the same pay and benefits if they become unable to perform certain tasks due to health issues (see 5.2.1.j and 6.2.2.a); and • For hired-labor fishers, the expected length of fishing trips. <p>For hired-labor fishers working on vessels, the written contract, must explain the employer's commitments to safety of hired-labor fishers on vessels. This includes, at a minimum clauses explaining:</p> <ul style="list-style-type: none"> • Minimum level of manning for safe navigation by vessel type/size and associated numbers of workers and their qualifications; • Emergency equipment provided; • Medical on-board supplies provided; • Emergency evacuation procedures; • Electronic communication system provided; and, • The right for fishers to refuse undertaking a voyage without losing employment should the commitment associated with these clauses not be honored in practice. <p>Recommendations: It is recommended to also include the name and contact information for any insurance carriers provided through the employer, as well as information on the employer's sexual harassment policy and procedures, and commitment to non-discrimination.</p> <p>For illiterate workers, it is best practice for the contract to be read aloud and for the worker to sign the contract in the presence of a third party.</p>	



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
<p>4.1.1.d NEW</p>	<p>All temporary hired-labor fishers and/or workers employed for more than 90 consecutive working days have written contracts with clear employment conditions.</p>	<p>BP</p>	<p>P-5</p>	<p>P-3</p>	<p>Clarification: Contracts must be legally binding. They may be negotiated and signed collectively in cases where workers are formally organized, such as through a Collective Bargaining Agreement.</p> <p>All temporary workers and/or hired-labor fishers shall receive a copy of the contract and/or have access to the signed original.</p> <p>At a minimum, the contract must be in a language the worker understands and must explain:</p> <ul style="list-style-type: none"> • wages, overtime wages, piece rate, (including how piece rate is calculated), and/or production bonuses; • when and how workers will be paid; • amount of any salary deductions, e.g. for services or benefits; • working hours and schedule, including breaks; • nature of work to be performed; • duration of employment; • name and address of the employer; • rights to vacation, sick, maternity, and holiday leave; • quality, quantity, and costs of food to be provided, if applicable; • quality and cost of housing to be provided, if applicable; and, • on Mid-sized and Large operations, the worker’s right to a different job at the same pay and benefits if they become unable to perform certain tasks due to health issues (see 5.2.1.j for workers and 6.2.2.a for hired-labor fishers on vessels). 	<p>New.</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>The contract should be signed at the beginning of employment intended to last for at least 90 days, or once employment is extended to 90 days or more.</p> <p>Recommendations: It is recommended to also include the name and contact information for any insurance carriers provided through the employer, as well as information on the employer’s sexual harassment policy and procedures, and commitment to non-discrimination.</p> <p>For illiterate workers, it is best practice for the contract to be read aloud and for the worker to sign the contract in the presence of a third party.</p> <p>Additional requirements regarding written contracts for migrant workers are outlined in 4.3.1.a.</p>	
<p>[WWS-CE 3.6]</p>	<p>Applicable where a fishers’ or workers’ organization exists: Rates for piecework are agreed upon under the Collective Bargaining Agreement or agreement on working conditions with the hired-labor fishers’ or workers’ committee, and their method of calculation is transparent and available to hired-labor fishers and workers.</p>					<p>Deleted, duplicative.</p>
<p>Objective 4.1.2 [WWS-CE 2]: If hired-labor fishers are paid a portion of the market value of the landed catch, the payment-share system and working conditions on board are agreed upon in writing among all parties involved.</p>						<p>No change.</p>
<p>4.1.2.a [WWS-CE 2.1]</p>	<p>Where payment-share systems are in place, Certificate Holders and hired-labor fishers establish an agreement in writing prior to fishing.</p>	<p>C-Y0</p>	<p>C-Y0</p>	<p>C-Y0</p>	<p>Clarification: The agreement is written in a language all parties understand. All parties sign this agreement and hold a copy.</p>	<p>Moved some of the compliance criterion text to the I&C and added language to the I&C.</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>This requirement applies to hired-labor fishers. Workers at processing facilities and at landing sites cannot be paid by payment share (see 4.1.2.c).</p> <p>The agreement explains how to determine the market price, the parties involved, and how the payments are to be divided amongst them.</p> <p>If one or more signatories to the agreement are illiterate, the agreement shall be read aloud or witnessed by a third party.</p> <p>In exceptional circumstances, a verbal agreement may be acceptable, providing all parties can independently, verbally verify the conditions within the agreement.</p>	
<p>4.1.2.b [WWS-CE 2.2]</p>	<p>The payment-share agreement is adhered to. Individuals are able to observe seafood being weighed.</p>	C-Y0	C-Y0	C-Y0		<p>No change to text from the CFS. Applies to both hired-labor and crew hired by Registered Fishers (3.1.1.d).</p>
<p>4.1.2.c [WWS-CE 2.3]</p>	<p>Payment-share systems are only used for those involved directly in the catching of fish.</p>	C-Y0	C-Y0	C-Y0	<p>Clarification: This does not apply to processing workers paid by <i>piece rate</i>. See Glossary definition.</p>	<p>No change to CC.</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
Objective 4.1.3: The workforce structure of each site is understood and permanent roles are created where possible.						NEW.
4.1.3.a NEW	There is a workforce analysis for each site, including employer-owned vessels, processing facilities, and landing sites, which documents how many individuals are employed at each site in the scope of the Certificate, approximately what times of year they are employed, how they are hired (directly vs. indirectly), and whether they live locally or migrate within or across regions.	C-Y6	C-Y1	C-Y0	<p>Clarification: The analysis of the workforce may be completed at the group level by the Certificate Holder as long as the information from each individual Mid-sized and Large Operations is also recorded separately. For Small Operations the information need not be specific to each site but can cover the typical situation, for instance <i>small producers in the group have anywhere from one to three permanent workers and directly hire five to ten local temporary workers during the harvest season.</i> The accuracy and specificity of information related to Small Operations should improve over time, for instance more precise numbers for each site.</p> <p>For vessels, this analysis should show how many positions are need on each vessel for safe operation.</p> <p>The analysis must include information regarding gender, indigenous and minority groups, and other workforce characteristics that are required in 1.3.1.a in order to ensure balanced representation in the Fair Trade Committee.</p> <p>Recommendations: It is best practice to update this analysis annually and/or when there is a signification change in the workforce (greater than 10% turnover of employees).</p>	New. Public consultation: Do you think the update for the analysis should be mandatory, or should it remain as best practice?
4.1.3.b NEW	An assessment of each site’s labor needs and indication of periods during which non-permanent hired-labor fishers and workers will be needed is included in the analysis of the workforce. Staffing decisions are supported by the current assessment of needs, which is updated annually.	BP	P-3	C-Y0	<p>Clarification: The labor needs assessment must be incorporated into the workforce analysis required in 4.1.3.a, and follow the same guidelines.</p>	New.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
4.1.3.c [WWS-CE 8.1]	All positions that are of a regular and on-going nature are staffed with permanent workers. Time-limited contracts are used on a limited and justifiable basis.	P-3	P-5	P-5	<p>Clarification: Time-limited contracts may not be used to avoid staffing of permanent hired-labor fishers and/or workers or to avoid legal obligations to hired-labor fishers and/or workers. Firing and re-hiring hired-labor fishers and/or workers or changing labor contractors to avoid paying benefits or accruing seniority is not allowed.</p> <p>Time-limited contracts are only issued to non-permanent crew members or workers during peak periods, in the case of special tasks and under exceptional circumstances. This includes seasonal hired-labor fishers and/or workers.</p> <p>Time-limited foreign migrant hired-labor fishers and/or worker visas or hired-labor fishers and/or workers with a restricted work permit status would be a justifiable basis for not having a permanent contract, but benefits should still accrue over time.</p>	WWS-CE 8.2 was merged into the I&C.
Objective 4.1.4 Labor contractors are used on a limited, justifiable, and responsible basis and are not used to avoid legal obligations.						NEW.
4.1.4.a NEW	The site manager can identify which hired-labor fishers and/or workers are hired through labor contractors and the rationale behind the use of labor contractors.	C-Y0	C-Y0	C-Y0	<p>Clarification: This analysis may be part of the workforce analysis required in 4.1.3.a and must follow the same guidelines.</p>	New.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
<p>4.1.4.b NEW</p>	<p>Where labor contractors are used, the contractor complies with applicable requirements of the CFS on sites in the scope of the Certificate.</p>	<p>C-Y0</p>	<p>C-Y0</p>	<p>C-Y0</p>	<p>Clarification: The site manager and Certificate Holder are responsible for ensuring that all hired-labor fishers and/or workers on sites in the scope of the Certificate are treated in accordance with the CFS (for instance regarding wages, working conditions, and health and safety), and they are aware of their right to participate in General Assembly meetings as Premium Participants, even if they are not directly employed. The site manager and Certificate Holder are not responsible for ensuring compliance of labor contractors when the hired-labor fishers and/or workers are on sites outside the scope of the Certificate.</p> <p>Labor contractors may not be used to avoid legal obligations, or accrual of benefits or seniority to hired-labor fishers and/or workers. This includes accrual of benefits and seniority for hired-labor fishers and/or workers who are employed continuously on the site by different labor contractors.</p> <p>Permanent hired-labor fishers and/or workers may be employed through a labor contractor if their rights and working conditions are equivalent to or exceed those outlined in the CFS.</p> <p>Any labor contractor in the scope of the Certificate may be audited and must permit an audit to take place if requested. Employers must keep records of all labor contractors used.</p>	<p>New. Added language from the I&C of WWS-CE 8.2 into the I&C here.</p> <p><i>Public Consultation: The CFS only allowed labor contracting for permanent work in exceptional circumstances, Objective 4.1.4 allows this so long as the workers' rights and working conditions meet the CFS. Do you agree with the flexibility of these requirements?</i></p> <p><i>The CFS also required that the CH showed evidence that they tried to hire directly, but there was no other viable option. Should we maintain this part of the CFS for labor contracting as well?</i></p>
<p>4.1.4.c NEW</p>	<p>The Certificate Holder or site manager has developed and begun to implement a plan to either directly employ all workers or use only registered labor contractors in good standing.</p>	<p>BP</p>	<p>C-Y1</p>	<p>C-Y0</p>	<p>Clarification: Sites using labor contractors should be able to explain to auditors how they plan to transition to direct employment or registered labor contractors in order to meet 4.1.4.d. The qualifications for registered labor contractors in good standing are explained in 4.1.4.d and Annex D.</p>	<p>New.</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
4.1.4.d NEW	All hired-labor fishers on vessels and/or workers in production, processing, packing facilities or landing sites are directly employed or employed through a registered labor contractor in good standing.	P-5	P-5	P-5	<p>Clarification: The intent of this criterion is that Fair Trade Certified facilities are able to protect hired-labor fishers and/or workers, preferably through direct influence and control over the conditions of employment. In order to achieve this, Fair Trade facilities shall move to either direct employment or the use of registered labor contractors.</p> <p>If labor contractors are used, 4.1.4.b must be followed. In addition, the contractor must be a legal entity that has thorough documentation of all hired-labor fishers and/or workers, hours, wages, benefits, medical tests for sprayers, etc. and is able to be visited as part of the audit. Detailed requirements defining registered labor contractors in good standing are outlined in Annex D.</p> <p>Certificate Holders should note that the use of labor contractors expands the scope of the audit and typically increases the cost of the audit.</p>	New. Language from the I&C of CFS WWS-CE 8.2 is addressed here.
4.1.4.e NEW	<i>Applicable if labor contractors are being used:</i> An agreement of responsibilities (for instance a contract or Memorandum of Understanding) is in place between the Certificate Holder and the labor contractor that specifies which CFS requirements are to be managed and/or undertaken by which party.	BP	C-Y3	C-Y1	<p>Clarification: This intent of this requirement is that the labor contractor understands its responsibilities under the CFS, and agrees to comply with these responsibilities.</p>	New.



SUB-MODULE 4.2: Hired-labor Fishers and Workers Receive Fair Wages and Benefits.

No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
Objective 4.2.1 [WWS-CE 3]: Salaries and wages are decent and are increasing towards a living wage.						No change.
4.2.1.a [WWS-CE 3.1]	Salaries and wages are in line with or exceed legally mandated minimum wages for the job and similar occupations, and applicable Collective Bargaining Agreements (CBA) (whichever is highest).	C-Y0	C-Y0	C-Y0	<p>Clarification: CBA regulations can be relevant for one site, multiple sites organized by a trade union, or for all workers in a particular region, country, and/or industry.</p> <p>For remuneration based on production, quotas, or piecework, the pay rate allows the hired-labor fisher and/or worker to earn at least the sector CBA wage or official minimum wage (whichever is higher) during normal working hours. <i>Normal working hours</i> at land-based facilities include at least one paid 15-minute break for every four hours worked, even if workers choose not to take those breaks (i.e. the break is paid as a bonus). See 6.1.1.b for requirements on remuneration for rest breaks and 5.1.1.c for requirements for breaks for hired-labor fishers on vessels.</p> <p>Under all salaried, hourly, and piece rate wage structures, this criterion includes any legally required or negotiated higher compensation rates for overtime.</p> <p>In Mid-sized and Large Operations, any time spent at trainings required in the CFS count as working hours. Hired-labor fishers and workers must receive their typical wages for that time, and normal working hours and overtime limits apply. Note that in-kind contributions such as housing or meals provided by the employer may be included in the calculation of wages only if these are listed as specific salary deductions and comply with the requirement in 4.2.2.c.</p>	Merged WWS-CE 3.4 into the I&C.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>Workers are provided the tools and uniforms necessary to perform their job duties free of charge, and the costs of these cannot be included in wage calculations or as salary deductions.</p> <p>Objective 4.2.1 does not apply to those fishers operating under payment-share systems, see Objective 4.1.2.</p>	
<p>4.2.1.b [WWS-CE 3.2]</p>	<p><i>Applicable only to hired-labor fishers:</i> The employer has specified wages and/or payment-shares for all functions.</p>	<p>C-Y3</p>	<p>C-Y1</p>	<p>C-Y0</p>	<p>Clarification: Payment-share systems can only be used for those directly involved in the catching of fish as per 4.1.2.c. No payment-shares are allowed for workers.</p>	<p>Language updated to apply now to payment-share systems as well.</p> <p>Public consultation: The intent of this criterion is to prevent discrimination of individuals carrying out similar functions but getting different payments. Is this necessary for hired-labor fishers paid under a payment-share system?</p>
<p>4.2.1.c NEW</p>	<p>The employer demonstrates knowledge of the living wage in their region. A comparison of prevailing wages against the living wage is conducted.</p>	<p>P-5</p>	<p>P-3</p>	<p>P-3</p>	<p>Clarification: A living wage is remuneration received for a standard (48 hour) work week, by a hired-labor fisherman or worker in a particular place, which is sufficient to afford a decent standard of living for the hired-labor fisher or worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs, including provision for unexpected events.</p> <p>The intent is that hired-labor fishers and workers should be adequately compensated for satisfactory performance of their work, and should not have to work overtime to earn enough to cover basic living costs for themselves and their families.</p> <p>A register of approved living wage benchmarks is maintained by Fair Trade USA, and may be found on our website.</p>	<p>New. Moved the I&C of WWS-CE 3.5 into this CC.</p> <p>Public Consultation: Do you agree with this approach? Do you think it would be more appropriate to make this a best practice requirement for Small Operations?</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>It is very important to use a high quality and widely accepted methodology for the calculation of living wage. Without a credible living wage benchmark that stakeholders agree upon, it is hard for actors across the supply chain to work together toward the goal of paying a living wage. Hired-labor fishers and workers are better able to negotiate if companies and labor agree on the living wage target, responsible companies are able to examine their own role in ensuring payment of living wage to workers, and sectors are able to consider a single and internationally comparable target when setting strategy and collaborating.</p> <p>The methodology developed by Richard and Martha Anker is the most widely recognized and respected process for calculating living wage around the world. Only benchmarks consistent with the Anker Living Wage methodology⁵, will be approved by Fair Trade USA to understand and compare living wage. Additional benchmarks will be introduced over time.</p> <p>The comparison of the living wage to current wages cannot include overtime hours, nor productivity bonuses and allowances unless they are guaranteed, and must take into account mandatory taxes. In-kind benefits, such as food, transport and housing, can be included in the value of current wages, but cannot represent more than 30% of total compensation. The comparison must be updated at least every three years to take into account inflation and changes in compensation structure.</p>	

⁵ <https://www.globallivingwage.org/about/what-is-a-living-wage/>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>In the absence of applicable approved benchmarks the employer shall assess the current access of hired-labor fishers and/or workers and their families to the most critical essential needs, including; food, water, housing, education, and health care in order to understand any gaps. These five essential needs are also required components of the Needs Assessment, and it is recommended that employers adapt findings from this data. This assessment must be updated at least every three years</p> <p>Information on the living wage, or assessment of the five essential needs, shall be made available to hired-labor fishers and/or workers in languages the individuals understand. It may be provided through a brochure or posting in a public place where workers gather.</p>	
<p>4.2.1.d [WWS-CE 3.5]</p>	<p>If prevailing wages are below the living wage, the employer and hired-labor fishers and/or worker representatives meet to develop and document a strategy on to increase compensation over time towards a living wage.</p>	<p>P-5</p>	<p>P-5</p>	<p>P-5</p>	<p>Clarification: Notes from this meeting shall be documented and made available to all hired-labor fishers and workers in languages they understand. It may be provided through a brochure or posting in a public place where workers gather.</p> <p>The strategy to move toward a living wage must identify opportunities and timelines for increasing real wages in mutually beneficial ways. This could include plans for direct wage increases, as well as other means to increase wages such as enhancing benefits or direct provision of goods and services to meet needs.</p>	<p>The meeting between the employer and their employees (both workers and hired-labor fishers) must now culminate in a formal living wage strategy.</p> <p>Deleted the I&C as it is now covered under the I&C of the 4.2.1.c.</p> <p>Public Consultation: Currently the living wage strategy only considers waged and salaried hired-labor fishers. Many hired-labor fishers are paid by payment-share systems. How and can payment-share hired-labor fishers be included as part of this strategy?</p> <p>Do you agree with requiring this strategy to at a minimum, include a commitment to increase wages annually in order to account for inflation if wages are below living wage?</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>Where there are barriers to increasing wages, such as the amount of Fair Trade sales or market prices, the strategy must include an analysis of these barriers, and identify steps to address these barriers. For example, improvements in product quality, so as to increase the selling price to increase overall revenue in order to facilitate higher wages.</p> <p>In the absence of existing living wage benchmarks, employers shall develop and implement a strategy for increasing workers and their families access to food, water, housing, education, and health care.</p> <p>At minimum, the strategy must include a commitment to increase wages annually in order to cover inflation.</p> <p>The strategy must be updated on an annual basis. Updates to the strategy include reasons for the changes, and explanations why any previously agreed commitment has not been met.</p> <p>Recommendations: These discussions can also happen on an industry level, for example, with national unions and employer organizations.</p>	
<p>4.2.1.e NEW</p>	<p>Employers and hired-labor fishers and/or worker representatives meet at least once a year to discuss implementation of this strategy.</p>	<p>BP</p>	<p>P-5</p>	<p>P-5</p>	<p>Clarification: To engage workers in the development of the strategy, employers must meet with the Social Engagement Team, or other representatives from a democratically elected worker organization.</p> <p>Notes from this meeting shall be documented and made available to all hired-labor fishers and workers in languages they understand. It may be provided through a brochure or posting in a public place where workers gather.</p>	<p>New.</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>Information on the strategy and annual meetings with the SET or worker representatives to discuss shall be made available to all workers in languages the workers understand. It may be provided through a brochure or posting in a public place where workers gather.</p>	
Objective 4.2.2 [WWS-CE 4]: Salaries, wages, and earnings are paid directly, on time, and in legal tender.						No change.
<p>4.2.2.a [WWS-CE 4.1]</p>	<p>Payment is made in cash or cash equivalent directly to the hired-labor fisher or worker.</p>	C-Y0	C-Y0	C-Y0	<p>Clarification: Where payment is made by direct deposit, the employer does not have withdrawal access to individuals' bank accounts. Direct deposits must be directly accessible by the individual being paid (e.g., payment should not be made to the spouses). Cash equivalent is defined as check, direct deposit, or similar. The worker shall receive payment directly, i.e. not through a spouse or third-party labor recruiter.</p> <p>In-kind payments are not allowed, except where they are legally permissible, agreed upon by both parties, and documented, including a definition of the value of the goods. In-kind payments include e.g. phone cards, food, and grocery cards restricted to certain vendors. In-kind payment cannot be made in fish or other marine species. Harvested fish may be shared among crew members and workers. However, this must be in addition to monetary wage payment. All Resource Management compliance criteria within the CFS must still be met. Drugs may not be used for compensation or in-kind payments.</p> <p>This criterion is also applicable where payment-share systems are in place. See Objective 4.1.2 for additional details.</p>	<p>Updated language, merged part of WWS-CE 4.2 about in-kind goods into the I&C of this CC. This was updated to clarify that drugs cannot be offered as in-kind payment.</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
4.2.2.b [WWS-CE 4.2]	Hired-labor fishers and workers are paid at least monthly.	C-Y0	C-Y0	C-Y0	Clarification: For seasonal fishing trips, hired-labor fishers must be paid at least within 30 days of when they arrive back at shore. Note that vessels that are out at sea for greater than 30 days are out of scope.	Updated language. Clarified payment schedules for hired-labor fishers.
4.2.2.c NEW	Salary deductions are only permitted as allowed by applicable laws, as fixed by an applicable Collective Bargaining Agreement, or where the hired-labor fisher or worker has given written consent in an agreement outlining repayment parameters. When salary deductions are made for services provided by the Certificate Holder, they do not exceed the actual costs incurred by the Certificate Holder.	C-Y0	C-Y0	C-Y0	Clarification: This also applies to payment share agreements. If a Certificate Holder provides advances and loans that will later be deducted from wages, there shall be a clear written agreement with the person receiving the loan, separate from the employment contract, outlining repayment parameters. Certificate Holders should exercise full transparency in loans, advances and deductions to ensure hired-labor fishers and workers are duly informed of all terms and conditions surrounding their loan and repayment.	New.
4.2.2.d NEW	Salary deductions are not used as a disciplinary measure.	C-Y0	C-Y0	C-Y0	Clarification: This also applies to payment share agreements.	New.
Objective 4.2.3: Vacation, sick, and maternity leave meet or exceed legal minimums and applicable Collective Bargaining Agreements.						New.
4.2.3.a [WWS-CE 5.3]	The employer provides hired-labor fishers and workers with vacation, sick time, and maternity leave that meets or exceeds legal requirements and applicable Collective Bargaining Agreements.	C-Y0	C-Y0	C-Y0	Clarification: This criterion is not applicable for those hired-labor fishers operating under a payment-share system. Hired-labor fishers and workers are not penalized for taking any vacation, sick or maternity leave. Recommendations: Hired-labor fishers and/or workers may decide to take cash payment for any unused vacation time at the end of their contract or end of the calendar year.	Updated language, added recommendations to the I&C.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
4.2.3.b NEW	Hired-labor fishers and workers receive a minimum of six days of vacation and three days of sick leave on full pay annually.	BP	P-5	P-3	<p>Clarification: Vacation and sick leave can be pro-rated for part-time (less than 30 hours per week) and temporary hired-labor fishers and/or workers, and employers may set up to a minimum employment time of 90 days in one calendar year for eligibility for this benefit.</p> <p>The intent is that hired-labor fishers and workers receive at least one full week of vacation per year. Hired-labor fishers and workers whose regular work week is only five days may receive five days of paid vacation.</p> <p>Hired-labor fishers and/or workers may use sick days to care for a sick family member.</p> <p>Employers may set a requirement for a doctor’s approval or recommendation to take a paid sick day, however this is only allowed in circumstances where an on-site or local doctor is readily available. Hired-labor fishers and workers must be allowed to present the approval or recommendation once they have returned to work after taking the sick leave.</p> <p>Recommendations: The number of vacation and sick days that are provided increase over time.</p>	New. Previously only the legal minimums were mandated.
4.2.3.c NEW	Maternity leave is at least six calendar weeks post-partum on full pay.	BP	P-5	P-5	<p>Clarification: This leave can be pro-rated for part-time and temporary hired-labor fishers and/or workers, and employers may set a minimum employment time of up to 90 days in one calendar year for eligibility for this benefit. Maternity leave may not be deducted from any sick leave.</p> <p>Hired-labor fishers and/or workers taking maternity leave are guaranteed to return to the same or a higher position at the same or a higher pay rate at the end of the maternity leave.</p>	New. Previously was only legally mandated minimum.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
4.2.3.d NEW	Breastfeeding breaks are granted for women who are nursing.	BP	P-3	P-3	<p>Clarification: Breastfeeding breaks may be paid or unpaid. In all cases applicable laws regarding breastfeeding breaks must be followed. If a woman prefers, she may take breaks together at the end/beginning of the day, in order to provide more flexibility or a shorter time away from home.</p> <p>Recommendations: Best practice is to provide a private space for breastfeeding.</p>	New.
Objective 4.2.4 [WWS-CE 5]: Workers are protected by health insurance, workers' compensation insurance, and a retirement pension.						Updated language.
4.2.4.a [WWS-CE 5.1]	Hired-labor fishers and workers are provided with health insurance.	BP	P-5	P-5	<p>Clarification: This criterion is not applicable for those hired-labor fishers operating under a payment-share system.</p> <p>The intent is that all hired-labor fishers and workers have access to preventative, primary, and secondary healthcare. Employers may set a minimum employment time of up to 90 days in one calendar year to be eligible for this benefit.</p> <p>Recommendations: Health insurance and care may be provided through a government social security or health care system with employer contributions where applicable. Where government systems do not cover at least 50% of the insurance costs, the employer contribution shall cover at least 50% of the total cost of insurance for the hired-labor fisherman or worker, or the percentage required by law, whichever is higher. If the employee is unwilling to pay the remaining amount and refuses coverage, the employer must keep documentation of the employee's decision.</p>	There are some changes to alternative health insurance provisions. WWS-CE 5.2 was merged into the I&C of this CC. This CC covers only health insurance, where as before this applied to other social services, which are now covered in other CCs.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>Where health insurance programs are not available for eligible hired-labor fishers or workers, or where eligible individuals regularly decline to enroll in health insurance programs, this requirement may be filled by alternative methods of making preventative and long-term healthcare accessible to hired-labor fishers and workers. This could include an on-site doctor or clinic, or by the employer paying at least half of the employee's health care costs. If employers provide an on-site clinic for urgent or primary care needs, this does not replace the need for workers to be covered for long-term or serious health issues.</p> <p>If services are being provided on-site, it is best practice to allow access to workers' family members. Premium could be used to assist in the provision of services to families of workers if approved in the Fair Trade Premium Plan.</p>	
<p>4.2.4.b NEW</p>	<p>Hired-labor fishers and workers are provided with workers' compensation insurance.</p>	<p>BP</p>	<p>P-5</p>	<p>P-3</p>	<p>Clarification: The intent of this criterion is that workers are protected in case of long-term partial or full disability, and/or the need for long-term medical care, resulting from workplace injuries and illnesses. The hired-labor fishers' and workers' compensation insurance shall include both medical treatment and wage replacement benefits.</p> <p>Insurance may be provided through a government program or a private system, or administered directly by the employer.</p> <p>Note that 6.3.1.b covers requirements for short-term care and wage recovery.</p>	<p>New.</p>
<p>4.2.4.c NEW</p>	<p>Permanent hired-labor fishers and workers are enrolled in and provided with pension or retirement funds.</p>	<p>BP</p>	<p>P-5</p>	<p>P-3</p>	<p>Clarification: In addition to hired-labor fishers and workers being enrolled, the employer must also pay into the fund.</p>	<p>New. Retirement was formerly covered in WWS-CE 5.1 of the CFS but was only mandated by law.</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					Recommendations: Pension or retirement funds may be part of a governmental program or privately operated.	

SUB-MODULE 4.3: Migrant Workers Are Recruited Ethically.

No.	Compliance Criteria	SO	MO	LO	Intent & Clarification	Summary of Changes in 2.0.0
Objective 4.3.1 [FHR-FL 2]: Fishers and workers are recruited through fair and transparent processes.						Moved from Sub-section FHR-FL.
4.3.1.a [FHR-FL 2.2]	When migrant fishers or workers are recruited from a different region or country, there is a prior written contract between the employer and recruited migrant workers.	C-Y1	C-Y1	C-Y1	<p>Clarification: Contracts are explained verbally and in writing, in a language the migrant fishers and worker understands.</p> <p>When migrant and/or stateless fishers or workers are recruited from a different region or country, there is a prior written agreement between the employer and recruited migrant and/or stateless crew members or workers regarding:</p> <ul style="list-style-type: none"> • wages; • duration of employment; • housing and food costs; • working hours and overtime arrangements; • trip expenses and trip safety; • minimum age of employment; • non-discrimination; • breach of contract; and • terms of repatriation should the recruited fishers or worker become ill or incapacitated before or after reaching the place of employment, be found to be medically unfit, or be denied employment after recruitment for a reason for which he/she is not responsible. 	Moved from Section 3, FHR. Divided FHR-FL into two CCs.



No.	Compliance Criteria	SO	MO	LO	Intent & Clarification	Summary of Changes in 2.0.0
4.3.1.b NEW	If a third-party labor contractor is used to recruit migrant and/or stateless fishers or workers, the employer has a policy and practices in place to ensure that the entity contracted to recruit migrant and/or stateless fishers or workers is compliant with the requirements in 4.3.1.a.	C-Y1	C-Y1	C-Y1	<p>Clarification: The entity contracted to recruit migrant fishers or workers is most often a labor broker or recruitment agency.</p> <p>Labor contractors used to recruit, hire, or employ fishers or workers are subject to be included in the audit to ensure that relevant Fair Trade standards are met. See Objective 4.1.4 for more on responsibilities of labor contractors.</p>	New.
4.3.1.c [FHR-FL 2.1]	If a third party is used to recruit migrant fishers and workers, the recruiter is a registered entity in good standing.	C-Y1	C-Y1	C-Y1	<p>Clarification: Third party labor recruiters must:</p> <ul style="list-style-type: none"> • Be legal entities with legal rights and duties (such as a company, partnership, association, corporation, cooperative, firm, joint stock company, trust, or other organization); • Possess a valid identification number provided by the federal government (of the country of employment/recruitment), where applicable; and, • Be in good standing with regards to any certificates or eligibility requirements of the country of employment and/or recruitment. <p>Recommendations: Best practice is for the Certificate Holder or employer to check that the recruiter does not have any lawsuits or complaints against them, including under a different name.</p> <p>If the third-party used to recruit migrant workers also employs the migrant workers, Objective 4.1.4 must also be followed.</p>	Moved from Section 3, FHR. Updated language.
Objective 4.3.2. Costs associated with recruitment and hiring of migrant workers are covered by the employer.						New.



No.	Compliance Criteria	SO	MO	LO	Intent & Clarification	Summary of Changes in 2.0.0
4.3.2.a NEW	Employers pay all recruitment and hiring fees; fishers and workers do not pay any hiring fees or post any bonds.	C-Y1	C-Y1	C-Y1	<p>Clarification: Under this criterion, the levying of fees to pay for the opportunity to work is prohibited. This includes that:</p> <ul style="list-style-type: none"> Hired-labor fishers and workers are not charged administrative fees by a recruiter; Hired-labor fishers and workers are not charged for the costs of transportation for seasonal relocation if the employer or a recruiter have actively sought out or recruited the crew member or worker; and, Other fees, such as costs related to visas and passports or costs of medical exams are clearly defined and agreed to before employment and/or migration. The intent of this criterion is that such fees do not lead to long-term indebtedness that would effectively lead to forced employment. <p>This includes when fishers and workers are hired via a third-party recruiter. If the employer discovers that a third-party labor recruiter is charging fees or requiring a bond to be posted, the employer must ensure that the recruiter ceases this practice, or else stop using that recruiter, and complete any other corrective actions required by the Conformity Assessment Body. The Certificate Holder and employer must keep records of any communication to the recruiter.</p>	Moved from Section 3, FHR. Compliance criterion language is new. Some components of the I&C of FHR-FL 2.2 are included here.
4.3.2.b NEW	Hired-labor fishers and workers have the legal right to work and proper documentation/visas.	C-Y3	C-Y1	C-Y1		New.



No.	Compliance Criteria	SO	MO	LO	Intent & Clarification	Summary of Changes in 2.0.0
4.3.2.c NEW	For seasonal migrant and/or stateless hired-labor fishers and workers, employers pay at least 50% of the total cumulative cost of: visas, medical exams, skills testing, and other administrative expenses, transport from origin to the workplace and home again at the end of the season or contract.	C-Y3	C-Y1	C-Y1	Clarification: Seasonal migrant and/or stateless fishers and workers are those recruited for work periods of less than or equal to one year.	New.
4.3.2.d NEW	For seasonal migrant and/or stateless hired-labor fishers or workers, employers pay the full cost of: visas, medical exams, skills testing, and other administrative expenses, transport from origin to the workplace and home again at the end of the season or contract.	C-Y6	C-Y3	C-Y3		New.

SUB-MODULE 4.4: Hired-Labor Fishers and Workers Have Access to Basic Needs and Services.

No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
4.4.1 Adequate housing, sanitary facilities, and services are provided.						New.
4.4.1.a NEW	<i>Applicable to hired-labor fishers:</i> During fishing trips, any goods available for hired-labor fishers to purchase are reasonably and transparently priced.	P-5	P-3	P-1	Clarification: The intent is that hired-labor fishers are not charged excessive amounts for items consumed on board. Payment for goods consumed on board may be deducted from wages or payment for fish if there is a clear, written agreement outlining repayment parameters. Such advances and loans, and the deductions from wages or payment for fish made for their repayment, should not exceed legal limits and should not be used as a means to bind hired-labor fishers to employment.	New CC added to address hired-labor fishers purchase of goods from the employer for fishing trips. Public consultation: Do you think we should include a similar requirement applicable to Registered Fishers and crew members?



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>In exceptional cases, the agreement need not be written if it is certain all parties understand the repayment parameters and the fishers are not entering into an unsustainable debt.</p> <p>Note that this criterion is in line with 4.2.1.a regarding deductions.</p>	
<p>4.4.1.b NEW</p>	<p>Where access to stores or services is limited or not possible due to location, the employer provides options for purchasing goods and services at fair and reasonable prices.</p>	BP	P-3	P-3	<p>This criterion is applicable where hired-labor fishers and/or workers, or hired-labor fishers and/or workers and their families, live on-site or in employer-provided housing and do not have easy access to stores or services.</p> <p>This includes access to basic health, hygiene (including women’s hygiene products), housing and food necessities.</p> <p>Individuals must have access to food that meets minimum nutritional standards. For information on regional minimum nutritional standards, see the Food and Agriculture Organization’s Food-based dietary guidelines. If the employer directly offers goods and services, costs are fair and reasonable (not higher than normal market prices) in accordance with ILO convention 110; this may be confirmed by the auditor through worker interviews.</p> <p>Recommendations: The employer provides transportation to a town with multiple providers of basic goods and services.</p>	<p>New.</p> <p>Public Consultation: We envision this being a possibility for processing facilities located away from towns, or in cases where the Certificate Holder provides housing for workers. Do you agree with this requirement?</p>
<p>4.4.1.c NEW</p>	<p>Hired-labor fishers or workers are not compelled to make use of stores or services operated by the employer.</p>	C-Y0	C-Y0	C-Y0		<p>New.</p> <p>Public Consultation: We envision this being a possibility for processing facilities located away from towns, or in cases where the Certificate Holder provides housing for workers. Do you agree with this requirement?</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
4.4.1.d NEW	In employer-provided housing, childcare facilities and schools, fire escapes, extinguishers, and routes are maintained, marked, and accessible, and residents/children know how to use them.	BP	C-Y0	C-Y0	<p>Clarification: Exit doors are not locked or obstructed.</p> <p>Residents of employer-provided housing and children and employees in day-care or schools located on-site also receive training in evacuations.</p>	<p>New.</p> <p>Public Consultation: We envision this being a possibility for processing facilities located away from towns, or in hired-labor scenarios with migrant fishers. Do you agree with this requirement?</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
4.4.1.d NEW	The employer provides first aid facilities, equipment, and trained first aid staff to meet all reasonably foreseeable emergency first aid situations in employer-provided housing. Equipment and trained responders are available 24 hours a day, seven days a week.	BP	C-Y0	C-Y0	Clarification: Trained responders may be hired-labor fishers or workers.	New.



<p>4.4.1.e NEW</p>	<p>Where hired-labor fishers or workers are provided with housing, the conditions and infrastructure of the housing meet a basic minimum standard of sanitation and safety.</p>	<p>C-Y3</p>	<p>C-Y0</p>	<p>C-Y0</p>	<p>Clarification: Small and Mid-sized Operations meet this requirement if the quality of the housing provided to individuals is the same or better than the housing of the manager. Quality aspects that will be evaluated include those listed with specific requirements for Large Operations below.</p> <p>For Mid-sized and Large Operations, this includes that:</p> <ul style="list-style-type: none"> • Infrastructure, including electrical wiring and building structures is safe, and workers are protected from heat and cold; • There are clearly marked evacuation routes and emergency exits; • Housing areas are free of vermin and insect infestations; • Dormitories and houses have doors that close; • There are windows or a visibly clear way to ventilate the space, and roofs do not leak; • Blankets are made available to temporary hired-labor fishers or workers if nighttime temperatures fall below 18 degrees Celsius (65 degrees Fahrenheit) (may be made available with a deposit); • A bed structure (frame, cot, or bunks) is made available to all workers; • Temporary hired-labor fishers or workers are provided with a sleeping surface/material such as a mattress or mat to protect them against hardness of beds and temperatures; • There is at least 3.6 square meters of floor area available per person in sleeping rooms and there is no overcrowding; • In the absence of a kitchen service (kitchen and dining hall provided by the employer), there must be installations outside the sleeping areas for preparing and eating food and for washing kitchen utensils; 	<p>New.</p>
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No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<ul style="list-style-type: none"> • Running water is provided at all times and there is sufficient hot water for all using it to take hot showers at the end of the workday; • Bathrooms/showers are provided, regularly cleaned, and have: <ul style="list-style-type: none"> • A door that closes and locks; • Lighting inside and outside of the building; • Water and hand-washing soap; • Disposal mechanism for toilet paper and waste (bins available and regularly emptied); • There must be at least one shower/bath installation for every 20 individuals housed in rooms, or at least one for every three families in case of houses; and, • Female workers are provided with gender-specific sleeping areas and bathrooms/showers (not required in family housing). <p>Exceptions are allowed where there is no reasonable access to electricity and water systems, or where built structures are not permitted, for instance in natural environments where wild products are collected.</p>	
<p>4.4.1.f NEW</p>	<p>Where hired-labor fishers or workers are provided with housing, the conditions and infrastructure of the housing ensure a reasonable level of comfort, including sanitation, safety, ventilation, reasonable protection from heat and cold, privacy, and security.</p>	BP	P-5	P-5	<p>Clarification: This includes that:</p> <ul style="list-style-type: none"> • There is protection against insects and vermin (e.g. screens on the windows, no slits in the walls.); • Shade outside of housing in hot areas (trees, eaves, etc.) is available; • Basic furniture for storing personal belongings that closes and locks is provided for all individuals; • Fans are made available to temporary hired-labor fishers or workers (could be made available with a deposit); • There are at least 90 centimeters between each bed; 	New.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<ul style="list-style-type: none"> The vertical space in between bunk beds is greater than or equal to 120 centimeters; There is at least one bathrooms/shower installation for every ten workers in rooms, or at least one for every two families in case of houses (Note that this is an increase from requirements under 3.6.2.e); There is one large laundry sink for every 30 persons, or an affordable laundry service; In the absence of a kitchen service (kitchen and dining hall provided by the employer), there must be at least one cooking installation for every ten workers in rooms or for every two families (Note that this is an increase from requirements under 3.6.2.e); and, Recreation facilities are available. <p>These requirements are in line with ILO Guidance on Workers' Housing Recommendation No. 115.</p>	
Objective 4.4.2: Children of workers living on-site have access to day-care and education.						New.
4.4.2.a NEW	Where children of hired-labor fishers or workers live on-site, the employer ensures access to day-care services.	BP	P-5	P-3	Clarification: This criterion is applicable where children of hired-labor fishers or workers live on-site. Access may mean providing affordable or free transportation if public transportation to day-care services is not available or may mean helping to build a facility where there isn't one.	New. <i>Public Consultation: We envision this being a possibility for processing facilities or landing sites located away from towns, or in cases where migrant hired-labor fishers are hired. Do you agree with this requirement?</i>
4.4.2.b NEW	Where children of hired-labor fishers or workers live on-site, access to primary education is facilitated by the employer.	BP	P-5	C-Y0	Clarification: This criterion is applicable where children of hired-labor fishers or workers live on-site. Access may mean providing affordable or free transportation if public transportation to schools is not available or may mean helping to build a facility where there isn't one.	New. <i>Public Consultation: We envision this being a possibility for processing facilities or landing sites located away from towns, or in cases where migrant hired-labor fishers are hired. Do you agree with this requirement?</i>



SUB-MODULE 4.5: Hired-labor Fishers and Workers Understand Their Rights and Are Able to Air Grievances and Communicate Concerns.

No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
Objective 4.5.1: Hired-labor fishers and workers understand their rights under the CFS.						New.
4.5.1.a NEW	Hired-labor fishers and workers receive written information on their rights under the CFS.	BP	C-Y0	C-Y0	<p>Clarification: This includes their rights as described in Modules 2, 4, and 5 of the CFS.</p> <p>This information is made available in languages the hired-labor fishers and workers understand.</p> <p>Recommendations: It may be provided through a brochure or poster in a public place where workers gather.</p>	New.
4.5.1.b [FHR-FR 3.1]	Hired-labor fishers and workers are trained by an independent third party on their labor rights under the law and the ILO Core Conventions.	BP	P-5	P-5	<p>Clarification: This includes rights granted by law and the ILO Core Conventions.</p> <p>The training must have occurred within the past three years.</p> <p>If there are temporary workers, the training must take place at a time when they are on-site so that they can attend.</p> <p>The third-party could be a trade union, a Fair Trade USA staff member, a government officer, an attorney, an academic specializing in labor law, or an independent labor rights NGO.</p> <p>Recommendations: Possible forms of association include unions, fishers' or workers' committees, cooperatives, or associations.</p> <p>It is best practice for the training to highlight areas where fishers' or workers' labor rights under the CFS overlap with, and where they exceed, those under the law and the ILO Core Conventions.</p>	Moved from Section 3, FHR. Updated language.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
Objective 4.5.2.a: There is a procedure for submitting and processing grievances that is understood by hired-labor fishers and workers.						New.
4.5.2.a [WWS-CE 4.3]	A grievance policy and procedure is established by the employer and communicated to hired-labor fishers and workers verbally and in writing. The policy allows for anonymous complaints, ensures resolutions occur in a timely manner, and includes an appeals procedure.	BP	C-Y0	C-Y0	<p>Clarification: There can be one or multiple procedures for different sites or different groups of employees (e.g. there can be one procedure for workers and one for hired-labor fishers separately, or different procedures for different sites). The procedure(s) shall be designed for hired-labor fishers and worker complaints regarding pay, working conditions, rights to Freedom of Association, and other labor-related aspects of the CFS. It must be accessible to all hired-labor fishers and workers regardless of employment status, i.e. temporary, migrant, permanent, employed through a labor contractor, etc.</p> <p>The policy shall specifically address sexual harassment and include separate procedures for handling cases of sexual harassment as needed. This could include, for example, specifying that sexual harassment complaints be directed to a women-only committee or a female manager. Note that 2.4.2.c explains requirements for policies on sexual harassment.</p> <p>The policy shall reference a third-party ombudsman or a government department that will mediate disputes that do not reach resolution at the site level. Hired-labor fishers and workers do not automatically waive their legal remedies by use of the grievance procedure.</p> <p>This information is made available in languages the hired-labor fishers and workers understand.</p>	Moved from objective WWS-CE 4 to new objective dedicated to grievance mechanisms.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>Recommendations: The information on the grievance policy and procedure may be provided through a brochure or poster in a public place where hired-labor fishers and/or workers gather.</p> <p>Best practice is for the Social Engagement Team (see 4.5.3) to be included in the resolution process, where permitted by law.</p>	
<p>4.5.2.b NEW</p>	<p>The grievance policy in 4.5.2.a is followed.</p>	<p>BP</p>	<p>C-Y0</p>	<p>C-Y0</p>		<p>New.</p>
<p>4.5.2.c NEW</p>	<p>Records of grievances are maintained, including a description of the grievance, the investigation process and persons involved, and actions taken to address each grievance.</p>	<p>BP</p>	<p>P-3</p>	<p>P-3</p>	<p>Clarification: Records must be kept for at least five years, or longer if required by law.</p>	<p>New. This CC was previously partially addressed in FHR-DAP 2.4. This was focused only on sexual misconduct and is now to apply to all forms of harassment and grievances raised but hired-labor fishers and workers.</p>
<p>4.5.2.d NEW</p>	<p>The Fair Trade USA Complaints Procedure has been communicated to hired-labor fishers and workers verbally and in writing.</p>	<p>BP</p>	<p>P-3</p>	<p>P-5</p>	<p>Clarification: The policy is available on the Fair Trade USA website.</p> <p>Hired-labor fishers and workers understand they can submit allegations to Fair Trade USA directly if they believe the Certificate holder is in violation of the Fair Trade USA Standard and if internal grievances submitted about violations have not been resolved.</p> <p>This information is made available in languages the hired-labor fishers and workers understand.</p> <p>Recommendations: This may be provided through a brochure or poster in a public place where hired-labor fishers and/or workers gather.</p>	<p>New.</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
4.5.2.e NEW	Hired-labor fishers and workers are not disciplined, dismissed or discriminated against, for using any grievance or allegations process.	BP	C-Y0	C-Y0	<p>Clarification: This includes the Fair Trade USA Complaints Procedure and the grievance procedure required in 4.5.2.a.</p> <p>The employer is responsible for ensuring that all levels of management and supervisors understand the employer’s grievance policy and procedure and that they are prohibited from enacting any form of retaliation against those who use it. If disciplinary action is taken against a hired-labor fisher or worker after he or she lodges a grievance, the employer must prove that this was not retaliatory.</p>	New.
Objective 4.5.3: There is regular and open communication between employers, and hired labor fishers and workers.						New.
4.5.3.a NEW	An internal employee suggestion system is in place, hired-labor fishers and workers are aware of it, and processes are in place to address employee suggestions.	BP	P-3	P-1	<p>Clarification: Information on the suggestion system is made available in languages the hired-labor fishers and workers understand.</p> <p>Recommendations: This may be provided through a brochure or poster in a public place where workers gather.</p>	New.
4.5.3.b NEW	There is a Social Engagement Team (SET) in place to facilitate grievance, suggestion, and communication systems.	BP	C-Y3	C-Y1	<p>Clarification: Where a democratically elected union or other elected worker organization which represents all hired-labor fishers and/or workers is in place and actively fulfilling the role of the SET, this criterion is not applicable.</p> <p>In supply chains with both hired-labor fishers and workers, there can be one SET that encompasses both groups, or each group of individuals can have their own SET. This will depend on how these groups interact and based on preferences.</p>	<p>New.</p> <p>Public consultation: Given that workers at processing facilities are not included as Premium Participants, do you envision this requirement becoming a challenge to implement at the worker level?</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>The SET helps to ensure awareness and effectiveness of grievance procedures, suggestions systems, and other tools in order to facilitate transparency and communication between hired-labor fishers and/or workers and management. Management shall understand the purpose of the SET, and not interfere with its effective functioning.</p> <p>The SET is distinct from the Fair Trade Committee, which is responsible only for making decisions about the use of the Fair Trade Premium, and may also have a different constituency if both hired-labor fishers and workers are included as Premium Participants.</p> <p>The SET becomes familiar with Fair Trade and plays a role in helping to identify areas of potential non-compliance with the CFS and/or the prioritization of Progress criteria. SET members should be trained in skills relevant to their role.</p> <p>When SET members are Premium Participants, Fair Trade Premium may be used for these trainings as long as this is voted and agreed upon under the Premium use decision-making rules in Module 1.</p> <p>Setting up the Social Engagement Team:</p> <p>The SET is comprised of hired-labor fishers and/or worker representatives, who shall be selected by hired-labor fishers and/or workers and should be representative of the workforce (e.g. job categories, seasonality, gender, or ethnicity). Delegate selection systems are allowed so long as all individuals are able to participate.</p>	



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>In some cases, where the structure of the group of Premium Participants permits, hired-labor fishers and/or workers may choose to select the same group of individuals to serve as the Fair Trade Committee and SET.</p> <p>Hired-labor fishers and workers may choose to form one or more SET(s), as is appropriate based on the number of independent workplaces within the scope of the Certificate. All hired-labor fishers and/or workers should be aware of who sits on the SET for their workplace.</p> <p>Where the formation of a representative worker team, or collaboration of a representative worker team with management, is regulated under law, the Certificate Holder should ensure the SET is developed and operates in a manner that does not violate applicable law.</p> <p>Guidance: Best practice is for there to be term limits on the SET to allow a diversity of participation.</p> <p>The SET could also be delegated the responsibility to lead worker rights trainings and ensure that workers are aware of their rights under law and the CFS.</p>	
<p>4.5.3.c NEW</p>	<p>The Social Engagement Team (SET) meets independently as a Team and also with management to discuss relevant issues with sufficient regularity to fulfill their role.</p>	BP	P-5	P-3	<p>Clarification: Where a democratically elected union or other elected fisher or worker organization which represents all hired-labor fishers and/or workers is in place and actively fulfilling the role of the SET, this criterion is not applicable. Sufficient regularity shall be defined by the SET itself, though it is recommended they meet with management and the Fair Trade Committee three to four times per year.</p>	New.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>Discussion topics at SET meetings and joint SET-management meetings shall include discussion of the level of awareness among hired-labor fishers and/or workers of grievance and suggestion systems, the effectiveness of those systems, and suggestions for improving them. Meeting topics could also include brainstorming of possible solutions to common complaints and reviewing and discussing the merits of suggestions received. Discussion topics are not limited to these systems, but focus shall be on activities that are mutually beneficial to hired-labor fishers and/or workers and the employer. For example, there could be a discussion on providing workshops on nutrition to improve overall health of hired-labor fishers and/or workers and their families.</p> <p>Where collaboration of a representative worker team and management is regulated by law, the Certificate Holder should ensure the SET operates in a manner that does not violate applicable law. If needed for legal compliance, joint SET-management meetings can be waived and the role of the SET can be modified, for example, to sharing ideas and information with management.</p>	



MODULE 5: Working Hours and Occupational Health & Safety on Vessels [SECTION 4. WWS: Wages, Working Conditions, and Access to Services]

For fisheries where the fishing activity is undertaken by Registered Fishers, the Registered Fishers are responsible for compliance with this section (and applies to any crew members working on their vessels). For hired-labor fisheries, the employer, in collaboration with the Certificate Holder, when the Certificate Holder is not the employer, is responsible for compliance with the requirements in this Module. However, skippers and captains of the vessels for hired-labor fishers are responsible for implementation of many requirements. The Certificate Holder and/or employer must communicate to skippers and captains their responsibilities.

SUB-MODULE 5.1: Registered Fishers, Crew Members, and Hired-Labor Fishers Receive Sufficient Rest Periods and Breaks During and Between Fishing Trips

No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
Objective 5.1.1 [WWS-CE6]: Working hours are in line international standards, and workers receive adequate rest periods.					Updated language to reflect language in the criteria.
5.1.1.a [WWS-CE 6.2]	Minimum hours of rest shall not be less than ten hours in any 24-hour period, and 77 hours in any seven-day period.	C-Y0	C-Y0	<p>Clarification: Individuals may be required to work during exceptional circumstances if to ensure the safety of the fishers catch, or to rescue boats in distress. In this case, terms have been agreed upon between Registered Fishers and crew members, and/or between the employer, the captain/skipper and the hired-labor fishers before a fishing trip. Even under exceptional circumstances, hired-labor fishers and crew members receive at least 24 consecutive hours of rest after 18 days.</p> <p>The captain/skipper, crew members and when applicable, the Certificate Holder, can agree to a different schedule before embarking on a fishing trip, so long as the working hours in a seven-day period does not exceed 77 hours worked, the maximum number of consecutive days worked is 30, and for every seven-days of consecutive work, a 24-hour break is given (i.e. 30 consecutive days of work shall be followed by a minimum of 4 consecutive days of rest).</p> <p>This criterion is based upon ILO Convention 188, Article 14.</p>	Moved components about exceptional circumstances into the I&C. Added language regarding alternate agreements between captains or skippers, or the Certificate Holder in some circumstances, to the I&C.



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
				<p>Recommendations: It is best practice that working hours for exceptional circumstances are recorded in written agreements, however, verbal agreements will be accepted.</p>	
<p>5.1.1.b [WWS-CE 6.6]</p>	<p>Rest days lost during exceptional circumstances are offered to hired-labor fishers or crew members within three months. Hired-labor fishers or crew members may choose whether or not to take those rest days.</p>	<p>C-Y0</p>	<p>C-Y0</p>	<p>Clarification: This criterion relates to exceptional circumstances in 5.1.1.a and [WWS-CE 6.2].</p>	<p>Updated language. Applies to both processing and vessels.</p>
<p>5.1.1.c [WWS-CE 6.1]</p>	<p>Meal and work breaks are agreed upon and adhered to.</p>	<p>P-5</p>	<p>C-Y1</p>	<p>Clarification: In a fishery where the fishing activity is undertaken by independent fishers, this agreement is between the captain or skipper and their crew members.</p> <p>In a hired-labor fishery this agreement is between the captain or skipper and the hired-labor fishers.</p> <p>Meal and work breaks shall be in line with legal requirements.</p>	<p>Changed timeline</p> <p>Public consultation: Should these breaks be stipulated as part of the contracts and/or work agreements covered under 3.1.1.a and 4.1.1.a?</p>



SUB-MODULE 5.2: The Work Environment on Vessels in Safe.

No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
Objective 5.2.1 [WWS-OH 1]: Workplace risks on vessels are minimized and all appropriate measures are taken so individuals on vessels are safe from harm.					Updated language.
5.2.1.a [WWS-OH 1.3]	Individuals use Personal Protective Equipment (PPE) as appropriate to their tasks and have been trained on its proper use.	C-Y0	C-Y0	<p>Clarification: This criterion is applicable to all individuals requiring PPE regardless of whether they are a captain or skipper, hired-labor fisherman, or crew member. PPE is required for dangerous work including exposure to extreme temperatures, working with sharp tools, or operating machinery. At a minimum, manufacturers' PPE recommendations shall be followed. PPE also includes, but is not limited to, life jackets, gloves, and boots where these are necessary to protect workers.</p> <p>Life jackets need not be worn by individuals on vessels at all times. They should be worn based on risk of the activity the fisherman is undertaking. Regardless, life jackets shall always be easily accessible to all individuals and there must be enough life jackets for all individuals on board the vessel.</p> <p>All individuals using PPE shall have been trained on its proper use and understand why and how to use it. This training shall be repeated at least once per year.</p> <p>Recommendations:</p> <p>Trainings can be conducted by a range of individuals (e.g. The Certificate Holder, captains/skippers, etc.), provided that they have the right expertise and the training is of adequate quality. The intent is that the training is of adequate quality so that the user understands the proper way to use the PPE. It may be conducted as a separate training, for example when the PPE is first distributed.</p>	Updated language. Added more specific clarification for life jackets.



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
5.2.1.b [WWS-OH 1.4]	Personal Protective Equipment (PPE) is functional, regularly maintained, and provided to individuals free of charge.	C-Y3	C-Y0	<p>Clarification: This includes that Registered Fishers provide crew members with lifejackets free of charge. The employer must provide PPE for all hired-labor fishers on vessels whether they are captain or crew.</p> <p>The intent of this criterion is that PPE is always in good working order so that individuals are protected.</p> <p>The PPE shall be comfortable enough, appropriate to the climate, and sized properly so that individuals are able to use it.</p> <p><i>Regularly maintained</i> means that at a minimum the manufacturer’s instructions are followed.</p> <p>Individuals should not take PPE home.</p> <p>Recommendations: Best practice is for there to be a dedicated storage area on-site for PPE.</p>	Updated language, changed timelines.
5.2.1.c NEW	Vessels have valid permits to operate.	C-Y0	C-Y0	<p>Clarification: This requirement addresses compliance with safety and working conditions on board of vessels. The vessel has a good standing document showing compliance with the inspections required by law.</p>	<p>New. Related to WWS-OH 1.1.</p> <p>Public Consultation: The approach for this criterion is to limit requirements to permits required by law. Should we include a list of minimum requirements in the absence of clear guidance from the law? Similar to the approach taken in the criterion for processing facilities (6.2.1.d).</p>
5.2.1.d NEW	Fire extinguishers are maintained, fully charged, clearly marked, visible, and accessible.	BP	C-Y0	<p>Clarification: Extinguishers have written language for use in a language hired-labor fishers and/or crew members of Registered Fishers understand.</p> <p>Recommendations: As best practice, fire extinguishers are fit for purpose, including:</p> <ul style="list-style-type: none"> appropriate to the potential risks in their respective areas; 	New. Related to WWS-OH 1.1.



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
				<ul style="list-style-type: none"> • stored in a dedicated location; • are inspected monthly; and, <p>serviced by qualified individuals at least once per year, or per regulation, whichever is most strict.</p>	<p>Public consultation: Added this as Best Practice for vessels categorized under short fishing trips. Do you consider it should be considered a critical criterion? Bear in mind that small vessels, usually with outboard engines, often operated by one or two fishers would fall under the SFT category.</p>
<p>5.2.1.e NEW</p>	<p>Vessels are maintained to be safe, clean and hygienic at all times.</p>	<p>C-Y1</p>	<p>C-Y0</p>	<p>Clarification: Vessels have fire safety systems and appliances. Oil tanks must be placed where spillage or leakage will not fall on heated surfaces and become a hazard.</p> <p>The hull, deckhouses, machinery casings and any other structure in the vessel shall be in good conditions to withstand all foreseeable conditions at sea.</p> <p>External openings to the hull can be closed from inside to prevent water from entering the vessel.</p> <p>Machinery, equipment, lifting gear, winches, fish handling and fish processing equipment is protected to minimize the danger to people on board.</p> <p>Emissions of chlorofluorocarbons (CFCs) or any other ozone-depleting substance from the refrigeration systems of vessels do not threaten human health or the environment.</p> <p>When the vessels include sleeping quarters, the galley spaces must be maintained to be hygienic, safe, healthy and comfortable. The sleeping quarters must have adequate ventilation, heating, cooling and lighting. Sleeping quarters must be kept free of goods which are not personal property of the occupants or for their safety or rescue. Sanitary facilities are clean and private.</p>	<p>New. Related to WWS-OH 1.1.</p>



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
				Vessels undergo regular maintenance and inspection for the following: <ul style="list-style-type: none"> • electrical and refrigeration systems; • steering equipment and gears; • emergency lights; • machines, equipment, and wiring; and, air quality monitoring where hazardous or toxic chemicals are used.	
5.2.1.f NEW [SR-OH 1.8-1.9, 4.4]	All machines have adequate and appropriate safeguards and safety devices.	C-Y1	C-Y0	Clarification: This pertains to winches, Main and emergency switchboards are easy to access, and do not pose danger to attendants.	New. Related to WWS-OH 1.1.
5.2.1.g [WWS-OH 1.8]	A maintenance, improvement, and repair system is in place on vessels to ensure a safe, clean, and hygienic environment on vessels at all times.	P-5	P-3		Removed I&C to reflect applicability of CC on vessels, this requirement is covered in Module 6 for land-based facilities.



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
Objective 5.2.2 [WWS-OH 2]: Individuals have access to drinking water, sanitary facilities, and, where applicable, decent sleeping quarters on vessels.					No change.
5.2.2.a [WWS-OH 2.1]	Potable drinking water is accessible to all hired-labor fishers and crew members at all times during the fishing trip.	C-Y0	C-Y0	<p>Recommendations: Potable water is water that is safe for humans to drink. Unless the water is packaged and sealed, the best practice for determining whether the drinking water is safe is to review the results of water quality analysis on the drinking water.</p> <p>Water quality analysis typically includes a variety of indicators, including general water characteristics (e.g., pH levels), as well as some measure of contaminants (e.g. microbial and chemical). The results of water quality analyses should be compared to regional or national guidelines published by the government ministry that is responsible for establishing water safety thresholds. In the absence of applicable regulations, the test results should be compared to the World Health Organization Guidelines for Drinking-Water Quality.</p> <p>In determining the quality of water given to hired-labor fishers and crew, all possible sources of drinking water should be considered, including piped, delivered (e.g., by tanker truck), ground water (e.g., spring or wells), surface sources (e.g., lakes, streams), or rain water. For water quality analysis results to be considered, tests should have been completed no more than one year prior to the audit.</p> <p>Potable water can also mean water that is of the same or better quality that the employer or captain drinks.</p>	Updated language and adapted for vessels.
5.2.2.b NEW	In hot climates the employer provides hired-labor fishers with suitably cool water and shade in order to protect them against heat stress and sun exposure.	P-5	P-3	<p>Clarification: Hot climates are defined as those where the temperature exceeds 27 degrees Celsius (80 Fahrenheit). Water should be at a temperature that is comfortable for individuals to drink.</p>	New.



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
5.2.2.c [WWS-OH 2.2]	Sanitary facilities are provided on vessels.	BP	C-Y0	<p>Clarification: At a minimum a private area is provided for sanitary use. A private area is one obstructed from view by other individuals.</p> <p>Recommendations: For Short Fishing Trips, it is best practice to provide a private area for sanitary use.</p>	Changes criterion to require sanitary facilities on vessels categorized as Medium Fishing Trips. Included as best practice for short fishing trips.
5.2.2.d [WWS-OH 2.4]	A document from the competent authority exists demonstrating a passing inspection related to living and working conditions on board vessels. This information, or copies of this information, are compiled and stored by the Certificate Holder or the Fishing Association.	BP	C-Y1	<p>Recommendations: This criterion is based upon ILO Convention 188, Article 41. Living conditions of fishers and crew members who spend more than three consecutive days on board have decent living quarters, with proper ventilation, and safety.</p>	Formerly specified for vessel at sea greater than 3 days, altered to fit into vessel differentiation of greater than 48 hours and is therefore best practice for those out at sea for less than 48 hours.
5.2.2.e [WWS-OH 2.6]	<i>Applicable for boats with closed sleeping quarters:</i> If both women and men are on board, sleeping quarters with access to privacy are provided.	P-5	P-3	<p>Recommendations: Privacy can be accomplished through sleeping shifts, separate bunks with curtains, or separate quarters</p>	No change to language in criterion. Now progress criterion.



SUB-MODULE 5.3: Registered Fishers, Crew Members, and Hired-Labor Fishers Have Access to the Resources, Training, and Information They Need to Keep Themselves Safe.

No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
Objective 5.3.1: Vessels are equipped with first aid supplies.					No change.
5.3.1.a [WWS-OH 1.5]	Adequate first aid supplies and access to medical services are available to crew members and hired-labor fishers in the case of accidents on vessels.	C-Y1	C-Y1	<p>Clarification: This is also applicable for vessels where the Registered Fisher works by him/herself. .</p> <p>The level of first aid equipment and supplies will vary according to the size of the workplace. First aid supplies available shall include materials needed to meet all reasonably foreseeable emergency first aid situations. These can be identified as part of the risk assessment required in 6.3.4.a.</p> <p>Supplies are accompanied by clear instructions for use, or someone is present on-site who knows how to use them.</p> <p>Recommendations: It is best practice that captains or skippers on both hired-labor and Registered Fisher vessels have a plan in place to prepare for transportation to a hospital or clinic in the event of an accident. When necessary, there should be a plan of how to evacuate a vessel to get to shore. First aid kits should be available at or near landing sites.</p> <p>Fishing vessels should have at least one crew member on board who is qualified or trained in first aid and other forms of medical care and has the necessary knowledge to use the medical equipment and supplies for the vessel, taking into account the number of individuals on board, the area of operation and the length of the voyage. Trained includes having been trained in basic first aid skills and knowing emergency procedures and phone numbers.</p>	Updated language. Adjusted timelines on vessels. Merged WWS-OH 3.2 (trained first aid personnel).



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
				<p>The employer or captain may give a specific person the responsibility for choosing the types and amounts of first-aid supplies and for maintaining these supplies.</p> <p>Where appropriate, fishing vessels should be equipped for radio or satellite communication with persons or services ashore that can provide medical advice, taking into account the area of operation and the length of the voyage.</p>	
Objective 5.3.2: Individuals have the training and information they need to keep themselves safe.					No change.
5.3.2.a [WWS-OH 3.1]	At least once per year, Registered Fishers crew members, and/or hired-labor fishers engaged in potentially hazardous work are trained in workplace risks and how to avoid them.	C-Y0	C-Y0	<p>Clarification: The training can be done by the Certificate Holder and/or employer, Fishing Association, or a third party. If the training is done by a third party, it must be paid for by the Certificate Holder.</p> <p>These trainings are documented, and records are kept on file.</p> <p>Hazardous work includes working in high heat or extreme cold, operating machinery, using potentially dangerous tools, tasks that might result in repetitive stress injuries, and working at heights.</p> <p>Trainings should include information about possible workplace hazards.</p> <p>This training should stress the importance of reporting workplace accidents, and/or symptoms of repetitive strain injuries or heat stress to the employer or Fishing Association.</p>	Updated language. Adapted I&C related to chemical use specific for processing facilities. Adapted for vessels as well.



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
5.3.2.b [WWS-OH 3.3]	The captain/skipper has conducted training and simulation exercises on the health and safety policy annually.	BP	P-3	<p>Clarification: See 6.3.4.a for additional details concerning the health and safety policy.</p> <p>In a hired-labor fishery, the employer is responsible for designing the training and exercises for captains to implement on board the vessels.</p> <p>Registered Fishers can decide how they would like to conduct this for their crew members, or this can be done at the Fishing Association level with all crew members of Registered Fishers at once.</p>	Updated language to reflect applicability. Now progress criterion for Medium Fishing Trips.
5.3.2.c [WWS-OH 3.4]	Risk areas and potential hazards are clearly identified by warning signs.	BP	P-3	<p>Clarification: Signs are posted in relevant languages and explained in pictograms. Relevant languages include those understood by fishers.</p>	Updated language.
5.3.2.d [WWS-OH 3.5]	Written safety instructions are readily available in languages fishers and crew understand and posted on vessels.	BP	P-1	<p>Clarification: Written safety instructions and procedures include details regarding accident prevention and response, including pictures or pictograms where appropriate.</p> <p>Recommendations: These safety instructions and procedures are separate from the health and safety policy (see WWS-OH 4.3 for additional details).</p>	Updated language.
Objective 5.3.3 [WWS-OH 4]: Policies and procedures are in place to promote health and safety in the workplace.					No change.



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
5.3.3.a [WWS-OH 4.3]	There is a written assessment of Registered Fishers', crew members' and fishers' ' occupational risks, and actions are taken to minimize these risks.	P-3	P-3	<p>Clarification: This risk assessment may be included in the Internal Management System required as part of Module 9.</p> <p>For supply chains with Registered Fishers, this assessment may be conducted at the Fishing Association level. Note that if the same employer employs hired-labor fishers and workers at land-based sites, they are responsible for the risk assessment on vessels and the risk assessment at land based-sites required in 6.3.4.a. This can be a combined risk assessment.</p>	New. as Added as a separate requirement from WWS-OH 4.3. Now a progress criterion.
5.3.3.b [WWS-OH 4.1]	There are records of all work accidents and related first aid responses that happen at sea.	[P-5	P-1	<p>Clarification: These records should be considered in the occupational risk assessment required in 5.3.3.a.</p> <p>Recommendations: An injury log is also recommended.</p>	Updated language.
5.3.3.c [WWS-OH 4.2]	Individuals have a medical certificate attesting to their fitness to work. For hired-labor fishers over the age of 18, the certificate is less than two years old. For hired-labor fishers younger than 18, the certificate is less than one year old.	BP	C-Y3	<p>Recommendations: This requirement is best practice for individuals on vessels operated by Registered Fishers.</p> <p>ILO Convention 188, Article 10 allows for the regulatory authority, in urgent cases, to permit a fisher to work on such a vessel for a period of a limited and specified duration until a medical certificate can be obtained, provided the fisher is in possession of an expired medical certificate of a recent date.</p>	No change.



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
5.3.3.d [WWS-OH 4.3]	There are written health and safety procedures that list information about how to minimize occupational risks on vessels.	P-5	P-3	<p>Clarification: The policy is based upon a risk assessment and updated annually.</p> <p>This policy shall used for the trainings and simulation exercises in 5.3.2.b.</p> <p>The policy includes, but is not limited to:</p> <ul style="list-style-type: none"> • handling of types of fishing gear and fishing operations; • manning machinery and equipment on the vessel; • potential ignition sources and their control procedures; and, • procedures for maintenance of all fire safety equipment. 	Updated language, added further clarification to the I&C. Now a progress criterion.
5.3.3.e [WWS-OH 4.4]	On each vessel, there is a trained individual responsible for implementing health and safety procedures.	P-5	P-5	<p>Clarification: This person brings occupational health and safety issues to the attention of the employer. The individual may have other responsibilities in the company. In this context, <i>trained</i> means that they are qualified and able to identify risks, they fully understand the health and safety procedures and policies, and are able to effectively explain them to others.</p> <p>Management must give the individual sufficient authority, time, and resources to effectively implement these procedures.</p>	<p>Updated language to reflect the new applicability,</p> <p>Public consultation: We are requiring for vessels carrying out fishing trips longer than 48 hours to have a trained individual for implementation of health and safety procedures. Will this be challenging to implement?</p>



No.	Compliance Criteria	SFT	MFT	Intent and Clarification	Summary of Changes in 2.0.0
5.3.3.f [WWS-OH 4.5]	Incident reports are summarized annually and submitted to relevant authorities to provide notification/statistics on work-related fatalities, injuries, and diseases.	C-Y6	C-Y6	<p>Clarification: <i>Relevant authorities</i> refers to any governmental department that requires and/or tracks workplace accidents, injuries, fatalities, or work-related diseases.</p> <p>See 5.3.3.b for additional details.</p> <p>Recommendations: This requirement is best practice for vessels operated by Registered Fishers and crew members. The summary of incidents should be done by the Fishing Association, aggregating the information of all of its members.</p>	Added language to specify this is reporting on work-related injuries, etc.
5.3.3.g [WWS-OH 4.6]	An electronic communications network for finding lost vessels and coordinating ships to shore is in place on all vessels.	C-Y6	C-Y6	<p>Clarification: This is not required for small boats operating off transfer vessels which remain in line of sight.</p> <p>Where fishing activity is undertaken by Registered Fishers, Premium may be used to meet this requirement. See Annex C for Premium Expenditure Rules.</p>	No change. Best practice for small operations. Premium can now be used to meet this requirement.

MODULE 6: Working Hours and Occupational Health & Safety on Land-Based Facilities [SECTION 4. WWS: Wages, Working Conditions, and Access to Services]

The criteria in this Module apply to all land-based facilities, including processing and landing sites, as well as workers at these sites. The Certificate Holder is responsible for compliance with the requirements of this Module in collaboration with the employer where the Certificate Holder is not the direct employer. The timelines in this section are dictated by the number of permanent and temporary workers employed at a given time. See the introduction for more details.



SUB-MODULE 6.1: Workers at Land-based Facilities Work Reasonable Hours

No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
Objective 6.1.1 [WWS-CE 6]: The regular workweek is in line with the law, applicable Collective Bargaining Agreements, and international standards. Workers receive adequate rest periods.						Updated language to fit applicability.
6.1.1.a [WWS-CE 6.3]	Workers do not work longer than 48 regular hours per week, the level agreed to in the Collective Bargaining Agreement, or the legal limit, whichever is less.	P-5	C-Y0	C-Y0	<p>Clarification: An accurate, reliable, and transparent time keeping system with detailed records is necessary on Mid-sized and Large Operations to demonstrate compliance.</p> <p>Exceptional circumstances regarding working hours have been communicated to and agreed to by workers. Documentation of this agreement shall be kept in an auditable format. This applies to all workers, including temporary and seasonal workers.</p> <p>This excludes overtime.</p>	Updated language in the I&C. No change to CC itself. Only applicable to workers. Merged CC text from WWS-CE 6.5 to the I&C.
6.1.1.b [WWS-CE 6.1]	Meal and rest breaks are stipulated and respected. Workers are given one unpaid, 30-minute meal break for every five hours worked, and an additional 15 minutes of paid rest time for every four hours worked.	P-3	C-Y0	C-Y0	<p>Clarification: Breaks/rest time may either be planned and organized by management (i.e. all workers take a break at a designated time), or they may be informal (i.e. workers can go to the bathroom, get a drink of water, stretch, etc. for up to 30 minutes per eight-hour day).</p> <p>The required rest time (15-minute breaks for every four hours of work) must be paid even if workers choose not to take those breaks, i.e. if piece-rate workers work through their break they must still be paid for the break time as an additional payment.</p> <p>For remuneration based on production, quotas, or piecework, payment for rest time must be calculated based on the workforces' average or typical piece rate earning for the equivalent time period. It is recommended to include payment for rest breaks as a separate line item on workers' pay slips to ensure it is calculated and paid accurately.</p>	<p>Updated language. WWS-CE 6.7 merged into this CC.</p> <p>Public consultation: Do you agree with the timelines for Small and Mid-sized Operations?</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>For workers engaged in repetitive work for extended periods of time, workers are given active rest breaks.</p> <p>Recommendations: In hot climates or workplaces, when the temperature exceeds 27 degrees Celsius (80 Fahrenheit), it is best practice to give short breaks more frequently to help mitigate the risk of heat stress.</p>	
<p>6.1.1.c [WWS-CE 6.4]</p>	<p>Workers receive at least 24 consecutive hours of rest following every six consecutive workdays, unless exceptional circumstances apply and workers have agreed in writing.</p>	<p>P-3</p>	<p>P-3</p>	<p>C-Y0</p>	<p>Clarification: Even under exceptional circumstances, workers receive at least 24 consecutive hours of rest after 18 days.</p> <p>When workers agree to give up rest days, this must be agreed to in writing, either individually or collectively, for instance through a Collective Bargaining Agreement negotiated by a representative worker organization.</p> <p>Recommendations: When workers give up rest days it is best practice to assign them lighter tasks to protect against fatigue and overexertion.</p>	<p>Moved language about exceptional circumstances to the I&C. This is now a progress criteria for small and Mid-sized operations.</p>
<p>6.1.1.d [WWS-CE 6.6]</p>	<p>Rest days lost during exceptional circumstances are offered to workers within three months. Workers may choose whether or not to take those rest days.</p>	<p>C-Y0</p>	<p>C-Y0</p>	<p>C-Y0</p>	<p>Clarification: This criterion relates to exceptional circumstances in 6.1.1.c [WWS-CE 6.4]</p>	<p>No change .</p>
<p>Objective 6.2.1 [WWS-CE 7]: Overtime is voluntary and not excessive.</p>						<p>No change.</p>
<p>6.2.1.a [WWS-CE 7.1]</p>	<p>All overtime is strictly voluntary.</p>	<p>BP</p>	<p>C-Y0</p>	<p>C-Y0</p>	<p>Clarification: Workers may agree to overtime in advance through detailed agreements on overtime prescribed in employment contracts. Workers may also agree to overtime in advance through Collective Bargaining Agreements negotiated by representative worker organizations.</p> <p>Workers are not denied employment or discriminated against for being unable or not willing to work overtime.</p>	<p>No change – requirements for working hours on vessels are describe in Module 5.</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
6.2.1.b NEW	Workers do not work more than 14 consecutive hours in a 24-hour period	BP	C-Y0	C-Y0	Clarification: This includes regular and overtime hours.	New.
6.1.2.c NEW	Overtime does not exceed 12 hours per week or the legal limit, whichever is less. If workers agree in writing and if legally permitted, this limit can be increased up to a maximum of 72 total working hours per week for up to four non-consecutive weeks per year.	BP	C-Y0	C-Y0	Clarification: Any work performed after an eight-hour day is considered overtime, unless otherwise defined by applicable law. Requirements in 6.1.1.a set limits on regular work hours per week, such that a worker may not work more than a total of 60 hours in a workweek (48 regular hours, plus 12 overtime hours), or the legal limit. Workers can agree to an increase in work hours either individually or collectively, for instance through a Collective Bargaining Agreement negotiated by a representative worker organization.	New.

SUB-MODULE 6.2: The Work Environment at Land-based Facilities is Safe.

No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
Objective 6.2.1 [WWS-OH 1]: Workplace risks are minimized and employers take all appropriate measures to ensure they and their employees are safe from harm.						No change.
6.2.1.a [WWS-OH 1.1]	Processing facility buildings and grounds, and landing sites are maintained to be safe, clean, and hygienic at all times.	C-Y1	C-Y0	C-Y0	Clarification: This requirement addresses any critical or immediate risks of injury or loss of life related to processing facility buildings and grounds and/or landing sites. The facility is responsible for ensuring a safe environment to its workers at all times, including but not limited to providing structural safety, maintenance of installations, fire safety, or electrical safety.	Concepts taken from intent of WWS-OH 1.1, modified language to focus on the structure of buildings and grounds. WWS-OH 1.8 requiring a maintenance system for cleanliness and hygienic environment is merged into the clarification here.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>Risks related to minor injuries, such as slips or falls, are clearly marked and visible.</p> <p>Buildings undergo regular maintenance and inspection for the following:</p> <ul style="list-style-type: none"> • electrical systems; • emergency lights; • machines, equipment, and wiring; • water testing; and, • air quality monitoring where hazardous or toxic chemicals are used. 	
<p>6.2.1.b NEW</p>	<p>Indoor workplaces do not exceed maximum occupancy.</p>	C-Y0	C-Y0	C-Y0	<p>Clarification: Where applicable, this is in compliance with local laws.</p> <p>Recommendations: In the absence of local law, it is best practice to determine maximum occupancy by ensuring exits that consist of a stairway have at least 0.3 inches (0.8 centimeters) of doorway width per person and all other exits have at least 0.2 inches (0.5 centimeters) of doorway width per person.</p> <p>Indoor workplaces, and where applicable, possess valid operation and occupancy permits appropriate for the number of workers and work being done.</p>	<p>New. Related to WWS-OH 1.1.</p>
<p>6.2.1.c NEW</p>	<p>The processing facility and/or landing site has valid permits for all equipment used in its operations.</p>	C-Y3	C-Y0	C-Y0	<p>Clarification: At a minimum, this includes:</p> <ul style="list-style-type: none"> • elevators; • boilers; • generators; • air pressure tanks; • liquid petroleum gas tanks; • vacuum chambers; 	<p>New. Related to WWS-OH 1.1.</p> <p>Public consultation: Are there any other permits that should be included in the minimum list required under the I&C?</p>



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<ul style="list-style-type: none"> Carbon monoxide and other gas-application chambers; pressure systems; and, compressed air receivers. 	
6.2.1.d NEW	Work areas are adequately ventilated.	C-Y3	C-Y0	C-Y0	<p>Clarification: With regards to ventilation, the intent is to ensure indoor workplaces and other indoor facilities that individuals access without appropriate Personal Protective Equipment (PPE) must abide by the following parameters:</p> <ul style="list-style-type: none"> Fumes are not more than faintly noticeable; Dust/particulate is not more than moderately visible; Where there is a risk of noxious gases, continuous monitoring gas alarm systems are installed and operational; Fresh air is drawn into the area and circulated; etc. 	New. Related to WWS-OH 1.1.
6.2.1.e NEW	Temperatures of indoor workplaces accessed by individuals without appropriate PPE are maintained such that heat or cold does not interfere with workers' productivity or health.	C-Y3	C-Y0	C-Y0		New. Related to WWS-OH 1.1.
6.2.1.f NEW	Lighting is adequate for workers to safely perform the tasks they have been assigned.	C-Y0	C-Y0	C-Y0		New. Related to WWS-OH 1.1.
6.2.1.g NEW	All machines have adequate and appropriate safeguards and safety devices.	C-Y1	C-Y0	C-Y0	<p>Clarification: This can be outlined in manufacturer instructions and/or local regulations, where applicable and according to the most protective measures.</p> <p>These safeguards include, but are not limited to:</p> <ul style="list-style-type: none"> emergency power cut-off; insulated cables; grounding/earthing (three-pronged plug); 	Related to WWS-OH 1.1. WWS-OH 1.8 requiring a maintenance procedure is merged into the clarification here regarding machinery.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<ul style="list-style-type: none"> • electric fan blade covers; • safety covers for moving parts; etc. <p>There are written and established safety procedures for the use of equipment and machinery which includes:</p> <ul style="list-style-type: none"> • inventory of machines; • procedures for the safe use of machines; and, • procedures for maintenance. 	
6.2.1.h NEW	Machines are only operated by authorized and trained workers.	C-Y3	C-Y0	C-Y0	Clarification: workers must be trained annually on the proper use of the machines. This includes training on how to safety clean and maintain machinery.	New.
6.2.1.i NEW	Fire extinguishers are maintained, fully charged, clearly marked, visible, and accessible.	C-Y0	C-Y0	C-Y0	<p>Clarification: At least one worker trained in how to use a fire extinguisher is present and located in physical proximity to each fire extinguisher at all times.</p> <p>Extinguishers have written language for use in a language workers understand.</p> <p>Recommendations: As best practice, fire extinguishers are fit for purpose, including:</p> <ul style="list-style-type: none"> • appropriate to the potential risks in their respective areas; • within 75 feet (23 meters) of every worker; • stored in a dedicated location; • are inspected monthly; and, • serviced by qualified workers at least once per year, or per regulation, whichever is most strict. 	New. Related to WWS-OH 1.1.
6.2.1.j NEW	Exit routes and exit doors are maintained, marked, and accessible (not obstructed or blocked), and workers know how to use them.	C-Y0	C-Y0	C-Y0	Clarification: Exits are unlocked when workers are present.	New. Related to WWS-OH 1.1.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<p>Recommendations: Exit doors swing out, not in. Where vertical sliding doors are installed and cannot be replaced by swing-out/push-bar doors, they are tested and maintained at least annually to ensure they operate effectively at all times, and a locking mechanism is in place to ensure that doors are locked in open position during work hours.</p> <p>For exits with latches that require special operation, at least one worker trained on how to operate the latch is present and located in physical proximity to each relevant exit.</p> <p>Exits lead to a safe location outside the building.</p> <p>As best practice, emergency exits include the following:</p> <ul style="list-style-type: none"> • workplaces with up to 500 workers have at least two exits that provide 22 inches (0.55 meters) of exit width; • workplaces with over 500 workers have at least three exits that provide 22 inches (0.55 meters) of exit width; • exits are on opposite sides of the workplace floor; • each workstation is within 200 feet (61 meters) of an exit; and, • exit signs must be properly illuminated by a reliable light source. 	
6.2.1.k NEW	Evacuation routes and emergency exits, including stairwells in multi-story buildings, are sufficient in number and capacity, identifiable, and designed in order to support evacuation of personnel.	C-Y3	C-Y0	C-Y0	<p>Clarification: It is the expectation that Certificate Holder comply with all legal requirements pertaining to evacuation routes. Aisles are kept clear of equipment and materials at all times.</p> <p>Recommendations As best practice, evacuation routes include the following:</p> <ul style="list-style-type: none"> • aisles between workstations are wide enough for easy escape (approximately 44 inches or 112 centimeters); • routes are marked by lines and arrows; 	New. Related to WWS-OH 1.1.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					<ul style="list-style-type: none"> updated maps of emergency exit / evacuation routes are posted prominently throughout the facility in a language understood by workers; and, <i>You Are Here</i> markings on each map correspond to the map's actual location. 	
6.2.1.l NEW	The indoor workplace is equipped with sufficient functioning fire/evacuation alarms and detection mechanisms that reach all workers within the building structure in a timely manner.	P-3	C-Y0	C-Y0	<p>Clarification: Any specifications mandated by local legislation are followed.</p> <p>Where carbon monoxide is used or stored, functioning carbon monoxide detectors with an audible alarm are properly installed at the right height</p> <p>Alarms can be set off from various locations throughout the facility. This includes visual alarms where ear protective equipment is used.</p> <p>Working emergency lights, fire alarms, and fire detection mechanisms are backed up with batteries or a secondary power source.</p> <p>Recommendations: Emergency lights are installed in stairwells and other key locations to illuminate exit routes.</p>	Added language from WWS-OH 1.1 to merge here to specifically call out alarms and detection for CO. Related to WWS-OH 1.1.
6.2.1.m NEW	Wiring and electrical panel boxes are maintained to be in safe condition, and electrical cables and wires are safely placed.	C-Y0	C-Y0	C-Y0	<p>Clarification: Electrical equipment used in a very hot, very cold, or humid environment should be tested more frequently than equipment that is less likely to become damaged or unsafe.</p> <p>The frequency of inspections should be determined according to the manufacturers' instructions.</p>	New. Related to WWS-OH 1.1.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
Objective 6.2.2: Workers are not required to perform work that poses a risk to their health.						New.
6.2.2.a [WWS-OH 1.2]	Workers are not required to perform any work that poses risk to their health. In Mid-sized and Large Operations, the employer must offer workers who become unable to perform certain tasks due to medical conditions an alternate job at the same pay and benefits.	BP	C-Y0	C-Y0	<p>Clarification: Hazardous work can include handling or significant exposure to pesticides, working in high heat, operating heavy or dangerous machinery or tools, night work, lifting heavy objects, and working at dangerous heights.</p> <p>Relevant medical conditions include; pregnancy or nursing, incapacitating mental conditions, chronic, hepatic or renal diseases, respiratory diseases, and young workers.</p> <p>Young workers are also protected under requirements in Sub-module 2.2.</p>	Updated language. No change to intent.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
6.2.2.b NEW	Workers handling any carbon monoxide or other hazardous chemicals are regularly offered free medical examinations by a physician (according to risks and levels of exposure) and are informed of the results privately. Management reviews recommendations resulting from the examination and a remediation plan is put into place if problems are detected.	P-5	P-5	P-5	<p>Clarification: Where allowed under law, the employer may select the physician, but the worker may request a different physician.</p> <p>Remediation plans shall include rotation of job tasks or other measures needed to ensure the health of workers. Workers must be offered another lower-risk job at equivalent pay and benefits if they are no longer able to be safely exposed to specific pesticides. There can be no discrimination or punishment against workers based on the results of the medical examination.</p>	New.
Objective 6.2.3: Workers have access to drinking water, sanitary facilities, and,						No change.



<p>6.2.3.a [WWS-OH 2.1]</p>	<p>Potable drinking water is accessible to all workers during their working period and to any workers and their families that live in employer-provided housing at all times.</p>	<p>C-Y0</p>	<p>C-Y0</p>	<p>C-Y0</p> <p>Clarification: Boiling, filtering, or chlorinating the water may be necessary to ensure potability. <i>Potable drinking water</i> means water which complies with legal requirements or the following World Health Organization parameters, whichever is stricter:</p> <ul style="list-style-type: none"> • Fecal Coliforms: Zero; • Chlorine residue or residue from other treatment disinfectants: 5 mg/L; • Nitrates: 50 mg/L as nitrates; • pH: 6.5 to 8.5; • Sodium: 200 mg/L (there is not health-based guideline for this, the parameter is based on taste); • Sulfates: 250 mg/L (there is not health-based guideline for this, the parameter is based on taste); • Turbidity: Less than or equal to 5 NTU (there is not health-based guideline for this, the parameter is based on taste); and, • Arsenic: 0.01 mg/L. <p>In Small Operations, <i>potable drinking water</i> may mean the same or better water quality as what management or the employer themselves drinks. Where there are risks that this water is of poor quality, assessing access to and quality of drinking water should be included in the scope of the risk assessment required in 6.3.4.a.</p> <p>In rural areas and areas where water is not supplied through a public water system, auditors may ask for Mid-sized and Large Operations to provide water quality testing results to ensure potability. Testing should occur during the time period when the water is used by workers, and records of results should be kept. Testing should be done at least once per year, and/or when changes to the water treatment system have been conducted. Testing may be done by the site manager.</p>	<p>Updated language, added clarification to the I&C.</p>
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No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
					Recommendations: As a best practice, potable water is labeled.	
6.2.3.b [WWS-OH 2.3]	Packing/processing facilities provide clean sanitary facilities with accompanying hand-washing facilities for workers during their working period.	C-Y0	C-Y0	C-Y0	Clarification: Sanitary facilities must be provided in a ratio of 1 for every 20 workers.	Updated language. Merged WWS-OH 2.5 into the I&C here.
6.2.3.c NEW	If workers are required to wear a uniform or Personal Protective Equipment, there is a private changing room.	BP	P-1	P-1	Clarification: This can be a washroom/bathroom with a lock.	New.
6.2.3.d [WWS-OH 2.5]	Sanitary facilities are provided separately for men and women (toilets, washing facilities and showers if needed) and are in proportion to the number of workers of that gender, with a minimum proportion of 1:25.	BP	C-Y3	C-Y0		No change. Now progress criterion.

SUB-MODULE 6.3: Individuals Have Access to the Resources, Training, and Information They Need to Keep Themselves Safe.



No.	Compliance Criteria	SO	MO	LO	Intent and Clarification	Summary of Changes in 2.0.0
Objective 6.3.1: Workers have access to first aid supplies and are offered medical care for all work-related injuries.						New.
6.3.1.a [WWS-OH 1.5]	Adequate first aid supplies and access to medical services are available to workers in the case of workplace accidents.	P-3	C-Y0	C-Y0	<p>Clarification: The level of first aid equipment and supplies will vary according to the size of the workplace. First aid supplies available shall include materials needed to meet all reasonably foreseeable emergency first aid situations. These can be identified as part of the risk assessment required in WWS-OH 4.3.</p> <p>Personnel trained in first aid shall be available in high-risk workplaces such as where sharp blades, dangerous tools, or heavy machinery are used, but in lower-risk workplaces specific first aid training is not mandatory.</p> <p>Supplies are accompanied by clear instructions for use, or someone is present on-site who knows how to use them.</p> <p>Access to medical services includes the Certificate Holder providing transportation for workers to the closest medical clinic/hospital in case of an accident.</p>	Updated language. Moved transportation from guidance to clarification for processing facilities. Merged WWS-OH 3.2 (trained first aid personnel).
6.3.1.b [WWS-OH 1.7]	Workers are provided with acute medical care for all workplace injuries and illnesses, as well as lost wages during immediate recovery time.	BP	P-5	C-Y0	<p>Clarification: The intent of the criterion is that employers ensure workers are provided and do not pay for acute medical care for any workplace injuries and illnesses, and do not lose wages during treatment. Covering costs of care and lost wages can be direct, for instance by providing transportation to a healthcare facility and paying for care and wages, or indirect, through the provision of medical, accident, and/or disability or workers' compensation insurance that covers full costs of care and lost wages.</p> <p>Wages lost during treatment and immediate recovery time must be paid in full, even if insurance does not fully reimburse the employer for this. Work missed due to work-</p>	Updated language.



					<p>related illnesses or injuries is not deducted from annual vacation leave.</p> <p>Please note there are additional requirements regarding insurance for long-term care in 3.3.4.b.</p>	
<p>Objective 6.3.2: Workers are provided appropriate Personal Protective Equipment at no personal charge.</p>						<p>New.</p>
<p>6.3.2.a [WWS-OH 1.3]</p>	<p>Individuals use Personal Protective Equipment (PPE) as appropriate to their tasks and have been trained on its proper use.</p>	C-Y0	C-Y0	C-Y0	<p>Clarification: This criterion is applicable to all individuals requiring PPE regardless of whether they are management or a worker. PPE is required for dangerous work including handling chemicals, exposure to extreme temperatures, working with sharp tools, or operating machinery. At a minimum, manufacturers' PPE recommendations shall be followed. PPE also includes gloves, helmets, and boots where these are necessary to protect workers.</p> <p>All individuals using PPE shall have been trained on its proper use and understand why and how to use it. This training shall be repeated at least once per year. It may be incorporated into the training on general workplace risks in 6.3.3.b, or it may be conducted as a separate training, for example when the PPE is first distributed.</p> <p>Recommendations: It is best practice to provide workers with clothing that is worn down during work that protects workers from exposure to cold temperatures.</p> <p>Trainings can be conducted by a range of individuals, provided that they have the right expertise and the training is of adequate quality. The intent is that the training is of adequate quality so that the user understands the proper way to use the PPE.</p>	<p>Updated language.</p>
<p>6.3.2.b</p>	<p>Personal Protective Equipment (PPE) is functional, regularly maintained, and provided to workers free of charge.</p>	C-Y3	C-Y0	C-Y0	<p>Clarification: The intent of this criterion is that PPE is always in good working order so that workers are protected.</p>	<p>Updated language. Changed timelines.</p>



[WWS-OH 1.4]					<p>The PPE shall be comfortable enough, appropriate to the climate, and sized properly so that workers are able to use it.</p> <p><i>Regularly maintained</i> means that at a minimum the manufacturer's instructions are followed.</p> <p>Workers should not take PPE home. Workers can take uniforms or work clothes off the premises for cleaning purposes.</p> <p>Recommendations: Best practice is for there to be a dedicated storage area on-site for PPE. In cases where workers are given uniforms, it is best practice for the employer to provide washing machines for workers to wash their uniforms at the processing facility.</p>	
6.3.2.c [WWS-OH 1.6]	The employer provides all workers with any required working clothes, for instance uniforms or specialized clothing, free of charge. These working clothes are replaced regularly.	BP	C-Y3	C-Y1	Clarification: This criterion is applicable where uniforms or specialized work clothes are required.	No change to requirement, only applicable to workers in processing facilities and landing sites.
Objective 6.3.3 [WWS-OH 3]: Individuals have the training and information they need to keep themselves safe.						No change.
6.3.3.a NEW	Employers must make information available to workers on the risks associated with any hazardous work, including higher risks associated with certain medical conditions.	C-Y0	C-Y0	C-Y0	Information is made available in a language the workers understand and is effectively communicated to illiterate fishers.	New.
6.3.3.b [WWS-OH 3.1]	At least once per year, workers engaged in potentially hazardous work are trained in workplace risks and how to avoid them.	C-Y0	C-Y0	C-Y0	<p>Clarification: The training can be done by the employer or a third party. If the training is done by a third party, it must be paid for by the Certificate Holder.</p> <p>These trainings are documented, and records are kept on file for at least three years.</p>	Updated language. Adapted I&C related to chemical use specific for processing facilities.



						<p>Hazardous work includes working in high heat or extreme cold, operating machinery and vehicles, using potentially dangerous tools, tasks that might result in repetitive stress injuries, and working at heights.</p> <p>Trainings should include information about possible workplace hazards and stress the importance of reporting workplace accidents and/or symptoms of repetitive strain injuries to the employer.</p> <p>For workers handling chemicals, training should include:</p> <ul style="list-style-type: none"> • How to understand the product label and other safety instructions for use made available by the manufacturer; • How to handle accidents and spills when mixing, loading, and using chemicals; • How to handle and safely dispose of empty containers; and, • How to reduce spills and address them when they occur (monitoring, control, and clean up). 	
6.3.3.c [WWS-OH 3.3]	The employer has conducted training and simulation exercises on the health and safety policy twice per year.	BP	P-5	P-3	Clarification: See 5.3.3.d for additional details concerning the health and safety policy.	Updated language for applicability. Now progress criteria. Changed cadence for processing facilities for this to happen at least twice a year and only annually for vessels (5.3.2.b).	
6.3.3.d [WWS-OH 3.4]	Risk areas and potential hazards are clearly identified by warning signs.	P-1	P-1	P-1	Clarification: Signs are posted in relevant languages and explained in pictograms. Relevant languages include those understood by workers, as well as family and community members if sites are accessible.	Updated language.	
6.3.3.e	Written safety instructions are readily available in languages the workers understand and posted for workers at their workplace. Written safety	BP	P-1	P-1	Recommendations: These safety instructions and procedures are separate from the health and safety policy (see WWS-OH 4.3 for additional details).	Updated language.	



[WWS-OH 3.5]	instructions and procedures include details regarding accident prevention and response, including pictures or pictograms where appropriate.					
Objective 6.3.4 [WWS-OH 4]: Policies and procedures are in place to promote health and safety in the workplace.						No change.
6.3.4.a [WWS-OH 4.3]	There is a written assessment of workers' occupational risks, and actions are taken to minimize these risks.	P-1	P-1	P-1	<p>Clarification: This risk assessment may be included in the Internal Management System required as part of Module 9.</p> <p>Recommendations: Actions may include job rotation for workers who are at risk of repetitive strain injuries, who handle chemicals, or who are exposed to extreme cold or hot temperatures.</p> <p>For tasks at risk of creating repetitive strain injuries, appropriate measures to minimize risk could include work station redesign, tool redesign, job rotation, work pacing, or work breaks.</p>	New as a separate requirement from WWS-OH 4.3. Now a progress criterion.
6.3.4.b [WWS-OH 4.1]	There are records of all work accidents and related first aid responses.	BP	P-1	P-1	<p>Clarification: These records should be considered in the occupational risk assessment required for Mid-sized and Large Operations in 6.3.4.a.</p> <p>Recommendations: An injury log is also recommended.</p>	Updated language.



<p>6.3.4.c [WWS-OH 4.3]</p>	<p>There is a written health and safety policy that lists information about how to minimize workers' occupational risks.</p>	<p>BP</p>	<p>P-5</p>	<p>P-3</p>	<p>Clarification: The policy is based upon a risk assessment and updated annually.</p> <p>This policy shall used for the trainings and simulation exercises in 6.3.3.c.</p> <p>The policy has fire safety measures which include, but are not limited to:</p> <ul style="list-style-type: none"> • lists of major workplace fire hazards and their proper handling and storage procedures; • potential ignition sources and their control procedures; • type of fire protection equipment, or systems which can control a fire involving different ignition sources; and, • procedures for maintenance of all fire safety equipment. <p>The policy also has an emergency preparedness plan, which includes, but is not limited to:</p> <ul style="list-style-type: none"> • procedures for emergencies, including weather-related natural disasters; • type of evacuation and exit route assignments; • procedures for reporting emergencies; • procedures for employees who remain to operate critical plant operations before they evacuate; • designation of assembly location and procedures to account for all employees after evacuation; • alarm system for employees, with documented maintenance records; • procedures to be followed by employees performing rescue or medical duties; and, • floor plan that clearly identifies all exits and exit routes 	<p>Updated language, added language to the I&C similar to the about things to include into the policy to help with implementation and improve auditing consistency. This CC was separated out to have the risk assessment as a separate part. This is also now a progress criteria.</p>
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<p>6.3.4.d [WWS-OH 4.4]</p>	<p>At each worksite, there is a trained individual responsible for implementing health and safety procedures.</p>	<p>BP</p>	<p>P-5</p>	<p>P-3</p>	<p>Clarification: This person brings occupational health and safety issues to the attention of the employer. The individual may have other responsibilities in the company. In this context, <i>trained</i> means that they are qualified and able to identify risks, they fully understand the health and safety procedures and policies, and are able to effectively explain them to others.</p> <p>Management must give the individual sufficient authority, time, and resources to effectively implement these procedures.</p>	<p>Updated language. Now a progress criterion.</p>
<p>6.3.4.e [WWS-OH 4.5]</p>	<p>Incident reports are summarized annually and submitted to relevant authorities to provide notification/statistics on work-related fatalities, injuries, and diseases.</p>	<p>BP</p>	<p>C-Y6</p>	<p>C-Y3</p>	<p>Clarification: <i>Relevant authorities</i> refers to any governmental department that requires and/or tracks workplace accidents, injuries, fatalities, or work-related diseases.</p> <p>Recommendations: See 6.3.4.b for additional details.</p>	<p>Added language to specify this is reporting on work-related injuries, etc.</p>



MODULE 7: Resource Management

SUB-MODULE 7.1: Fishery Documentation

Fisheries that hold a valid certification from the Marine Stewardship Council (MSC) will be recognized as compliant with the following sections of the Resource Management section, within the CFS: Fishery Documentation, Data Collection, Stock Health, and Biodiversity & Ecosystem Protection. A copy of the valid MSC certificate must be provided to the auditor. In a hired-labor situation, the employer is responsible for compliance with this section, in the case of Registered Fishers the Fishing Association is responsible, although the Certificate Holder is ultimately accountable to oversee compliance with these requirements as part of the Internal Management System in Module 9.

No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
Objective 7.1.1 [RM-FD 1]: The fishery's primary, secondary, by-catch, and endangered, threatened, and protected species have been identified.				No change.
7.1.1.a [RM-FD 1.1]	<p>There is a table defining all species that are considered:</p> <ul style="list-style-type: none"> Primary species: Any non-by-catch, retained species proposed in the scope of application for certification. Primary species may not be classified as endangered, threatened, or protected. Secondary species: Any non-by-catch, retained species not proposed in the scope of application for certification. Includes species used as bait in the fishery, if caught by the fishers in Scope of the Certificate, and all non-primary, retained species, including species classified as endangered, threatened, or protected (ETP). By-catch Species: Species caught incidental to the harvest of target species (i.e., primary and secondary species) and not retained (discarded). Includes, but is not limited to, fish, mammals, seabirds, and reptiles, and all discarded species classified as ETP. <p>The table shows the relationship between all naming conventions for all primary, secondary, and by-catch species. This document is updated annually.</p>	C-Y0	<p>Clarification: If a species is not either ETP (including IUCN rating of vulnerable or worse) or highly vulnerable based on a PSA, and is less than 5% of the catch on an annual basis, it can be excluded as a secondary species or by-catch.</p> <p>The table shall include and align for each species, at least:</p> <ul style="list-style-type: none"> International common name (English/scientific, if available) e.g., Monterrey sardine; Local common name (local language) e.g., "Sardina"; Latin name (formal scientific name) e.g., <i>Sardinops sagax</i>; Alternative names (to be defined as needed) e.g., "Falls within broader grouping 'Crinuda' and may be called this when caught with other small pelagic species."; and, Notes (as needed). <p>All species are properly identified, and the correct scientific name is used.</p> <p>The table shall include secondary and by-catch ETP species that have been encountered by the fishery in any quantity. The table shall include the IUCN Red List of Threatened Species, Appendix I of CITES, and/or national endangered species listing. If IUCN, CITES, or national designation is not available, list as N/A. If the fishery uses bait, the table</p>	<p>I&C was updated to ensure that all species are identified correctly, including the correct scientific names are used.</p> <p>Clarified in the CC that only bait caught by the fishers under scope would qualify as secondary species. See the new CCs which include general requirements for bait.</p> <p>Added as Clarification that if any species is less than 5% of catch and is not highly vulnerable or ETP it can be excluded from the list of secondary or by-catch species.</p> <p>Public Consultation: We are seeking feedback on whether to change how we consider the impacts on primary, secondary and by-catch species throughout the Resource Management Module. What would the challenges be to assess impacts to primary (certified species) equally to secondary species (all other retained species) and by-catch (any species not retained)?</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
			<p>must specify if the bait was caught or purchased elsewhere by the fishers.</p> <p>This table must be included in the Fisheries Management Plan in Year 1 (See 7.1.2.a).</p> <p>Recommendations: A list of ETP species that have been encountered by the fishery can be created either through catch records or interviewing the fishers. The list need only include ETP species caught in recent memory/the collective memory of the community.</p> <p>See the <i>Fair Trade USA Glossary</i> for a definition of ETP species.</p>	



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
7.1.1.b [RM-FD 1.2]	Basic life history information has been documented for all primary species.	C-Y0	<p>Clarification: This information must be included in the Fisheries Management Plan in Year 1 (See RM-FD 2.2).</p> <p>Recommendations: Examples of life history information include those required for a Productivity and Susceptibility Analysis or an ecosystem analysis, such as:</p> <ul style="list-style-type: none"> • Size at 50% maturity; • Fecundity (mean brood size); • Maximum length (Linf); • Natural mortality (M); • Intrinsic growth rate (K); • Vulnerability; and, • Trophic level. <p>Information is assumed to be either available through local knowledge, or through existing gray, white or primary literature publications. Values can be downloaded via FishBase⁶ or SeaLifeBase⁷, or obtained from government or academic institutions.</p> <p>Basic life history information is usually included in formal stock assessments. If one exists for a primary species, such an assessment may be a good resource.</p> <p>If data are not available, information from similar species can be substituted. Similar species are those from the same genus, from the same location/waters, and/or with similar life history traits (e.g., similar number of young, matures at a similar age or size, grows at a similar speed).</p>	Added clarification.
7.1.1.c [RM-FD 1.3]	Basic life history information has been documented for all secondary and by-catch species.	C-Y3	<p>Clarification: This information must be included in the Fisheries Management Plan in Year 1 (See 7.1.2.a).</p> <p>Recommendations: See recommendations for 7.1.1.b.</p>	



⁶ www.fishbase.org

⁷ www.sealifebase.org



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
7.1.1.d NEW	The following information on bait which is not classified as secondary species is recorded: <ul style="list-style-type: none"> • Species; • Origin; • Production type (wild caught or farmed) 	P-5		New. In the previous version of the CFS, bait was included as a secondary species, independently from it being caught by the fishers under scope. This proved to be a very difficult requirement as in cases where they weren't directly catching the bait, the management of that resource was completely out of their hands. We would like to continue to raise awareness on the use of bait, while maintaining a reasonable requirement for the fishers under scope, therefore this criterion, along with 7.1.1.e were added. Do you agree with this approach?
7.1.1.e NEW	The sustainability of the bait is evaluated, alternative bait options are used if needed.	P-5	<p>Clarification: this is applicable whether the bait species is classified as a secondary species or not.</p> <p>If the sustainability of the bait species is unknown (it is not covered by a Certification or Rating program or there is no information on its stock health) use origin as a proxy for stock sustainability</p>	New.
Objective 7.1.2 [RM-FD 2]: An initial Fishery Management Plan has been developed and implemented which includes basics of fisheries management.				Updated language.



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
RM-FD 2.1	<p>There is a Fishery Management Plan in place which includes a strategy for meeting the Resource Management section of the CFS, including progress requirements over time. The strategy outlines:</p> <ul style="list-style-type: none"> • Fishery and ecosystem data that must be collected; • Actions that must be taken to ensure compliance with the CFS; • The parties responsible for each activity; and, • The budget required for implementing progress toward Year 6 certification. 	4	<p>Clarification: The Fishery Management Plan must be expanded over time, with some information included by Year 1 and additional data by Year 3 and beyond, as specified in the requirements under the CFS.</p> <p>Guidance: The Fishery Management Plan does not need to be a stand-alone document and may be part of other frameworks, such as a Marine Protected Area Management Plan. A Fishery Improvement Project (FIP) plan, as defined in the <i>Fair Trade USA Glossary</i>, may suffice as a Fishery Management Plan provided it meets the requirements of the CFS.</p>	Deleted - Duplicative with the Internal Management System (Module 9), and with 7.1.2.e [RM-FD 2.3].
7.1.2.a [RM-FD 2.2]	There is a Fishery Management Plan which includes all existing fishery management rules, as well as the species lists and information required under Objective 7.1.1.	C-Y1	<p>Clarification: All data and information included in the Fisheries Management Plan is based on the best scientific evidence available,</p> <p>If primary and/or secondary species are introduced (non-native), appropriate management strategies for introduced species are included in the management plan. These strategies support the control of non-natives when they threaten native species and ecosystems and may include:</p> <ul style="list-style-type: none"> • Mitigation strategies aimed at eradication, reversing establishment, or maintenance at low abundance, as deemed appropriate and feasible for that particular case; • Adaptation strategies that allow for recovery of species impacted by the non-native species; • Containment measures such as fishing at the boundaries of the stock to prevent further spread, and/or • Provisions to prohibit further introductions of any other introduced species. 	<p>Added requirements for appropriate management strategies for introduced primary and secondary species.</p> <p>Added Clarification for appropriate enhanced species management.</p> <p>Added note on best scientific evidence and transboundary stocks.</p> <p>Public consultation: Within the I&C, we included a summary of topics that must be included in the Fishery Management Plan through time. This information is covered in different CCs through Module 7, do you agree with including this summary in the I&C?</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
			<p>Where there is an existing fisheries management plan in place, developed by government or academic research group with a data collection and assessment program, the Certificate Holder or Fishing Association need not develop their own plan. In order to be considered equivalent, the third-party plan must cover the following CFS objectives: data collection, stock health, fishery habitat impacts, Illegal Unreported and Unregulated (IUU) Fisheries, and biodiversity and ecosystem protection.</p> <p>For transboundary stocks managed by multiple entities, the Fisheries Management Plan identifies when applicable, regional initiatives and entities participating (e.g. Regional Fisheries Management Organizations).</p> <p>By year 1, the Fishery Management Plan includes:</p> <ul style="list-style-type: none"> • All existing fishery management rules; • The species lists and information required in Objective 7.1.1; • Stated goals to reduce fishing pressure on primary and secondary species should overfishing by vessels in scope of the certificate be occurring (7.3.3.a); and, • A data collection strategy (7.1.2.e). <p>By year 3, the Fishery Management Plan includes the previous list from year 1, and in addition:</p> <ul style="list-style-type: none"> • The General Assembly approved action plan in 7.1.3.b; • The fishery management controls outlined in 7.1.3.c; • The precautionary approach (7.1.3.d); • A rebuilding strategy to respond if the stock assessment has revealed primary and secondary fish stocks are overfished (7.1.3.h); and, • The map described in 7.1.3.e. 	



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
			<ul style="list-style-type: none"> If fisheries enhancement is used, a hatchery management, monitoring, and enforcement strategy designed to ensure that science-based hatchery practices and levels of enhancement are followed and potential genetic and disease transmissions concerns are mitigated. <p>The following progress criteria must be included into the Fishery Management Plan, in addition to the inclusions in year 1 and year 3, following strategy development and at a minimum by year 6, but can be included at any point prior to earn progress points:</p> <ul style="list-style-type: none"> A strategy for ghost fishing gear (7.1.2.d); A strategy for IUU enforcement (7.1.4.c); and, A strategy for data collection of ecosystem metrics (7.1.4.d). 	
<p>7.1.2.b NEW</p>	<p>The Fishery Management Plan includes a stated goals to reduce fishing pressure on the primary and/or secondary species and eliminate overfishing by vessels in scope of the Certificate in the event primary and/or secondary species are found to be overfished.</p>	<p>C-Y1</p>	<p>Clarification: The intent of this strategy is to proactively prepare a strategy to reduce fishing pressure should overfishing be found for primary and secondary species as per 7.3.1.a and 7.3.1.c.</p> <p>The strategy should include proposed controls on fishing mortality by the vessels in scope of the Certificate and clearly defined goals with specific timelines by which to eliminate overfishing by vessels in scope of the Certificate.</p>	<p>New.</p>
<p>7.1.2.c NEW</p>	<p>The Fisheries Management Plan is implemented.</p>	<p>C-Y1</p>		<p>New.</p>
<p>7.1.2.d [RM-BEP 2.7]</p>	<p>A strategy has been developed to minimize, and where physically possible, recover ghost fishing gear.</p>	<p>C-Y1</p>	<p>Clarification: The strategy includes ways to prevent, mitigate and recover ghost fishing gear. The details on the strategy will depend on the fishing gear used, and includes, but is not limited to, requirements about:</p> <ul style="list-style-type: none"> reduce soak times; gear use limits in high-risk areas and during high-risk times; marking and identification of fishing gear; 	<p>Moved from the Biodiversity and Ecosystem Protection Section. Included language to make the strategy part of the FMP and added clarification on what should be included in this strategy.</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
			<ul style="list-style-type: none"> • responsible storage of gear; • Use of fishing gear designed to stop fishing after control is irretrievably lost; • reporting of lost gear, where applicable; and, • guidance on lost / abandoned gear location and retrieval. <p>See the Global Ghost Gear Initiative⁸ for resources and additional information on how to best develop this strategy.</p> <p>Recommendations: See the <i>Fair Trade USA Glossary</i> for additional details on ghost fishing gear. It is best practice to carry out an assessment of potential risks of derelict (discarded, lost, or abandoned) fishing gear in the marine environment. The assessment should identify if derelict gear is being generated by fishing activity in scope of the Certificate, and its potential impacts on the marine environment.</p>	
<p>7.1.2.e [RM-FD 2.3]</p>	<p>The Fishery Management Plan includes a data collection strategy covering fishery dependent data collection for primary, secondary and by-catch species, fishery independent data collection for primary and secondary species, ecosystem data and for freshwater systems habitat quality data that:</p> <ul style="list-style-type: none"> • Incorporates both short-term and long-term data collection goals; • Lists the data required for appropriate initial stock assessment methods, reference points, and management actions; • Indicates how often each type of data shall be collected and the sample size, including justification; • Indicates where data are to be collected; 	<p>C-Y1</p>	<p>Clarification: An onboard fishery observer must be included when required by local, national, and international laws and regulations.</p> <p>Initial data list in Year 1 should describe the current data collection strategy and any progress made towards having a representative catch sampling plan linked to the stock assessments if there is not already a science-based, representative catch sampling plan linked to a stock assessment. This will be developed by Year 3.</p> <p>QA/QC process should ensure that data forms are filled out correctly whether electronic or paper.</p> <p>Recommendations: Many documents are available online that provide guidance on data collection methods and best practices. In general, sampling should be conducted in a representative manner throughout the fishing season so that the information collected reflects the total catch of fishing activity in scope of the Certificate.</p>	<p>Added requirements for the data collection strategy including incorporating local ecological knowledge and needs for enhanced fisheries.</p> <p>Added recommendations for freshwater fisheries.</p> <p>Public Consultation: Do you have any suggestions on sampling plan templates that can be adapted by the Certificate Holder to guide fishery dependent and fishery independent data collection?</p>

⁸ <https://www.ghostgear.org/>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
	<ul style="list-style-type: none"> Identifies the trained individual(s) responsible for collecting each type of data, by location; Defines roles and responsibilities; Includes procedures explaining how each type of data is measured; Describes the data quality assurance and quality control process; and, Identifies emerging data collection needs and proposed responses to these needs. Incorporates local ecological knowledge. Is suitable for the type ecosystem being fished. If there is fisheries enhancement, data are collected on wild and hatchery contributions to the stock (e.g. through hatchery marking) so that the status of the wild component of the stock alone can be assessed. 		<p>The data collection strategy should consider the use of onboard fishery observers on larger fishing vessels (≥ 24 m in length) at sea for ten consecutive days or more. Collecting a portion of the data at the dock or landing site may be beneficial in some fisheries to help minimize the amount of data fishers are required to record while at sea.</p> <p>For freshwater fisheries it is recommended to integrate habitat quality data and monitoring in the data collection strategy and in the fishery management plan. Data collection to monitor changes in habitats and ecosystems, integrated earth observation and mapping may be especially important in FW ecosystems.</p>	
<p>7.1.2.f [RM-GOV 1.2]</p>	<p>An illegal, unreported, and unregulated (IUU) fishing enforcement strategy has been created and its implementation has begun. The strategy identifies and reports IUU fishing in the area to the relevant authorities.</p>	<p>C-Y1</p>		<p>Moved from RM-GOV 1 to now require as part of the Fishery Management Plan.</p>
<p>7.1.2.g NEW</p>	<p>A by-catch risk assessment is carried out with Registered Fishers, crew members, or hired-labor fishers if records of ETP by-catch are not yet available for the fishery.</p>	<p>C-Y1</p>	<p>Clarification: Data gaps are identified through the survey carried out in 7.2.1.a.</p>	<p>New.</p> <p>Public consultation: Between identification of data needs for ETP species in 7.2.1.a, collection of ETP data starting in Year 1 in 7.2.2.c, and this requirement, are there any data gaps you see in fishers being able to conduct a risk assessment of ETP species at this stage in certification?</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
			<p>Recommendations: If scientific data are available on the target species fished, location of fishing activity and the spatial overlap with ETP species ranges and gear risk (factoring in gear soak times as applicable) this information can be used to inform a risk assessment and can be supplemented by historical, local knowledge. Some established risk assessment methods require more data than others. The SFW Unknown By-catch Matrix requires no data and is based on the gear type, the region, and global distribution information of several classes of by-catch species. The risk assessment can be used to support a claim of very low by-catch.</p>	
<p>7.1.2.h [RM-BEP 1.6]</p>	<p>There is an analysis that shows the fishery does not pose a risk of serious or irreversible harm to the population viability of ETP species.</p>	<p>P-5</p>	<p>Recommendation: A population viability analysis is one assessment option.</p>	<p>No change.</p>
<p>Objective 7.1.3: The Fishery Management Plan is updated and expanded to cover additional aspects of fisheries management.</p>				<p>New.</p>
<p>7.1.3.a NEW</p>	<p>The data collection strategy, including the representative catch sampling plan required in 7.2.2.d, is specified in the Fishery Management Plan:</p> <ul style="list-style-type: none"> • Uses the stock assessment as the basis for the data collection described in 7.2.2.c and 7.2.2.j; • Provides justifications for why the stock assessment/s were chosen, how data collection (7.2.2.c and 7.2.2.j) meets the needs of the stock assessment, and how the data will be analyzed; and, • Avoids duplication of effort across agencies/organizations through the use of one common data collection system that meets all data collection needs. 	<p>C-Y3</p>	<p>Clarification: Dependencies between the fishery management goals, stock assessments, fishery dependent and independent data collection and management measures must be described in the Fishery Management Plan.</p> <p>Ensuring that data collected directly informs appropriate stock health metrics (whether that be a formal stock assessment or data limited metrics) hinges on a well thought out scientific data collection plan. It is important to explicitly link the stock assessment needs to the data collection requirements. Developing a holistic, integrated stock health and data collection plan takes time, and it is important to recognize this in the standard.</p>	<p>New.</p> <p>Distinguishes the year 3 data collection strategy requirements from the year 1 requirements described above. Year 3 requirements include a representative sampling plan that is based on the stock assessment and avoids duplication with other data collection efforts.</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
			<p>One data collection system with common data collection protocols and agreed upon terminology should be designed that satisfies multiple requirements for multiple entities (FT, local/regional/country level management authorities, FIPs, RFMOs) collecting data on the fishery (covering spatial, temporal extents of sampling as well as primary, secondary and by-catch species recording requirements). Ideally, a single, holistic data collection protocol should satisfy the highest denominator (most in-depth requirements) to ensure no data collection requirements are left unaccounted for following the design of a single strategy.</p> <p>The initial data collection strategy developed in Year 1 should be updated once the linked stock assessment/data collection strategy are finalized. All details specified in 7.1.2.e should be updated based on the finalized data collection and stock assessment strategy.</p>	
<p>7.1.3.b [RM-FD 2.4]</p>	<p>The following are discussed during a General Assembly meeting and included in the Fishery Management Plan:</p> <ul style="list-style-type: none"> • Incentives: Historical and current incentives that contribute to problematic fishing patterns to better understand the fishery; • Data collection: The importance and incentives for all required data collection. • Behavioral solutions: individuals suggest acceptable methods for improving fishery management; • Innovations: individuals propose innovations for improving fishery management; • Examples: Alternative solutions from similar fisheries are researched if no suggestions are made on behavioral solutions or innovations; and, 	<p>C-Y3</p>	<p>Recommendations: By discussing historical and/or current incentives that contribute to problematic fishing patterns, fishers can better understand how changes to management may reduce landings or increase costs, increase or decrease fishing effort, or produce inefficiencies.</p>	<p>Added as a requirement that the incentives for data collection must be discussed in a General Assembly meeting.</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
	<ul style="list-style-type: none"> Action plan: Where appropriate, an action plan with timelines, activities and personnel assigned to each activity is created. Assignees agree to activities assigned. Numeric targets are identified. 			
<p>7.1.3.c [RM-FD 2.5]</p>	<p>For all primary and secondary species the Fishery Management Plan includes:</p> <ul style="list-style-type: none"> The use of target and limit reference points OR appropriate proxies that define a limiting condition that indicates poor stock health; One or more controls on fishing mortality; A means for tracking changes in stock status; Details for how changes in stock status will lead to modifications in harvest practices; and, A pre-agreement on how any decreases in landings associated with diminished stock abundance will be distributed amongst individuals. 	<p>C-Y3</p>	<p>Recommendations: The appropriate proxy/proxies is/are dependent on the stock and can be as simple as a CPUE or LPUE, length-based thresholds for finfish, a # of individuals per unit area for shellfish or other metric that indicates a state to achieve and a state to avoid.</p> <p>Examples of fishing mortality controls include:</p> <ul style="list-style-type: none"> Input control rules to limit effort, e.g. <ul style="list-style-type: none"> Spatial rules including setting up protected area or rotational closures; Seasonal closures; Requiring gear modifications; Restricting gear (in type and number); Daily trip limits/move-on provisions; and/or License limits. Output control rules to limit catch for some or all species caught in the fishery, e.g. <ul style="list-style-type: none"> Size limits; TACs; and/or ITQs. 	<p>Changed the use of reference points from guidance to a requirement and added that appropriate proxies that define a limiting condition are a suitable alternative to reference points.</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
7.1.3.d [RM-FD 2.6]	Controls on fishing mortality are determined using the precautionary approach to fisheries management. This approach is described in the Fishery Management Plan.	C-Y3	<p>Clarification: Recommended scientific advice concerning controls on fishing mortality and other management actions should be followed where possible.</p> <p>Recommendations: The precautionary approach incorporates inherent uncertainty in data, stock assessment results, and resilience of the stock. See the <i>Fair Trade USA Glossary</i> for additional details.</p> <p>Management should consider natural and anthropogenic induced shifts in stock productivity when determining appropriate management strategies and associated rules.</p>	Added Recommendations for management to consider variability in stock productivity.
7.1.3.e [RM-FD 2.7]	<p>A map depicting the fishing range of fishing activity in scope of the Certificate has been developed using available information from local or national agencies and local fishers' knowledge. The map includes:</p> <ul style="list-style-type: none"> • The fishing range of fishing activity in scope of the Certificate; • The spatial distribution of different habitat types, both inside and outside fishing areas; • Marine Protected Areas; • Vulnerable Habitats; • Benthic information, such as bathymetry (if available); and, • The location of any Fish Aggregating Devices (FADs) (when relevant for the fishery). 	C-Y3	<p>Clarification: See the <i>Fair Trade USA Glossary</i> for a definition of <i>Vulnerable Habitats</i>.</p> <p>Recommendations: When possible, it is best practice to share the map with the local fishing management authorities.</p>	Updated language in the criterion to require the map of fishing activities in scope of the Certificate.
7.1.3.f [RM-FD 2.8]	The Fishery Management Plan is reviewed at a minimum annually and updated where necessary to ensure the management plan is reaching the stated goals.	C-Y3	<p>Clarification: Data collected as described in 7.2.2.c, 7.2.2.g and 7.2.2.j are analyzed and used in the annual update to the Fishery Management Plan.</p>	Added language to the I&C for the Fishery Management Plan to be reviewed when new evidence shows the existing Plan is no longer reaching the goals.



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
			<p>The Fisheries Management Plan must respond in a timely manner to scientific evidence or changes in regulation which result in the need to update the Plan in order to achieve its goals should that happen between annual reviews.</p> <p>Where an existing fisheries management plan developed by government or academic research group with a data collection and assessment program, is being used, the cadence of review of the Fisheries Management Plan is at the discretion of these entities and not the responsibility of the Certificate Holder or Fishing Association. See 7.1.2.a for eligibility of an external Plan.</p> <p>Recommendations: Where possible, seek expert opinion from neutral fisheries management experts to ensure the Fishery Management Plan elements are likely to succeed.</p>	<p>Added clarification to use data collected in RM DC in annual management plan updates.</p>
<p>7.1.3.g NEW</p>	<p>The data on fishing trip records from 7.2.2.f are used for the annual updates of the Fishery Management Plan 7.1.3.f.</p>	<p>C-Y3</p>		<p>New.</p>
<p>7.1.3.h NEW</p>	<p>The Fisheries Management Plan includes a strategy for by-catch that includes reduction measures and controls on mortality.</p>	<p>C-Y3</p>	<p>Clarification: This includes reduction of catch and/or mortality of primary and secondary species that have characteristics that contribute to recruitment of the stock and/or that is prohibited as per local, national, or regional fisheries management.</p> <p>Registered Fishers or hired-labor fishers are responsible for developing by-catch strategies and must come up with their own consequences for exceeding any by-catch limit that they impose on themselves. These consequences are agreed upon between the Certificate Holder and the Fishing Association and are included in the Fishing Association Rules (see 1.2.2.a).</p>	<p>New.</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
			<p>Recommendations: Fair Trade USA encourages community-wide efforts to reduce impacts to ETP species and foster marine stewardship through the development of or participation in local or regional stranding networks or other community engagement programs. Any by-catch reduction program should focus on rewarding Registered Fishers' or hired-labor fishers' good behavior and best practice rather than on penalties.</p> <p>Co-designed by-catch management strategies can include ITQ systems for primary or secondary species or by-catch of ETP species. For example, specific limit thresholds can be put in place that when reached a fishery must cease operation for a predetermined amount of time. As the occurrence of ETP species may well be seasonal and vary throughout the year as does fishing activity, these limits can be dynamic (e.g. month to month) if there is sufficient prior knowledge about the occurrence of ETP species.</p>	
<p>7.1.3.i NEW</p>	<p>The Fishery Management Plan includes a rebuilding strategy with stated goals to allow the stock health to improve within a reasonable timeframe if the stock is found to be overfished.</p>	<p>C-Y3</p>	<p>Clarification: The intent of this strategy is to proactively prepare a strategy for rebuilding should the stock of primary and/or secondary species be found to be overfished as per the stock assessments required in 7.3.2.a and 7.3.2.c.</p> <p>Reasonable timeframe (for rebuilding): Dependent on the species' biology and degree of depletion, but generally within 10 years, except in cases where the stock could not rebuild within 10 years even in the absence of fishing. In such cases, a reasonable timeframe is within the number of years it would take the stock to rebuild without fishing, plus one generation, as described in Restrepo et al. (1998).⁹</p> <p>The rebuilding strategy should not be dependent on stocking/fisheries enhancement.</p>	<p>New.</p>

⁹ Monterey Bay Aquarium. 2014. Seafood Watch Criteria for Fisheries, Glossary. Version March 31, 2014. Retrieved from http://www.seafoodwatch.org/cr/cr_seafoodwatch/content/media/MBA_SeafoodWatch_CaptureFisheriesMethodology.pdf



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
			<p>Recommendations: FAO's 2018 two part extensive review of rebuilding fisheries includes many case studies that can be referenced as examples¹⁰</p>	
<p>7.1.3.j NEW</p>	<p><i>Applicable to enhanced fisheries:</i> If fisheries enhancement is used, the Fishery Management Plan includes a hatchery management, monitoring, and enforcement to ensure that science-based enhancement hatchery practices and levels of enhancement are followed and potential genetic and disease transmissions concerns are mitigated.</p>	<p>C-Y3</p>	<p>Clarification: The intent of this plan is to mitigate or prevent all of the following potential concerns with hatcheries/fisheries enhancement:</p> <ul style="list-style-type: none"> • Competition with wild stocks, leading to density-dependent mortality, • Increased risk of overfishing the wild stock by enabling increased fishing effort and masking declines, • Reduction of genetic diversity or fitness in wild stocks, • Disease transmission <p>Recommendations: Hatchery production and releases should be limited to a level that is unlikely to harm wild populations, and that is based on biological carrying capacity and degree of density-dependence in the fishery. General guidance for salmon fisheries (in the absence of information to suggest another strategy) is to limit hatchery input to less than 20% of wild production. enhancement are adhered to.</p> <p>Strategies to reduce the risk of overfishing wild stocks may include: locating hatcheries and release sites away from significant wild populations to allow for harvesting them without impacting the wild populations; marking hatchery-released individuals, and promoting differential harvesting strategies or use of gear that allows for high success with live release of wild individuals; etc, as applicable to the species and fishery (e.g., marking and selective harvest are applicable for salmon and some other finfish fisheries).</p> <p>To preserve genetic diversity and adaptive fitness of the wild population, hatcheries should be designed to either:</p>	<p>New. Applicable only for enhanced fisheries.</p>

¹⁰ Garcia, S. et al. *Rebuilding of marine fisheries (1+2)*. (2018).



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
			<p>e) Maintain genetic variability in the hatchery stock, e.g. by using a large and diverse broodstock, using local brood sources, and avoiding culturing a broodstock for multiple generations (i.e., an integrated management strategy), or</p> <p>f) Prevent interbreeding of hatchery and wild stocks, e.g. through the use of selective differential harvests for salmon (i.e. a segregated hatchery strategy).</p> <p>If management uses a segregated hatchery management strategy, care must be taken to ensure that there is little straying or interbreeding with hatchery individuals (in salmon fisheries management terminology, the proportion of hatchery-origin spawners on natural spawning habitat, or pHOS, should be very low, usually less than 5% of the natural spawning population).</p> <p>All fisheries with significant hatchery use should require a disease and health management plan for hatcheries, which includes certified health inspections of enhanced fish for bacterial and viral infections and parasites prior to release that do not exceed levels found in wild populations.</p>	
Objective 7.1.4: The Fishery Management Plan is complete and fully implemented.				New.
7.1.4.a NEW	The Certificate Holder provides evidence that the rebuilding plan in 7.1.3.h is working based on data collected in the fishery. This may require updating the representative sampling protocol in the data collection strategy.	C-Y6		New.
7.1.4.b NEW	The ghost fishing gear strategy is included in the Fishery Management Plan.	P-5	Clarification: This means the strategy must be implemented as per 7.1.2.d once included into the Fishery Management Plan.	New. Progress criterion, allows CHs to implement the ghost fishing gear strategy according to their own timelines. The strategy must be created by year 1.



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes 2.0.0
7.1.4.c NEW	The IUU enforcement strategy has been included in the Fishery Management Plan	P-5	Clarification: This means the strategy must be implemented as per 7.1.2.f once included into the Fishery Management Plan.	New. Progress criterion, allows CHs to implement the IUU strategy according to their own timelines.
7.1.4.d [RM-BEP 3.3]	The data collection strategy developed in 7.1.2.e is updated to include ecosystem metric(s) applicable for Objective 7.4.3.	P-5	<p>Clarification: The strategy has clear goals to achieve representative sampling.</p> <p>Where applicable, all data collected is shared with the responsible management agency.</p> <p>Recommendations: A representative ecosystem sampling plan takes temporal and spatial variation in ecosystems into account, factoring in differences in habitats, species assemblages (often linked to different habitats) and conditions over time and space. A representative ecosystem sampling plan specific to the fishery needs to be designed with a technical expert. Requiring a percentage of coverage for the year may not make sense, but requiring that all seasons and fished habitats be accounted for would be reasonable.</p>	<p>Moved from Biodiversity and Ecosystem Protection section, removed mention of defined roles and responsibilities as it is now included in the Fishery Management Plan. Moved language from the CC to the I&C.</p> <p>Added guidance on developing a representative ecosystem sampling plan.</p>
7.1.4.e NEW	Citizen science programs are created to run parallel to the fisheries' activity and contribute directly to data generation.	P-5	<p>Clarification: The intent of this program is to support the collection of fishery independent data (see 7.2.2.j).</p> <p>Recommendations: examples include community monitoring of fishing zones and no-take zones.</p>	<p>New.</p> <p>Public Consultation: Within the scope of the Certificate, we can only ask that the Certificate Holder or the Fishing Association come up with a means for citizens to submit data collection, but cannot incentivize the actions of those outside of the scope. Is this requirement asking too much of Certification Holders and/or fishers for possibly a minor return?</p>



SUB-MODULE 7.2: Data Collection

Fisheries that hold a valid certification from the Marine Stewardship Council (MSC) will be recognized as compliant with the following sections of the Resource management section within the CFS: Fishery Documentation, Data Collection, Stock Health, and Biodiversity & Ecosystem Protection. A copy of the valid MSC certificate must be provided to the auditor. In a hired-labor situation, the employer is responsible for compliance with this section, in the case of Registered Fishers the Fishing Association is responsible, although the Certificate Holder is ultimately accountable to oversee compliance with these requirements as part of the Internal Management System in Module 9.

No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
Objective 7.2.1 [RM-DC 1]: There is a system in place to collect catch data necessary to comply with the CFS.				No change.
7.2.1.a NEW	The Certificate Holder can complete a preliminary survey to understand data collection needs for the fishery.	C-Y0	<p>Clarification: This can be through a formal consultation with a regional Fair Trade Field Coordinator. The intent is that Fair Trade USA and/or Fair Trade program implementers can provide standardized advice on data collection for the fishery.</p> <p>This includes information on ETP species (see 7.1.2.g).</p> <p>Recommendations: The survey might be based on the Too Big To Ignore initial 20 question survey for small-scale fisheries¹¹), or other guidance or templates as available.</p>	<p>New.</p> <p>Public consultation: Taking into account that the survey should capture nuances like by-catch species, FAD use etc., what survey methodologies could be used for this criterion?</p>
7.2.1.b [RM-DC 1.1]	A data collection system is in place and the data are accessible to all Registered Fishers or hired-labor fishers, and resource managers. Methods for making data available to individuals shall take into consideration languages and literacy of the individuals.	C-Y1	<p>Recommendations: The data collection system should be based primarily on the Fishery Management Plan (RM-FD 2.3). It can be logbooks or another type of data collection system. There is no obligation to use written logbooks if alternative or more sophisticated systems that achieve the same ends are in place.</p> <p>Resource managers may include representatives from NGOs, government agency, and/or academic institutions.</p> <p>Collecting a portion of the data at the dock or landing site may be beneficial in some fisheries to help minimize the amount of data captains and crew members are required to record while at sea.</p>	Added more recommendations, specifically pertaining to opportunities to incorporate technology into data collection.

¹¹ <http://toobigtoignore.net/wp-content/uploads/2015/02/SSF-Profile-template-Q-format-final-revised.pdf>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
			<p>To facilitate identification of species in fisheries with a high diversity of catch species, a photo identification manual for all species encountered in the fishery is recommended.</p> <p>Guidance on technology integration with data collection will be developed included in the <i>Guidance for the Resource Management Section of the Capture Fisheries Standard</i> addressing Remote Electronic Monitoring (REM) and catch recording applications and will cover correct usage, limitations, and associated training needs. Methods should ensure that data collected can be stored on devices and can easily be passed between vessels, to onshore staff or be uploaded to the cloud upon returning to shore.</p>	
<p>7.2.1.c [RM-DC 1.2]</p>	<p>Consequences for incomplete data collection are agreed upon during a General Assembly meeting. The data collection system is reviewed annually and updated where necessary to ensure the system is functioning effectively.</p>	<p>C-Y1</p>		



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
Objective 7.2.2: Representative fishery data is collected on primary/secondary species, by-catch species, and ecosystem metrics.				New.
7.2.2.a [RM-DC 1.3]	Vessels record data for 100% of fishing trips. Records shall include: <ul style="list-style-type: none"> • Date of trip; • Fishing location; • Time out/time in – Duration of the trip; • Port/Landing site; • Vessel name; • Captain(s)/skippers name(s); • Crew member names and age if the individual is under 18; • Fishing licenses (license numbers); and, • Type(s) of all gear(s) used during the trip. 	C-Y1	<p>Clarification: If the fishery uses multiple gears, fishing effort by gear type must be recorded (i.e., soak time and number of traps or time and number of trawls). This includes recording fishing trips that use Fish Aggregation Devices (FADs), separately from open-ocean fishing trips (non-FAD trips).</p> <p>Recommendations: This can be part of an electronic traceability system, if there is one.</p>	Some additional items have been added to the list for the records.



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
<p>7.2.2.b NEW</p>	<p>Effort data are regularly collected for fishing activity within scope of the Certificate and for vessels and fishers that are not within scope of the Certificate that impact shared stocks of primary or secondary species in the fishery and is used develop a baseline estimate of total fishing pressure on primary and secondary species if there is no current measure of overfishing available for the stock(s).</p>	<p>C-Y1</p>	<p>Clarification: By Year 1, there must be some form of estimate using the data that has been collected prior to the audit. This estimate is to be refined in Year 3 as per 7.2.2.e.</p> <p>Note that if there is no current measure of overfishing available for the stock, this data is to be used to estimate total catch effort and is to be used in combination to the Productivity Susceptibility Analysis to get an indication of overfishing status as per 7.3.1.a.</p> <p>Recommendations: If there is a determined overfishing status, this measure can help design harvest control measures required in 7.3.3.a.</p> <p>The baseline estimates may be based on the number of vessels, the numbers of active fishers and/or the number of landing records along with catch records. In the case where the number of vessels is unknown, crude estimates may be gained from vessel counts from shore or using aerial/satellite imagery (either snapshot or temporal).</p> <p>Tracking devices for FT vessels can be implemented incrementally to increase the coverage as the certification process progresses (with specific milestones from Years 1 to 6 i.e. % increments of the fleet covered).</p>	<p>New.</p> <p>This CC focuses on baseline effort data collection for fishers that are not included in the scope of the Certification, 7.2.2.e, the new compliance criterion builds on this data.</p> <p>Public Consultation: What effort metrics should be collected and how often in order to ensure that this new CC is auditable and effective to inform a proxy for fishing pressure when overfishing status is unknown.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
<p>7.2.2.c [RM-DC 1.4]</p>	<p>During fishing trips the following catch data on primary and secondary species is recorded:</p> <ul style="list-style-type: none"> • Species; • Cumulative weight or number of individuals landed for each species; • Endangered, threatened, or protected (ETP) classification for each species, where appropriate; • Individual size metrics: length for finfish, carapace length for crustacea, and number of growth rings for bivalves for a sampled subset of the catch; and, • Individual weights for a sampled subset of the catch. 	<p>C-Y1</p>	<p>Clarification: Primary species may not be classified as ETP. When secondary species are classified as ETP, all ETP laws must be followed.</p> <p>Registered Fishers or hired-labor fishers may require educational training on appropriately documenting catch data. The Certificate Holder is responsible for covering the training cost.</p> <p>Recommendations: The type of data to be collected will depend largely on the stock assessment needs. However, data should be sufficient to quantify landings caught by fishers within scope of the Certificate (by weight or number of individuals, and by species). This information is needed to assess potential fishery impacts to immature fish, and to estimate fishery landings in terms of both total weight and number of fish. Subsamples for length, weight, and other size measurements should be carried out in a standardized and scientifically robust fashion using a statistically sound representative sampling technique.</p> <p>If large-bodied, highly vulnerable species are targeted, length and weight measurements for <i>all</i> catch of these species should be recoded. The Productivity-Susceptibility Analysis (PSA) can be used to determine if species are highly vulnerable, especially if IUCN rating is data deficient.</p>	<p>Updated language in criterion, size and weight metrics are now required.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
<p>7.2.2.d [RM-DC 1.6]</p>	<p>There is a representative catch sampling plan appropriate for the fishery completed or under design and may be partially implemented, and estimated catch of primary and secondary species reflects a substantial portion of total fishing trips based on that sampling plan OR data is collected for at least 50% of fishing trips by vessels in scope of the Certificate.</p>	<p>C-Y1</p>	<p>Clarification: The intent is to provide estimates of total catch of primary and secondary species caught by fishers where this information is not already available.</p> <p>A representative catch sampling plan takes temporal and spatial considerations into account, factoring in practices over the range of the fishing season, the range of the fleet/fishing grounds and the extent/range of the stock/s fished. Refer to the FAO guidance on designing a fisheries catch sampling plan appropriate for small and medium scale fisheries¹². A representative sampling plan specific to the fishery needs to be designed with a technical expert. The representative catch sampling plan is specified in the Fishery Management Plan in 7.1.2.d.</p> <p>For fisheries that do not have another sampling plan designed, a recommended approach is that at least 50% of the fishing trips provide information (data gathered either at sea and/or from the dock or landing sites) in Year 1, with all of the catch of highly vulnerable, large-bodied species sampled, and with a plan to increase the percentage of fishing trips covered under the data collection system over time (see 7.2.2.h and 7.2.2.i).</p> <p>The data from the sampled fishing trips is extrapolated to estimate total catch (cumulative weight or numbers of fish) by species.</p> <p>An alternative sampling methodology can be accepted if a local, national, or international government or academic research group is implementing a data collection and assessment program which informs the resource management. An alternative sampling methodology may also be accepted if it is representative of the total catch by vessels in scope of the Certificate.</p> <p>Recommendations: It is best practice to estimate the catch of by-catch species.</p>	<p>Changed the requirements for data collection to include secondary species (this was formerly considered best practice in Guidance)</p> <p>Added requirements here (and linked to RM-FD 2 NEW) for a representative sampling plan that meets the needs of the stock assessment/s. It must be under design by year 1.</p> <p>Public Consultation: We have proposed removing the requirement for a certain percentage of vessel trip coverage in each year and allow for the fishery to determine and implement its own representative sampling plan. The previous language for a stepwise increasing percentage of vessel trips contributing catch data is maintained as guidance for those fisheries that do not have another sampling plan. Please provide any comments or suggestions regarding this proposal.</p> <p>Currently, estimating the catch of by-catch species is included in guidance as best practice, should this be made a requirement as part of the representative sampling plan?</p>



¹² Sparre, P.J. *Manual on sample-based data collection for fisheries assessment. Examples from Viet Nam. FAO Fisheries Technical Paper. No. 398. Rome, FAO. 2000. 171p. Available at <http://www.fao.org/3/x8923e/X8923E00.htm>.*



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
<p>7.2.2.e NEW</p>	<p>The effort data collection method in 7.2.2.b is reviewed, if there is no current measure of overfishing available for the stock(s), the effort data collection and effort estimation are refined accordingly.</p>	<p>C-Y3</p>	<p>Clarification: This CC builds on the baseline estimate from 7.2.2.b and is a refinement of that estimate. The refinement can be made by adding additional methods to collect effort data or improving on the current method.</p> <p>Recommendations: Estimates can be based upon simple vessel counts through shore-based observation, aerial / satellite imagery or vessel registrations via satellite, or counts of the number of active fishers and/or the number of landing records along with any catch records. Tracking devices for FT vessels can be implemented incrementally to increase the coverage as the certification process progresses (with specific milestones from years 3 to 6 i.e. % increments of the fleet covered).</p>	<p>New.</p> <p>This CC builds on the previous requirement about effort data collection with the goal of taking a stepwise approach to collecting effort data representative of all fishing pressure on the stock. The goal is to improve upon what already exists (more collection of the same kinds of data) or collect data from different sources, ultimately to improve the estimates over time.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
<p>7.2.2.f NEW</p>	<p>During fishing trips the following catch data on primary and secondary species is recorded:</p> <ul style="list-style-type: none"> Measurements of any parameters required by and directly linked to the appropriate stock assessments chosen in 7.3.2.a (determining stock status for primary species) and 7.3.2.c (determining stock status for secondary species); including data on discards of primary and secondary species; and, Any other metrics appropriate for assessing health of the stock (such as recording pregnant/berried individuals). 	<p>C-Y3</p>	<p>Clarification: This data is collected in addition to the data required under 7.2.2.d. Fishing trips recorded are done in accordance with the representative catch sampling plan in 7.2.2.d.</p> <p>Primary species may not be classified as ETP. When secondary species are classified as ETP, all ETP laws must be followed.</p> <p>Registered Fishers or hired-labor fishers may require educational training on appropriately documenting catch data. The Certificate Holder is responsible for covering the training cost.</p> <p>Recommendations: The type of data to be collected will depend largely on the stock assessment needs. However, data should be sufficient to quantify landings caught by fishers in scope of the Certificate (by weight or number of individuals, and by species). This information is needed to assess potential fishery impacts to immature fish, and to estimate fishery landings in terms of both total weight and number of fish. Subsamples for length, weight, and other size measurements should be carried out in a standardized and scientifically robust fashion using a statistically sound representative sampling technique.</p> <p>If large-bodied, highly vulnerable species are targeted, length and weight measurements for <i>all</i> catch of these species should be recoded. The PSA can be used to determine if species are highly vulnerable, especially if IUCN rating is data deficient.</p>	<p>New, builds off 7.2.2.c.</p>



<p>7.2.2.g [RM-DC 1.5]</p>	<p>During all fishing trips a subset of by-catch is sampled, and the following data is collected according to a scientifically valid sub-sampling methodology:</p> <ul style="list-style-type: none"> • Species; • Cumulative weight or number of individuals landed for each species; • Endangered, threatened, or protected (ETP) classification for each species, where appropriate; • Individual size metrics for a subset of the sample: length for finfish, carapace length for crustacea, and number of growth rings for bivalves; and, • Individual weights for a subset of the sample 	<p>C-Y3</p>	<p>Clarification: For ETP species, this data collection is conducted in a way that does not jeopardize survival of the individuals sampled.</p> <p>The data are used for the annual updates of the management plan in 7.1.3.f.</p> <p>Registered Fishers or hired-labor fishers may require educational training on appropriately documenting catch data. The Certificate Holder is responsible for covering the training cost.</p> <p>Reporting of ETP species will be kept private between Registered Fishers and the Fishing Association or hired-labor fishers and the Certificate Holder, and will not be reported to authorities, unless legally mandated to do so, and will be used only at the scale of the whole fishery to reduce ETP by-catch.</p> <p>Recommendations: For common species, subsampling approximately 10% of the catch has been found to yield reasonable estimates for by-catch biomass in trawl fisheries, though applicability to other gear types is not certain.¹³ Subsamples should be randomly selected to ensure scientific applicability.</p> <p>For rare species, a large subsample may be required to accurately estimate by-catch data; however, a larger subsample should only be taken in cases where it does not potentially increase incidental species' mortality (i.e., in cases where by-catch is already dead or live release is not possible; or in cases where handling mortality is very low).</p> <p>To ensure that data collection does not jeopardize survival of ETP species, in lieu of identification on vessels, photo documentation using handheld devices/cameras may be conducted with species identification carried out onshore in order to minimize handling/interaction time and reduce post-release mortality.</p> <p>If By-catch Reduction Devices (BRDs) are used in the fishery and ETP species are released from the gear prior to being brought on board, interactions should be documented.</p>	<p>Updated language to provide more specificity for by-catch data collection requirements and guidance and to ensure that any data collected on ETP by-catch does not jeopardize their survival.</p>
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¹³ *Silburn, J., Johnson, D. D., Booth, D. J., & Taylor, M. D. (2020). The effect of subsampling when monitoring by-catch in a penaeid trawl fishery. Fisheries Research, 224, 105459.* <https://www.sciencedirect.com/science/article/pii/S016578361930314>.



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
7.2.2.h [RM-DC 1.7]	Implementation of the representative catch sampling plan has progressed over time, and estimated catch of primary and secondary species reflects a substantial portion of total fishing trips by vessels in scope of the Certificate, based on that sampling plan or data is collected for at least 75% of fishing trips by vessels in scope of the Certificate.	C-Y3	<p>Clarification: Criterion RM-DC 1.7 replaces Criterion RM-DC 1.6 at Year 3. See information about representative sampling in the Intent and Clarification of RM-DC 1.6.</p> <p>For fisheries that do not have another sampling plan designed, a recommended approach is that at least 75% of the fishing trips provide information (data gathered either at sea and/or from the dock or landing sites) by Year 3, with all of the catch of highly vulnerable, large-bodied species sampled, and with a plan to increase the percentage of fishing trips covered under the data collection system over time (see 7.2.2.i).</p>	<p>Changed the requirements for data collection to include secondary species (this was formerly considered best practice in Guidance)</p> <p>Added requirements here (and linked to RM-FD 2 NEW) for a representative sampling plan that meets the needs of the stock assessment/s. It must be completed by year 3 with progress made towards full implementation.</p>
7.2.2.i [RM-DC 1.8]	The representative catch sampling plan appropriate for the fishery is fully implemented, and estimated catch of primary and secondary species reflects a substantial portion of total fishing trips by vessels in scope of the Certificate, based on that sampling plan OR data is collected for at least 90% of fishing trips by vessels in scope of the Certificate.	C-Y6	<p>Clarification: Criterion RM-DC 1.8 replaces Criteria RM-DC 1.4 and RM-DC 1.7 at Year 6. See information about representative sampling in the Intent and Clarification of RM-DC 1.6.</p> <p>For fisheries that do not have another sampling plan designed, a recommended approach is that at least 90% of the fishing trips provide information (data gathered either at sea and/or from the dock or landing sites) by Year 6, with all of the catch of highly vulnerable, large-bodied species sampled.</p>	<p>Changed the requirements for data collection to include secondary species (this was formerly considered best practice in Guidance)</p> <p>Added requirements here (and linked to RM-FD 2 NEW) for a representative sampling plan that meets the needs of the stock assessment/s. It must be completed by year 3 with full implementation by year 6.</p>



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
<p>7.2.2.j [RM-DC 1.9]</p>	<p>Fishery independent data are collected annually for all primary species, including individual length (for finfish) and weight measurements if needed for stock assessment, and this data collection entails scientifically designed stratified sampling protocols.</p>	<p>P-5</p>	<p>Clarification:-Fishery independent data include abundance measurements and measurements of any parameters required by and directly linked to the appropriate stock assessments chosen in 7.3.2.a (determining stock status for primary species) and 7.3.2.c (determining stock status for secondary species). These data are used in the stock assessment, the fishery management plan under 7.1.2.e describes how the data informs the assessment, and the data are used for the annual updates of the management plan 7.1.3.f.</p> <p>Fishery independent data collection should be proportionate to the scale and intensity of the fishing operation and the range of the stock relative to the footprint of the fishery.</p> <p>Recommendations: FAO provides guidance on how to design random stratified sampling <small>Error! Bookmark not defined.</small></p> <p>Scientifically designed stratified sampling protocols should include sampling across the range of a gear haul (i.e. every nth individual rather than the first 5% for example) and cover the full range of fishing locations (i.e. inshore vs offshore, across all habitat types fished) with sampling throughout the fishing season.</p>	<p>More detail was added to the fishery independent data collection requirements to ensure that these data inform stock assessment and are incorporated into fishery management. This is now a progress criterion.</p> <p>Public consultation: We are seeking input on methods or sources to support the design of scientifically designed stratified sampling protocols.</p>
<p>Objective 7.2.3 [RM-DC 2]: Systems are in place to control the quality of catch data.</p>				<p>No change.</p>
<p>7.2.3.a [RM-DC 2.1]</p>	<p>At sites where data are collected, a system is in place via designated data collectors and data collection systems to control data quality.</p>	<p>C-Y1</p>	<p>Clarification: Data shall be both accurate and precise.</p> <p>Recommendations: To assure accuracy and precision, data should be consistent in the names used for species, units of measurement, consistency in the methods used to measure and weight the sample. Data collectors should be trained in species identification and methods of data collection, see 7.8.1.b for more details.</p> <p>Where necessary, adjustments are made to the data collection. Such adjustments may include additional educational training for Registered Fishers or hired-labor fishers on data collection and documentation.</p>	



No.	Compliance Criteria	Year	Intent and Clarification	Summary of Changes
7.2.3.b [RM-DC 2.2]	A data management system is in place to facilitate easy analysis of catch data necessary to comply with the CFS.	C-Y1	Recommendations: Guidance on post-processing of electronic data is provided in the <i>Guidance for the Resource Management Section of the Capture Fisheries Standard</i> .	



SUB-MODULE 7.3: Stock Health

Fisheries that hold a valid certification from the Marine Stewardship Council (MSC) will be recognized as compliant with the following sections of the Resource Management section within the CFS: Fishery Documentation, Data Collection, Stock Health, and Biodiversity & Ecosystem Protection. A copy of the valid MSC certificate must be provided to the auditor. In a hired-labor situation, the employer is responsible for compliance with this section, in the case of Registered Fishers the Fishing Association is responsible, although the Certificate Holder is ultimately accountable to oversee compliance with these requirements as part of the Internal Management System in Module 9.

No.	Compliance Criteria	Year	Interpretation Guidance	
Objective 7.3.1 [RM-SH 1]: If overfishing is occurring, there is a strategy in place and clear progress is being made to eliminate overfishing.				No change.
7.3.1.a [RM-SH 1.1]	Overfishing status for all primary species has been determined through a peer-reviewed and tested assessment method based on available data.	C-Y1	<p>Clarification: Results of stock assessments should be included in the Fishery Management Plan.</p> <p>If overfishing status cannot be determined due to lack of data, a Productivity and Susceptibility Analysis (PSA) is run to determine the vulnerability of the stock to fishing pressure. While any PSA method is acceptable, only one PSA method is consistently used over the lifetime of the certification for all species in the fishery. If the total PSA vulnerability score is ≥ 2.64, the Fishery Management Plan includes a strategy with stated goals to reduce fishing pressure on this species and eliminate overfishing from fishing activities in scope of the Certificate within two years (by Year 3 audit). The strategy also includes a data collection methodology to better determine overfishing status by the Year 3 audit.</p> <p>If overfishing is unknown, in addition to the PSA, the Certificate Holder must estimate overall fishing effort on a stock AND estimate the contribution of fishing activity in scope of the Certificate to overall fishing effort using simple effort calculations, using data collected in 7.2.2.a and 7.2.2.b by Year 1 and updated by Year 3 with data collected in 7.2.2.e.</p> <p>In fisheries where overfishing cannot be eliminated due to the fishing practices of vessels that are not in scope of the Certificate, the Fishery Management Plan must include a strategy to eliminate overfishing of fishing activities in scope of the Certificate.</p>	<p>Moved the requirement for a rebuilding strategy to a separate requirement and is now something that must be created as part of the Fishery Management Plan regardless of whether or not a stock is found to be overfishing.</p> <p>Added Clarification to ensure that only one PSA method is used over the lifetime of the Certification for all species. Added guidance that a PSA is unnecessary for species known to be highly vulnerable.</p> <p>Added Clarification that effort calculations are required if overfishing status is unknown.</p> <p>Added Clarification for determining overfishing when there are enhanced fisheries stocks.</p>



No.	Compliance Criteria	Year	Interpretation Guidance	
			<p>Recommendations: It is best practice to use the PSA in conjunction with local expert knowledge and/or any available empirical data to temper or corroborate scores. If a species is known to be highly vulnerable (i.e. if it has an IUCN rating of vulnerable or worse), high vulnerability can be assumed, and the PSA not performed.</p> <p>See the <i>Fair Trade USA Productivity and Susceptibility Analysis Worksheet</i> for additional details.</p> <p>It is possible for overfishing to be occurring but the fish stock is not overfished.</p> <p>If there is fisheries enhancement, the determination of overfishing should be based on the natural-origin population only, and considered unknown if assessments do not distinguish between the natural population and the hatchery or stocking origin portion of the population.</p>	<p>Public Consultation: Feedback from fisheries scientists indicated that if overfishing status is unknown and the contribution of Registered Fishers to total fishing mortality is unknown, effort can be used as a proxy for fishing pressure. We are seeking feedback on how to set thresholds for a sustainable level of total effort and how to assess whether Registered Fishers' contribution to total effort on shared stocks is sustainable.</p>
<p>7.3.1.b [RM-SH 1.2]</p>	<p>Overfishing by fishes in scope of the Certificate is not occurring for any primary species, as determined through a peer-reviewed and tested assessment method based on available data.</p>	<p>C-Y3</p>	<p>Clarification: In fisheries where overfishing cannot be eliminated due to the fishing practices that are not in scope of the Certificate, the analysis must show fishers within scope of the Certificate are not participating in practices contributing to overfishing.</p>	<p>Public Consultation: Is this requirement an appropriate expectation?</p> <p>In general, overfishing is determined on a stock basis, and cannot be assessed only for particular subsets such as Fair Trade Certified fishers. We do not wish to hold Fair Trade Certified fishers responsible if overfishing is occurring due to the practices of other non-certified fishers, and Fair Trade Certified fishers have engaged with the non-certified fishers to change their unsustainable practices (7.3.3.f), but if they are the only fishers affecting the stock they must be held fully accountable.</p>



No.	Compliance Criteria	Year	Interpretation Guidance	
				<p>New requirements evaluate Fair Trade Certified fishers based on management practices that are adopted should overfishing be occurring regardless of their specific impact. We believe this might be a more effective approach and are considering deleting this requirement in lieu of the new requirements. Naturally, we do not want Fair Trade Certified fishers to be overfishing, but determining their specific contribution is not a reasonable thing to measure.</p>
<p>7.3.1.c [RM-SH 1.3]</p>	<p>Overfishing status for all secondary has been determined through a peer-reviewed and tested assessment method based on available data.</p>	<p>C-Y3</p>	<p>Clarification: Results of stock assessments should be included in the Fishery Management Plan.</p> <p>In fisheries where overfishing cannot be eliminated due to the fishing practices of fishing activity outside the scope of the Certificate, the Fishery Management Plan must include a strategy to eliminate overfishing by fishers in scope of the Certificate.</p> <p>If overfishing status cannot be determined due to lack of data, a Productivity and Susceptibility Analysis (PSA) is run to determine the vulnerability of the stock to fishing pressure. While any PSA method is acceptable, only one PSA method is consistently used over the lifetime of the certification for all species in the fishery. If the total PSA vulnerability score is ≥ 2.64, the Fishery Management Plan includes a strategy with stated goals to reduce fishing pressure on this species and eliminate overfishing by fishers in scope of the Certificate within three years (by Year 6 audit). The strategy also includes a data collection methodology to better determine overfishing status by the Year 6 audit.</p> <p>If overfishing is unknown, in addition to the PSA, the Certificate Holder must estimate overall fishing effort on a stock AND estimate the contribution of fishing activity within scope of the Certificate to overall fishing effort using simple effort calculations, using data collected in</p>	<p>Took out the requirement to carry out a PSA analysis for by-catch species. Moved the PSA to the I&C.</p> <p>Moved the requirement for a rebuilding strategy to a separate requirement and is now something that must be created as part of the Fishery Management Plan regardless of whether or not a stock is found to be overfishing.</p> <p>Added Clarification to ensure that only one PSA method is used over the lifetime of the Certification for all species. Added guidance that a PSA is unnecessary for species known to be highly vulnerable.</p> <p>Added Clarification that effort calculations are required if overfishing status is unknown.</p> <p>Added Clarification for determining overfishing when there are enhanced fisheries stocks.</p>



No.	Compliance Criteria	Year	Interpretation Guidance	
			<p>7.2.2.a and 7.2.2.b by Year 1 and updated by Year 3 with data collected in 7.2.2.e.</p> <p>If there is fisheries enhancement, the determination of overfishing should be based on the natural-origin population only, and considered unknown if assessments do not distinguish between the natural population and the hatchery or stocking origin portion of the population.</p> <p>Recommendations: The intent of this criterion is that in addition to an analysis determining overfishing status for primary species (required in RM – SH 1.1 by Year 1), by Year 3, there is an analysis determining overfishing status for secondary and by-catch species as well.</p> <p>It is best practice to use the PSA in conjunction with local expert knowledge and/or any available empirical data to temper or corroborate scores. If a species is known to be highly vulnerable (i.e. if it has an IUCN rating of vulnerable or worse), high vulnerability can be assumed, and the PSA not performed.</p> <p>See the <i>Fair Trade USA Productivity and Susceptibility Analysis Worksheet</i> for additional details.</p> <p>It is possible for overfishing to be occurring but the fish stock is not overfished.¹⁴</p>	
<p>7.3.1.d [RM-SH 1.4]</p>	<p>Overfishing by fishers in scope of the Certificate is not occurring for any secondary species, as determined through a peer-reviewed and tested assessment method based on available data.</p>	<p>C-Y6</p>	<p>Clarification: In fisheries where overfishing cannot be eliminated due to the fishing practices of fishers that are not in scope of the Certificate, the analysis must show fishers within scope of the Certificate are not participating in practices contributing to overfishing.</p>	<p>Deleted the mention of by-catch.</p> <p>Public Consultation: Is this requirement an appropriate expectation?</p>

¹⁴ Restrepo, V.R., G.G. Thompson, P.M. Mace, W.L. Gabriel, L.L. Low, A.D. MacCall, R.D. Methot, J.E. Powers, B.L. Taylor, P.R. Wade and J.F. Witzig. 1998. *Technical Guidance on the Use of Precautionary Approaches to Implementing National Standard 1 of the Magnuson-Stevens Fishery Conservation and Management Act*. NOAA Technical Memorandum NMFS-F/SPO-137. 54pps.



No.	Compliance Criteria	Year	Interpretation Guidance

In general, overfishing is determined on a stock basis, and cannot be assessed only for particular subsets such as Fair Trade Certified fishers. We do not wish to hold Fair Trade Certified fishers responsible if overfishing is occurring due to the practices of other non-certified fishers, and Fair Trade Certified fishers have engaged with the non-certified fishers to change their unsustainable practices (7.3.3.f), but if they are the only fishers affecting the stock they must be held fully accountable.

New requirements evaluate Fair Trade Certified fishers based on management practices that are adopted should overfishing be occurring regardless of their specific impact. We believe this might be a more effective approach and are considering deleting this requirement in lieu of the new requirements. Naturally, we do not want Fair Trade Certified fishers to be overfishing, but determining their specific contribution is not a reasonable thing to measure.



No.	Compliance Criteria	Year	Interpretation Guidance	
Objective 7.3.2: Fish stocks are assessed.				No change.
7.3.2.a [RM-SH 2.1]	Stock status has been determined for all primary species through a peer-reviewed and tested stock assessment method based on available data.	C-Y3	<p>Clarification: Results of stock assessments should be included in the Fishery Management Plan.</p> <p>If there is fisheries enhancement, the determination of stock status should be based on the natural-origin population only, and considered unknown if assessments do not distinguish between the natural population and the hatchery or stocking origin portion of the population.</p> <p>Recommendations: For additional options for data-limited fisheries, see the Fair Trade USA Data-Limited Stock Assessment Decision Tree in the <i>Guidance for the Resource Management Section of the Capture Fisheries Standard</i>.</p> <p>It is possible for a fish stock to be overfished even though overfishing is no longer occurring.⁴</p> <p>Appropriate data-limited stock assessments should be determined as part of a larger inclusive participatory process involving fishers in scope of the Certificate that links the selection of stock assessments to data collection requirements for 7.2.2.c (fishery dependent) and 7.2.2.j (fishery independent) metrics to inform stock health. Given the uncertainty associated with data-limited stock assessment methods it is prudent to use more than one metric and that each rely on distinct data streams.</p>	<p>Rebuilding strategy was moved to its own CC in RM-FD to be created independent of whether the stock is overfished or not.</p> <p>Added Clarification for enhanced fisheries.</p> <p>Added Recommendations on choosing appropriate data limited stock assessments.</p> <p>Added Recommendations on using risk based approaches to assess stock status in data limited multi-species fisheries.</p> <p>Added that it is best practice for the stock assessment to be peer reviewed.</p>



No.	Compliance Criteria	Year	Interpretation Guidance	
			<p>For data-limited multi-species fisheries it may be appropriate to assess whether stocks are overfished using alternative risk-based approaches. For example, in indicator species approaches, like species are assessed as assemblages based on a selected set of species rather than assessing overfished status on a species by species basis. Such approaches include the Western Australian Ecosystem Based Fisheries Management Framework described in Newman <i>et al.</i> 2018¹⁵ and Step 6 in EDF's FISHE framework. Other multispecies approaches may also be appropriate, such as combining length-based metrics for key species with a multispecies MSY based on total fishable biomass calculated from community biomass surveys as described in McClanahan 2011¹⁶ and McClanahan <i>et al.</i> 2018¹⁷</p> <p>EDF's FISHE tool provides an example of a multi-step process that can be adapted to the specific needs of the fishery to set conservation targets, perform risk assessments, select data-limited metrics to determine what parameters to measure and set appropriate harvest management strategies in an iterative, adaptive framework.</p> <p>It is best practice to have the stock assessment peer-reviewed by a qualified third-party such as an academic researcher, a fisheries management expert, or government representative.</p>	
7.3.2.b [RM-SH 2.2]	Stock assessments are updated at least every three years.	C-Y3	<p>Recommendations: Data needed for stock assessments should be collected annually. However, the analysis and review of stock assessment results must be completed at least every third year.</p>	No change.

¹⁵ Newman, S. J. *et al.* A risk assessment and prioritisation approach to the selection of indicator species for the assessment of multi-species, multi-gear, multi-sector fishery resources. *Marine Policy* **88**, 11–22 (2018).

¹⁶ McClanahan, T. R. *et al.* Critical thresholds and tangible targets for ecosystem-based management of coral reef fisheries. *PNAS* **108**, 17230–17233 (2011).

¹⁷ McClanahan, T. R. Multicriteria estimate of coral reef fishery sustainability. *Fish and Fisheries* **19**, 807–820 (2018).



No.	Compliance Criteria	Year	Interpretation Guidance	
<p>7.3.2.c [RM-SH 2.3]</p>	<p>Stock status has been determined for all secondary species through a peer-reviewed and tested stock assessment method based on available data.</p>	<p>C-Y6</p>	<p>Clarification: Results of stock assessments must be included in the Fishery Management Plan.</p> <p>If there is fisheries enhancement, the determination of stock status should be based on the natural-origin population only, and considered unknown if assessments do not distinguish between the natural population and the hatchery or stocking origin portion of the population.</p> <p>Guidance: The intent of this criterion is that in addition to an analysis determining stock status for primary species (Year 3), by Year 6, there is an analysis determining stock status for secondary species as well.</p> <p>For additional options for data-limited fisheries, see the Fair Trade USA Data-Limited Stock Assessment Decision Tree in the Appendices.</p> <p>It is possible for a fish stock to be overfished even though overfishing is no longer occurring.⁴</p> <p>Appropriate data-limited stock assessments should be determined as part of a larger inclusive participatory process involving fishers in scope of the Certificate that links the selection of stock assessments to data collection requirements for 7.2.2.c (fishery dependent) and 7.2.2.j (fishery independent) metrics to inform stock health. Given the uncertainty associated with data-limited stock assessment methods it is prudent to use more than one metric and that each rely on distinct data streams.</p>	<p>Rebuilding strategy was moved to its own CC in RM-FD to be created independent of whether the stock is overfished or not.</p> <p>Added Clarification for enhanced fisheries.</p> <p>Added Guidance on choosing appropriate data limited stock assessments.</p> <p>Added Guidance on using risk based approaches to assess stock status in data limited multi-species fisheries.</p> <p>Added that it is best practice for the stock assessment to be peer reviewed to align with MSC requirement.</p>



No.	Compliance Criteria	Year	Interpretation Guidance	
			<p>For data-limited multi-species fisheries it may be appropriate to assess whether stocks are overfished using alternative risk-based approaches. For example, in indicator species approaches, like species are assessed as assemblages based on a selected set of species rather than assessing overfished status on a species by species basis. Such approaches include the Western Australian Ecosystem Based Fisheries Management Framework described in Newman <i>et al.</i> 2018¹⁸ and Step 6 in EDF's FISHE framework. Other multispecies approaches may also be appropriate, such as combining length-based metrics for key species with a multispecies MSY based on total fishable biomass calculated from community biomass surveys as described in McClanahan 2011¹⁹ and McClanahan <i>et al.</i> 2018²⁰</p> <p>EDF's FISHE tool provides an example of a multi-step process that can be adapted to the specific needs of the fishery to set conservation targets, perform risk assessments, select data-limited metrics to determine what parameters to measure and set appropriate harvest management strategies in an iterative, adaptive framework.</p> <p>It is best practice to have the stock assessment peer-reviewed by a qualified third-party such as an academic researcher, a fisheries management expert, or government representative.</p>	
<p>Objective 7.3.3: Fishers within scope of the Certificate make progress to reduce fishing pressure and rebuild stocks</p>				<p>New.</p>

¹⁸ Newman, S. J. *et al.* A risk assessment and prioritisation approach to the selection of indicator species for the assessment of multi-species, multi-gear, multi-sector fishery resources. *Marine Policy* **88**, 11–22 (2018).

¹⁹ McClanahan, T. R. *et al.* Critical thresholds and tangible targets for ecosystem-based management of coral reef fisheries. *PNAS* **108**, 17230–17233 (2011).

²⁰ McClanahan, T. R. Multicriteria estimate of coral reef fishery sustainability. *Fish and Fisheries* **19**, 807–820 (2018).



No.	Compliance Criteria	Year	Interpretation Guidance	
<p>Public Consultation: This Objective was added based on feedback from academic, NGO and consultant fisheries scientists that Registered Fishers should be evaluated based on 1) the resource management measures they create and use to govern their practices to reduce fishing mortality when overfishing is occurring and/or stocks are overfished, 2) their enforcement and compliance with those practices and 3) their engagement with non-Registered Fishers to adopt the Registered Fishers' sustainable practices. By providing step-wise requirements to demonstrate that Registered Fishers have a comprehensive set of regulations in place to govern their own practices, then demonstrate that they adhere to and self-enforce these practices and finally that they are actively engaging with other fishers (who exert pressure on the same stock/s) to reduce overall fishing pressure on the stock/s, Registered Fishers can be confident that they are doing all that they can to improve stock health. We are seeking public consultation feedback on a) whether this section, which is focused on management, is appropriate as part of assessing stock health which was previously assessed solely on the basis of whether overfishing is occurring and if overfished status has been determined for primary and secondary species, b) if it is appropriate, how can we ensure it is auditable and c) that management measures result in improvements in stock health. Finally, we would like feedback on how to ensure that the requirements in this objective are not redundant to requirements in Objective 7.1.1.</p>				
<p>7.3.3.a NEW</p>	<p>If there is evidence that:</p> <ul style="list-style-type: none"> • overfishing is occurring for primary species; • stocks of primary species are overfished; • stock status cannot be determined; or, • the PSA score is >2.64, <p>The Certificate Holder and/or the Fishing Association has defined management outcomes and accordingly set harvest control measures appropriate to the species to reduce fishing mortality to primary species and end overfishing and/or rebuild stocks.</p>	<p>C-Y3</p>	<p>Clarification: Harvest control measures must be based on life history characteristics of the species, and susceptibility to the gear. These measures must be included in the management plan (7.1.3.c).</p> <p>Recommendations: Example harvest management measures include:</p> <ul style="list-style-type: none"> • Input control rules to limit effort, e.g. <ul style="list-style-type: none"> ○ Spatial rules including setting up protected area or rotational closures, ○ Seasonal closures, ○ Requiring gear modifications, ○ Restricting gear (in type and number), ○ Daily trip limits/move-on provisions, and/or ○ License limits • Output control rules to limit catch for some or all species caught in the fishery, e.g. <ul style="list-style-type: none"> ○ Size limits, ○ TACs, and/or ○ ITQs 	<p>New.</p> <p>Public Consultation: How can Fair Trade Certified-fishers be judged if the harvest control measures they have in place are not working to reduce fishing mortality and recover stocks if overfished? If they are working, but slowly, how can we define an acceptable minimum rate of improvement? What evidence is necessary to demonstrate improvement? And, how can the effectiveness of these measures be evaluated if other fishers are impacting the resource?</p>



No.	Compliance Criteria	Year	Interpretation Guidance	
<p>7.3.3.b NEW</p>	<p>The employer and/or Fishing Association provides evidence that the harvest management measures described in 7.3.3.a are enforced (this may be self-enforcement by the Fishing Association) and there is systematic compliance by FT fishers.</p>	<p>C-Y3</p>	<p>Clarification: The enforcement mechanisms must be included in the management plan as part of 7.1.3.c.</p> <p>Where there is a Fishing Association, in its rules (1.2.2.a), the Fishing Association defines the level of ‘systematic compliance’ for the fishery at no less than 90% and defines penalties for non-compliance. 100% of the non-compliance cases must be resolved by the Fishing Association.</p> <p>Where hired-labor fishers undertake fishing activity within scope of the Certificate, expectations to abide by harvest management controls are outlined in contracts and understood by hired-labor fishers. Non-compliance by hired-labor fishers will be recorded and corrective actions taken.</p>	<p>New, see justification in Objective RM-SH 3</p> <p>Public Consultation: What is a fair threshold for systematic compliance by fishers?</p>
<p>7.3.3.c NEW</p>	<p>If the fishers within scope of the Certificate are not the only fishers impacting the resource, there is evidence that they are engaging with these fishers outside of Certificate scope to encourage the adoption of sustainable practices described in 7.3.3.a.</p>	<p>C-Y3</p>	<p>Recommendations: To initiate this process, the Fishing Association is advised to send a formal letter to their management authorities describing the harvest control measures they are implementing and complying with and requesting that it be circulated to all fishers’ on the shared stock/s. Registered Fishers can post it at landing sites.</p> <p>Other examples of engagement activities including inviting the other fishers affecting the stock to Fishing Association General Assembly meetings, inviting their representatives to a Fair Trade USA Committee meeting, hosting a public meeting for all fishers.</p> <p>The intermediary identified in 7.7.2.b will ideally play the role of engaging with other fishers affecting the stock.</p> <p>It is considered best practice, that when feasible, Registered Fishers work towards getting unregistered vessels and unregistered fishers on the shared stock(s) registered with the government and compliant with licensing requirements where these exist.</p>	<p>New, see justification in Objective RM-SH 3</p> <p>Public Consultation: Should a threshold be set on the minimum contribution of Fair Trade Certified fishers to total effort on a shared resource before making this CC mandatory? If so, what should this threshold be set at?</p>



No.	Compliance Criteria	Year	Interpretation Guidance	
<p>7.3.3.d</p> <p>NEW</p>	<p>If there is evidence that:</p> <ul style="list-style-type: none"> • overfishing is occurring for secondary species; • stocks of secondary species are overfished; • stock status cannot be determined; or, • the PSA score is >2.64, <p>The Certificate Holder and/or the Fishing Association has defined management outcomes and accordingly set harvest control measures appropriate to the species to reduce fishing mortality to secondary species and end overfishing and/or rebuild stocks.</p>	<p>C-Y3</p>	<p>Clarification: Harvest control measures must be based on life history characteristics of the species, and susceptibility to the gear. These measures must be included in the management plan (7.1.3.c).</p> <p>Recommendations: Example harvest management measures include:</p> <ul style="list-style-type: none"> • Input control rules to limit effort, e.g. <ul style="list-style-type: none"> ○ Spatial rules including setting up protected area or rotational closures, ○ Seasonal closures, ○ Requiring gear modifications, ○ Restricting gear (in type and number), ○ Daily trip limits/move-on provisions, and/or ○ License limits • Output control rules to limit catch for some or all species caught in the fishery, e.g. <ul style="list-style-type: none"> ○ Size limits, ○ TACs, and/or ○ ITQs 	<p>New.</p> <p>Public Consultation: Are there any potential challenges to meeting this requirement for secondary species?</p>
<p>7.3.3.e</p> <p>NEW</p>	<p>The Certificate Holder and/or the Fishing Association provide evidence that the harvest management measures described in 7.3.3.d are enforced (this may be self-enforcement by the FA) and there is systematic compliance by fishers in scope of the Certificate.</p>	<p>C-Y3</p>	<p>Clarification: The enforcement mechanism must be included in the management plan as part of 7.1.3.c.</p> <p>Where there is a Fishing Association, in its rules (1.2.2.a), the Fishing Association defines the level of ‘systematic compliance’ for the fishery at no less than 90% and defines penalties for non-compliance. 100% of the non-compliance cases must be dealt with by the Fishing Association.</p>	<p>New.</p> <p>Public Consultation: Are there any potential challenges to meeting this requirement for secondary species?</p>



No.	Compliance Criteria	Year	Interpretation Guidance	
			<p>Where hired-labor fishers undertake fishing activity within scope of the Certificate, expectations to abide by harvest management members are outlined in contracts and understood by hired-labor fishers. Non-compliance by hired-labor fishers will be recorded and corrective actions taken.</p>	
<p>7.3.3.f [RM-SH 3.6]</p>	<p>If fishers in scope of the Certificate are not the only fishers impacting the resource, the employer and/or Fishing Association provides evidence that they are engaging with these fishers out of scope to encourage the adoption sustainable the practices described in 7.3.3.d</p>	<p>C-Y3</p>	<p>Recommendations: To initiate this process, the Fishing Association is advised to send a formal letter to their management authorities describing the harvest control measures they are implementing and complying with and requesting that it be circulated to all fishers' on the shared stock/s. Registered Fishers can post it at landing sites.</p> <p>Other examples of engagement activities including inviting the other fishers affecting the stock to Fishing Association General Assembly meetings, inviting their representatives to a Fair Trade USA Committee meeting, hosting a public meeting for all fishers.</p> <p>The intermediary identified in 7.7.2.b will ideally play the role of engaging with other fishers affecting the stock.</p> <p>It is considered best practice, that when feasible, Registered Fishers work towards getting unregistered vessels and unregistered fishers on the shared stock(s) registered with the government and compliant with licensing requirements where these exist</p>	<p>New.</p> <p>Public Consultation: Are there any potential challenges to meeting this requirement for secondary species?</p>
<p>7.3.3.g NEW</p>	<p>There is evidence that the measures in 7.3.3.a are leading to improvements in stock status of primary species.</p>	<p>C-Y6</p>	<p>Clarification: This requirement is only applicable if measures need to be in place according to the conditions in 7.3.3.a.</p>	<p>New. Linked to 7.3.3.a.</p>
<p>7.3.3.h NEW</p>	<p>There is evidence that the measures in 7.3.3.d are leading to improvements in stock status of secondary species.</p>	<p>C-Y6</p>	<p>Clarification: This requirement is only applicable if measures need to be in place according to the conditions in 7.3.3.d.</p>	<p>New. Linked to 7.3.3.d.</p>



SUB-MODULE 7.4: Biodiversity & Ecosystem Protection

Fisheries that hold a valid certification from the Marine Stewardship Council (MSC) will be recognized as compliant with the following sections of the Resource Management section within the CFS: Fishery Documentation, Data Collection, Stock Health, and Biodiversity & Ecosystem Protection. A copy of the valid MSC certificate must be provided to the auditor. This section is applicable for all operation sizes, it is not applicable for processing facilities. In a hired-labor situation, the employer is responsible for compliance with this section, in the case of Registered Fishers the Fishing Association is responsible, although the Certificate Holder is ultimately accountable to oversee compliance with these requirements as part of the Internal Management System in Module 9.

No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes 2.0.0
Objective 7.4.1 [RM-BEP 1]: Protections are in place for endangered, threatened, or protected (ETP) species.				No change.
RM-BEP 1.1	Primary species are not classified as endangered, threatened, or protected (ETP).	0	Guidance: See the <i>Fair Trade USA Glossary</i> for a definition of ETP species.	Deleted from the Standard and added it to the Scope document. Now audited under 1.1.1.a of the CFS.
7.4.1.a [RM-BEP 1.2]	Species classified as ETP are not intentionally caught or killed.	C-Y0		No change.
7.4.1.b [RM-BEP 1.3]	A strategy is in place to ensure vessels under the scope of Certificate adhere to all laws concerning ETP.	C-Y1	Recommendations: The strategy can be outlined in the Fishery Management Plan.	No change.
7.4.1.c [RM-BEP 1.4]	In fisheries where ETP species are unintentionally caught, vessels under the scope of Certificate demonstrate they are using industry-recognized best practices and available technology to avoid ETP species. This includes the use of selective fishing gear.	C-Y1	Recommendations: Best practices include, but are not limited to, restrictions and modifications concerning fishing gear, method, location, and seasonal timing of fishing.	
7.4.1.d [RM-BEP 1.5]	A system is in place to ensure any ETP species caught by vessels under the scope of Certificate do not have consumable value to Premium Participants.	C-Y1	Clarification: <i>consumable value</i> is defined as sold, eaten, and/or traded.	



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes 2.0.0
			<p>Recommendations: Such a system may include educational training to discourage harvest and consumption of ETP species.</p>	
Objective 7.4.2 [RM-BEP 2]: The fishing gear used does not cause harm to marine habitat.				No change.
7.4.2.a [RM-BEP 2.1]	Explosives, cyanide, bleach, and/or all other poisons are not used.	C-Y0	<p>Clarification: All types of explosives and poisons are prohibited.</p>	
7.4.2.b NEW	There is no evidence that individuals within scope of the Certificate are participating in any form of shark finning.	C-Y0	<p>Clarification: This applies to all individuals within scope of the Certificate regardless of whether or not they are fishing for Fair Trade Certified product, or off season in seasonal fisheries.</p>	New adapted from RM-GOV 1.1. Pulled out as a separate CC to ensure shark finning is not happening on any FT Certified vessels regardless of the legal requirements.
7.4.2.c NEW	<i>Applicable where fishers own and operate their own Fishing Aggregating Devices (FADs): Vessels under the scope of Certificate comply with the Policy on the Use of Fish Aggregating Devices (FADs) Under the Capture Fisheries Standard.</i>	C-Y0	<p>Clarification: The use of FADs is limited to those fisheries eligible according to the <i>Requirements for Certificate Scope under the Capture Fisheries Standard</i>.</p>	<p>Public Consultation: Refer to the Policy on Use of Fish Aggregating Devices (FADs) Under the Capture Fisheries Standard. Do you agree with the allowance of the use of FADs in accordance with this policy?</p>
7.4.2.d [RM-BEP 2.2]	A total habitat impact score has been calculated using the tables provided in the <i>Guidance for the Resource Management Section of the Capture Fisheries Standard</i> .	C-Y0	<p>Clarification: To ground truth these scores (or challenge them), the Certificate Holder can provide empirical information or verified local ecological knowledge to override the habitat impact score.</p> <p>Recommendations: This document can be found on the Standards Download Center in the Fair Trade USA website: https://www.fairtradecertified.org/business/standards.</p> <p>It is best practice to collect habitat impact data from gear use as part of fishing activities. For example, inexpensive cameras affixed to gears to can be used collect information on interactions between gear and habitat (as well as other information) which can be scaled up with effort to provide detailed, ground truthed information on habitat impacts.</p>	Clarification was added so that Certificate Holders can ground truth or challenge the habitat impact scores.



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes 2.0.0
<p>7.4.2.e [RM-BEP 2.3]</p>	<p>If the total habitat impact score is ≤ 2, a strategy is in place to increase the total habitat impact score to > 2 within one year, through some or all of the following mitigation strategies:</p> <ul style="list-style-type: none"> • Lower effort to reduce potential habitat damage • Change fishing locations so as to reduce activities on certain types of habitat or high ecological value habitat (this might mean restricting access to sensitive/pristine areas) • Rotate harvest locations more often or leave harvest locations fallow to recover from gear related damage • Gear modification or switching to less harmful fishing gear. 	<p>C-Y0</p>	<p>Clarification: Any habitat impact reduction strategy needs to be co-designed with fishers.</p> <p>Recommendations: Identifying and protecting ecologically important and/or sensitive habitats or areas is one example of mitigation efforts and may be helpful.</p>	<p>Additional details on mitigation strategies were added to the requirement.</p>
<p>7.4.2.f [RM-BEP 2.4]</p>	<p>The total habitat impact score is > 2.</p>	<p>C-Y1</p>	<p>Clarification: To ground truth these scores (or challenge them), the Certificate Holder can provide empirical information or verified local ecological knowledge to override the habitat impact score.</p>	<p>Clarification was added so that Certificate Holders can ground truth or challenge the habitat impact scores.</p>
<p>7.4.2.g [RM-BEP 2.5]</p>	<p>If the total habitat impact score is > 2 and ≤ 3, a strategy is in place to increase the total habitat impact score to > 3 within six years, through some or all of the following mitigation strategies:</p> <ul style="list-style-type: none"> • Lower effort to reduce potential habitat damage • Change fishing locations so as to reduce activities on certain types of habitat or high ecological value habitat (this might mean restricting access to sensitive/pristine areas) • Rotate harvest locations more often or leave harvest locations fallow to recover from gear related damage 	<p>C-Y1</p>	<p>Clarification: Any habitat impact reduction strategy needs to be co-designed with fishers.</p> <p>Recommendations: This strategy can be included in the Fishery Management Plan if desired.</p>	<p>Additional details on mitigation strategies were added to the requirement.</p>



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes 2.0.0
	<ul style="list-style-type: none"> Gear modification or switching to less harmful fishing gear. 			
7.4.2.h RM-BEP 2.6	If the total habitat impact score is >3, a strategy is in place to ensure the continued use of low-impact fishing gear. Additional ways to increase the total habitat impact score are considered.	C-Y1	Recommendation: This strategy can be included in the Fishery Management Plan if desired.	No change.
RM-BEP 2.8	If derelict fishing gear is generated by the Registered Fishers, the strategy has been fully implemented to minimize and, where physically possible, recover fishing gear lost at sea.	3		Removed this CC as RM-BEP 2.7 is now part of the FMP, and the new CC requiring the FMP to be implemented covers this.
7.4.2.i [RM-BEP 2.9]	The total habitat impact score is >3.	C-Y6		No change.
Objective 7.4.3 [RM-BEP 3]: Local ecosystems are monitored.				No change.
7.4.3.a NEW	A social-ecological linkage workshop incorporating fishers and including an ecosystem risk assessment has been conducted to determine threats and select meaningful metrics to measure the potential ecosystem level impacts of the fishery, including their scale and intensity.	C-Y3	<p>Clarification: At minimum, social-ecological linkage workshop will include a knowledge-based risk analysis conducted with fishers in scope of the Certificate. The risk assessment is repeated annually.</p> <p>Recommendations: The workshop helps to identify threats to the ecosystem by incorporating fishers' local knowledge about the ecosystem and to co-define the metrics that will be measured in an ecosystem monitoring strategy.</p>	New.



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes 2.0.0
			<p>Options for data-limited ecosystem assessments to use in the linked social-ecological workshop include the Environmental Defense Fund's Comprehensive Assessment of Risk to Ecosystems (CARE)²¹, the Ecological Risk Assessment for the Effects of Fishing framework (Hobday et al., 2011)¹⁷, MSC's Scale Intensity Consequence Analysis (SICA). The CARE ecosystem risk analysis worksheet can be used alone as a data-free option based solely on observational questions.</p> <p>Cisneros-Montemayor <i>et al.</i> (2020)²² describe an ecosystem assessment method using quantitative models informed by qualitative data from fisher's local ecological knowledge to assess ecosystem impacts. Such an approach requires technical expertise to run the ecosystem models (Ecopath with Ecosim). There are other qualitative ecosystem evaluation methods that may be appropriate.</p>	<p>Public Consultation: We are seeking feedback on whether it is feasible to require a social-ecological workshop which at minimum can entail a knowledge based risk analysis (ideally it would include empirical data) which is repeated annually after year 3. Feedback from scientists indicated that EDF's CARE, particularly the ecosystem risk analysis worksheet, is feasible even in the most data limited situations. Feedback also indicated that it is important to collect ecosystem metrics but that in order for them to be meaningful they need to be based on the primary threats to the system and be early warning indicators.</p>
<p>7.4.3.b [RM-BEP 3.1]</p>	<p>An ecosystem monitoring strategy has been developed and implemented. The strategy includes identification of scientifically-justifiable ecosystem metrics that can be used as warning signs of changes occurring in the ecosystem at a scale larger than the fishery.</p>	<p>C-Y6</p>	<p>Clarification: Metrics are justified based on the ecosystem risk assessment in 7.4.3.a. Metrics include early warning indicators relevant to the particular ecosystem. Metrics must be based on the representative ecosystem sampling plan described in 7.1.4.d.</p> <p>If the scale and intensity of the fishery are low, the ecosystem risk assessment demonstrates low threats, and cumulative impacts are not a concern, written justifications must be provided from two scientific experts to exempt the fishery from collecting the above metrics.</p>	<p>This CC was changed to ensure that meaningful ecosystem metrics are chosen based on the ecosystem risk assessment. It was also changed to allow for an exemption from collecting metrics but it is expected that in most cases an ecosystem monitoring strategy is necessary.</p>

²¹ <http://fishe.edf.org/data-center/ecosystem-assessment>

¹⁷ Hobday, A. J. et al. Ecological risk assessment for the effects of fishing. *Fisheries Research* **108**, 372–384 (2011).

²² Cisneros-Montemayor, A. M. et al. Evaluating ecosystem impacts of data-limited artisanal fisheries through ecosystem modelling and traditional fisher knowledge. *Ocean & Coastal Management* **195**, 105291 (2020).



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes 2.0.0
			<p>The fisheries management agency (preferably) or the Certificate Holder should work with the Registered Fishers or hired-labor fishers to ensure they understand the intent of the strategy and metrics. When possible, suggestions for the strategy and/or metrics shall come from more than one stakeholder group (Certificate Holder, fishers, government agency).</p> <p>Recommendations: Metrics could include, for example, abundance of the prey species of the predators being fished, the ratio of demersal/pelagic production, the ratio of piscivore/planktivore production, the mean trophic level of catches, etc.</p> <p>For Freshwater systems, it is recommended to consider metrics that track both the impact of fishing and non-fishing impacts on the ecosystem.</p> <p>For high diversity systems like coral reefs, assessments should include metrics to measure total ecosystem health, such as total community biomass surveys.</p> <p>For fisheries interested in formal ecosystem modeling, more information can be found at:</p> <ul style="list-style-type: none"> • Ecopath with EcoSim²³, Courses²⁴, Osomose²⁵, Atlantis²⁶ <p>See the <i>Fair Trade USA Glossary</i> for a definition of “early warning indicators”.</p>	

²³ <http://www.ecopath.org/>

²⁴ <http://www.ecopath.org/courses>

²⁵ <http://www.meece.eu/library/osmose.html>

²⁶ <http://atlantis.cmar.csiro.au/>



No.	Compliance Criteria	Year	Interpretation Guidance	Summary of Changes 2.0.0
7.4.3.c [RM-BEP 3.2]	At least one ecosystem metric 7.4.3.b and based on the ecosystem risk assessment has been chosen to monitor and track. There is a written rationale explaining why certain indicators have been prioritized/are less feasible. The selected metric(s) are approved at a General Assembly.	C-Y6	Recommendations: Where possible, compare ecosystem metrics between fished areas and unfished areas to help determine if the impact is a more globalized issue or directly or indirectly related to fishing.	Added linkage between ecosystem metrics and the ecosystem risk assessment.
7.4.3.d [RM-BEP 3.4]	The ecosystem monitoring strategy is reviewed annually based on the ecosystem risk assessment and necessary adjustments are made to improve its effectiveness or collection of the desired information. Any changes are assigned the necessary resources (time, equipment, responsible parties, etc.).	C-Y6		Added a placeholder for Guidance on appropriate technology integration with data collection.

SUB-MODULE 7.5: Waste Management on Vessels

Fisheries that hold a valid certification from the Marine Stewardship Council (MSC) will be recognized as compliant with the following sections of the Resource Management section within the CFS: Fishery Documentation, Data Collection, Stock Health, and Biodiversity & Ecosystem Protection. A copy of the MSC certificate must be provided to the auditor.

This section is applicable for activities carried out on vessels within the scope of the Capture Fisheries Certificate. This section is applicable for all operation sizes. In a hired-labor situation, the employer is responsible for compliance with this section, in the case of Registered Fishers the Fishing Association is responsible; however, the Certificate Holder is ultimately accountable to oversee compliance with these requirements as part of the Internal Management System in Module 9.

No.	Compliance Criteria	Year	Intent & Clarification	
Objective 7.5.1 [RM-WM 1]: Waste disposal does not threaten human health or the natural environment.				No change.
7.5.1.a [RM-WM 1.1]	The vessels within scope of the Certificate handle waste according to applicable laws and regulations.	C-Y0	Clarification: Legal requirements and procedures for handling waste should be communicated to relevant individuals (e.g., those affected and those who handle waste).	Adapted for vessels.



No.	Compliance Criteria	Year	Intent & Clarification	
<p>7.5.1.b NEW</p>	<p>Individuals on vessels within scope of the Certificate do not intentionally dispose of petroleum products, damaged fishing gear, or other non-biodegradable waste and materials in the ocean.</p>	<p>C-Y1</p>	<p>Clarification: The intent of this criterion is to prevent fishers, crew members and/or workers from discarding plastics and other non-biodegradable products at sea, and encourage them to dispose of these products at designated areas (see RM – WM 1.3).</p>	<p>New.</p>
<p>7.5.1.c [RM-WM 1.2]</p>	<p>Waste management risks to human health and the natural environment are assessed and a vessel waste management strategy is created to reduce, or when possible, eliminate those risks.</p>	<p>P-3</p>	<p>Clarification: The risk assessment and waste management strategy can be combined in the same document. This strategy can be combined with the strategy for waste from processing facilities required in 7.6.1.b.</p> <p>The intent of this strategy is to identify waste generated by fishers on vessels that is harmful to human health and the environment, including long-term effects such as the accumulation of plastics in the ocean, and devise a strategy to reduce and eliminate contribution of fishers in scope of the Certificate.</p> <p>This may include, but it not limited to, a strategy for all other waste including:</p> <ul style="list-style-type: none"> • plastics; • petroleum products; • synthetic ropes; • plastic garbage bags; • cooking oil; • wooden debris; • food packaging; • paper; • rags; • glass; • metal; 	<p>New for vessels. Added intent and clarification with specific types of waste to be considered in the strategy.</p> <p>We recognize that auditing whether or not fishers are disposing waste into the ocean may not be feasible or accurate, so this requirement is designed to ensure that there are actions that have been taken towards reducing and eliminating the disposal of harmful waste and that these actions can be audited.</p> <p>We also added a requirement about training on waste management to educate fishers about the impacts and instill behavioral changes.</p>



No.	Compliance Criteria	Year	Intent & Clarification	
			<ul style="list-style-type: none"> • bottles; • dishware and kitchen utensils; and • other non-biodegradable waste. <p>Recommendations: Waste that places human and/or environmental health at risk include, but are not limited to, fuel and engine lubricants, plastics, biological or processing waste.</p>	
7.5.1.d NEW	The vessel waste management strategy is implemented.	P-5	Clarification: Progress points for this requirement will only be awarded after the vessel waste management strategy (7.5.1.b) has been created. If the plan has not yet been created, this will be considered a non-compliance.	New.
7.5.1.e [RM-WM 1.3]	There are designated areas for the storage and disposal of waste on vessels within scope of the Certificate.	P-5	<p>Clarification: Waste storage receptacles shall be appropriate to the types of waste generated by fishers on the vessel and will vary depending on size and activity.</p> <p>For vessels at sea for longer than 48 hours, these receptacles are sufficient to store the waste generated for the duration of the fishing trip.</p>	New for vessels. Added language to clarify that this requirement may be applied differently depending on the types of vessel and the types of waste generated by the fishers. Removed guidance.

SUB-MODULE 7.6: Waste Management on Land-based Facilities

Fisheries that hold a valid certification from the Marine Stewardship Council (MSC) will be recognized as compliant with the following sections of the Resource Management section within the CFS: Fishery Documentation, Data Collection, Stock Health, and Biodiversity & Ecosystem Protection. A copy of the MSC certificate must be provided to the auditor.

This section is applicable for activities carried out at landing sites and at processing facilities within the scope of the Capture Fisheries Certificate. This section is applicable for all operation sizes. In a hired-labor situation, the employer is responsible for compliance with this section, in the case of Registered Fishers owning the land-based facility, the Fishing Association is responsible. However, the Certificate Holder is ultimately accountable to oversee compliance with these requirements as part of the Internal Management System in Module 9.



No.	Compliance Criteria	Year	Intent & Clarification	
Objective 7.6.1 [RM-WM 1]: Waste disposal does not threaten human health or the natural environment.				No change.
7.6.1.a [RM-WM 1.1]	The land-based facilities' procedures for handling waste are in line with applicable laws and regulations.	C-Y0	Clarification: Legal requirements and procedures for handling waste should be communicated to relevant workers (e.g., those affected and those who handle waste).	No change.
7.6.1.b [RM-WM 1.2]	Waste management risks to human health and the natural environment are assessed and a land-based facility waste management strategy is created to reduce, or when possible, eliminate those risks.	P-3	<p>Clarification: The risk assessment and waste management strategy can be combined in the same document. This strategy can be combined with the vessel waste management strategy in 7.5.1.b.</p> <p>The strategy contains actions specific to the type of land-based facility that are found within scope of the Certificate (e.g. landing sites versus processing facilities).</p> <p>For landing sites, the strategy addresses the following:</p> <ul style="list-style-type: none"> • food wastes (e.g. animal derived products and by-products because of risk of animal diseases); • cooking oil (animal derived products and by-products because of risk of animal diseases); • plastics; • domestic waste, operational waste and recyclable or reusable material; • special items like medical waste (e.g. first aid supplies); • animal wastes. <p>For processing facilities, the strategy addresses the following:</p> <p>Recommendations: Waste that places human and/or environmental health at risk include, but are not limited to, fuel and engine lubricants, plastics, biological or processing waste.</p>	Added I&C.



No.	Compliance Criteria	Year	Intent & Clarification	
7.6.1.c NEW	The land-based facility waste management strategy is implemented.	P-5	Clarification: Progress points for this requirement will only be awarded after the waste management strategy (7.6.1.b) has been created. If the plan has not yet been created, this will be considered a non-compliance.	New.
7.6.1.d [RM-WM 1.3]	There are designated areas for the storage and disposal of waste, both hazardous and non-hazardous.	C-Y1	Recommendations: Attention is paid to the careful handling of waste near water bodies or where water flows. Central areas for disposal and storage of hazardous waste may be provided so individuals avoid disposing hazardous waste unsafely or store them indefinitely. Suppliers and local authorities may be contacted to help identify hazardous materials and best practices to handle and dispose of hazardous waste.	No change.
7.6.1.e [RM-WM 1.4]	Wastewater from processing facilities is handled in a manner that does not have a negative impact on water quality, the natural environment, and/or human health.	C-Y1	Clarification: Wastewater from processing facilities includes water contaminated by the processing itself and waste water from sanitary facilities. Recommendations: Developing a wastewater management plan may be helpful. The plan may include actions to monitor the water quality of the wastewater discharged from processing facilities. It may also include baseline levels of acceptability for wastewater quality, method(s) of analysis of water quality, and a specified frequency of monitoring and means to correct any incidence of contaminants down to adequate levels. Water filtration or other treatment systems may need to be installed in the processing facilities.	No change.

SUB-MODULE 7.7: Governance

Fisheries that hold a valid certification from the Marine Stewardship Council (MSC) will be recognized as compliant with the following sections of the Resource Management section within the CFS: Fishery Documentation, Data Collection, Stock Health, and Biodiversity & Ecosystem Protection. A copy of the valid MSC certificate must be provided to the auditor. This Module is applicable for all operation sizes, it is not applicable for processing facilities. In a hired-labor situation, the employer is responsible for compliance with this module, in the case of Registered



Fishers the Fishing Association is responsible, although the Certificate Holder is ultimately accountable to oversee compliance with these requirements as part of the Internal Management System in Module 9.

No.	Compliance Criteria	Timeline	Intent & Clarification	Summary of changes
Objective 7.7.1 [RM-GOV 1]: Illegal fishing is monitored and reported.				No change.
7.7.1.a [RM-GOV 1.1]	There is no evidence that local, national, and international laws regarding fishing activities within the scope of the Certificate are being broken by individuals within the scope of the Certificate.	C-Y0	Clarification: This applies to all individuals within scope of the Certificate regardless of whether or not they are fishing for Fair Trade Certified product, or off season in seasonal fisheries. This includes regulations concerning fishing gear, vessels, fishing effort, fishing location, and illegal harvesting of species.	Moved language from the CC to the I&C. Shark finning has now been explicitly called out in its own CC to apply regardless of law. Added I&C to clarify that this applies at all times, not just on fishing trips for Fair Trade seafood, and/or off-season fishing activities.
RM-GOV 1.3	The IUU enforcement strategy is fully implemented, reviewed annually, and updated where necessary to ensure the strategy is effectively reaching the stated goals.	3	-	Removed because the strategy must be included in the FMP eventually and there is a requirement that the FMP is implemented.
Objective 7.7.2: Systems are in place to facilitate co-management				New. This Objective was added to ensure a stepwise progression towards establishing a strong co-management arrangement and meeting the succeeding RM-GOV Objective requirements.
7.7.2.a NEW	The Certificate Holder or Fishing Association has carried out a social survey to map the actors and relationships within community, including all groups affected by the fishery as well as all groups involved in the supply chain.	C-Y1	Clarification: If the CH has already mapped all stakeholder groups affected by the fishery (including the local community) and all actors in the fishery supply chain, this map can be used to comply with this criterion.. The intent of this criterion is that the Certificate Holder or the Fishing Association has identified users who benefit from the resource. This includes stakeholders who are engaged in both fishing (commercial, recreational, subsistence, etc.) and non-fishing activities, and identifies organizations and individuals involved in management of the fishery.	New. Added to take a stepwise approach to stakeholder engagement.



No.	Compliance Criteria	Timeline	Intent & Clarification	Summary of changes
			<p>Special attention is paid to identification of minority groups such as women and indigenous communities.</p> <p>Recommendations: The map should include power dynamics.</p>	
<p>7.7.2.b NEW</p>	<p>The Certificate Holder and/or Fishing Association demonstrates they have the scientific capacity needed to integrate multiple information sources about fishery stocks and habitat quality along with local capacity building to collaboratively (with local communities) design, implement, and maintain monitoring and assessment systems and integrate local ecological knowledge.</p>	<p>C-Y1</p>	<p>Clarification: Scientific capacity is achieved through either:</p> <ul style="list-style-type: none"> • a dedicated staff member; or, • an official collaboration with a third party, such as an NGO / independent expert. <p>This technical staff/outside expert can be the same person responsible for the Internal Management System (IMS).</p> <p>Recommendations: The technical staff/outside expert can help with the design and implementation of their data limited stock assessments, their corresponding fishery dependent and independent data collection processes and representative sampling plans as well as any shore-based post-processing and any associated data collection training programs for fishers within scope of the Certificate. In addition, the technical staff/expert can liaise with management authorities and build relationships with government scientific staff. To promote local capacity building and for effective, continuous engagement with Registered Fishers, it is best practice that the technical staff be from the community. Training in stock assessments and data collection is necessary. Scientific capacity either in-house or external should be identified by year zero and in place by year 1.</p>	<p>New.</p> <p>We have added a requirement for scientific capacity to ensure that the technical requirements of the CFS are met and that the level of sustainability improves over time.</p> <p>Public Consultation: Do you agree with the timeline for this requirement? Given that the requirements for the representative catch sampling plan due year, we wanted to ensure that the necessary capacity is in place early on in the certification. Is it feasible to have technical capacity in place by year 1?</p>



No.	Compliance Criteria	Timeline	Intent & Clarification	Summary of changes
7.7.2.c NEW	If a third party is involved in developing co-management capacity in the fishery/community, the third party and the Certificate Holder and/or Fishing Association sign a formal agreement (facilitated through, for instance, a contract or a Memorandum of Understanding) which defines the parameters of their proposed collaboration, and which includes agreed rules and sanctions for all participants.	C-Y1	<p>Clarification: This pertains to 7.7.2.b. The third party can be an academic institution, NGO, or other.</p> <p>Recommendations: The agreement may be renegotiated and signed by other interested stakeholders including members from the local community at any point in time.</p>	New.
7.7.2.d NEW	Public fisheries data and analysis fora are held twice a year to present and discuss fisheries data with fishers and scientific staff as a way to educate fishers and the local community and get them interested in and supportive of data collection and analysis.	C-Y3	<p>Recommendations: These fora can be held in conjunction with co-management meetings and management authorities invited to participate/present</p>	<p>New.</p> <p>Public Consultation: Previously, we only asked that there was one meeting a year for resources users to discuss management issues. These meetings are added in addition to that general meeting. Do you think this is too challenging to ask or is this a reasonable requirement? Could this be included as a Progress criterion?</p>
7.7.2.e NEW	Certificate Holder or Fishing Association has mapped out the formal management authority structure, including power dynamics, and identified which department/s at the local/regional/national level are most amenable to target for involvement in co-management of the fishery resources.	C-Y3	<p>Recommendations: If the Certificate Holder has a co-management system in place that meets the requirements in Objective 7.7.3 this requirement can be waived</p>	New.



No.	Compliance Criteria	Timeline	Intent & Clarification	Summary of changes
<p>7.7.2.f NEW</p>	<p>If the stock/s is are fished by other fishers and overfishing may be occurring for primary and/or secondary species, the Fishing Association or the Certificate Holder identifies and uses an intermediary who understands local history and context to moderate co-management meetings among stakeholders identified in the social mapping exercise.</p>	<p>C-Y3</p>	<p>Clarification: Inclusive, facilitated stakeholder processes are used to build local capacity.</p> <p>Recommendations: The intermediary can be an/the NGO partner, boundary organization, other local entity or the Certificate Holder if outside of the fishery supply chain. The purpose of this requirement is to reduce conflict, to even out the playing field between groups that have differing degrees of power and influence, and to build trust in the process and among stakeholders.</p> <p>Freshwater systems may require greater involvement from third party neutral facilitators to ensure equitable involvement from less powerful stakeholders because governance for freshwater systems often involves numerous sectors.</p>	<p>New.</p> <p><i>Public consultation: This approach is meant to allow for a more bottom up governance process whereby fishers and stakeholders determine the issues together. The intermediary allows for under-represented groups to have a voice, including hired-labor fishers. We are seeking feedback on whether this approach would be feasible in all geographies, and if not, suggestions for alternatives.</i></p>
<p>Objective 7.7.3 [RM-GOV 2]: The Fishing Association is actively involved in the management of the fishery.</p>				<p>No change.</p>
<p>7.7.3.a [RM-GOV 2.1]</p>	<p>The Fishing Association (or their representatives) have met at least once in the past year with the stakeholders identified in 7.7.2.a and 7.7.2.e to discuss fishery resource issues and potential management solutions.</p>	<p>C-Y3</p>	<p>Clarification: Stakeholders include all of the members identified in the social survey (7.7.2.a and 7.7.2.e) as stakeholders in the fishery (if exempted from the social survey this would include all the stakeholders in the fishery), including but not limited to hired-labor fishers (if they exist in the fishery) and members from the local community that may not be Registered Fishers.</p> <p>The Fishing Association at a minimum reaches out to all stakeholders identified in RM NEW.</p> <p>Meetings should aim to include both fishery management authorities and scientists, as well as other stakeholders who use the same fishery resources. Registered Fishers must demonstrate an effort to include all parties in the meeting.</p>	<p>Added details to the requirement to ensure that all stakeholders are included.</p> <p><i>Public Consultation: Seeking feedback on how to bring powerful actors (i.e. governments, industry) to the table in co-management meetings.</i></p>



No.	Compliance Criteria	Timeline	Intent & Clarification	Summary of changes
			<p>Recommendations: The intent of this criterion is that stakeholders benefiting from the resource convene annually to discuss issues in the fishery and outline potential solutions in an open and transparent manner.</p> <p>Bringing powerful actors (e.g. industry including processors, exporters, international buyers) to the co-management meetings can be an incentive for management authorities to attend.</p> <p>Meeting scheduling should be consistent and that the timing should take the needs of all stakeholders into account, particularly those groups who may be underrepresented (e.g. women).</p>	
<p>7.7.3.b [RM-GOV 2.2]</p>	<p>The Fishing Association leadership and other relevant stakeholders responsible for the resource sign a written co-management commitment, articulating an assessment of the advantages and challenges to co-managing the fishery. This should include a discussion of enabling conditions for co-management.</p>	<p>P-5</p>	<p>Clarification: Stakeholders include all of the members identified in the social survey (7.7.2.a and 7.7.2.e) as stakeholders in the fishery (if exempted from the social survey this would include all the stakeholders in the fishery), including but not limited to hired-labor fishers (if they exist in the fishery) and members from the local community that may not be Registered Fishers.</p> <p>See Glossary for definition of co-management.</p> <p>Fair Trade USA encourages fisheries co-management where possible. However, co-management requires the involvement and cooperation of the fishery management authorities, which may be beyond the control of the Certificate Holder or Fishing Association. In these cases, the written assessment should be shared with the management authorities to encourage engagement and collaboration. The co-management commitment should aim to include both managers and fishery scientists, as well as other stakeholders who use the same resources.</p>	<p>Removed mention of exceptional circumstances from the I&C. Progress criterion.</p> <p>Added details to the requirement to ensure that all stakeholders are included.</p> <p>Added a definition of co-management as Clarification to acknowledge the expanded scope of co-management arrangements under the CFS.</p> <p>Added Clarification to outline the extent of the Fishing Association's responsibilities.</p>



No.	Compliance Criteria	Timeline	Intent & Clarification	Summary of changes
			<p>While the Fishing Association is responsible for regular outreach to management authorities (and this outreach must be documented as occurring at least twice a year starting year 1), the Certificate Holder and/or Fishing Association will not be penalized if the management authority does not regularly show up to meetings or is unwilling to sign the co-management agreement.</p> <p>Recommendations: The intent of this criterion is that stakeholders benefiting from the resource discuss issues in the fishery and outline potential solutions in an open and transparent manner. The written co-management commitment should include the following topics:</p> <ul style="list-style-type: none"> • A goal setting discussion to identify the key biological/ecological, economic and social/cultural objectives for the fishery; • Motivation to participate – shared recognition of fishery resource problems and reliance on those resources; • Clear definition of fishery boundaries and rights to fish; • Role and involvement of local community in co-management; • Description of the political environment needed to support co-management; • Organizational capacity; • Leadership; • Stakeholder participation; • Enforcement and compliance; and, • Conflict resolution. <p>For guidance in goal setting, see EDF’s FISHE framework’s step 1: goal setting.</p>	



No.	Compliance Criteria	Timeline	Intent & Clarification	Summary of changes
7.7.3.c [RM-GOV 2.3]	<p>The Certificate Holder or Fishing Association has worked with stakeholders to identify the main risks to the fishery under three main categories:</p> <ul style="list-style-type: none"> Quantity of resources; Quality of resources; and, Access issues. 	P-3	<p>Clarification: Stakeholders include all of the members identified in the social survey (7.7.2.a and 7.7.2.e) as stakeholders in the fishery (if exempted from the social survey this would include all the stakeholders in the fishery), including but not limited to hired-labor fishers (if they exist in the fishery) and members from the local community that may not be Registered Fishers.</p> <p>The risks can be identified during the annual stakeholder meeting.</p> <p>Recommendations: Quantity of resources: Fish or resources that support the fishery e.g., allocation issues, IUU fishing, fluctuation in recruitment, abundance of prey populations, etc.</p> <p>Quality of resources: Retaining the value of the seafood in markets, e.g., handling, processing, cold storage, etc.</p> <p>Access issues: Potential obstacles to accessibility by supply lines or perceived risk from potential clients outside of quality issues, e.g., stability of supply, corruption, infrastructure needs, political stability, etc.</p>	Updated language, added clarification, made into a Progress criterion.
7.7.3.d [RM-GOV 2.4]	An action plan has been developed to address the issues identified in the risk assessment, with activities and responsible parties identified.	P-5	Clarification: the risk assessment is carrying out through the implementation of 7.7.3.d.	Progress criterion. Removed the clarification allowing for an exception. Exceptions may still be granted but are not mentioned here.
7.7.3.e [RM-GOV 2.5]	If it is likely that the stock(s) is/are overfished and overfishing may be occurring for primary and or secondary species, the action plan is reviewed annually and updated as necessary to ensure goals are met, otherwise it can be reviewed as needed to ensure it is effectively reaching the stated goals.	P-5		Progress criterion.
7.7.3.f	The action plan required under 7.7.3.e is implemented.	P-5	Clarification: This requirement must be followed once 7.7.3.e has been implemented.	New.



No.	Compliance Criteria	Timeline	Intent & Clarification	Summary of changes
NEW				Progress criterion.
7.7.3.g [RM-GOV 2.6]	Minutes from the annual stakeholder meetings and progress towards solutions are documented.	P-1	Clarification: This requirement is conditional on 7.7.3.a.	No change. Progress criterion.
Objective 7.7.4 [RM-GOV 3]: There is a procedure for resolving conflicts among the Certificate Holder, the Fishing Association, and relevant stakeholders.				No change.
7.7.4.a [RM-GOV 3.1]	There is a written conflict resolution procedure to address conflicts between stakeholders.	P-5	<p>Guidance: The procedure is developed in collaboration with stakeholders that are signed onto the co-management commitment in 7.7.3.b The procedure speaks to aspects of identifying conflict, parties in the conflict, root causes, stages of conflict, and proposed win-win solutions.</p> <p>The conflict resolution procedure should be reviewed on a regular basis and updated when necessary to ensure its effectiveness at resolving conflict.</p> <p>If a system is needed, stages of conflict can be evaluated ranging from 1-5, 1= Emergence, 2= Escalation, 3= Crisis, 4= Negotiation, 5= Resolution. The parties may also use a system of their own design.</p> <p>See also "FAO Conflict Resolution for Coastal Zone Management".²⁷</p>	Moved content from the CC into the I&C. Clarified who builds the procedure.
7.7.4.b [RM-GOV 3.2]	All parties have signed a commitment agreeing to work towards collaborative resolution of conflicts between management bodies and resource users.	C-Y6		No change.

²⁷ <http://www.fao.org/docrep/w8440e/W8440e24.htm>



SUB-MODULE 7.8: Trainings & Education on Resource Management

Fisheries that hold a valid certification from the Marine Stewardship Council (MSC) will be recognized as compliant with the following sections of the Resource Management section within the CFS: Fishery Documentation, Data Collection, Stock Health, and Biodiversity & Ecosystem Protection. A copy of the valid MSC certificate must be provided to the auditor. This section is applicable for all operation sizes, it is not applicable for processing facilities. In a hired-labor situation, the employer is responsible for compliance with this section, in the case of Registered Fishers the Fishing Association is responsible, although the Certificate Holder is ultimately accountable to oversee compliance with these requirements as part of the Internal Management System in Module 9.

Pending feedback during public consultation, these requirements will be developed further with details and information as Clarification and Recommendations.

No.	Compliance Criteria	Timeline	Interpretation Guidance	
Objective 7.8.1: Registered Fishers and hired-labor fishers are trained on data collection and data quality to meet the data requirements of Module 7.				New.
7.8.1.a NEW	There is a training for data collectors, including Registered Fishers, crew members, and hired-labor fishers on data quality and quality assurance, and quality control procedures for data collection.	C-Y1	<p>Clarification: One training session can cover more than one of the topics outlined in Objective 7.8.1.</p> <p>Recommendations: The goal of data management is to help people, organizations, and connected things optimize the use of data within the bounds of policy and regulation so that they can make decisions and take actions that maximize the benefit to the organization.</p> <p>Data Quality the 4 C's to verify:</p> <ul style="list-style-type: none"> • Correct – against initial entry (i.e. numbers being represented as numbers, same with dates,...); • Complete – does include all data elements needed; • Currency - is up to date; and, • Consistent – is the data being represent consistently across different tools. <p>Data Governance – possible roles and responsibilities:</p> <ul style="list-style-type: none"> • Define who owns the data – responsible for how it collected and shared; • Define who is the steward – responsible for data quality, usually a Subject Matter Expert; 	New.



No.	Compliance Criteria	Timeline	Interpretation Guidance	
			<ul style="list-style-type: none"> Define where and how it is stored; and, Define how it is to be shared – tools, method, frequency, etc. 	
<p>7.8.1.b [RM-DC 2.3]</p>	<p>Data collectors, including Registered Fishers, crew members, and hired-labor fishers are regularly trained in data collection. Written procedures are established.</p>	<p>C-Y3</p>	<p>Clarification: One training session can cover more than one of the topics outlined in Objective 7.8.1.</p> <p>Training includes, but is not limited to:</p> <ul style="list-style-type: none"> methods for species identification; methods for size measurements; methods for weighing; format and use of logbooks (including methods for those not literate or with low formal education); and, effort metrics (e.g., duration of fishing activity in addition to: number and size of hooks for long liners, mesh size for gillnets and trawlers, number of pots for crabs etc.). appropriate use of any technology used in the fishery as part of the data collection system (REM or handheld devices). More details are provided in the “Guidance for the Resource Management Section of the Capture Fisheries Standard”. <p>Recommendations: Activities focused on skills benefitting from practice, participation or engagement (e.g., speed and accuracy for species ID, most complete logbooks, etc.) may be used in the training program. Additional options include games, competitions, or awards. Feedback on improvements to the training program should be solicited and incorporated.</p>	<p>Moved from RM-DC.</p>
<p>7.8.1.c NEW</p>	<p>Training is provided to Registered Fishers, crew members, and hired-labor fishers on the development and use of photo identification guides as needed and desired, to facilitate the identification of catch species in fisheries with high diversity of catch species.</p>	<p>P-1</p>	<p>Clarification: One training session can cover more than one of the topics outlined in Objective 7.8.1.</p>	<p>New.</p>



No.	Compliance Criteria	Timeline	Interpretation Guidance	
7.8.1.d NEW	There is a training for Registered Fishers, crew members, and hired-labor fishers on ghost fishing gear.	P-1	Clarification: One training session can cover more than one of the topics outlined in Objective 7.8.1.	New.
7.8.1.e NEW	There is training for Registered Fishers, crew members, and hired-labor fishers on waste management best practices on vessels and at landing sites.	P-1	Clarification: One training session can cover more than one of the topics outlined in Objective 7.8.1.	New.
7.8.1.f NEW	Training is provided for Registered Fishers, crew members, and hired-labor fishers, their families, and wider community on the identification of ETP species as well as broader education on the consequences of by-catch/harm to ETP species	P-1	Clarification: One training session can cover more than one of the topics outlined in Objective 7.8.1.	New.
7.8.1.g NEW	There is training for Registered Fishers, crew members, and hired-labor fishers on product quality.	P-1	Clarification: One training session can cover more than one of the topics outlined in Objective 7.8.1. The intent of this training is to equip fishers with knowledge and best practices about how to improve and maintain product quality to access higher price points for their product.	New.

MODULE 8: Transparency & Traceability

The primary purpose of this module is to ensure that the practices relating to the purchase, movement, production, and sale of Fair Trade Certified seafood are clearly defined. The module focuses on the following areas:

- Traceability – At all times and for all products, no more seafood may be sold as Fair Trade Certified than has been purchased as Fair Trade Certified. In addition to this basic principle, the requirements in this module support physical traceability for seafood covered by the Capture Fisheries Standard (CFS).
- Contracts – Clear terms of trade are critical in ensuring fishers know what to expect from their participation in fair trade. Contracts and agreements between all actors in fair trade ensure that all parties are clear about their responsibilities in the trading relationship.
- Certification Process – Participating in fair trade also means that Certificate Holders (CH) are signing up to a wider program of auditing and reporting as managed by Fair Trade USA. Understanding and participating in this process is an integral part of the program.



All requirements in Module 5 apply to the Certificate Holder. Some requirements are applicable at the fishing operation and land-based facility level as well and are indicated in the Fishers/Land-based Facilities column. There is no distinction between fishing operation sizes, nor between sizes of land-based facilities in this module.

There are no Progress (P) criteria in this module. The majority of the Critical (C) criteria are applicable at Year 0.

SUB-MODULE 8.1: Supply Chain Traceability.

This sub-module is applicable at first sale of Fair Trade Certified product unless otherwise noted.

No.	Compliance Criteria	CH	Fishers/ Land-based Facilities	Intent and Clarification	Summary of Changes in 2.0.0
Objective 8.1.1 [TR-PT 1]: There is a traceability system in place to ensure only seafood caught by Registered Fishers, crew members and/or hired-labor fishers is sold as Fair Trade.					Updated language.
8.1.1.a [TR-PT 1.4]	Fair Trade Certified seafood is separated from non-Fair Trade Certified seafood throughout catch, landing, transport, processing, and in storage (i.e. in separate bags/crates/locations in transport/separate processing runs/separate lots in storage).	C-Y0	C-Y0		Updated language, and deleted Intent and Clarification (I&C) as it is covered under TR-PT 1.5 (now 8.1.1.b).
8.1.1.b [TR-PT 1.5]	Fair Trade Certified seafood is marked clearly and can be identified as Fair Trade Certified at all stages (e.g. catch, landing, storage, transport, processing, packaging, labeling, handling, and sale).	C-Y0	C-Y0	<p>Clarification: Fair Trade Certified seafood is marked clearly with a reference to Fair Trade USA (e.g. Fair Trade USA ID number) so it can be identified as Fair Trade Certified.</p> <p>See 8.3.6.a for requirements around the use of the Fair Trade Certified seal to identify Fair Trade Certified seafood.</p> <p>Fair Trade Certified seafood should always be identified as Fair Trade Certified. Where labeling is not viable, locations shall be identified where Fair Trade Certified product is stored. During processing and/or storage it must be possible to identify the Fair Trade Certified seafood (e.g. through lot numbers, record keeping etc.).</p>	Updated language and added clarification.



No.	Compliance Criteria	CH	Fishers/ Land-based Facilities	Intent and Clarification	Summary of Changes in 2.0.0
				There are no specific requirements as to the exact wording needed on product while it is being handled within the operations of the Certificate Holder, however the following could be used to provide clarity: Fair Trade, Fair Trade USA.	
8.1.1.c [TR-PT 1.1]	There is a procedure in place documenting how Fair Trade Certified product is caught, bought, processed, and sold. The procedure is followed.	C-Y0	C-Y0	<p>Clarification: There is a written description of the product flow from each vessel catching Fair Trade Certified seafood to the buyer. All parties involved in the procedure are aware of it and follow it in their work.</p> <p>This procedure ensures physical traceability. It shall start at the vessel level and cover all movement of product to the point of sale by the Certificate Holder. The process shall also cover product being held or processed by subcontractors.</p> <p>Recommendations: The system used to track product may be electronic, with the ability to record geo-referenced points of capture, but it is not necessary. Paper systems are sufficient.</p>	Updated language. Merged with TR-PT 2.3. Public consultation: Given that the CFS requires a list of vessels used to catch Fair Trade Certified Seafood (1.1.3.a), traceability was extended to each individual vessel under the scope of the CFS certificate. Will this pose a challenge for implementation? If yes, why?
8.1.1.d [TR-PT 1.3]	Only seafood caught by entities within the scope of the Certificate can be sold as Fair Trade Certified.	C-Y0	NA	Clarification: See the <i>Requirements for Certificate Scope under the CFS</i> for the details of entities and activities included under the scope of the Certificate.	Updated language.
Objective 8.1.2: The volume of Fair Trade Certified seafood sold matches the volume of Fair Trade Certified seafood purchased.					NEW.



No.	Compliance Criteria	CH	Fishers/ Land-based Facilities	Intent and Clarification	Summary of Changes in 2.0.0
8.1.2.a NEW	The balance of Fair Trade Certified seafood is never negative; at no time has more Fair Trade Certified seafood been sold than has been sourced, purchased, or caught.	C-Y0	C-Y0	<p>Clarification: This rule must take into account processing yields and all losses.</p> <p>This requires that product is physically sourced prior to being physically sold to a Fair Trade buyer.</p>	New.
Objective 8.1.3 [TR-PT 2]: Documentation and records are kept of all Fair Trade purchases and sales.					Updated language.
8.1.3.a [TR-PT 2.5]	<p>Records are maintained of all products sourced or purchased as Fair Trade Certified from entities included in the scope of the Certificate. These records indicate:</p> <ul style="list-style-type: none"> • The name of the individual supplier; • Date of purchase or sourcing; • Product name; • Volume; and, • Price paid. 	C-Y0	NA	<p>Clarification: The intent of this requirement is that the Certificate Holder has records to trace all Fair Trade Certified products sourced from within its Certificate, covering the complete product flow from the point of capture. 8.1.3.b covers documentation of sales to Fair Trade buyers.</p> <p>Where the Fishing Association (FA) acts as an intermediary between the Registered Fishers and the Certificate Holder, the FA must keep track of sourcing records from individual Registered Fishers and share this with the Certificate Holder.</p> <p>Records from individual Registered Fishers include the signature of the Registered Fishers, verifying accuracy. Registered Fishers receive a copy of the record.</p> <p>Recommendations: Documentation should be kept on file in an accessible format for three years.</p>	Added I&C and required documentation to be kept on file.



No.	Compliance Criteria	CH	Fishers/ Land-based Facilities	Intent and Clarification	Summary of Changes in 2.0.0
8.1.3.b [TR-PT 2.6]	<p>There are records of all fair trade sales to Fair Trade buyers. These records include:</p> <ul style="list-style-type: none"> the volume; the name of the buyer; the date of the transaction; the Fair Trade ID of the buyer; and, a reference that allows the Conformity Assessment Body to link these records with the corresponding sales documentation. 	C-Y0	NA	<p>Clarification: This relates to internal record keeping at the Certificate Holder level.</p> <p>Records shall be kept in an accessible format and retained for a minimum of three years.</p> <p>Recommendations: The Certificate Holder holds records of all transactions regardless of whether or not they were sold into a fair trade supply chain.</p>	Updated language.
8.1.3.c NEW	<p>All sales documentation (e.g. invoices, bills of lading, delivery notes) related to the Fair Trade Certified seafood clearly state:</p> <ul style="list-style-type: none"> the Fair Trade ID of the Certificate Holder; the Fair Trade ID of the buyer; name of Fair Trade Certified products; the volume of the seafood being sold as Fair Trade Certified; product characteristics when sold; and, the applicable dates of transactions. 	C-Y0	NA	<p>Clarification: The documentation required is between the Certificate Holder and a Fair Trade buyer.</p> <p>Product characteristics includes, for example, quality and product type as well as any other characteristic that could affect the price of the product. It must include species name and country of origin.</p> <p>Recommendation: Best practice is to include the scientific name of the species where possible.</p>	New.
8.1.3.d [TR-PT 2.7]	<p>The Certificate Holder provides the Fishing Association with copies of the documents outlined in 8.1.3.a.</p>	C-Y6	NA		Added clarification on who is responsible for providing this documentation to the FA.
8.1.3.e [TR-PT 2.8]	<p>The Certificate Holder provides the Fishing Association with copies of the documents outlined in 8.1.3.b.</p>	C-Y6	NA	<p>Clarification: The Fishing Association maintains the documents for a minimum of three years.</p> <p>Records are available to Registered Fishers upon request.</p>	Added clarification on who is responsible for providing this documentation to the FA.



No.	Compliance Criteria	CH	Fishers/ Land-based Facilities	Intent and Clarification	Summary of Changes in 2.0.0
8.1.3.f [TR-PT 2.4]	Records are kept of any processing losses that occur, showing product volumes before and after processing.	C-Y0	C-Y0	<p>Clarification: Conversion rates, or records of yield throughout the processing chain, may be necessary to calculate the correct Premium.</p> <p>It is acceptable to demonstrate a verified average processing loss calculation that can be applied in place of keeping specific records of each individual processing activity. The average shall be based on actual records taken at a previous point in time.</p> <p>Records shall be kept in an accessible format and retained for a minimum of three years.</p>	Updated language. Record keeping used to be guidance in the CFS.

SUB-MODULE 8.2: Contracts & Agreements are Followed.

No.	Compliance Criteria	CH	Fishers/ Land-based Facilities	Intent and Clarification	Summary of Changes in 2.0.0
Objective 8.2.1 [TR-CA 5]: All fair trade contracts between the Certificate Holder and its buyers are honored.					Updated language.
8.2.1.a [TR-CA 5.1]	All elements of fair trade transactions fixed in written agreements between the Certificate Holder and its buyers are honored unless both parties agree to a change in writing.	C-Y0	NA	<p>Clarification: The intent of this criterion is to ensure Certificate Holders do not default on contracts in order to take advantage of changes in market conditions.</p> <p>This holds true, even if Fair Trade USA publishes new Premium data.</p>	Updated language and added clarification for vertically integrated supply chains. Merged ECD-FTP 2.5 in the clarification.
8.2.1.b [ECD-FTP 2.4]	The Certificate Holder has a written agreement with the Premium Payer to ensure correct terms and transfer of Premium payments to the Premium bank account.	C-Y0	NA	<p>Clarification: This criterion is not applicable if the Certificate Holder and the Premium Payer are the same entity.</p>	No change. Moved from CFS 1.1.0 Section 2.



No.	Compliance Criteria	CH	Fishers/ Land-based Facilities	Intent and Clarification	Summary of Changes in 2.0.0
Objective 8.2.2 [TR-CA 2]: There are signed agreements with entities supplying Fair Trade Certified seafood, which define the general terms of trade, including any payment-share systems.					No change.
8.2.2.a [TR-CA 2.1]	<p>There is a signed written agreement with all suppliers in the scope of the Certificate defining the terms of trade. At a minimum the agreement includes:</p> <ul style="list-style-type: none"> • The price to be paid for the product, taking into consideration requirements on Fair Trade Premium; • Payment terms including payment-share systems, and the party responsible for paying Premium; • Estimated volume agreed to be purchased under fair trade conditions; • Terms of delivery and product quality characteristics; and, • A mechanism to resolve conflicts. 	C-Y0	NA	<p>Clarification: The agreement is intended to outline the trade relationship between the Certificate Holder and all entities from which they are purchasing Fair Trade Certified seafood, so that terms of trade are transparent and clearly understood by all parties. In cases where the supply chain includes multiple tiers of product aggregation, agreements are required between both parties involved in each transaction.</p> <p>In the case of a Certificate Holder purchasing from a Fishing Association or cooperative, the Certificate Holder may sign a written agreement directly with the organization instead of with each individual Registered Fisher. The terms of the agreement must be shared with each participating Registered Fisher.</p> <p>The agreement cannot restrict entities within the Certificate from selling to entities other than the Certificate Holder.</p> <p>The agreement cannot make the purchase of Fair Trade Certified seafood dependent on the purchase of non-certified seafood.</p> <p>The sourcing plan includes expected sourcing volumes for future years or the outline of a process by which the Certificate Holder will keep Registered Fishers updated on the volumes they expect to source in upcoming years.</p>	<p>Updated language. Merged with TR-CA 2.2, 2.3 and 2.4, and TR-CA 6.1.</p> <p>Public Consultation: Would it be feasible to require a formal contract, rather than a written agreement, between the Certificate Holder and the Fishing Association if the Fishing Association is selling to the Certificate Holder on behalf of Registered Fishers? Could this help strengthen the relationship?</p>



No.	Compliance Criteria	CH	Fishers/ Land-based Facilities	Intent and Clarification	Summary of Changes in 2.0.0
8.2.2.b NEW	The agreement in 8.2.2.a is followed.	C-Y0	NA	The details about the contract are specified in 8.2.2.a.	New.
Objective 8.2.3 [TR-CA 3]: A sourcing plan summarizing expectations regarding volumes to be sourced in the next six to 12 months is shared with the Fair Trade Committee and Fishing Association.					No change.
8.2.3.a [TR-CA 3.1]	A sourcing plan, summarizing expectations regarding volumes to be sourced and Premium to be paid based on the volume sourced in the next six to 12 months, is shared with the Fair Trade Committee and Fishing Association.	C-Y0	NA	<p>Clarification: The sourcing plan is intended to be a communication tool between buyers and fishers. This plan is not binding. Volumes should not exceed ecological sustainability limits.</p> <p>The Certificate Holder is expected to share information on expected Premium payments with the Fair Trade Committee based on Fair Trade sales and sales forecasts. In cases where there are no Fair Trade sales yet, the Certificate Holder should share the estimated Premium income for the following year based on Fair Trade sales forecasts.</p> <p>For supply chains with Registered Fishers and crew members, the sourcing plan must be shared with the FA and the Fair Trade Committee.</p> <p>For supply chains with hired-labor fishers, the sourcing plan must be shared with the Fair Trade Committee.</p> <p>Recommendations: The sourcing plan is summarized and shared with Fair Trade USA.</p>	No change.



No.	Compliance Criteria	CH	Fishers/ Land-based Facilities	Intent and Clarification	Summary of Changes in 2.0.0
8.2.3.b NEW	At the end of each trading season (at least annually), a report summarizing the total volumes purchased on Fair Trade terms and how the volume compares with estimates of sourcing volumes provided under 8.2.3.a is shared with the Fair Trade Committee and Fishing Association.	C-Y1	NA	Clarification: The intent of this criterion is to help the Fishing Association and the Certificate Holder improve purchase volume estimates over time and use them as a tool to better enable both parties to plan sourcing or production.	New.
Objective 8.2.4: The Fair Trade Committee receives the correct amount of Premium in a timely manner.					New.
8.2.4.a [ECD-FTP 2.1]	Where the Certificate Holder is responsible for transferring the Fair Trade Premium to the Fair Trade Committee, the correct amount of Premium is transferred and no deductions are made. The Premium is transferred to the Fair Trade Committee no more than one month after the Certificate Holder receives the Premium.	C-Y0	NA	Clarification: If there are multiple Fair Trade Committees and the Certificate Holder is responsible for distributing Premium, the Certificate Holder pays the correct amount of Premium to each Fair Trade Committee according to the rules agreed to by the Fair Trade Committee membership as required in 1.1.2.a and 1.1.2.b. :	Moved from CFS 1.1.0 Section 2. Updated language and merged this compliance criterion with ECD-FTP 2.2 and 2.3.
ECD-FTP 2.6	The Fair Trade Committee acknowledges receipt of the Premium in writing to the Premium payer.	C-Y0			Deleted.
Objective 8.2.5 [TR-CA 4]: Interest rates and credit or pre-finance conditions are transparent.					No change.
8.2.5.a [TR-CA 4.1]	When credit or pre-finance is provided from the Certificate Holder or buyer, the interest rate and conditions attached to the offer are agreed upon in advance with the Registered Fishers.	C-Y0	NA	Clarification: Such advances and loans, and the deductions from wages or payment for seafood made for their repayment, should not exceed legal limits and should not be used as a means to bind crew members or workers to employment.	Updated language and separated out requirement about interest rates into a separate compliance criterion (8.2.5.b).



No.	Compliance Criteria	CH	Fishers/ Land-based Facilities	Intent and Clarification	Summary of Changes in 2.0.0
				In exceptional cases, the agreement need not be written if it is certain all parties understand the repayment parameters and the crew member or worker is not entering into an unsustainable debt.	
8.2.5.b NEW	When credit or pre-finance is provided from the Certificate Holder or buyer, the interest rates charged are not higher than the cost of borrowing.	C-Y0	NA		Separated out from TR-CA 4.1 as its own compliance criterion.
8.2.5.c [STR-CH 4.4]	Cost break downs of inputs and services are available, transparent, and coherent. Costs of inputs and services are not higher than normal market prices.	C-Y0	NA	Recommendations: Here inputs refer to ice, boat engines, bait, fishing gear, or other 'inputs' provided to fishers for a fee or are deducted from the cost of the product.	Updated language. Moved from CFS 1.1.0 Section 1.

SUB-MODULE 8.3: Certificate Holders Are Transparent with Fair Trade USA and the Conformity Assessment Body.

No.	Compliance Criteria	CH	Fishers/Land-based Facilities	Intent and Clarification	Summary of changes 2.0.0
Objective 8.3.1: Certificate Holders only sell Fair Trade products in accordance with the scope of their Certificate.					New.
8.3.1.a [TR-PT 2.1]	The Certificate Holder does not sell products as Fair Trade Certified unless the product and its vessel have been included in the scope of the Certificate.	C-Y0	NA	Clarification: The intent of this criteria is that products sold as Fair Trade Certified have a valid Certificate. A valid Certificate means that entities have an active certification status.	Updated language and added clarification. Merged with TR-CS 2.1 as this criterion ensures that products are only sold under a valid Certificate. Clarification was added to the I&C.



No.	Compliance Criteria	CH	Fishers/Land-based Facilities	Intent and Clarification	Summary of changes 2.0.0
				<p>See the <i>Requirements for Certificate Scope under the CFS</i> for details of entities and activities included under the scope of the Certificate. Note that a list of land-based facilities and landing sites included in the scope of the Certificate is required in 9.1.2.a and 9.1.2.b, respectively.</p> <p>Requirements for adding sites to the scope of the Certificate are defined in 9.1.5.d.</p>	
Objective 8.3.2: The Certificate Holder allows Fair Trade USA and approved Conformity Assessment Bodies to perform assurance activities against the scope of their Certificate					New.
8.3.2.a [STR-CH 1.1]	Audits (both announced and unannounced) are allowed to proceed unobstructed, and all information necessary to complete the audit is made available to the Conformity Assessment Body.	C-Y0	NA	<p>Clarification: Auditors must be permitted access to any site that is included in the scope of the Certificate.</p> <p>See the <i>Requirements for Certificate Scope under the Capture Fisheries Standard</i> for details of entities and activities included under the scope of the Certificate</p>	Moved from CFS 1.1.0 Section 1. Updated language.
8.3.2.b [STR-CH 1.8]	The Certificate Holder has written contracts with all intermediaries and subcontractors not covered by the scope of the Certificate that handle Fair Trade Certified product, requiring them to comply with relevant compliance criteria related to traceability in Sub-module 8.1 and the ILO Core Conventions. Contracts must also authorize Fair Trade USA and/or an approved Conformity Assessment Body to conduct on-site audits of each entity.	C-Y0	NA	<p>Clarification: See the <i>Requirements for Certificate Scope under the Capture Fisheries Standard</i> for details of entities and activities included under the scope of the Certificate.</p>	Moved from CFS 1.1.0 Section 1. Updated language to be more specific about the entities to whom this applies. This compliance criterion allows for Conformity Assessment Bodies to audit on sites not included in scope of the Certificate if need be.



No.	Compliance Criteria	CH	Fishers/Land-based Facilities	Intent and Clarification	Summary of changes 2.0.0
8.3.2.c [STR-CH 1.3]	A contact person has been designated by the Certificate Holder to keep Fair Trade USA and the Conformity Assessment Body updated with all information relevant to the Certificate. This person understands the scope of his/her responsibilities.	C-Y0	NA	Clarification: Relevant information includes, but is not limited to, changes to the scope of the Certificate, contact information, serious non-compliances identified, as well as any information that would make compliance to the CFS no longer possible by the Certificate Holder.	Moved from CFS 1.1.0 Section 1. Updated language and added clarification.
Objective 8.3.3 [STR-CH 1]: All additional activities required of the Certificate Holder in order to demonstrate compliance with the Capture Fisheries Standard (CFS) and the Fair Trade USA program have been met.					Updated language.
8.3.3.a NEW	Conditions of all exceptions granted by Fair Trade USA or the Conformity Assessment Body have been met.	C-Y0	NA	Clarification: In instances where the Certificate Holder has been granted an exception, any conditions associated with this exception shall be checked during an audit.	New.
8.3.3.b [TR-PT 2.2]	The Certificate Holder submits information to Fair Trade USA when requested.	C-Y0	NA	Clarification: This includes, but is not limited to, sales reports and Premium spending reports. As part of the audit, the Conformity Assessment Body will ask Fair Trade USA if there are any outstanding requests to the Certificate Holder.	Updated language.



No.	Compliance Criteria	CH	Fishers/Land-based Facilities	Intent and Clarification	Summary of changes 2.0.0
Objective 8.3.4: Certificate Holders abide by the rules applicable during suspension.					New.
8.3.4.a [TR-CS 1.1]	If the Certificate Holder is suspended, contracts for Fair Trade Certified product that have already been signed must still be fulfilled. New contracts may be signed, but only with buyers with which the Certificate Holder has an existing trade relationship (commercial transactions that have taken place in the previous 12 months). The volume traded during the suspension period cannot exceed the greater of 50% of the volumes traded in the preceding 12 months, or the total volume contracted prior to the suspension.	C-Y0	NA	Clarification: During a suspension, the creation of new trade relationships is not allowed. Additional rules of suspension may apply.	Updated language and added clarification.
Objective 8.3.5: Seafood caught before the initial audit cannot be sold as Fair Trade Certified.					New.
8.3.5.a [TR-PT 1.2]	For new Certificates, seafood caught before the first day of the initial audit may not be sold as Fair Trade Certified.	C-Y0	NA		No change.
Objective 8.3.6: Products may only use the Fair Trade Certified seal if approved by Fair Trade USA.					New.
8.3.6.a [TR-PT 1.6]	The Certificate Holder does not sell finished product with the Fair Trade Certified seal unless it has a license agreement with Fair Trade USA allowing it to do so.	C-Y0	NA	Clarification: Only partners who sign a licensing agreement with Fair Trade USA may use the Fair Trade Certified seal and claim on finished products.	Updated language. Added clarification.



No.	Compliance Criteria	CH	Fishers/Land-based Facilities	Intent and Clarification	Summary of changes 2.0.0
				<p>Organizations that are certified to sell Fair Trade Certified products may use the Fair Trade Certified seal and claim in promotional materials (such as brochures, websites, or wholesale packaging). Any usage of the seal and claim is in accordance with the <i>Seal & Language Use Guide</i>. Usage of the Fair Trade Certified seal on finished products has received prior approval from Fair Trade USA.</p> <p>See the <i>Fair Trade USA Glossary</i> for a definition of finished product.</p>	
<p>Objective 8.3.7 [TR-CS 3]: Fair Trade Certified seafood is not sold to decertified buyers from the date of the buyer's decertification. In such cases, contracts or purchase agreements that have not yet been shipped shall not be classified as Fair Trade USA contracts or purchase agreements.</p>					<p>Updated language.</p>
<p>8.3.7.a [TR-CS 3.1]</p>	<p>Fair Trade Certified seafood is not sold to decertified buyers from the date of the buyer's decertification. In such cases, contracts or purchase agreements that have not yet been shipped shall not be classified as Fair Trade USA contracts or purchase agreements.</p>	<p>C-Y0</p>	<p>NA</p>	<p>Clarification: The intent of this criterion is that product is not sold to decertified operators, even if they have been Fair Trade Certified at one time. This means that the product can no longer be sold as Fair Trade Certified product to this buyer and cannot be marked as such to any decertified buyer or by any decertified buyer.</p>	<p>No change.</p>

Module 9. Internal Management System

This is a new module for the CFS. The concept of the Internal Management System (IMS) was previously covered under STR-CH 5.1, in this module we expand on concept of the IMS in order to help the Certificate Holder and Fishing Association develop tools and prepare ahead of time for the implementation of the CFS. Please provide us with any comments you may have on this module through the online survey.

A functioning management system within a company, producer organization, and group is necessary to support the implementation of the Capture Fisheries Standard (CFS) and the empowerment of fishers and workers. This module details the requirements of the Internal Management System (IMS) that the Certificate Holder must have in place to assist with the implementation and monitoring of the CFS. The IMS focuses on identifying risks of non-compliance with the CFS, monitoring those risks, and taking measures to address areas where non-



compliances with the CFS are identified on all sites included in the Certificate, including vessels and land-based facilities. Planning, implementation, and record keeping are fundamental to the success of the IMS.

The Certificate Holder must have sufficient staff or support in the same country as the suppliers included under its Certificate to implement the IMS and ensure that its suppliers follow the CFS. The Certificate Holder must either: a) be in the same country as its suppliers included in the scope of the Certificate, or b) have a local majority-owned subsidiary that is responsible for implementing the IMS, or c) have sufficient locally based staff or have contracted a local support consultant or organization as an Implementation Partner to manage some or all of the IMS. Further details on requirements for the scope of the Certificate and the Certificate Holder’s responsibilities are in the separate standard document *Requirements for Certificate Scope under the CFS*.

The Certificate Holder must ensure that roles and responsibilities related to implementing the IMS are clearly understood by all parties. The Conformity Assessment Body is responsible for determining if the IMS is sufficient to ensure that all entities included in the scope of the Certificate are implementing the CFS correctly.

SUB-MODULE 9.1: An Internal Management System (IMS) Facilitates Compliance and Improvements.

No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
Objective 9.1.1: At least one person is appointed as responsible for compliance with the CFS and management of the Internal Management System (IMS).				New
9.1.1.a NEW	One or more people are responsible for the overall management of the IMS, as well as for the management of compliance with each CFS module.	C-Y0	Clarification: The Certificate Holder shall clearly identify who is responsible for the overall management of the IMS (IMS Manager), as well as any individual(s) responsible for the implementation of and training for each module of the CFS. These roles can be filled by the same person.	New.
Objective 9.1.2: The Certificate Holder identifies and documents where and by whom Fair Trade seafood are processed, and stored, and keeps a an up-to-date list of all vessels within scope of the Certificate..				New.
9.1.2.a [STR-CH 1.7]	There is an up-to-date list of all sites where Fair Trade seafood is handled (i.e. landed, cleaned, stored, processed, packaged, and subcontracted facilities).	C-Y0	Clarification: This criterion is essential to managing the Fair Trade system. The list is where all information is recorded regarding sites where Fair Trade seafood is handled and allows the Certificate Holder, Fair Trade USA, and the Conformity Assessment Body to identify individual land-based facilities to classify them into ‘Small’, ‘Mid-sized’, and ‘Large’ in order to determine which compliance criteria are applicable to each site. It also allows the Conformity Assessment Body to easily identify sites where Fair Trade seafood is handled.	Updated language. Added additional clarification.



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
			<p>This list shall be reviewed on an annual basis and updated where necessary.</p> <p>As part of the list, the Certificate Holder shall document each site and detail the activities that take place at each site, including the flow of product in and out of the site.</p> <p>For Mid-sized and Large Operations, the actual number of permanent workers must be included in the list along with an estimate for the peak number of temporary workers expected to be present at any time over the year.</p> <p>For Small Facilities, the information on workers and volumes need not be specific to each site but can cover the typical situation, for instance “the facility has anywhere from one to three permanent workers and directly hire five to ten temporary workers during the fishing season. Their average volume processed per season is expected to be x.” The accuracy and specificity of information related to Small Facilities should improve over time.</p> <p>This is not applicable to any sites where fishing activities take place (i.e. vessels, fishing from shore, etc.).</p>	
<p>9.1.2.b [STR-CH 1.6]</p>	<p>The Certificate Holder maintains a map of all areas where Fair Trade seafood is landed, processed, or stored.</p>	<p>C-Y0</p>	<p>Clarification: Site-specific maps shall be made for all Medium and Large Facilities. For Small Facilities, one or more landscape-level maps indicating the areas where the Small Facilities are located is acceptable.</p> <p>Recommendation: Best practice is for facilities to be mapped with GPS references.</p>	<p>Updated language. Formerly, the CFS only required a list of landing sites. Certificate Holders must now provide a map of all these sites.</p>



<p>9.1.2.c [STR-CH 2.1]</p>	<p>The Certificate Holder maintains a list of all vessels used to catch Fair Trade seafood. The list is kept up to date.</p>	<p>C-Y0</p>	<p>Clarification: This applies whether the Certificate Holder employs fishers as hired-labor fishers and where they purchase product from Registered Fishers.</p> <p>Vessel lists shall include all information as required by appropriate local, regional, and/or national law where there are vessel registration requirements.</p> <p>In the absence of legally mandated requirements, at a minimum, vessel lists must include the following information per vessel:</p> <ul style="list-style-type: none"> • Owner name; • Vessel license; • Vessel length; • Vessel weight; • Minimum and maximum trip length and, • Best practice: Other key dimensions, for example, hold size, engine size, type/classification of vessel, and fuel capacity. <p>This includes transfer vessels.</p> <p>Trip length is important to allow the Certificate Holder, Fair Trade USA, and the Conformity Assessment Body to identify requirements in Module 5 that are applicable. Where trip lengths vary amongst Registered Fishers or Certificate Holder vessels, whereby some fishers go out longer than 48 hours (Medium Fishing Trip) and some for less (Short Fishing Trip), all Registered Fishers must comply with the requirements for Medium Fisheries.</p> <p>For vessels of Registered Fishers, the list also includes a general number of crew members that operate on the vessel. This need not be specific, but should distinguish vessels that have five or fewer crew members versus greater than five to allow the Certificate Holder, Fair Trade USA, and the Conformity Assessment Body to identify crew size of Registered Fishers applicable to Module 3 as Small Crew or Large Crew. Where there is differing crew sizes on Registered Fishers' vessels, whereby some are below and some are above five crew</p>	<p>Formerly part of Section STR.</p> <p>Changed the criterion to more generally apply to any vessel catching Fair Trade seafood, not just those used by Registered Fishers. This is to be inclusive of a hired-labor scenario. Also specified this as a responsibility of the Certificate Holder. Updated language in I&C to clarify distinction of requirements by law and in the absence of legal regulations.</p>
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No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
			<p>members, the vessel list distinctly identifies the crew size on each vessel.</p> <p>Other vessels may be used temporarily for up to one year, for instance, while the fisher's normal vessel is being repaired.</p>	
<p>9.1.2.d [STR-CH 2.2]</p>	<p>The Certificate Holder can verify that all vessels used to catch Fair Trade seafood are legally registered and licensed.</p>	<p>C-Y3</p>	<p>Clarification: Where required by law, vessels shall be registered and licensed with the appropriate local, regional, and/or national government body.</p> <p>In exceptional circumstances, gear registration may be an alternative option if registering vessels proves difficult.</p>	<p>Specified this compliance criterion as the responsibility of the Certificate Holder. Updated language in I&C.</p>
<p>9.1.2.e [STR-CH 1.2]</p>	<p>Applicable if a third-party implementation partner is involved: An agreement of responsibilities (for instance a contract or a Memorandum of Understanding) is in place between the Certificate Holder and the third party that specifies which CFS requirements are to be managed and/or undertaken by which party.</p>	<p>C-Y0</p>	<p>Clarification: The Certificate Holder may contract a third-party implementation partner to assist with implementing the CFS as long as the third party is vetted by the fishers and has appropriate experience. As the Certificate Holder is ultimately responsible for compliance with the CFS, it is the Certificate Holder's responsibility to ensure the third-party implementation partner is fulfilling its duties and undertaking the agreed-upon tasks.</p> <p>Recommendations The agreement can be as simple or as detailed as the parties wish and can include other activities unrelated to compliance with the CFS.</p>	<p>Moved from Section STR. No change.</p>
<p>Objective 9.1.3 [STR-CH 5]: An Internal Management System (IMS) Manual is created and implemented.</p>				<p>Updated language. Formerly Section STR of the CFS.</p>
<p>9.1.3.a [STR-CH 5.1]</p>	<p>An IMS Manual exists that covers sites, individuals, and activities in scope of the Certificate and includes the following:</p> <ul style="list-style-type: none"> • A record of applicable site-specific CFS criteria; • A procedure by which to conduct a risk assessment (see 9.1.4.a); 	<p>C-Y0</p>	<p>Clarification: The Manual compiles all of the procedures, policies, and activities needed to fulfill other criteria in this module.</p>	<p>The IMS "system" now has now a formal manual.</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
	<ul style="list-style-type: none"> • A procedure by which to conduct the internal inspection of land-based facilities and vessels (see 9.1.5.a and 9.1.5.b, respectively); • personnel, roles, and responsibilities related to the implementation of the CFS (see 9.1.1.a); and, • details of the role of the Certificate Holder in facilitating the implementation of Module 1 of the CFS. 		<p>The record of site-specific CFS criteria should include the full text of the CFS. There should be a record that contains all compliance criteria of the CFS that are the responsibility of the Fishing Association and/or Registered Fishers. It may include other requirements against which each site will be evaluated, such as internal rules or other certification scheme requirements.</p> <p>The procedure by which internal inspections are conducted must include elements specific to the inspection of landing sites, processing facilities, and vessels. In the case of Registered Fishers, these inspections can be carried out at the Fishing Association level.</p> <p>Recommendations: It is best practice to update the content of the Manual as changes occur within the scope of the Certificate.</p>	
<p>9.1.3.b</p> <p>NEW</p>	<p>The IMS Manual is followed.</p>	<p>C-Y1</p>		<p>New.</p>
<p>Objective 9.1.4: A risk assessment is carried out to identify areas of risk for non-compliance with the CFS, and to guide the focus of the internal inspection.</p>				<p>New.</p>
<p>9.1.4.a</p> <p>[STR-CH 5.2]</p>	<p>The Certificate Holder carries out a risk assessment every three years identifying areas of risk for non-compliance with the CFS.</p>	<p>C-Y0</p>	<p>Clarification: The risk assessment helps the Certificate Holder focus resources on the parts of the CFS where they are most likely to have a non-compliance. The results should be used to identify the specific criteria that will be checked during the internal inspection.</p> <p>If significant changes to the scope of the Certificate occur, the risk assessment shall be updated. Significant changes include, but are not limited to: a large number of new members, a new product line, or new sites of different sizes or geographies.</p>	<p>Updated language. Changed timeline to Y0. STR-CH 5.3 was merged into this requirement.</p> <p>Public Consultation: The current version of the CFS does not require a risk assessment until Y1. And that it is updated every three years. Is it feasible to require this formal risk assessment by Y0?</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
			<p>The Certificate Holder is ultimately responsible to assess risk associated with Registered Fishers, however the Certificate Holder can work closely with the Fishing Association leadership to assess risks at the Registered Fisher-level.</p> <p>Recommendations: Best practice is to identify and include risk factors relevant to the local operating context, including social, political, and environmental conditions as well as practices that increase risk such as the use of in-kind payments or hiring via labor contractors and/or recruiters.</p> <p>As a best practice, the risk assessment should be updated annually.</p>	
<p>9.1.4.b NEW</p>	<p>A Risk Management Plan is designed and implemented based on the results of the risk assessment.</p>	<p>C-Y1</p>	<p>Clarification: The Risk Management Plan identifies specific actions that can be taken to further reduce or mitigate the risk of facilities becoming non-compliant with the CFS. This includes the risk of non-compliance with future year criteria. The Certificate Holder has a process in place to prepare sites for future year criteria.</p> <p>The Risk Management Plan is updated as needed based on the risk assessment.</p> <p>The Risk Management Plan is different than the remediation process required in 9.1.6.a. The Risk Management Plan is intended to help prevent non-compliances, while the remediation process corrects existing non-compliances.</p> <p>Note that 2.2.1.d describes particular risk mitigation measures required for child labor and young worker protection. Certificate Holders may choose to integrate the risk mitigation measures in 2.2.1.d with this Risk Management Plan or to manage them separately.</p>	<p>New.</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
Objective 9.1.5: An internal inspection system is implemented.				New.
9.1.5.a NEW	<i>Applicable to land-based facilities and vessels managed by the Certificate Holder.</i> The Certificate Holder carries out regular inspections of each land-based facility and vessel included in the scope of the Certificate.	C-Y0	<p>Clarification: The internal inspection should especially focus on, but should not be limited to, areas identified in the risk assessment in Objective 9.1.4.</p> <p>For Medium and Large Operations, and all vessels regardless of trip length, internal inspections of each land-based site and vessel managed by the Certificate Holder shall occur every year.</p> <p>For Small Operations, each site shall be visited at least once every 3 years. By Year 0, at least one-third of all Small Operations must have been visited.</p> <p>Recommendations: It is best practice to visit one-third of Small Operations each year in order to evenly distribute inspections and to visit all Small Operations prior to Year 0, if feasible.</p> <p>It is best practice to include unannounced internal inspections, as well as regular announced internal inspections in the internal inspections system. It is also recommended to have a system by which entities in the scope of the Certificate can report suspected non-compliances.</p> <p>It is also best practice for internal inspections to occur during times when high-risk activities (for instance harvest) are being conducted.</p> <p>Systematic or significant non-compliances discovered during an external audit could indicate that the internal inspection system needs to be modified to better monitor compliance during high-risk activities.</p> <p>During internal inspections, it is recommended that the inspector use the visit to gather data required for the Needs Assessment as a means to optimize time spent on-site.</p>	New. Public Consultation: These requirements about an internal inspection were adapted from the Agricultural Production Standard. Do you think the internal inspection and risk assessment can be merged into one?



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
<p>9.1.5.b NEW</p>	<p>The Fishing Association leadership carries out regular inspections of vessels owned and/or operated by the Fishing Association.</p>	<p>C-Y1</p>	<p>Clarification: A sample of all vessels owned and/or operated by Registered Fishers in the Fishing Association must be inspected each year.</p> <p>It is the Certificate Holder’s responsibility to ensure this inspection takes place and can collaborate closely with the Fishing Association to conduct this assessment.</p> <p>Recommendation: It is best practice to inspect one-third of all vessels owned and/or operated by Registered Fishers.</p>	<p>New.</p> <p>Public Consultation: do you agree with a sample of internal inspections of Registered Fishers’ vessels or should each vessel be inspected each year?</p>
<p>9.1.5.c NEW</p>	<p>Records are kept of internal inspections of each site, which include the following:</p> <ul style="list-style-type: none"> • date of inspection; • name and identification of vessel or facility inspected; and, • identification of corrective actions taken to resolve any non-compliances. 	<p>C-Y0</p>	<p>Clarification: This applies to internal inspections of both land-based sites and vessels managed by the Certificate Holder, and vessels owned and/or operated by Registered Fishers.</p>	<p>New.</p>
<p>9.1.5.d NEW</p>	<p>A central registry of all non-compliances identified during internal inspections is kept and presented to the auditor prior to the audit. The registry includes the corrective actions taken to resolve any non-compliances.</p>	<p>C-Y0</p>	<p>Clarification: The Certificate Holder is transparent with Fair Trade USA and the Conformity Assessment Body prior to the audit. This information will assist the auditor in focusing the audit in order to assess whether the non-compliances identified by the Certificate Holder have been resolved appropriately.</p> <p>Recommendation: There can be two registries to differentiate sites/vessels that are managed by the Certificate Holder versus those vessels owned and/or operated by the Registered Fishers. Ultimately it is the Certificate Holder’s responsibility to ensure there is a list or lists that cover all applicable compliance criteria associated with each site/vessel in scope of the Certificate.</p>	<p>New.</p> <p>Public Consultation: Should this be a Y1 requirement pending results from a risk assessment from 9.1.4.a?</p>



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
9.1.5.e NEW	All new sites have gone through an internal inspection and meet requirements of the CFS prior to being included in the scope of the Certificate.	C-Y1	<p>Clarification: This applies to internal inspections of both land-based sites and vessels managed by the Certificate Holder, and vessels owned and/or operated by Registered Fishers.</p> <p>The intent of this criterion is to identify any non-compliances and ensure that they are adequately resolved before new entities are added to the scope of the Certificate.</p> <p>For Small Operations, and vessels owned and/or operated by Registered Fishers, the majority of new sites/vessels must have gone through an internal inspection.</p> <p>Note that the Conformity Assessment Body may need to be informed about new sites added to the Certificate, and that an additional audit might be triggered. If significant changes have occurred to the scope of the Certificate, please contact the Fair Trade USA Certification Department. Criterion 9.1.4.a provides examples of significant changes to scope.</p>	New.
Objective 9.1.6: A remediation process exists to assist sites, subcontractors, and suppliers in correcting non-compliances.				New.
9.1.6.a NEW	A mechanism exists to resolve non-compliances identified during the internal inspections.	C-Y0	<p>Clarification: The intent of this criterion is to ensure that there is an agreed upon, documented process by which corrective actions are developed, implemented, and monitored to resolve non-compliances promptly. This process is distinct from the Risk Management Plan required in 6.1.4.b, which is intended to prevent non-compliances. Internal inspectors may play a role in resolving non-compliances.</p> <p>As part of the management of the Internal Management System (IMS), the IMS Manager shall elect an individual or a committee to be responsible for reviewing and approving corrective actions, as well as following up where appropriate.</p>	New.



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
			<p>Recommendations: It is best practice for the Certificate Holder to have a sanctions and appeals procedure for operations with serious non-compliances found during internal inspections.</p>	
<p>9.1.6.b [STR-CH 4.5]</p>	<p>At least one representative from the Fair Trade Committee and one from the Social Engagement Team is present during meetings about corrective actions required by the Conformity Assessment Body that relate to the management of the fishery.</p>	<p>C-Y1</p>	<p>Clarification: A representative from the Social Engagement Team need only be present once it has been established if not already by Y1.</p> <p>This is only applicable only where the Conformity Assessment Body has issued non-conformities for which the Certificate Holder needs to submit a Corrective Action Plan.</p> <p>Recommendations: As a best practice, representatives of the Fair Trade Committee(s) and the Social Engagement Team are invited to observe the closing meeting of Fair Trade audits. As an additional best practice, audit and inspection results are shared with all participating Registered Fishers and workers in a manner that respects privacy of individuals and treats sensitive information appropriately. The aim is that by sharing these results, the Fishing Association and workers will be able to assist in identifying non-compliances and participate in implementing corrective actions.</p> <p>Other members of the Fishing Association leadership who are not part of the Fair Trade Committee may also be included in this meeting.</p>	<p>Update language to include the new concept of the Social Engagement Team. Formerly part of Section STR in the CFS. The representatives to be present at these meetings were updated, but the intent of the compliance criterion remains the same.</p>
<p>Objective 9.1.7: The Internal Management System (IMS) is used as a tool for planning and recording trainings.</p>				<p>New.</p>
<p>9.1.7.a NEW</p>	<p>All trainings required in the CFS are planned and documented as part of the IMS.</p>	<p>C-Y1</p>	<p>Clarification: The intent of this criterion is to ensure that all trainings required throughout the CFS are documented and that a plan exists for meeting the training requirements within the indicated timeframes or to meet Progress score requirements in Modules 3 through 7. These training plans and records must be updated quarterly.</p> <p>The Certificate Holder is responsible to ensure the trainings are carried out, however, the Fishing Association can plan the trainings and include the Certificate Holder in the planning process if desired.</p>	<p>New.</p>



SUB-MODULE 9.2: The Relationships Between the Certificate Holder and Any Separately-Managed Entities Included Under the Certificate Are Transparent, Empowering, and Non-Discriminatory.

No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
Objective 9.2.1: For Certificates that include entities managed by different parties, each site manager understands their responsibilities regarding certification.				New
9.2.1.a [TR-CA 1.1]	A written statement exists between the Certificate Holder and the Fishing Association, and all land-based facilities under scope of the Certificate have received clear explanations of the rules of Fair Trade as they are applicable to their role in the production of the Fair Trade seafood.	C-Y0	<p>Clarification: Where there are Registered Fishers undertaking fishing activities within scope of these Certificate this written statement can be held with the Fishing Association leadership but must be shared with all Fishing Association members.</p> <p>The intent of this criterion is to ensure that the Fishing Association and all land-based facilities know what benefits and responsibilities they have due to their participation in Fair Trade.</p> <p>The statement shall express a commitment on behalf of the Certificate Holder to comply with the CFS. The Fishing Association and land-based facilities are provided with a copy of the commitment statement and a copy of the requirements applicable to their relevant site.</p> <p>Recommendations: Where fishing activity is conducted by Registered Fishers organized in a Fishing Association, this can be included as part of the signed agreement in 1.2.1.b.</p>	Formerly was part of Traceability and Transparency in the CFS.
9.2.1.b [TR-CA 1.1]	There is a written contract between the Certificate Holder and each separately managed entity under the Certificate that explains the responsibilities of each party to comply with the CFS.	C-Y3	<p>Clarification: Where fishing activity is undertaken by Registered Fishers, this contract is held with the Fishing Association, not each individual Registered Fisher.</p>	Updated language. Used to be in the Traceability and Transparency section. Updated timeline from Y0 to Y3.



No.	Compliance Criteria	Timeline	Intent and Clarification	Summary of Changes in 2.0.0
			<p>Recommendations: Best practice is for the two parties to sign these contracts as part of the internal inspection and training process. For illiterate fishers or other entities, it is best practice for the contract to be read aloud and for the individual to sign the contract in the presence of a third party.</p> <p>It is best practice for the Certificate Holder to share the internal standard (see 9.1.3.a) as part of this contract, to ensure the entity understands the requirements against which they will be audited.</p> <p>This contract may also be a part of the contract between the Certificate Holder and the Fishing Association and land-based facilities, as required in 8.2.2.a.</p>	
Objective 9.2.2: There is no discrimination by the Certificate Holder against current or potential entities in the Certificate.				New.
9.2.2.a [STR-FA 1.6]	There is no discrimination against current or potential entities of the Certificate in relation to: rules for program participation, voting rights, the right to be elected, access to markets, price received, access to training, technical support, or any other benefits that the program offers.	C-Y0	<p>Clarification: Discrimination is defined as distinction, exclusion or preference based on race, ethnicity, color, sex, gender, sexual orientation, disability, marital status, family obligations, age, religion, political opinion, pregnancy, HIV/AIDS status, membership status of trade unions or other worker organizations, national extraction, or social origin. It does not include the evaluation of sites for inclusion in the scope of the Certificate based on business needs and capacity.</p> <p>Eligibility for fishers wishing to join the Fishing Association are outlined in 1.2.2.a in the rules of the Fishing Association. These rules cannot be discriminatory.</p>	Updated language, extended to incorporate who the Certificate Holder works with. In the CFS previously, this was a requirement only when it came to fishers joining the Fishing Association. Those rules are defined in the internal rules of the Fishing Association and is not at the discretion of the Certificate Holder.



ANNEX A: Requirements for Setting up the Fair Trade Committee(s) and Distributing Premium

This Annex describes the requirements for setting up the Fair Trade Committee, as required in Criterion 1.3.1.a of the CFS.

Section A.1: The Certificate Holder's responsibilities

A.1.1. The Certificate Holder is responsible for designing the initial structure of the Fair Trade Committee (FTC). They must propose a structure for the FTC that ensures proportional representation of diverse groups within the Premium Participants. They do not identify specific individuals to serve on the FTC.

Section A.2: Ensuring proportional representation of diverse groups

A.2.1. *Diverse groups* shall be identified as appropriate to the composition of the Premium Participants. Groups could include, for example, women fishers, migrant fishers, temporary migrant fishers, workers in a processing facility, multiple fishing operations and land-based facilities, multiple Fishing Associations, or specific communities.

The Certificate scope used during the application process, the list of all members of the Fishing Association (1.2.1.d), and the workforce analysis required in 4.1.3.a should help identify groups within the Premium Participants.

A.2.2. Proportional representation within the FTC could be achieved through a set number of seats for each of the identified groups

Section A.3: Requirements for multiple Fair Trade Committees

A.3.1. More than one FTC may be created per group of Premium Participants as long as each Premium Participant is represented in exactly one FTC.

Multiple FTCs would be appropriate, for example, in a situation where the group of Premium Participants are part of multiple Fishing Associations, located in different regions, different islands, or where Premium Participants are spread throughout a large geographic area and it would otherwise be difficult to assemble a single representative FTC every three months as required in 1.3.2.e.

A.3.2. When more than one FTC is created per group of Premium Participants, each FTC must develop their own Premium Plan in accordance with the Needs Assessment.

A.3.3. Premium must be equitably distributed among multiple FTCs.

For the initial certification, the Certificate Holder must propose the distribution of Premium among multiple FTCs. This distribution must be approved by all FTCs.

Distribution of Premium among multiple FTCs must be done in a manner that is equitable for all Premium Participants.

- It is most straightforward to distribute Premium among different groups according to the number of Premium Participants in each group. This is the most equitable distribution.
- A preferred approach to distribute Premium among different groups may be based on volume delivered by a group.
- For cases where workers and fishers conform the Premium Participants, Premium could be distributed based on sales, harvest volume, number of Premium Participants, or the time spent on the Fair Trade seafood.
 - a. Distributing according to time spent working on Fair Trade product is recommended when different types of groups are included in the same certificate, for instance a processing facility and several Fishing Associations. The Certificate Holder could calculate roughly how many person-days were spent catching or working on Fair Trade product by each individual, and then weigh each sub-group according to its proportion of the total number of person-days worked on Fair Trade seafood.



The distribution of Premium among multiple FTCs may be changed year to year to account for changes in FTC membership. Any new distributions must be agreed to by all FTCs.



ANNEX B: Compensation Requirements for Participation in Fair Trade Committee and General Assembly Meetings

This Annex explains the requirements for compensating Premium Participants and Fair Trade Committee (FTC) members for their time spent participating in meetings related to the Fair Trade Program. It further explains requirements in Criteria 1.3.2.b and 1.3.2.e in the CFS.

General Assembly

B.1.1. The Certificate Holder must ensure that the majority of Premium Participants, including Registered Fishers, crew members, hired-labor fishers, and workers (when relevant), can participate in the General Assembly and vote on Fair Trade matters, either directly or through a delegate. This could be accomplished through providing transport to and meals during the meeting, using teleconferencing, holding multiple meetings closer to the participants, or other means. Fair Trade Premium may be used for these costs.

B.1.2. Workers who are among the Premium Participants are not required to be compensated for the time they spend in the General Assembly meeting. However, if workers are not compensated then these meetings must be held outside working hours. If workers are paid, they must be paid by the employer or the Certificate Holder, *not* with Fair Trade Premium.

Fair Trade Committee Meetings

B.1.3. Fair Trade Premium may be used to compensate elected members of the FTC (not the non-voting observer) for their time, travel expenses and meals.

- For Registered Fishers, crew members, and hired-labor fishers it is expected that compensation for their time would be similar to what they would have made on an average day of fishing.
- For workers, if meetings are held during working hours, workers must be compensated for their time at their full pay rate, including average productivity bonuses. Premium *cannot be used* to compensate workers, but may be used for travel expenses.



ANNEX C: Fair Trade Premium Expenditure Rules

This Annex explains additional rules for expenditure of the Fair Trade Premium, required in Criterion 1.4.2.c of the CFS. The intent of Premium expenditure is that it improves the livelihoods of Premium Participants by addressing needs of fishers, their families and communities with projects and expenditures informed by the results of the Needs Assessment.

Premium spending is subject to the following rules, in addition to the associated compliance criteria. As required in Criteria 1.4.2.e and 1.4.2.f, Premium spending shall be approved by the Premium Participants. Note that if a Certificate includes multiple Fair Trade Committees (FTCs), each FTC must follow the relevant rules below. This implies that different FTCs under the same Certificate might have different rules.

Section C.1: Rules for all setups

C.1.1. At least 30% of Premium is used on environmental projects. If the criteria within Module 7: Resource Management have not yet been met, at least 30% of Premium may be used on compliance with the Resource Management criteria. After these requirements have been met, 30% of the Premium shall be used for other environmental projects that contribute to the sustainability of the fishery and/or marine ecosystem. Environmental projects not only apply to the marine environment but could be extended to other environmental needs identified in the Needs Assessment.

C.1.2. Premium shall not be used on projects that contribute to overfishing, or are likely to cause overfishing of any species, or changes in fishing practices that are illegal and/or otherwise not compatible with the CFS. Premium can be used for projects that increase efficiency in the fishing activities.

C.1.3. Up to 50% of the Premium may be paid out in cash or in-kind goods to Premium Participants, as long as cash or in-kind payout is an effective way to address particular needs identified in the Needs Assessment.

C.1.4. In some cases, Premium may be used for certain costs of the General Assembly and compensation of FTC members for traveling to and participating in FTC meetings required in Criterion 1.3.2.e. See Annex B for these requirements.

C.1.5. Premium may be used to hire an administrative support person to assist the FTC. The scope of work, hours, and rate of the administrative support person must be clearly recorded. The work contract must ensure that they report directly to the FTC, and not to the Certificate Holder or, when applicable, other employer, for the work done supporting the FTC and Premium Projects.

C.1.6. Premium shall not be used to pay for certification or audit fees for non-Fair Trade USA Standards.

Section C.2: Additional rules for FTCs representing Fishing Associations conformed of Registered Fishers and crew members

C.2.1. Premium may be used for Premium management expenses, including bank fees, wire transfer fees, taxes, and financial audits;

C.2.2. Premium may be spent on any business need, as long as it is linked to an identified need in the Needs Assessment. Such business needs could include: debt repayments, facilities investments, compliance costs, member training, Internal Management System design and implementation, and distribution of agricultural inputs to members. However, only up to 50% of the Premium may be paid out in cash or in-kind goods to Premium Participants, as required in C.1.3 above.

C.2.3. Premium may be used to meet health and safety requirements for individual Registered Fishers, crew members, or Fishing Associations. For instance, purchasing life jackets, improving landing sites, or improving fisher health and safety.



C.2.4. Up to 50% of the Premium received in the previous 12 months may be used to pay the Fair Trade USA CFS certification fee only, as long as this is supported by the Needs Assessment and approved by at least 75% of Premium Participants.

- C.2.5. Up to 20% of the Fair Trade Premium may be spent on on-site investments that remain the property of the Fishing Association or the Certificate Holder, under the following conditions:
- The investment may be in improvement of the landing sites, recreational/learning facilities, or other facilities used primarily by and benefiting Fishing Association members;
 - A legal entity must be established. The legal entity must meet the parameters described in Criterion 1.4.4.d;
 - When the Fishing Association is not the same entity as the Certificate Holder, the Certificate Holder must match (at a minimum) the amount invested from Premium;
 - There is a contract between the FTC and the Certificate Holder/owner that requires the Certificate Holder/owner to return the amount invested (adjusted for depreciation or appreciation of the asset) to the FTC in the event of a sale of the property or decertification; and,
 - The investments go beyond what is required in the CFS and under applicable law.

Section C.3: Additional rules for all other producer setups (including Small, Mid-sized, and Large Operations)

C.3.1. Medium and Large Operations may never use Premium to cover certification fees. Small Operations could use Premium to cover certification fees, so long as it is linked to an identified need in the Needs Assessment.

C.3.2. Premium may be used for Premium management expenses, including bank fees, wire transfer fees, taxes, and financial audits. Fees to set up or maintain the Premium bank account shall be paid by the Certificate Holder if there is no Premium yet available.

Note that if Premium is used to cover the financial audit required in Criterion 1.4.4.e, Premium funds may be used to cover the audit costs of the FTC bank account only. While it may be beneficial to bundle the FTC bank account into the Certificate Holder's broader financial audit, the portion that is charged to the FTC must be for the work to audit the FTC account only, and this calculation must be clear and transparent.



ANNEX D: Labor Contractor Requirements

This Annex outlines the rules which apply to any labor contractors used to employ workers on sites within the scope of the Certificate and defines “registered labor contractors in good standing”, as required in Criteria 4.1.4.d.

Section D.1: Labor contractors are required to:

- D.1.1. Comply with the requirements of the CFS on sites in the scope of the Certificate (Criteria 4.1.4.b).
- D.1.2. Permit an audit to take place if requested by Fair Trade USA or the Conformity Assessment Body.
- D.1.3. Be a legal entity with legal rights and duties (such as a company, partnership, association, corporation, cooperative, firm, joint stock company, trust, or other organization).
- D.1.4. Possess a valid identification number provided by the federal government (of the country of employment), where applicable.
- D.1.5. Be in good standing with regards to any certificates or eligibility requirements of the country of employment.
- D.1.6. Best practice is for the site manager or Certificate Holder to check that the labor contractor does not have any lawsuits or complaints against them, including under a different name.
- D.1.7. Have a direct employer relationship with respect to all hired-labor fishers and/or workers in corresponding employment. This means the labor contractor pays hired-labor fishers and/or workers directly and has the ability to hire, fire, supervise, or otherwise control and direct their work.
- D.1.8. Maintain clear documentation that accurately records:
 - deployment of hired-labor fisheries and/or workers (e.g. to which specific vessels or land-based facilities individuals are deployed);
 - compensation of individuals (e.g. paystubs with any deductions clearly listed); and,
 - terms and conditions of employment of each hired-labor fisher and/or worker.
- D.1.9. Have written contracts with clear employment conditions with all hired-labor fisher and/or workers. At a minimum, the contract must be in a language the hired-labor fisher and/or worker understands and explain:
 - wages, overtime wages, piece rate (including how piece rate is calculated), and/or production bonuses);
 - when and how they will be paid;
 - amount of any salary deductions, e.g. for services or benefits;
 - working hours and schedule, including breaks;
 - nature of work to be performed;
 - duration of employment;
 - name and address of the employer;
 - rights to vacation, sick, maternity, and holiday leave;
 - quality, quantity, and costs of food to be provided, if applicable;



- quality and cost of housing to be provided, if applicable; and,
- the hired-labor fisher and/or worker's right to a different job at the same pay and benefits if they become unable to perform certain tasks due to health issues (see 5.2.1.h).
- It is recommended to also include the name and contact information for any insurance carriers provided through the employer, as well as information on the employer's anti-harassment policy and procedure, and commitment to non-discrimination.

Contracts provided to hired-labor fisher and/or workers must be consistent with the terms and conditions included in the contract between the labor contractor and site manager or Certificate Holder, in particular any terms related to wages, working hours, breaks and working conditions.

For illiterate hired-labor fisher and/or workers, it is best practice for the contract to be read aloud and for the hired-labor fisher and/or worker to sign the contract in the presence of a third party.

