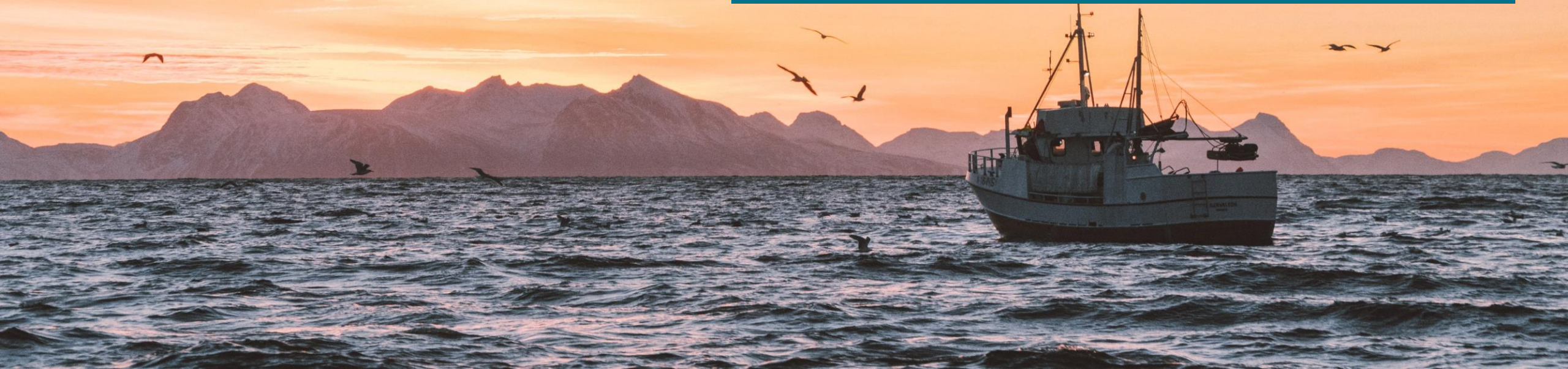




OSA INTERNATIONAL
On-board Social Accountability

A GLOBAL PROGRAMME OF EMPOWERED CHANGE

Enabling On-board Social Accountability

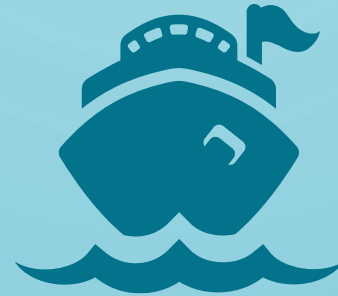


TREATING PEOPLE BETTER ON-BOARD FISHING VESSELS

Treating people better on-board fishing vessels matters to:



Society
NGOs

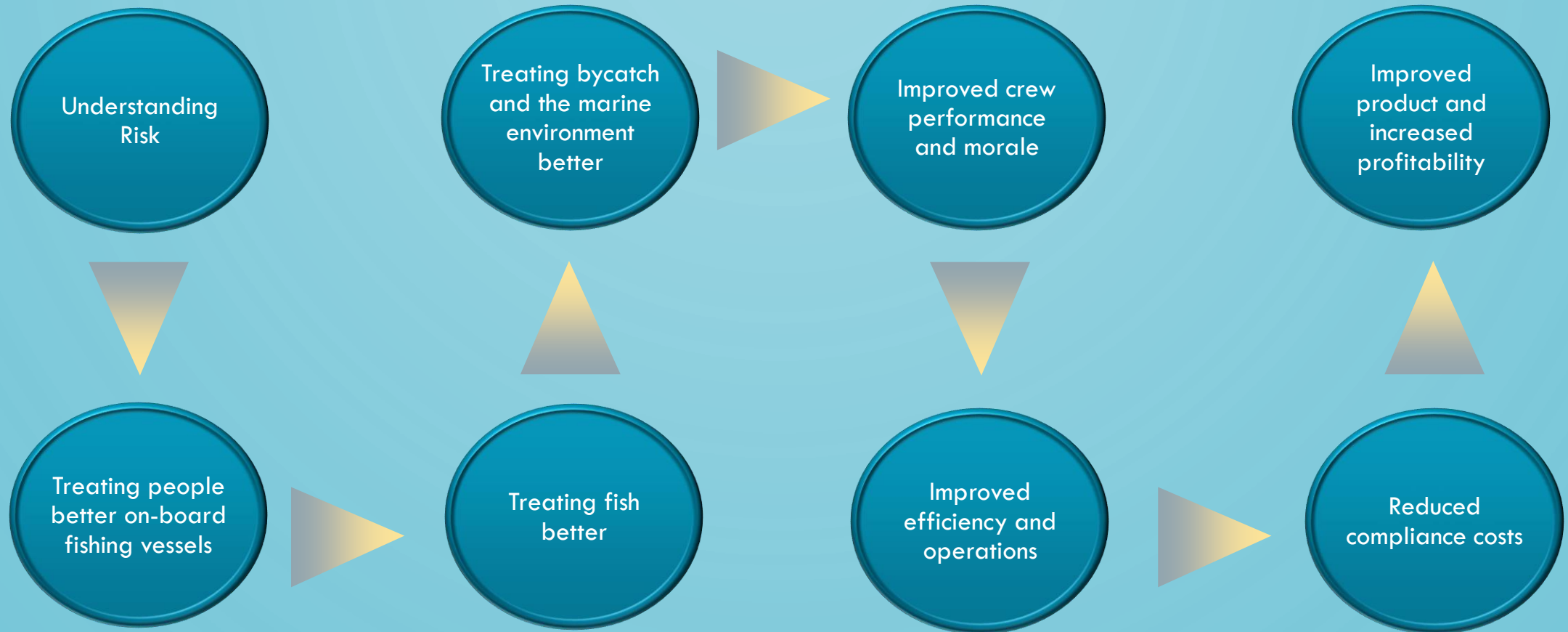


Fishing Companies
Buyers & Brands



Governments
RFMOs

IT ALSO RESULTS IN



A scenic photograph of a sunset over the ocean. The sun is low on the horizon, casting a warm, golden glow across the sky and reflecting on the water's surface. Several fishing boats are visible in the distance, their silhouettes and rigging against the bright sky. The water in the foreground shows gentle ripples and small waves.

WHAT AND WHO IS OSA INT.?

What is OSA?

On-Board Social Accountability (OSA) International Ltd is a new not-for-profit enterprise (established April 2020) to address the abuse of workers on board fishing vessels and in aquaculture operations by enabling seafood companies to develop and implement effective social accountability management systems.



Sardine vessels, Paíta, Peru. © Marcelo Hidalgo

OSA's Vision

“All fishing vessel operations are free from human rights abuses”

This includes but is not limited to forced, bonded and child labour. Furthermore, all people involved in on-water fishing vessel operations are treated respectfully and with dignity. All human rights, responsibilities and requirements are adhered to at the highest level in accordance with local, national and international laws, and where appropriate other standards, guidelines etc, ensuring a strong, proud and efficient fishing workforce for generations to come. OSA can also support aquaculture production operations to improve social conditions.



Fishing tuna, Vietnam. © Marcelo Hidalgo

OUR TEAM

Passionate about this project, we brought a strong team together.



Marcelo Hidalgo
Training & Development



Katherine Short
General Manager, QA
& Capability Building



Transform Aqorau
International Tuna
Policy and Management



Peter Trott
Technical Assessment



Tony Craig
Business Development
& Innovation



John Maefiti
Pacific Liaison &
Assessment



Karen Lo
Assessment,
Research,
Project
Management

OUR JOURNEY – THE OSA HISTORY

Created by Seafood Matter based on ILO188, SA8000 and human rights to assess Tuna purse seiner fleet

The benchmark tool & metrics results were presented in Fiji at the Pacific Tuna Forum 2015

Added MSC, SFP, ASC, Seafood Watch, Ethical Sourcing requirements. Added worker's voice element (learnt from Austral assessment). Framework used to re-assess Austral to quantitatively gauge improvement.

OSA creation. Including new, risk assessment, training, analytical & reporting capability.

2011-14

2015

2016

2018

2019

2020

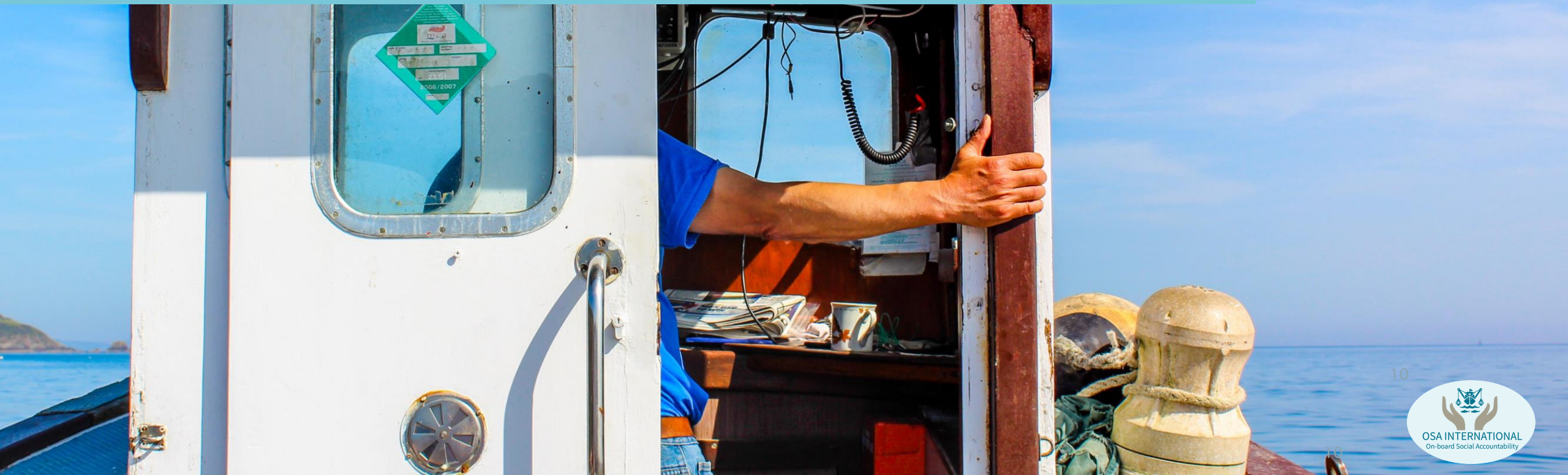
Under construction

Seafood Matter & Terra Moana refined the framework and piloted the assessment with Austral (multi-gear fleet) trawler and longliner. SA8000 components added. Metrics system developed to rate companies on each indicator.

Second party assessment of Frabelle Fishing Corporation as a member of the PNG Fishing Industry Association.

Develop real-time IT based data collection and analytical system for vessel owners, RFMOs, retail etc.

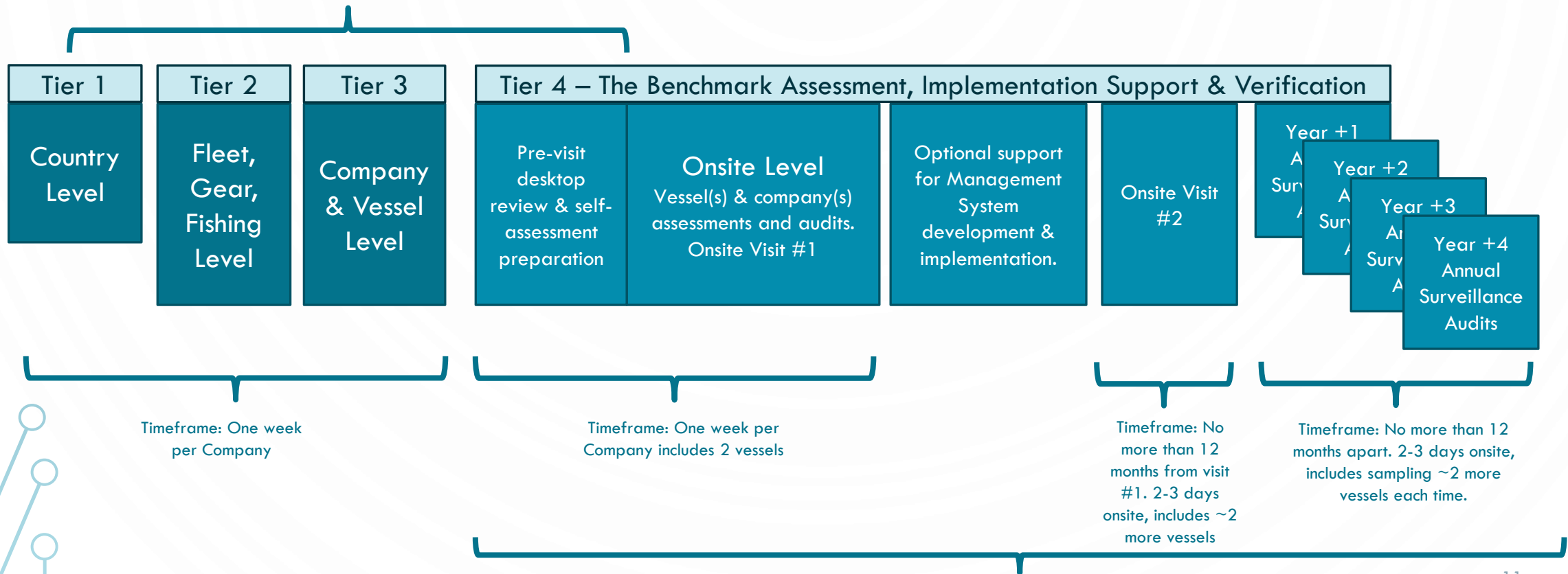
THE OSA PROGRAMME



THE OSA PROGRAMME

Risk Assessment

(Clients: primarily NGOs, retail, processors & fishing associations. Fishing company(s) potentially at Tier 3.)



Benchmark Assessment – & implementation support & annual audit
(Client: Fishing company(s))



THE OSA RISK METHODOLOGY

- 20 criteria in each tier
 - based on 18 global risk indices,
 - retail & consumer expectations, and,
 - relationships throughout supply chain
- Clients can tailor the risk assessment process they wish to undertake.
- Each Tier:
 - can be conducted in isolation or combined in a process.
 - represents a cascading reduction in overall risk to the client (tier 1 only informs and reduces risk to client slightly (10%), while conducting Tiers 1-3 significantly reduces risk to client (50%), Tier 4 eliminates risk for client (100%)?).
 - Each tier and overall program underpinned by robust Assurance program.
- Risk Assessment output is metric based.
- Provides a risk rating outcome to guide further investigation.



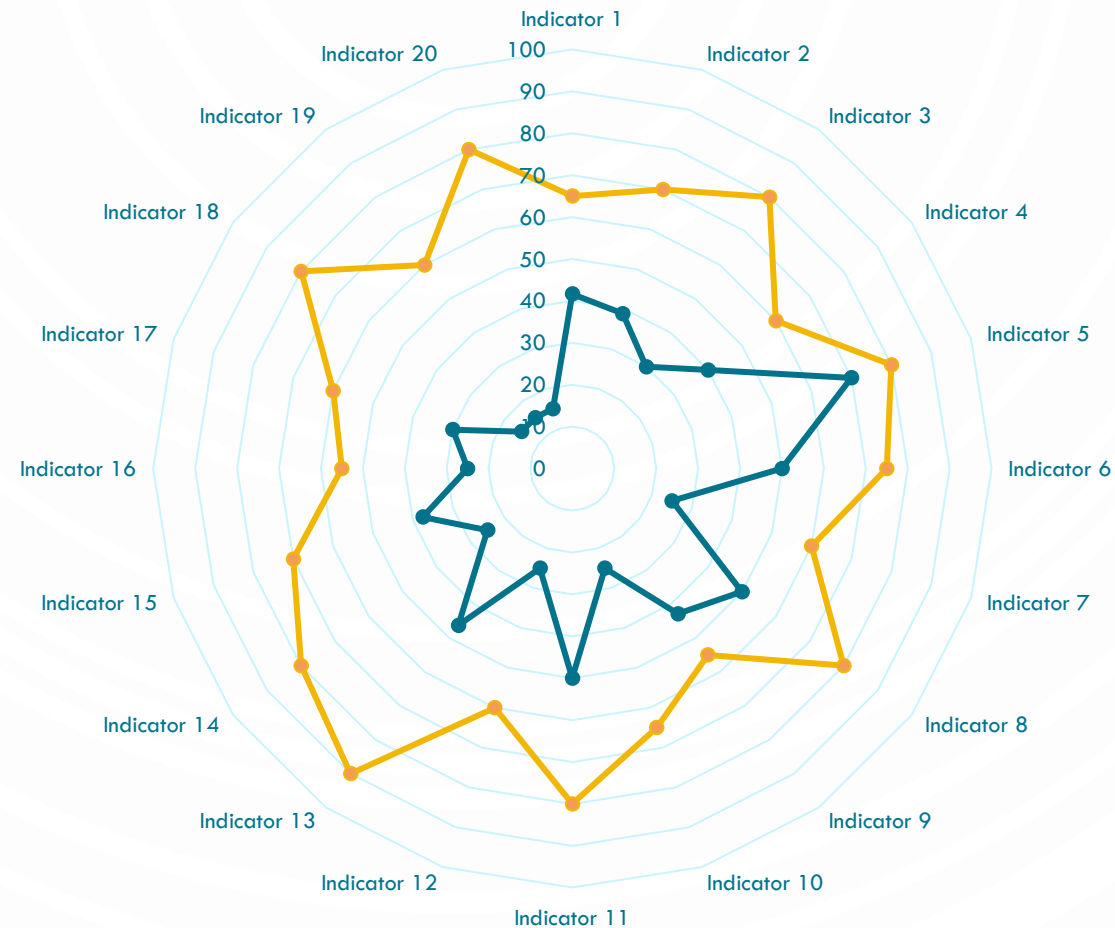
THE OSA BENCHMARK ASSESSMENT

- Unique Independent On-board and Company-wide social assessment.
- Factors all major Conventions, Standards and Criteria, including from NGOs.
- Two parts:
 - Vessel operations (17 indicators, 110 Criteria)
 - (ILO188, 138, 182, MSC, SA8000, Certification Ratings Collaboration etc.)
 - Company management (3 indicators, 25 Criteria)
 - (Uses MSC, BSCI, Clear voice, RFS, Naturland, Clearview, SSRT and ILOC188 etc.)
- Scored to provide the company with before and after view over two assessments and demonstrate improvements made.
- Improvement value can be calculated to assess company bottom line benefits.

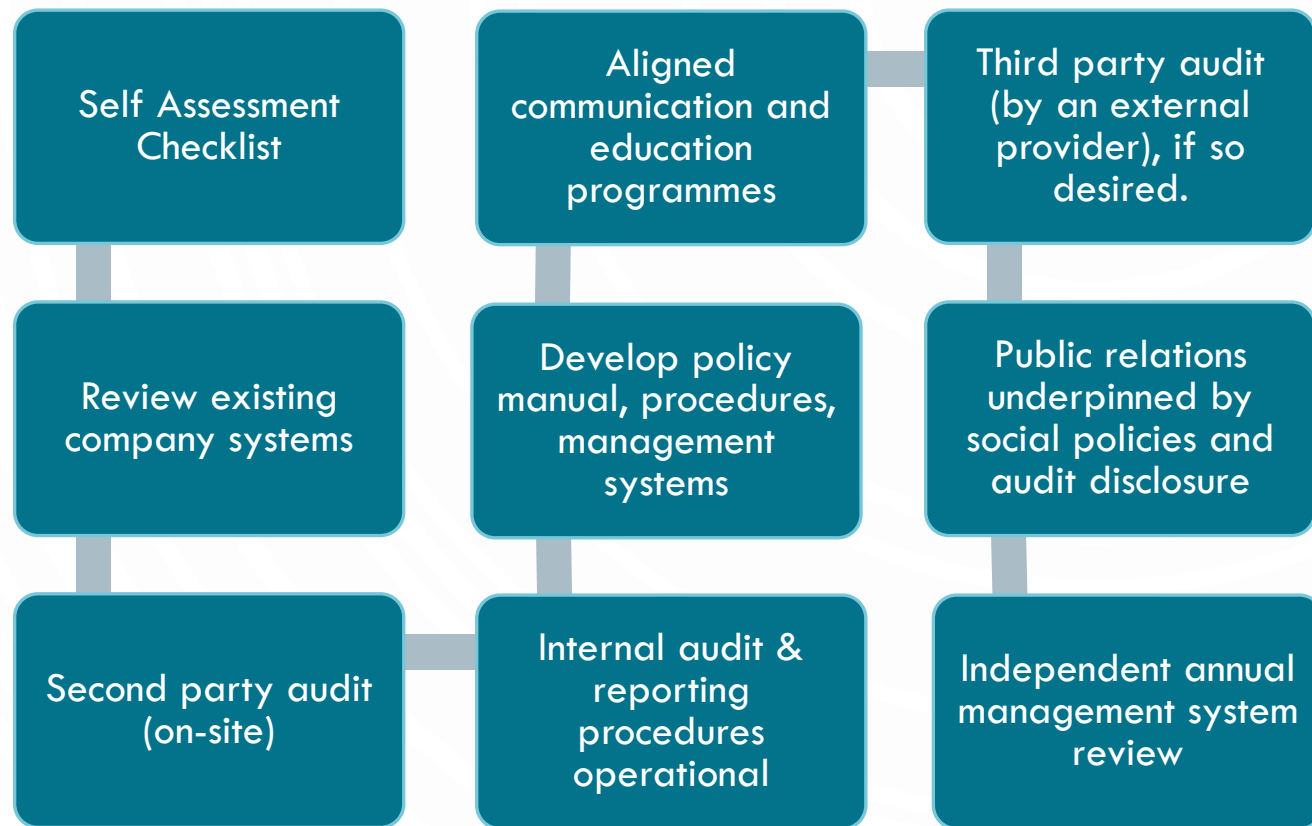


HOW THE OSA SYSTEM HELPS YOU

% of Compliance before and after



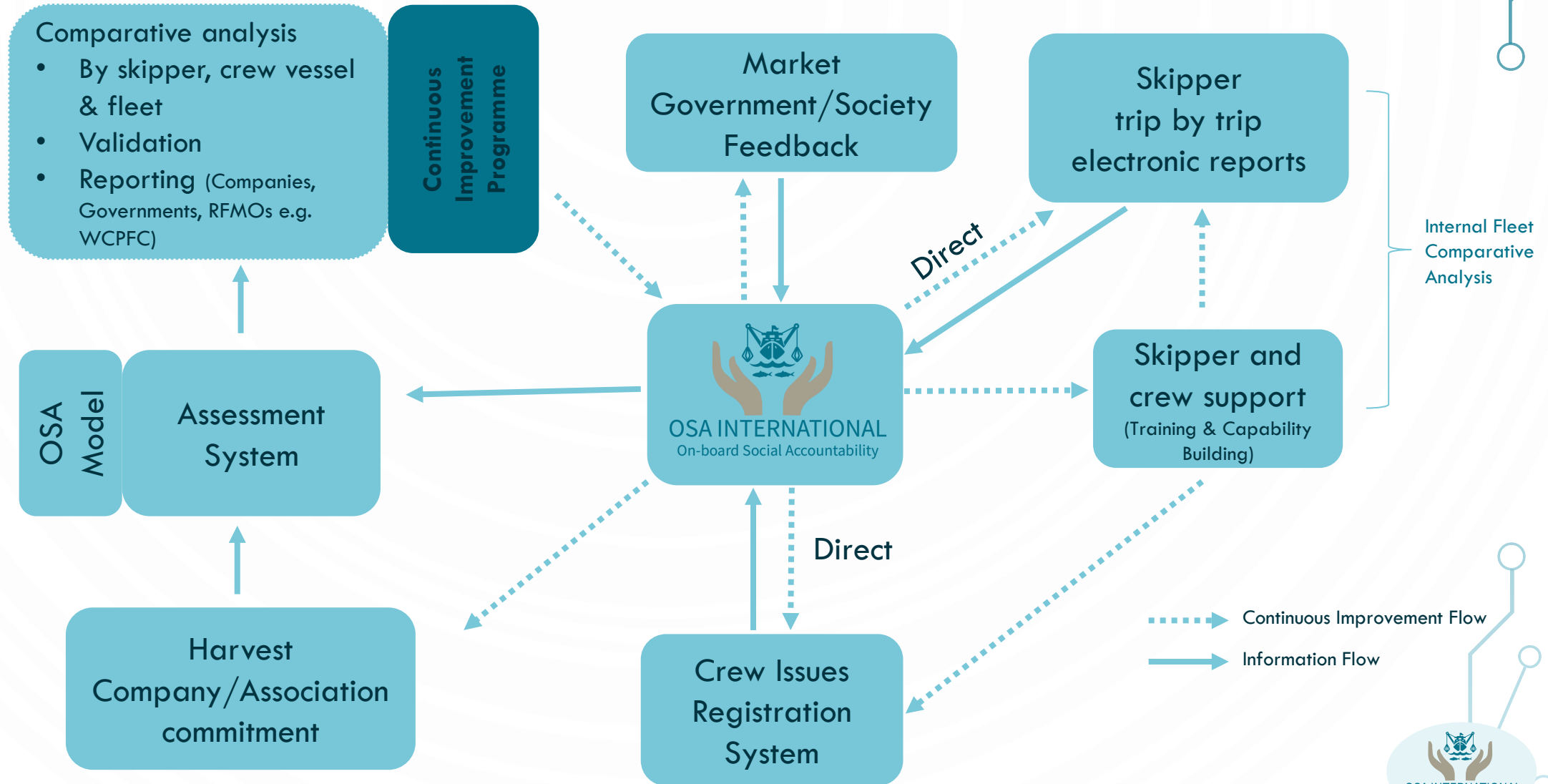
A CONTINUOUS IMPROVEMENT JOURNEY



Designed to align with the (SA8000) Social Responsibility Management System Maturity Model

5	Developed and implemented mature management system with continual improvement of the system
4	Developed management system, implemented consistently and regularly
3	Developed management system, but not fully implemented
2	Partially developed management system, but implementation is reactive, inconsistent and mostly ineffective
1	No awareness of SA8000 or any system in place to manage social performance

CONTINUOUS IMPROVEMENT FEEDBACK SYSTEM





OSA IS NOT:

- A certification scheme.
- Consumer facing.
- Focussed on audit (can audit).
- Competing with other social condition improvement initiatives; e.g.:
 - GSA & Responsible Fisheries Vessel Scheme
 - NFI Fish Crew
 - FishWise RISE (Roadmap for Improving Seafood Ethics)
 - Seafood Watch (& partners) Seafood Slavery Risk Tool (SSRT)
 - Seafood Taskforce

OSA IS:

- Able and experienced in operating at the company/fleet/vessel level.
- Social accountability improvement programme.
- Holistic, covering all the major standards, Codes of Conduct, guidances etc.
- Focussed on assessment, empowerment and capability building.
- Audit occurs in Tier 4 annual surveillance.
- Gaining credibility for complimenting the other social condition improvement initiatives

DRAFT: The Seafood Social Condition Improvement Landscape (version 1.)

– including a hypothetical improvement journey.

Seafood Slavery Risk Tool

- Seafood Watch, Liberty Heart, SFP. NGO. Advocacy.
- Online, free. Remote from seafood operations.

- Beta system under development.
- describes & analyzes factors incrementally affecting risk (recognising seafood production systems complexity incl. political, socioeconomic context).
- characterizes incremental risk of forced labor, human trafficking & hazardous child labor in a seafood system.

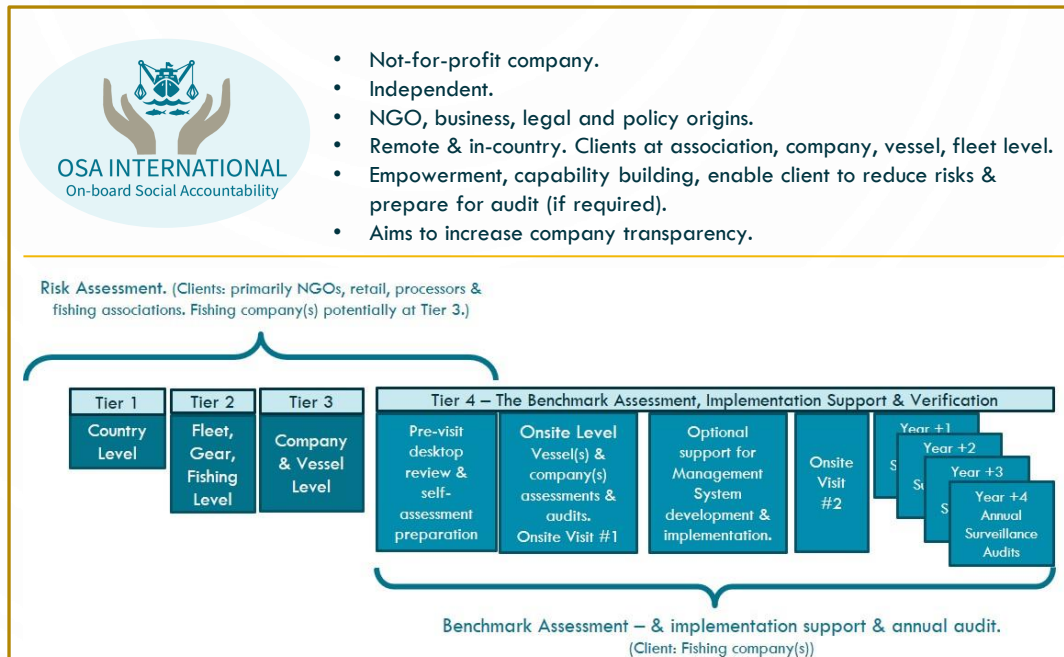
A company, country, fleet, species, operation is rated high risk.....

The interested party can go to RISE for more information. Or directly to OSA for cross-check risk assessment, or directly into Tier 4, doing something about it.



- FishWise. NGO.
- Advocacy. Online, free.
- Orientation, resource centre, capability building. Remote from seafood operations.

- RISE informs seafood sector companies with:
- Actionable recommendations to strengthen responsible seafood supply chains
 - Tools and templates to implement due diligence
 - Worker-centered lens to key topics
 - Guidance to:
 - Evaluate & monitor supply chain risk
 - Improve supply chain practices
 - Communicate about policies, expectations, & progress



Gap assess client against all leading global social schemes. Describe & support improvement journey. Internal resource to the client. Follow up check. Prepare for 3rd party audit.



3rd party audit. B2C (Consumer facing). Whole operation or just vessel/farm as required.



US NFI Fish Crew B2B

A wide-angle photograph of a sunset over the ocean. The sun is a bright, glowing orb on the horizon, surrounded by soft, orange and yellow clouds. The water is dark blue with small, choppy waves reflecting the golden light from the sky. In the foreground, the bow of a blue boat is visible on the left. In the background, several fishing boats are silhouetted against the bright sky. One boat on the left has a red flag flying from its mast. Another boat on the right has a more complex rigging with multiple masts and antennas.

BENEFITS



MEETING BUSINESS' NEEDS

- Increased revenue.
- Better incomes and food security.
- Restore consumer trust, connects customer with product.
- Increase buyer and consumer confidence.
- Meet global retailer sourcing policy requirements.
- Meet MSC, ASC, RFVS, STF & other auditable social components.
- Adds branding value.
- Rewards responsible practices.
- Empower client/company/your own credible policies and management system implementation.
- Enable transparency. Demonstrate lower risk.



Brailing Tuna, Alpine Rose. © Marcelo Hidalgo



THE OSA INTERNATIONAL ASSESSMENT BENEFITS

Enables & delivers social accountability leadership

Fit for purpose
Fishing expertise
behind OSA design

Politically aligned
& policy compliant

Improved company outcomes:

- Socially responsibility, stable resource access, preferential market access, financial support
- Better company culture – employee pride
- Improved staff productivity and safety
- Improved operational efficiency
- Continuous improvement
- Measurable return on investment (ROI)

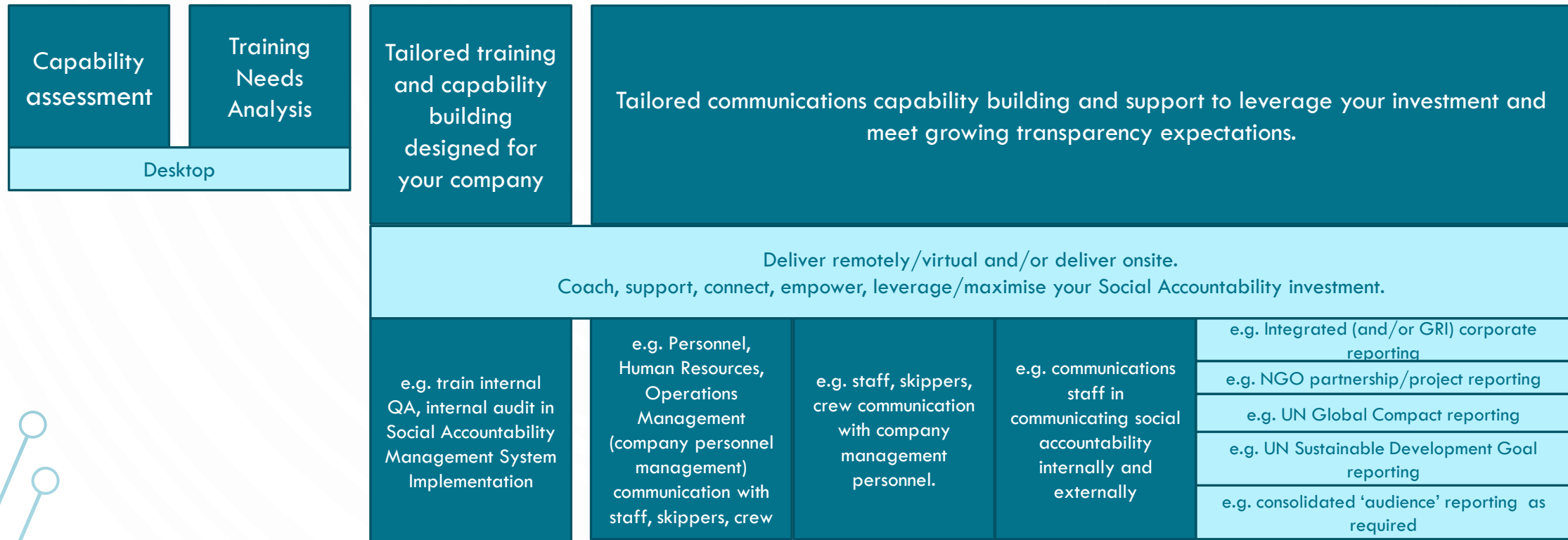
Increased market awareness

Critical feedback loop encouraging & promoting continuous improvement

Addressing UNFAO Sustainable Development Goals 14 and 8



CAPABILITY BUILDING AND COMMUNICATIONS



OSA – More than delivering a product, we deliver value.



INITIATIVES IN THE TUNA VALUE CHAIN

- June 2017, Ocean Conference UN:
 - 2. Commitment to a socially responsible tuna supply chain:
to eliminate any form of slavery and ensure suppliers at least meet minimum social standards in management practices as recommended in the Universal Declaration of Human Rights and the International Labour Organization's conventions and recommendations.
- Since 2017, EJP, Oceana, Pew and WWF driving harmonizing and effective implementation of the EU regulation to end illegal, unreported and unregulated fishing.
- In the regions - WTPO towards developing the WTPO crew welfare and working conditions standard.
- Sustainable Development Goals, Global Compact etc
- GTA, TUNACONS, ISSF, PNG FIA & Frabelle in OSA.



© Marcelo Hidalgo

ENGAGEMENT (✓ = OSA OUTREACH TO DATE)





WHY OSA & TUNA?

- We have strong relationships with tuna leaders & multiple 'entry points'.
- We know the sector well (significant combined experience across RFMOs, companies, supply chain, advocacy, issues).
- Regionally, WCPFC has an explicit resolution.
- Many tuna fisheries are MSC certified.
- The issues are important.
- Market demand for social accountability in tuna is strong.
- The market (for OSA) is potentially significant (many companies, fleets, vessels).



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PROTOTYPING



"In Frabelle it is the people who make our business strong. We are committed to ensuring their working conditions are exemplary. We all need to love our work. At Frabelle we recognise that people who are cared for better care for each other, the product they make and the environment we are privileged to fish in. We are pleased to have engaged OSA International to support our on-board conditions improvement journey."

Francisco Tiu Laurel Jr.
President, Frabelle Fishing Corporation
Chairman, WTPO
Frabelle Fishing is a member of PNG FIA



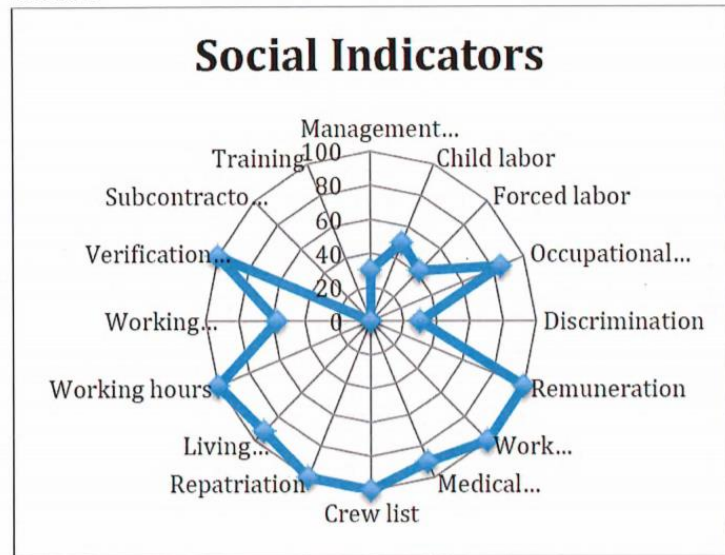
"Austral Fisheries strives to be ahead of the pack. We found the detailed assessment and capability building approach of Terra Moana and Seafood Matter very helpful. We are excited to see them launch OSA International Ltd."

David Carter – CEO, Austral Fisheries

AUSTRAL'S JOURNEY

Social Fingerprint Scores

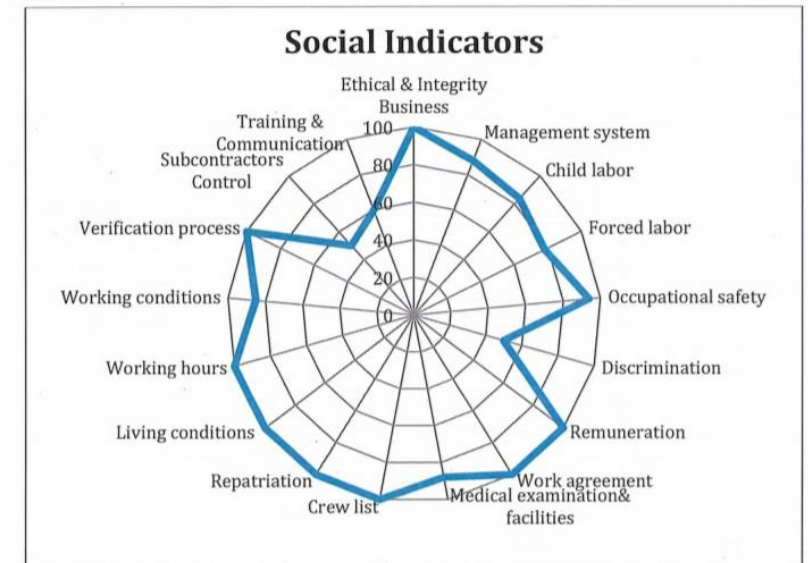
2016 Score



Improvements included:

- Developed 70 policies & procedures.
- All workers put onto at least the living wage of their home country.
- Training & capability building of key personnel.
- Increased company transparency.

2019 Score



2019 report online at:

<https://www.australfisheries.com.au/news/2020/austral-fisheries-social-responsibility-management>



TRAINING & CAPABILITY BUILDING





AVAILABLE TRAINING

- The OSA Programme and Social Improvement Context.
- ISO 19011:18 – Management Systems.
- SA8000 – in partnership with SA8000.
- Remote/Online access in development.

CONTACT

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OSA INTERNATIONAL
On-board Social Accountability



NEXT STEPS?