

# Social challenges in Seafood: the changing landscape

William Davies  
SFP European Forum, Vigo  
23<sup>rd</sup> May 2017



# Agenda

- Responsible White Fish Sourcing
  - Intro
  - Current landscape
  - Icelandic Seachill Actions
  - Vessel audit results
  - Icelandic Seachill approach 2017 onwards





100%  
Grimsby

Wetfish  
Smoked  
Coated  
Ready To Eat

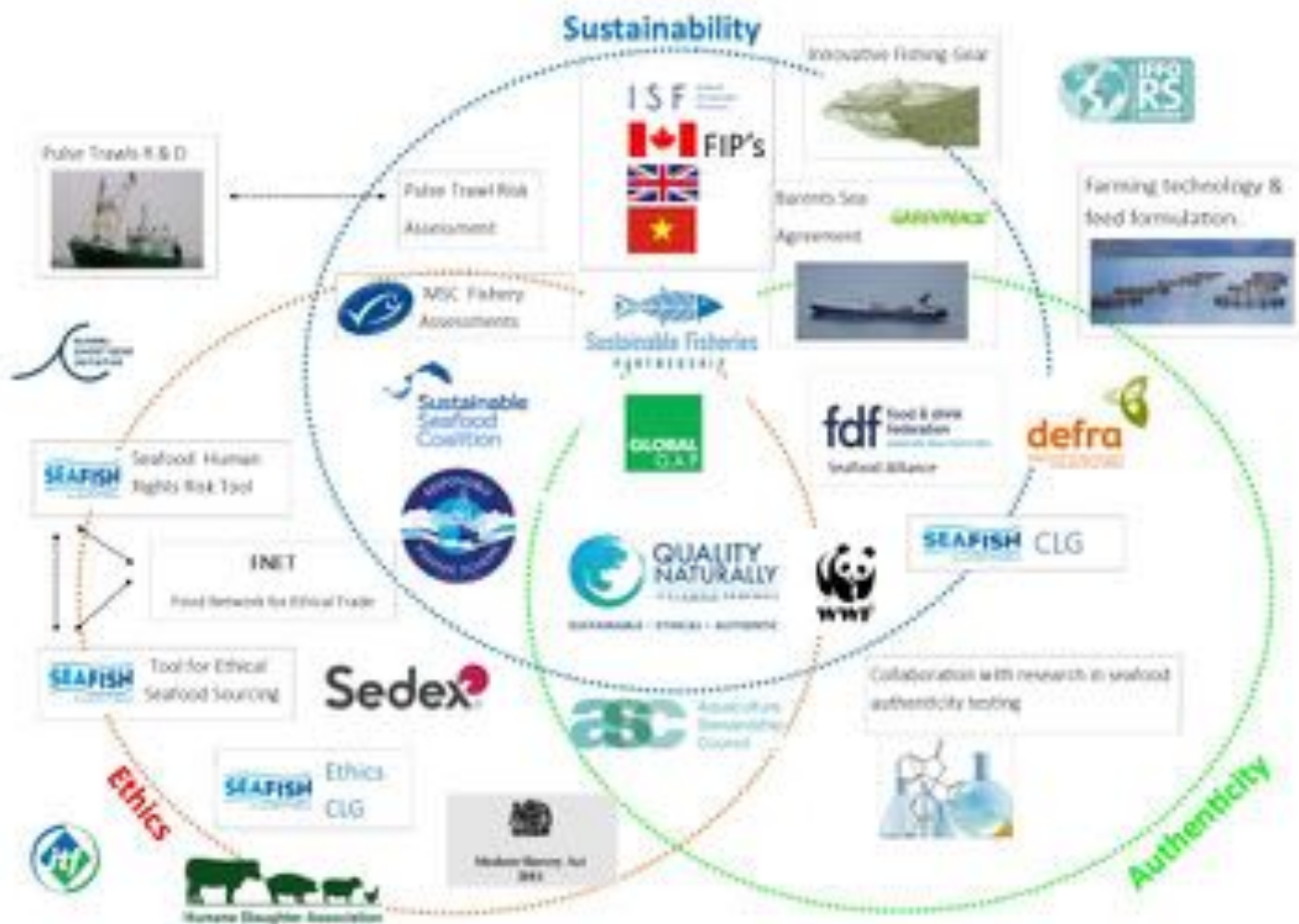
Long term  
trusted  
supplier  
with major  
retailers

ICELANDIC  
SEACHILL

3  
Sites



ICELANDIC



# Industry reputation has been damaged by Media / NGO Headlines.

- SE Asia
- High Seas Fleets
- UK migrant workers



## Modern slavery

An Associated Press investigation into the Thai fishing industry uncovered conditions of modern-day slavery feeding the supply chains of major U.S. stores and led to the rescue of hundreds of men.

# (Changing) Industry Perceptions

- Industry didn't hide
- Partnerships and collaboration
- Complex cross Government dept.
- Global problem and engagement
- Risk Assessments – i.e. Seafish/SFP/MBA



# Fleet diversity – locally and globally

## How does your fleet rate on a risk assessment basis?



# Considerations within the Risk Assessment

- Does a legal framework exist in the operating country?
- Is it robust and enforcement in place?
- How accessible is the fleet – does it involve at sea policing?
- Does the operating country authorities work on a cross departmental basis for enforcement?
- Have creditable reports of slavery been seen – country, fishery, fleet level?
- Ability to identify and assess the risk of human rights abuses in fisheries worldwide ( within criminal networks)



# Demonstrating Ethical due diligence

- Social compliance high on industries agenda
- Global demand for on vessel (ethical) inspection
- Fleet level based on ILO 188 with sample vessel audits
- Facilitating a platform for crew voice
- UK Modern Slavery Act 2015
- MSC labour consultation

# Icelandic Seachill Actions

- Seafish RFS board members
- Facilitated and hosted RFS feasibility study in Iceland
- Buying sustainably caught fish from well run, profitable fisheries
- Full supply chain mapping back to specific vessels / fleets in all seafood
- Long embedded dialog with vessels and owners
- Ålesund vessel visits and meetings with fleet owners

# Icelandic Seachill Actions - Aquaculture

- Wild fish components in aquaculture feeds
- Also engaged with ethical status on farms (Global Gap Technical panel) – and feed fisheries
- Working on a FIP with a vessel RFS VIP program in Ben Tre (site visits Nov 2016 & May 2017)
- Ben Tre feed mill has added additional document controls on its supply fleet. Regulation in place for age and nationality of the crews.
- Increasing IFFO RS or equivalence uptake in feed supply

# Fishing vessel approval

ICELANDIC SEARCHLIGHT Supplier Self Audit Questionnaire FAS/Factory Vessel

**1. Vessel Details**

Vessel Name:	NORDKAP	Where supply is from multiple vessels and the following apply then a single questionnaire can be submitted with the vessels listed in Appendix A – 1) The vessels have common operating procedures across the group. 2) Only H&G product is supplied.
Flag Country:	Russia	
EU Food Registration No.:	85K	
Vessel Port Number:	Trans-shipped at sea	
Vessel IMO Number:	8918241	
Fishing Registration / License number:	M-0271	
Vessel Length:	64m	
Trip Length (Average / Max):	3/75 months. Discharged at sea two or three times during this period	

Company Name	Contact Details
Alternative:	Skoper/Captain Factory Manager UK Manager

Primary Customer/Agent*:	Ocean Trawlers Europe Ltd. The Waterfront Centre	Moorbridge Court, Moorbridge Road Maidenhead, Berkshire SL6 8LT
--------------------------	---	--

**2. Fishery Management**

Fish Species caught:	Name	Latin name	Targeted or Bycatch	Product Description*
	COD	Gadus morhua		skin off/on fillets
	HADDOCK	Melanogrammus aeglefinus		skin off/on fillets

\* e.g. whole, H&G, skin off/on fillets, etc/steaks

Fishing	Logbooks
Method(s) Used: FAC/ICES Fishing Area: Is the fishery managed by an RFMO or National jurisdiction: • name of RFMO, • evidence of RFMO membership requirements (certificates/authorities etc.) What type of fishery monitoring systems is being operated e.g. • VMS (or other systems for small scale), • port sampling, • logbooks, • observer programme.	Bottom otter trawl (OTB) FAO area 27, ICES Subareas 1 and 0 Joint Norwegian-Russian Fisheries Commission. Russian authorities monitor closely. Strict control by Norwegian and Russian coast guard. Port control document and IUU certificate issued by authorities to confirm legality.
MSC Certificate No*: MSC Fishery Name: Other Certification*:	Expiry date: 19.09.2021 19.09.2021 Expiry date:
Barents Sea Agreement:	All vessels supplying Icelandic Searchlight that fish in this area need to be part of the

23/12/2016 WD/MT

- RISK ASSESMENT
  - Flag state
  - Fishery
  - IUU
- AUDIT
  - Crew welfare
  - Quality Handling and processing
  - Traceability
  - Safety
  - Fabrication
  - Hygiene

# Virtual photo and video tours of vessels



# Vessel visits



# Case study – MSC Barents sea



ICELANDIC



# Modern European vessel standards:

- Clean and hygienic
- Well invested
- Modern equipped
- Controlled
- Professionally run
- HACCP





# Barents Sea fleet - What have we learnt?

- Legal frameworks in place on crewing with crew lists in place.
- Economically successful fleet leading to desirable jobs (no forced labour needed)
- Joined up Barents Sea Inspection authorities – i.e. the Coastguard / Fishery Protection inspections will report any labour discrepancies on the crew list
- Full program of H&S equipment inspection in place
- Masters / captains welcome the engagement including crew interview but are less warming to any systems involving additional at sea paperwork.

- Training and CPD
- Working 6 hours on 6 Hours off – 50% rest.
- On suite cabins, Satellite TV, Good Food!



# Crew Interviews:

- Freedom to talk
- HR / Crew management and records
- Time for rest
- Working conditions
- H&S
- Culture





# Indicators in the Fishing Industry

## General Indicators

- IUU fishing or other criminality
- No crew logs, or altered crew logs
- Officers and crew language difficulties
- Evidence of transshipment
- Workers not age appropriate
- Strong hierarchical environment
- Ship not flagged locally
- Ship flag changes frequently
- Little training or qualifications
- Poor health and safety environment
- No training or health and safety regimen
- Lack of structural regulation of vessels
- Predominantly foreign crew
- Non-transparent shared catch criteria
- Many agents/intermediaries involved
- Absence of travel and identification documents and work permits

**None of these general indicators were in evidence in our Barents sea vessel audits (except legal transshipment in the Russian fleet)**

Slide presented by Dario Galasso  
at Seafish ECLG, Jan 2017

# Icelandic Seachill Approach – 2017 onwards:

- Risk Assessment
- Register (Sedex or similar)
- Reassurance – where high risk then vessel audits
- Realistic audit demands (i.e. not every vessel in the Norway inshore fleet)
- Role out – Supporting the Internationalising of RFS
- Reputation – to engage internationality to highlight the skill of hard working fishers and to take steps to protect vulnerable fishers.

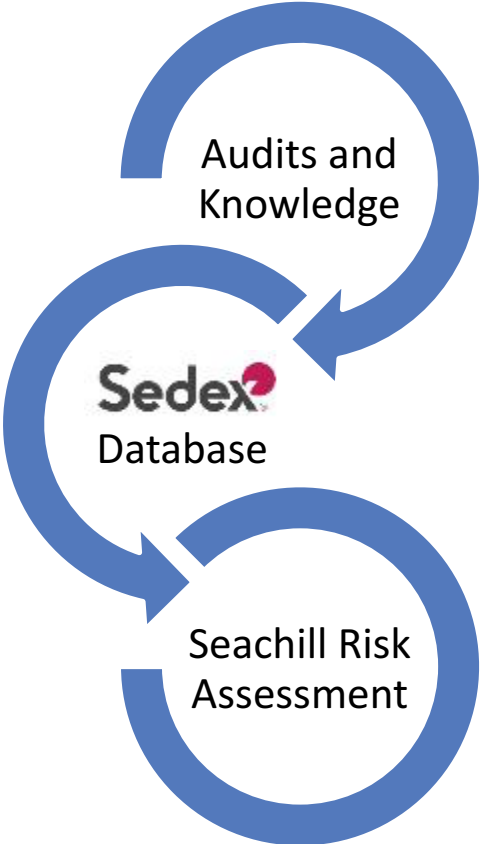
ICELANDIC



# Social Assessments

SEACHILL

Seachill  
Audits



RFS  
Audits



SMETA

SMETA  
Audits

GSSI  
Audits



FNET  
Risk  
Assessment

HRRTS  
Risk  
Assessment

ICELANDIC

Vessel name	Unique Vessel Identifier (UVI)/ IMO number	Flag State	Vessel owning company	Nationality of vessel owning company
This will ideally be the name as it appears in RFMO records.	Where vessels do not have IMO numbers, please provide the identifier issued by the flag State where possible.	This is the state under whose flag registry the vessel operates.	Where the owner is not known, please indicate "unknown".	This will be the country of registration/incorporation.
Method of hiring of crew	Typical length of contracts of crew	Number of crew employed on vessel	Nationalities of crew	Where applicable, names of labour brokers involved in hiring of crew
Indicate whether crew are hired directly or through a labour broker.	Indicate if contracts are short-term e.g. for specific fishing voyages, or longer-term	This may be an approximate number where the exact number is not known.	Where specific information is not available, indicate known nationalities of crew working on the vessel.	This is the name of the labour brokering companies.



# Food Network for Ethical Trade (FNET)

- 20 supplier and four retailer members: Access to a topline ethical risk assessment tool and supplier guidance
- Expert support in developing suppliers' ethical trade supply chain strategies
- A forum for building supplier trust and confidence to share ethical issues in a pre-competitive way
- The network's mission is to improve human rights along global food supply chains through a common approach to managing ethical trade.
- Multi tier supply chains – all food industries. All raw materials and packaging.



1

2

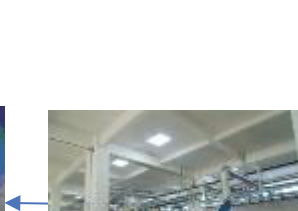
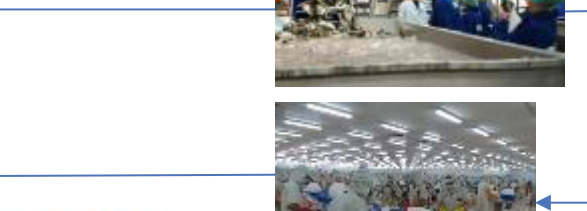
3

4

5



SEACHILL



# Role out of RFS – International Pilots

- RFS Feasibility study with Seafish in Iceland Sept 2015
- RFS VIP - Site visit to local authorities in Ben Tre Province, Vietnam Nov 16 and May 17
- Business to Business - Engaged directly with Fleet owners and 2 vessels inspections Norway and Russia vessels – March 2017
- RFS Pilots - Swordfish company fleet Brazil mid 2017
- Other RFS pilots in development by international fleets



# Discussion points

- What are the essential elements of vessel inspection?
- Can this work in synergy with existing platforms?
- Facilitation of crew interview
- Delivering fleet level certification
- Will this deliver the global market requirement for on vessel ethical risk management?
- How do we determine creditable reports of slavery in the fleet?