

## Ensure respect for human rights in global seafood supply chains

- Increased alignment in the seafood industry on human rights standards in seafood supply chains and effective due diligence processes; and
- Increased implementation of impactful approaches that address human rights risks in seafood supply chains.

Governance	Human Rights Due Diligence	Advocacy and engagement	Change on the Water
Establish SEA Alliance as an impactful, sustainable and transparent pre-competitive collaboration, with members aligned on human rights standards and HRDD processes	Support businesses to undertake aligned and effective HRDD through training, the provision of tools, and opportunities for peer-to-peer support on key challenges	Carry out advocacy and engagement with Governments and other relevant bodies to better protect the human rights of workers in the seafood industry	Support "on the water" improvement projects that improve respect for human rights, and promote lessons learned and models for wider application
Create effective governance structure for SEA Alliance with ongoing review process to ensure effectiveness	Develop and launch fishery risk assessment, with plan in place for ongoing management.	Develop advocacy strategy focused on Government's, RFMOs, industry bodies standards organisations, and other key actors.	Launch pilot fund to support projects that positively impact human rights and labour standards in source fisheries.
Agree and implement Membership Principles to create alignment on human rights standards and HRDD	Deliver training programme to member companies, with wider dissemination across the industry.	Engage Governments of key source countries to promote ratification and effective implementation of key conventions	Create report of outcomes and lessons learned from the pilot fund implementation.
Report transparently on work of SEA Alliance through newly created website and annual progress reporting.	Inform the development and promote the uptake of key industry tools (e.g. info gathering, HRDD methodologies etc.).	Participate in key inter-governmental and industry fora to promote necessary actions by key actors	Develop proposal for scale-up of fund with additional investment from foundations and industry.
Create plan for future funding of SEA Alliance to ensure delivery of work programme	Enable participating companies to respond in a timely way to identified risks in source fisheries.	Engage actively with the MSC to strengthen the labour aspects of the MSC Standard (as well as other standards bodies where relevant)	Develop common indicators for measuring change and impact at fishery level.

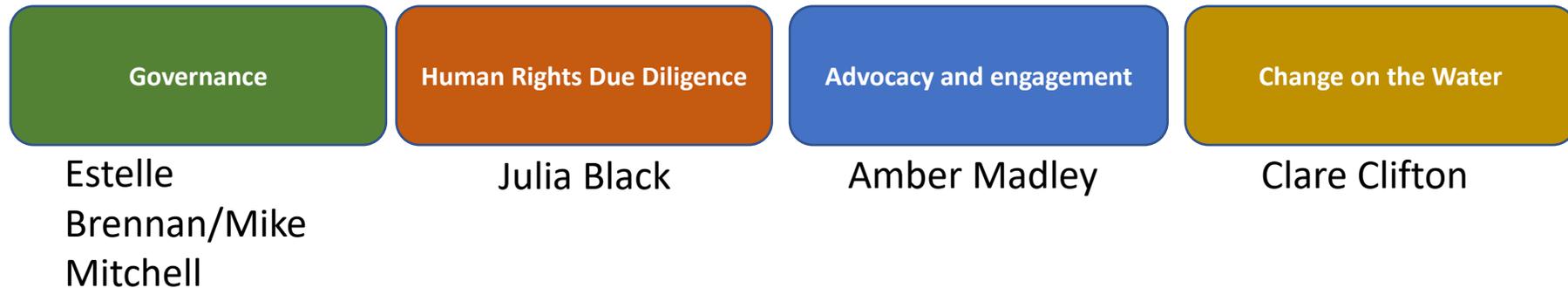
Activity	Q1 22	Q2 22	Q3 22	Q4 22	Q1 23	Q2 23	Q3 23	Q4 23	Q1 24	Q2 24	Q3 24	Q4 24
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*Denotes the period of the current Packard funding*

Activity	KPIs
Create effective governance structure with ongoing review process to ensure effectiveness	<ul style="list-style-type: none"> <li>Governance structure is established and shared publicly. (by May 2023)</li> </ul>
Agree and implement Membership Principles to create alignment on human rights standards and HRDD	<ul style="list-style-type: none"> <li>75%+ of SEA Alliance participants have adopted Membership Principles (by Sept 2022)</li> </ul>
Report transparently on work of SEA Alliance through newly created website and annual progress reporting	<ul style="list-style-type: none"> <li>SEA Alliance website live and populated with support material. (by December 2022)</li> <li>Annual impact report published. (by January 2023)</li> </ul>
Implementing a plan for future funding of SEA Alliance to ensure delivery of work programme	<ul style="list-style-type: none"> <li>Steering Committee has approved future funding plan. (by June 2022)</li> <li>Target funding secured. (by March 2023)</li> </ul>
Develop and launch fishery risk assessment, with plan in place for ongoing management.	<ul style="list-style-type: none"> <li>Fishery risk assessment launched with SEA Alliance participants and industry groups (December 2022) – restrict KPI to FNET/GTA and SSC</li> <li>Participating companies incorporate fishery risk assessment into HRDD processes. (by May 2023. Good progress = &gt;50%)</li> </ul>
Resources are shared (e.g. Capacity Building Programme) that enable SEA Alliance participant companies, and the wider industry to effectively manage risks in the fisheries they source from.	<ul style="list-style-type: none"> <li>Participating companies confirm SEA Alliance capacity building programme has strengthened their HRDD (Good progress = &gt;70%)</li> <li>SEA Alliance demonstrates wider industry uptake of resources (included in Annual Report – by Jan 2023)</li> </ul>
Inform development and promote uptake of key industry tools (e.g. info gathering, HRDD methodologies).	<ul style="list-style-type: none"> <li>SEA Alliance demonstrates how its input has added value to industry initiatives (by Jan 2023)</li> </ul>
Enable participating companies to respond in a timely way to identified risks in source fisheries.	<ul style="list-style-type: none"> <li>HRAEG equip participating companies to respond to human rights risks in a timely way (measured through survey of companies that have participated in HRAEGs by Jan 2023)</li> </ul>
Develop advocacy strategy focused on Government's, RFMOs, industry bodies standards organisations, and other key actors.	<ul style="list-style-type: none"> <li>Advocacy strategy agreed by Steering Committee (June 2022).</li> </ul>
Engage Governments of key source countries to promote ratification and effective implementation of key conventions.	<ul style="list-style-type: none"> <li>Priority sourcing countries engaged through advocacy activities (May 2023) (Good progress = &gt;50%)</li> </ul>
Participate in key inter-governmental and industry fora to promote necessary actions by key actors.	<ul style="list-style-type: none"> <li>Feedback on impact of SEA Alliance participation in inter-governmental and industry fora from strategic partner organisations on advocacy (Pew, EJF, ITF).</li> </ul>
Engage with the MSC to strengthen the labour aspects of the MSC Standard (as well as other standards bodies where relevant).	<ul style="list-style-type: none"> <li>SEA Alliance contributes to strengthening of MSC approach on labour standards and human rights.</li> </ul>
Launch pilot fund to support projects that positively impact human rights and labour standards in source fisheries.	<ul style="list-style-type: none"> <li>Change on the Water Fund pilot completed (by Dec 2022).</li> </ul>
Publish report of outcomes and lessons learned from the pilot fund implementation.	<ul style="list-style-type: none"> <li>Report on outcome and lessons learnt published (by Sept 2023).</li> </ul>
Scale-up fund with additional investment from foundations and industry.	<ul style="list-style-type: none"> <li>Scaled up Change on the Water Fund launched (by Jan 2024).</li> </ul>
Develop common indicators for measuring change and impact at fishery level.	<ul style="list-style-type: none"> <li>Common indicators developed (by July 2023).</li> <li>Adoption of common indicators by member companies, non-member companies, and other organisations (by Jan 2024).</li> </ul>

## Steering Committee oversight of work programme

*A Steering Committee member takes responsibility for support and oversight for each key work area:*



*This involves the Steering Committee member participating in any working group on this topic, and allows for the Head of the SEA Alliance to consult them where needed.*