



At-Sea Operations (ASO) Scope V1

Draft Social Criteria

Number	SSCI Benchmark Requirement
<ul style="list-style-type: none"> ▪ Management System 	
1.01	The standard shall require that a human rights policy is in place.
1.02	The standard shall require that the human rights policy is communicated to all workers on the fishing vessel and other relevant entity or person, such as managers or agencies, who assume the responsibility or duties for the operation of the fishing vessel or its workers.
1.03	The standard shall require that clear responsibility is assigned and operational procedures are in place to implement the human rights policy.
1.04	The standard shall require that workers receive adequate training on human rights and are made aware of how to access grievance mechanisms if the human rights policy is not upheld.
1.05	The standard shall require that a mechanism is in place for identifying workers and other personnel while on board the fishing vessel.
1.06	The standard shall require that evidence is maintained to demonstrate compliance with the standards' requirements.

▪ **Legislation**

2.01	The standard shall have a procedure for determining under what jurisdiction(s) the audit takes place.
2.02	The standard shall require that all applicable national legal requirements are complied with.

▪ **Freely Chosen Labour**

3.01	The standard shall require that all workers shall enter into employment voluntarily and may terminate employment with reasonable notice.
3.02	The standard shall require that workers are informed about their terms and conditions of work in a manner understandable to the worker before they enter into employment.
3.03	The standard shall require that workers have an opportunity to review and seek independent advice on their terms and conditions of work before it is agreed.
3.04	The standard shall require that work be performed by individuals with a formal verifiable working relationship in accordance with applicable national legal requirements
3.05	The standard shall require that no employment arrangements are used in order to void obligations to workers under applicable national labour and social security laws.
3.06	The standard shall require that the entity does not force any person to work under the menace of any penalty or sanction.
3.07	The standard shall require that no involuntary prison labour is used.
3.08	The standard shall require that if fees or related costs are charged (directly or indirectly, in whole or in part) to applicants and workers for services directly related to recruitment, it is ensured that: (a) all fees and costs comply with all applicable national legal requirements (b) all fees and costs are disclosed within the terms and conditions of work (or its application process) before it is agreed and (c) they do not lead to situations of forced or compulsory labour.
3.09	The standard shall require that no monetary deposits, financial or collateral guarantees or personal possessions are demanded as a condition of employment.
3.10	The standard shall require that workers are not held in debt bondage or forced to work by the entity to pay off debt.

3.11	The standard shall require that if the possibility of advances and loans to workers is provided, a written policy about the terms and conditions is in place that is communicated to workers in an understandable manner. These terms (and related interest rates) shall not be used to bind workers to employment.
3.12	The standard shall require that where access to stores or services is provided, the entity shall ensure that goods or services are sold or provided at fair and reasonable prices, without the aim of indebting or otherwise coercing the workers concerned.
3.13	The standard shall require that no personal documents or any valuable possessions, such as identity or immigration papers, work permits or travel documents are confiscated, retained, nor shall workers be required to lodge them with the entity and/or agency.
3.14	The standard shall require that if a secure storage option for personal documents and valuable possessions is provided, it shall be ensured that it is the choice of the worker to utilise the storage and workers have access to their possessions.
3.15	The standard shall require that the entity demonstrates that, when employment agencies are used, they are required to: (a) be licensed or certified by the competent national authority, if applicable, (b) be compliant with applicable national legal requirements and (c) be compliant with the standards' requirements on forced labour and recruitment fees, and (d) not engage in fraudulent or corrupt recruiting practices, including but not limited to debt bondage and human trafficking.
3.16	The standard shall require that the worker's freedom of movement is not restricted beyond their agreed terms and conditions of work and/or applicable national legal requirements.

▪ **Minimum Age**

4.01	<p>The standard shall require compliance with the minimum age for work as defined by applicable national legal requirements or the age of completion of compulsory education, whichever is higher.</p> <p>The minimum age for work shall not be less than 16 years.</p> <p>The Scheme may allow for the exceptions to the minimum age if (a) local minimum age law is set at 14 years of age; or (b) the child works under the direct supervision of a parent (or legal guardian) in a business owned and operated by a parent (or legal guardian) or on a fishing vessel owned and operated by their parent (or legal guardian).</p> <p>The Scheme shall require that details on any children under the age of 16 years that are found to be working on the fishing vessel are reported in the audit report.</p>
4.02	<p>Where the minimum age for work is less than 18 years, the standard shall require that for the specific duty performed;</p> <p>(a) it is not likely to be harmful to the health, safety, morals or development of the child, (b) it does not prejudice the education of the child and (c) the worker has received the necessary training programme in line with applicable national legal requirements.</p>
4.03	<p>The standard may allow for training/apprenticeship schemes that are in line with applicable national legal requirements and the specific nature of the duty performed will not have a detrimental impact on the health or well-being of the trainee/apprentice.</p>

▪ **Freedom of Association**

5.01	The standard shall require that workers have the right to join or form trade unions or other worker organisations of their own choosing - or refrain from doing so - and to advocate and bargain collectively in accordance with applicable national legal requirements without interference by the entity.
5.02	The standard shall require that worker representatives or members of trade unions are not discriminated against or otherwise penalised because of their membership in or affiliation with a trade union or worker organisation in accordance with applicable national legal requirements.
5.03	The standard shall require that duly elected worker representatives of trade unions and other worker organisations have access to the workplace to carry out their representative functions in accordance with applicable national legal requirements.
5.04	The standard shall require that where there are no legal protections for the right to collective bargaining or freedom of association, the entity strives to engage workers through alternative lawful mechanisms of engagement to allow worker representatives to enter into a dialogue about workplace issues.

▪ **Worker Remuneration**

6.01	The standard shall require that remuneration for work performed meets or exceeds applicable national legal requirements or collective bargaining agreements (where applicable).
6.02	The standard shall require that remuneration is paid in line with what was agreed at the time of employment regarding regularity, timeliness and completeness. All payments are made directly to the employee in legal tender or into a bank account in their name.
6.03	The standard shall require that all workers have full and complete control over their earnings, including means to transmit all or part of their payments received, in line with their terms and conditions of work.
6.04	<p>The standard shall require that all workers are provided with clear details of their remuneration for the pay period concerned each time that they are paid.</p> <p>In the event that written details are not provided, workers understand how and when they are paid and/or are allowed to witness procedures used to determine remuneration.</p>
6.05	The standard shall require that no deductions from remuneration are made unless permitted by applicable national legal requirements or a collective agreement (where applicable). Workers are informed about any deductions in writing and/or in an understandable manner to the worker. Deductions are no less favourable than agreed under their terms and conditions of work.
6.06	The standard shall require that no deductions from remuneration are made as a disciplinary measure.

<p>▪ Work and Rest Periods</p>	
7.01	<p>The standard shall require that work and rest periods shall be</p> <p>(a) clearly defined</p> <p>(b) in accordance with applicable national legal requirements or collective agreements (where applicable) AND</p> <p>(c) demonstrate that appropriate safeguards are taken to protect the worker's health and safety.</p>
7.02	<p>The standard shall require that all workers right to breaks during work periods is provided for.</p>
7.03	<p>The standard shall require that all workers right to rest between work periods is provided for.</p>
<p>▪ Fair Treatment of Workers</p>	
8.01	<p>The standard shall require that equal opportunities and treatment in employment and occupation are respected. Workers shall not be discriminated in recruitment or employment practices based on any legally protected characteristics, and any personal characteristics that do not interfere with a workers ability to do a specific job.</p>
8.02	<p>The standard shall require that measures are in place to prevent the use or threat of corporal punishment, mental or physical coercion, bullying, harassment, including sexual harassment, or abuse of any kind.</p>
8.03	<p>The standard shall require that disciplinary procedures are in place and they are effectively communicated to workers.</p>
8.04	<p>The standard shall require that records of all disciplinary action are kept.</p>

▪ **Grievance Mechanism**

9.01	The standard shall require that a procedure to address complaints or concerns is established. The grievance mechanism shall be accessible to all workers and other personnel.
9.02	The standard shall require that information is revealed only as necessary to investigate and handle the complaint.
9.03	The standard shall require that no worker or other personnel that lodged a complaint in good faith is retaliated against.

▪ **Occupational Health and Safety**

10.01	The standard shall require that clear responsibility is assigned and operational procedures are in place for the development, implementation and performance of the occupational health and safety management system and the achievement of the relevant occupational health and safety objectives.
10.02	The standard shall require that workers and other personnel are provided safe, healthy and hygienic conditions on board the fishing vessel.
10.03	The standard shall require that all workers and other personnel are provided with and have access to (a) sanitary facilities with adequate privacy; (b) potable water of sufficient quality and quantity; AND (c) food of sufficient quality and quantity.
10.04	The standard shall require that accommodation (where provided) shall be of sufficient size and quality and appropriately equipped for the service of the fishing vessel and the length of time workers and other personnel live on board.
10.05	The standard shall require that if transport to the fishing vessel is provided or mandated, the vehicles (including transportation vessels) used for the transport are safe and suitable.
10.06	The standard shall require that appropriate measures are taken to ensure the strength, stability and sea-worthiness of fishing vessels and equipment.
10.07	The standard shall require that the entity ensure minimum levels of manning, qualification and rest periods for the safe navigation and operation of the fishing vessel are identified and adhered to.
10.08	The standard shall require that the machinery and equipment comply with national or other globally recognised safety and health standards and be appropriately installed, maintained and safeguarded. This includes all radio and satellite communications.
10.09	The standard shall require that all workers and other personnel receive effective health and safety training as required to carry out the duties and responsibilities of the job. Health and safety training is provided timely and repeated on a regular basis. It shall also be repeated for new or reassigned workers or other personnel and when changes in fishing vessel activities or equipment present new risks.

10.10	The standard shall require that health and safety training is provided to all workers at no cost. Trainings for workers shall take place during remunerated work periods.
10.11	The standard shall require that risk assessments are performed as appropriate to detect and assess potential threats to the health and safety of workers and other personnel, and effective measures are taken to address the findings from the risk assessment.
10.12	The standard shall require that workers and other personnel have opportunity to communicate risks and potential threats to the health and safety of themselves and others without fear of recourse.
10.13	The standard shall require that in the event of a health and safety incident on board a fishing vessel, (a) the entity maintains written records in accordance with applicable national legal requirements (b) the cause of the incident is determined when it occurs, AND (c) appropriate corrective action is taken to prevent recurrence of similar incidents.
10.14	The standard shall require that appropriate and effective personal protective equipment (PPE) and personal floatation devices (PFD) are provided as needed. PPEs and PFDs shall be provided free of charge to the workers and other personnel. PPEs and PFDs shall be maintained and replaced as necessary. Workers and other personnel shall be instructed and monitored on its their proper use.
10.15	The standard shall require that clear arrangements for providing first aid and medical assistance are in place for any accidents, injuries or sickness that occur on board the fishing vessel.
10.16	The standard shall require that workers are provided with protection, in accordance with applicable national legal requirements, for work-related sickness, injury or death. Where protections are not provided for in legislation, the standard shall require that entity provides protection for work-related sickness, injury or death appropriate to the size and type of vessel(s), its operations and level of risk.
10.17	The standard shall require that the entity conducts due diligence to ensure workers are safe and well for working at sea.

▪ **Emergency Preparedness**

11.01	The standard shall require that adequate emergency, fire safety, evacuation and survival procedures are in place. The procedures are appropriate to the size and type of vessel(s), its operations and level of risk, and comply with all applicable national legal requirements.
11.02	The standard shall require that all workers and other personnel are trained on the emergency, fire safety, evacuation and survival procedures.
11.03	The standard shall require that fire exits, escape routes, firefighting equipment and fire alarms are properly marked according to national and industry standards. Emergency evacuation equipment and survival gear are accessible and of sufficient quantity and quality. Fire exits and escape routes are open, accessible and clear of obstacles so as to permit safe evacuation in case of an emergency.
11.04	The standard shall require that workers and other personnel have the right to remove themselves from imminent serious danger without seeking permission.

▪ **Business Ethics**

12.01	The standard shall require that the entity does not engage in any act of corruption, extortion, embezzlement, nor in any form of bribery - either directly or indirectly.
12.02	The standard shall require that the entity does not falsify any information regarding their activities, structure and performance and is not involved in any act of misrepresentation in the supply chain.
12.03	The Scheme shall ensure that nothing in the standard would be deemed to impair the right and duties of the skipper of a fishing vessel or the entity from performing any work necessary for the immediate safety of the fishing vessel, the persons on board, or the purpose of giving assistance to other boats or ships or persons in distress at sea.