



MSC Labour Policy and Procedures

Third Party Audits and Self-Assessments for Chain of Custody Certificate Holders

Consultation Summary Report

June 2022

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Glossary of abbreviations and technical terms

CAB - Certification Assessment Body

This is a working paper, and hence it represents work in progress. This report is part of ongoing policy development.

The views and opinions expressed in parts of this report are those of stakeholders and do not necessarily reflect the official policy or position of the Marine Stewardship Council.

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Purpose and scope of this report

The purpose of this report is to convey a summary of the feedback provided by stakeholders throughout the phases of this consultation.

This report details the following for the 2022 consultations on the topic of expanding Derogation 7 to all geographic regions:

- Background to topics discussed
- Participation data
- Next steps in the review process
- Full transcripts and feedback tables

It is the goal of MSC consultations to value authenticity, fairness and inclusiveness, secure strategic insight and build consensus and credibility. Our core principle is that consultations should be useful to the MSC in achieving its mission and useful to the participants in seeing how their views are considered. To achieve this, the MSC's processes for consultation follow the [ISEAL Standard Setting Code of Good Practice](#) and the [FAO Guidelines for the Ecolabelling of Fish and Fishery Products from Marine Capture Fisheries](#).

ISEAL requires that participation is open to all stakeholders, and that the standard setter proactively seeks contributions from disadvantaged stakeholder groups. This is to ensure that contributors represent a balance of interests in the subject matter and in the geographical scope to which the standard applies. Publishing raw consultation feedback is considered 'aspirational good practice' by ISEAL. We publish this feedback as part of our commitment to transparency in our consultation process.

Background

The MSC's standards have a focus on the environmental performance of fisheries and seafood supply chain assurance. The MSC however condemns forced and child labour and supports global efforts to eradicate egregious labour practices in fisheries and seafood supply chains.

Since 2014 the MSC has introduced several policies to mitigate the risk of egregious labour practices in the program. In 2021 the MSC released a Terms of Reference for the review of its Labour Policy.

The Terms of Reference (ToR) outlines the scope of work that the MSC will undertake to review and develop new policy and requirements on labour. There are three components to the work:

1. Development of an MSC labour scheme document, comprising current requirements, relevant derogations and as appropriate any minor to medium improvements.
2. Development of "Eligibility to Participate" requirements with respect to labour.
3. Development of a roadmap for continuous improvement and further development of MSC's labour and wider social policy

Implementation of the ToR commenced in November, 2021. The MSC will work on items 2 and 3 of the ToR during 2022 and 2023. These two components involve developing policy on labour eligibility criteria that certificate holders will have to meet to participate in the MSC. It will also involve development of a roadmap for further work, that the MSC will undertake on labour once the initial phase of work is completed in 2023.

The first item of the ToR sees the MSC releasing a draft version of a labour scheme document with all its current policy for both fisheries and supply chain into one document.

The labour scheme document, referred to as *MSC Labour Policy and Procedures* will provide the basis for further review of MSC's labour policy and will enable labour policy development to follow a dedicated timeline. It collates previously approved labour requirements and guidance across the following documents into a single document.

- i) MSC Fisheries Certification Process Version 2.1
- ii) MSC Chain of Custody Standard: Default Version. V5.0
- iii) MSC Chain of Custody Standard: Group version. V 2.0
- iv) MSC Chain of Custody Standard: Consumer -Facing Organisation Version. V2.0
- v) MSC Chain of Custody Certification Requirements v3.1
- vi) MSC Third-Party Labour Audit Requirements v1.0
- vii) Derogation 7: Chain of Custody Labour Audit Risk Revision

One of the requirements included within the new Labour Policy and Procedures document is the content of *Derogation 7: Chain of Custody Labour Audit Risk Revision*. Derogation 7 was released in the wake of Covid-19. It required certificate holders classed as standard risk to demonstrate compliance with relevant requirements in the chain of custody standard by either:

- Undertaking a third party audit or
- Completing a self-assessment and allowing MSC to commission an audit if called upon to do so

The requirement to undertake a third party audit or complete a self-assessment provides a mechanism that allows action to be taken in the event of a breach of MSC position on labour. However, this requirement is currently restricted to operations in countries scored as standard risk according to MSC's Standard risk scoring tool.

There is a need for mechanisms that allow action to be taken in the event of a breach in low risk countries. Therefore, as part of the release of the new labour scheme document the MSC intends to extend the requirement to all CoC certificate holders with processing, packing and manual off-loading within scope.

As part of the review, the MSC has consulted stakeholders. The consultation activities are detailed below.

Online survey

The MSC consulted stakeholders through an [online survey](#) that was open to everyone and available on the SurveyMonkey website between 7 February and 4 April, 2022. Comments were submitted both through the survey and via email during the consultation period. The full feedback from the survey, with individual names removed, can be found in Annex II: Full transcripts and feedback tables.

Participation overview

This section presents participation data for the consultation activities detailed above.

Table 1: Number of individual participants/respondents representing each stakeholder group.

Stakeholder group	Total
Seafood supply chain	28
Conformity assessment and/or accreditation	12
Commercial wild harvest fisheries	4
Non-governmental organisations	2
Other	2
Aquaculture	1
Consumer	1
Total	50

Table 2: Number of individual participants/respondents representing each geographical region.

Geographical region	Total
Europe	24
Asia	13
North America	8
Southern Africa	2
Eurasia	1

Oceania	1
South America	1
Total	50

Online survey participation

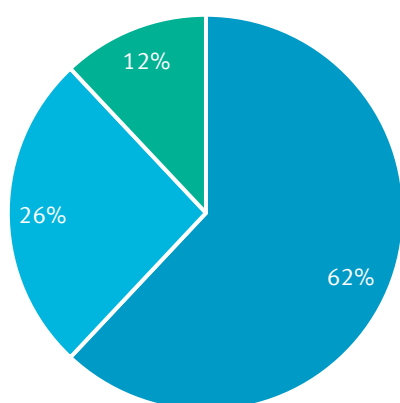
There were 50 respondents to the online survey. We appreciate the strong level of participation and extend our gratitude to those who took the time to contribute. The full list of respondents, their stakeholder groups and country of work can be found in [Annex I: Participation](#). A breakdown of stakeholder groups ([Table 1](#)) and geographical regions ([Table 2](#)) can be found above.

Participation was sought from all stakeholder groups and was open to the public. Respondents spanned the globe from 23 countries. The highest concentration of responses, in order, were from Europe, Asia and North America.

Most of the respondents were associated with the seafood supply chain (retailers, processors, distributors, etc.), however, perspectives from commercial fishers, non-governmental organisations, conformity assessment/accreditation bodies and others were also received.

The survey asked participants their level of agreement with three main statements, designed to gauge the perceived adequacy and feasibility of the proposal.

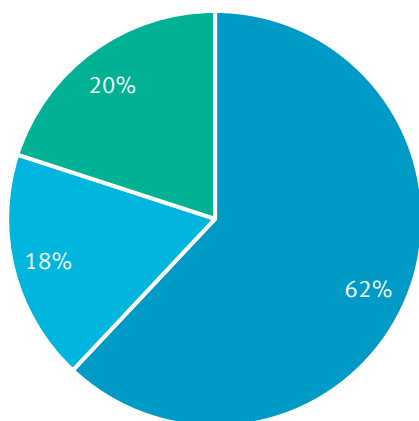
1. The proposal to require chain of custody certificate holders that pack, process or manually off-load, in all regions to undertake a third-party labour audit or submit a self-assessment and allow MSC to commission an audit will be effective at strengthening MSC requirements.



■ Agree or strongly agree ■ Disagree or strongly disagree ■ Neither

First, we asked whether stakeholders agree that the proposal will be effective at strengthening our requirements. The majority of stakeholders (62%) agreed with this statement. The minority (26%) voiced concerns regarding additional audit cost, the effectiveness of third-party audits in surfacing indicators of forced labour, or, expressed opinions that social policy is outside of the MSC mission and/or unnecessary in regions where the risk of labour abuse is perceived to be low.

2. The proposal will be feasible for supply chain companies to implement.

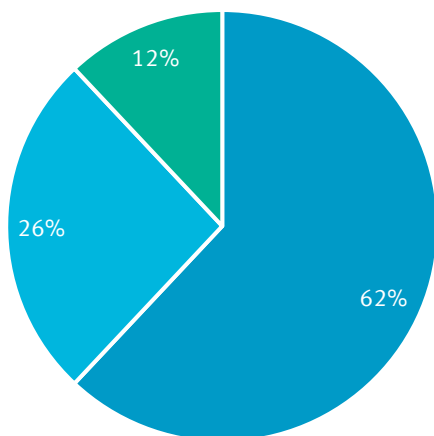


- Agree or strongly agree
- Disagree or strongly disagree
- Don't know/Neither

The second statement addresses perceived feasibility for supply chain companies to implement the proposed changes. The majority of stakeholders (62%) agreed that the proposal will be feasible for supply chain companies to implement. 20% of respondents selected “don’t know” or “neither” and 18% of respondents selected disagree or strongly disagree. Those who disagreed voiced concerns similar to the previous statement.

It may be of interest to note that of the respondents who are located in countries currently qualified as “standard risk” (where these requirements already apply), 70% agree or strongly agree.

3. The proposal to require chain of custody certificate holders that pack, process or manually off-load, in all regions, to undertake a third party labour audit or submit a self assessment and allow MSC to commission an audit is acceptable to me.



- Agree or strongly agree
- Disagree or strongly disagree
- Don't know/Neither

The third statement focuses on whether the proposal is acceptable to the respondent. The answers generally followed the same distribution as previous responses with 62% agreeing or strongly agreeing that the proposal is acceptable to them.

Next steps

All feedback from the public review will be analysed and will help us ensure changes are clear and that the requirements deliver on the intentions of our program.

The MSC Board of Trustees will make the final decision in June 2022.

There will be a gap of a few months between the Board's decision and publication of the new scheme document. This will allow for final editorial reviews and to ensure training materials are prepared for Conformity Assessment Bodies and other stakeholders.

Annex I: Participation

Table 3: List of respondents to the online survey. For those participants who consented to this, their names and organisations are included.

Name	Organisation	Stakeholder group	Country
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Switzerland
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	United States of America
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	United States of America
JOE MURPHY	Luen Thai Seafood Venture Co. Ltd.	Commercial wild harvest fisheries	United States of America
Redacted at request of individual	Redacted at request of individual	Aquaculture	China
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Malaysia
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Vietnam
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Thailand
Matthew Luyt	none	Seafood supply chain	South Africa
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Spain
Andrew David Kaye	Kaytrad Commodities Pty Ltd	Seafood supply chain	South Africa
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Switzerland
David Raine	Pro-Pak Foods Ltd	Consumer	United Kingdom of Great Britain and Northern Ireland
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Germany
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Austria
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Switzerland
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Germany
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Norway
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Russian Federation

Name	Organisation	Stakeholder group	Country
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Philippines
Dr Christopher Robin Evans Sailor's Society Honorary Chaplain	Sailor's Society	Other	United Kingdom of Great Britain and Northern Ireland
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Malaysia
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	United States of America
Redacted at request of individual	Redacted at request of individual	Commercial wild harvest fisheries	Canada
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Switzerland
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Vietnam
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Germany
Raf de Smet	CBG	Seafood supply chain	Belgium
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Netherlands
Kevin Xuezheng LIU	CB-ESTS	Conformity assessment and/or accreditation	China
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	China
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Republic of Korea
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Republic of Korea
Louise McCafferty	Joseph Robertson	Seafood supply chain	United Kingdom of Great Britain and Northern Ireland
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Republic of Korea
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Switzerland
Redacted at request of individual	Redacted at request of individual	Commercial wild harvest fisheries	Switzerland
Ashley Apel	Conservation International	Non-governmental organisation (NGO)	United States of America
Redacted at request of individual	Redacted at request of individual	Other	Netherlands
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Australia

Name	Organisation	Stakeholder group	Country
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	United Kingdom of Great Britain and Northern Ireland
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Denmark
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Peru
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Germany
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Germany
Erin Wilson	MRAG Americas	Conformity assessment and/or accreditation	United States of America
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Singapore
Daniel Murphy	The Freedom Fund	Non-governmental organisation (NGO)	United Kingdom of Great Britain and Northern Ireland
Redacted at request of individual	Redacted at request of individual	Commercial wild harvest fisheries	United States of America
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Finland
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Switzerland
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	United States of America
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Name	Organisation	Stakeholder group	Country
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Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Austria
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Switzerland
Redacted at request of individual	Redacted at request of individual	Seafood supply chain	Germany
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Norway
Redacted at request of individual	Redacted at request of individual	Conformity assessment and/or accreditation	Russian Federation

Annex II: Full transcripts and feedback tables

Questions 1-7: Administrative questions (not reported here)

Question 8: The proposal to require chain of custody certificate holders that pack, process or manually off-load in all regions to undertake a third-party labour audit or submit a self-assessment and allow MSC to commission an audit will be effective at strengthening MSC requirements.

Please say whether you agree or disagree with the statement.		
Feedback received		
Participant ID	Strongly disagree, disagree, Neither, Agree, Strongly agree, Don't know	Please explain your answer, telling us anything you would change about the proposal. Please be as concise as possible.
13305026131	Agree	It's an interesting approach to take out the restriction of only certain countries being judged as "risky" for social issues. This new wording will increase the number of needed labor audits immensely. I am wondering, who is supposed to pay for the audits MSC is going to mandate for certain companies. If the CoC company is going to pay for it, this should be mentioned in the standard or the certification process.
13313372081	Strongly disagree	MSC is supposed to show that the product is from a sustainable fishery with full traceability. It should have nothing to do with labor practices. We have other groups (SEDEX, etc.) for those types of certifications. Labor practices have nothing to do with fishery sustainability and is outside what the mission should be for MSC.
13313451423	Agree	We believe this measure is a step in the right direction in controlling child labor laws. Efficacy of this measure is unclear.
13313621320	Agree	
13314558165	Agree	
13314588507	Neither	
13314568545	Neither	
13314539475	Agree	
13314934215	Strongly agree	Seafood processors targeting EU markets already require acceptable BSCI and or SMETA audit outcomes. MSC certification should align with this.
13314976913	Agree	
13315234401	Agree	I'm not sure how you can audit labour practices in so many different countries each of which have different costs of living and expectations.
13315961080	Strongly agree	The company I represent adopt a strict labour policy for all suppliers so this proposal follows my own employers standards.
13316031582	Strongly agree	
13318033112	Strongly disagree	If mandatory for any CoC holder it is just additional cost, time and effort for those countrys where there is

		no risk. Could be sensefull for countrys with a higher risk. If implementation is planned please use a riskscore to judge and based on this decide if mandatory or not.
13318091456	Agree	
13318570925	Strongly agree	
13318527781	Disagree	From our sight of view, costumers are not aware of child or forced work in Germany. This problem is connected to other parts of the world.
13319055039	Agree	
13320130860	Disagree	
13323640143	Agree	
13326301946	Strongly agree	It would be effective at strengthening MSC requirements.
13329235271	Disagree	agreed only with self assessment. Small factory has no budget to have third party labor audit.
13330413920	Strongly disagree	MSC is a certification based on environmental sustainability, and the focus should remain there. Social/Ethical accountability is important, but there are other standards with this focus. If MSC continues to force it as part of the sustainability requirements, its certification will no longer be focused on environmental sustainability, defeating the purpose of the certification.
13330588868	Strongly disagree	Adding costs to a sustainability program is going to make the whole program cost prohibitive.
13331452033	Neither	Working with a risk based approach provides more resources for critical points. Doing for all - independent if already local legislation is restricting forced or child work effectively - creates lots of workload. In general: good to check if working conditions versus human right requirements
13334089069	Agree	
13315438651	Disagree	Successfully passed third-party human rights audit or certificate must be an entry requirement for participation in MSC programme (for labour practices at sea and on shore)
13349061080	Disagree	Personally, I don't think that this will effect the strength of MSC. Already, there are many 'social' audit certificates present, and demanded by trade. If any, focus should be on Fishery and port labour.
13351479506	Agree	Self assessments and targeted MSC commissioned audits will work.
13362157976	Strongly agree	
13364791337	Agree	one question: how to define the manually off-load?
13370456733	Strongly agree	
13370688577	Strongly agree	good people make good products.

13370952391	Strongly agree	this will help all actors to be more confident in the ethical/social aspects of their own supply chain and improves the overall 'sustainability' of MSC standard
13371040433	Strongly agree	
13374222085	Strongly agree	Checking the working conditions in the fish supply chains increases consumer confidence. From a retailer's point of view, it is practical and makes sense for a label such as MSC to also address working conditions.
13318431731	Disagree	
13369253429	Agree	[Respondent] agrees that expanding the scope to incorporate all CoC certificate holders will help strengthen the overall Labor Policy. Every certificate holder should be held to the same standard, regardless of risk level or geography. However, the lack of worker voice and grievance mechanisms within the self-assessment is unacceptable. Also, information within the self-assessment form is not verified, which is a significant gap in the policy. In addition, third-party audits themselves often lack worker engagement/inclusion and credible complaints mechanisms, which are vital components to an effective audit process. Furthermore, it is not clear which standards the MSC would utilize if an audit is commissioned; this information is not included in the policy (i.e., would MSC only utilize the programs listed in section 5.3.1?). Concern has already been expressed by the Seafood Working Group (of which CI is a member) that the approved third-party audit programs listed are not effective at keeping workers safe. Finally, the scope of the Labor Policy is woefully narrow as it focuses exclusively on forced and child labor. The broader suite of human rights according to ILO core conventions is not included, which leaves workers and businesses at high risk of labor and human rights violations. For more information, please reference the "Public Statement Human Rights and Environmental Organizations" from June 10, 2019.
13384425388	Neither	I do agree, that there should be a process in place to ban child labor. I do wonder if 'in all regions' will be the key, because many countries prohibit child labor by law. Company's in countries with a ban/regulation on child labor will argue, that a self assessment will take up time, a third party audit will lead to extra costs and the result will be the same. I'm not sure, if that will strengthen the MSC requirements in these countries. Furthermore, will external logistic centers (who don't become the owners of MSC-certified products) be forced to do an assessment to? I do think, they will refuse to cooperate.
13386862307	Neither	
13371416084	Strongly agree	
13388031740	Agree	

13407282439	Agree	
13415121253	Disagree	Self-assessments will naturally be filled in as positive as possible and possibly not make deviations visible. Third-party assessments as well as self-assessments in non-risk countries may not provide any additional insight as gross deviations from labour or ethical standards should not be an issue. High-risk countries should still be a priority for labour and ethical audits or assessments.
13415200703	Strongly disagree	Self-assessments will naturally be filled in as positive as possible and possibly not make deviations visible. Third-party assessments as well as self-assessments in non-risk countries may not provide any additional insight as gross deviations from labour or ethical standards should not be an issue. High-risk countries should still be a priority for labour and ethical audits or assessments.
13416095648	Neither	This type of audit proposes additional costs to the certificate holder, and seems unnecessary for low risk groups.
13387181809	Agree	It will result in additional sites to need to provide audit evidence for self assessment, however it may be unnecessary given that sites in lower risk countries are already unlikely to have labour violations and are also subject to stricter controls as compared to standard and high risk countries.
13428147148	Strongly disagree	Third-party labour audits are ineffective in surfacing indicators of forced labour. I (and many others) would be happy to expand on this in a more meaningful consultative format, should MSC be so inclined.
13431304378	Agree	This requirement focuses specifically on forced and child labor, and aims to support efforts to eradicate these egregious practices from seafood supply chains. As the MSC acknowledges, its primary focus and expertise is the environmental performance of fisheries. Recognizing this fact, the MSC is correct to (i) limit the scope of these requirements to practices that are universally recognized to be egregious; and (ii) rely on existing social auditing programs for implementation.
13432327326	Agree	

Question 9: The proposal will be feasible for supply chain companies to implement.

Please say whether you agree or disagree with the statement.		
Feedback received		
Participant ID	Strongly disagree, disagree, Neither, Agree, Strongly agree, Don't know	Please explain your answer, telling us anything you would change about the proposal. Please be as concise as possible.
13305026131	Agree	The proposal can be implemented by CoC companies, but the extra costs might be an issue for some companies.

13313372081	Don't know	I really don't know what to expect. In the past, low risk countries like U.S.A. were exempt. Now they won't be, and even though we meet all local, state, and federal laws, we don't know whether we will meet the new labor requirements of MSC. In our industry in remote location, employees regularly choose to work long hours with lots of overtime. This may not be allowed with the new MSC rules.
13313451423	Neither	It is unclear how effective the implementation programs would be. Much of our certified ingredients are provided by a 3rd party. If registration with MSC would provide an assessment of compliance with child labor law guidance then that would allow our company to make an informed choice.
13313621320	Agree	
13314558165	Agree	
13314588507	Agree	
13314568545	Neither	
13314539475	Agree	
13314934215	Strongly agree	See previous comments -
13314976913	Agree	
13315234401	Don't know	So much depends on the analytical processes that have to account for so many different labour practices. Can you really compare a South Pacific island with the USA, for example?
13315961080	Agree	
13316031582	Neither	A lot will depend on the countries to be assessed and the ease of assessment
13318033112	Strongly disagree	
13318091456	Agree	
13318570925	Agree	
13318527781	Neither	It's possible, but it costs money and/or time to do so. This'll increase the cost of MSC for the costumers. Question is, do they want pay more for something they are not aware of?
13319055039	Agree	
13320130860	Disagree	I'd speak on behalf of our country which is Russian Federation. There is no way that labour laws can be broken here as we have very accurate regulations upon labour code. It is also impossible for a child to be involved in any working process even if they want to because any employer would be fined for huge sums for letting it happen. In fact, requiring certificate holders to undertake an extra audit will cause extra expenses, and that will bring lots of concerns, considering the state of economy at present.
13323640143	Agree	
13326301946	Strongly agree	

13329235271	Disagree	Can have labor clauses but audited by CoC auditor. Small factory has no budget to have third party labor audit.
13330413920	Strongly disagree	Compliance with Social and Ethical standards is a matter between those standards and the companies. MSC inserting itself between us will complicate and impede our ability to comply with these standards.
13330588868	Strongly disagree	As above. We currently rotate SMETA audits through different sites and the MSC is proposing to have to complete audits each year at each site
13331452033	Agree	will be feasible, but creates big workload - so better to concentrate on critical findings to eliminate forced/ child work effectively
13334089069	Agree	
13315438651	Agree	
13349061080	Strongly agree	Most factories and supply chain companies already have a social audit implemented.
13351479506	Agree	As long as activities with no or low risk do not get audits forced onto them.
13362157976	Strongly agree	
13364791337	Agree	
13370456733	Strongly agree	
13370688577	Strongly agree	
13370952391	Strongly agree	all businesses regardless of industry should be undergoing some form of ethical assessment, review, audit so this is just best practice being pushed
13371040433	Agree	
13374222085	Strongly agree	For smaller operations (e.g. a processing plant), it can be difficult and expensive to conduct an external audit of working conditions (e.g. an amfori BSCI audit). However, even small operations can at least complete a self-assessment. This is reasonable and sensible, because these companies are after all part of an MSC - certified value chain. This is an added value for every company in the chain. For this, the companies should also make some efforts for correct working conditions. In addition, filling- in a self - assessment is a good way to make companies aware of the requirement "correct working conditions".
13318431731	Neither	
13369253429	Agree	Yes, this will be feasible for supply chain entities to implement. However, as stated above, CI does not agree with the scope of the Labor Policy as it currently focuses on egregious abuses only, specifically forced and child labor.
13384425388	Disagree	I do agree, that there should be a process in place to ban child labor. I do wonder if 'in all regions' will be the key, because many countries prohibit child labor by law. Company's in countries with a ban/regulation on child labor will argue, that a self assessment will take

		up time, a third party audit will lead to extra costs and the result will be the same. What COC companies are meant by 'who manually off-load'? All companies that possess certified fish? That would mean fish mongers and restaurants too. I miss clarification.
13386862307	Neither	
13371416084	Strongly agree	
13388031740	Strongly agree	
13407282439	Neither	-selfassessment is feasible to implement -social audit, in this case the certificate holder will assessment the economic factor and the time that they can implement to pass the audit.
13415121253	Strongly disagree	especially for small or medium size companies within the supply chain providing the self-assessment or performing a third party audit means an immense additional effort binding time and staff as well as financial resources in the process. Big companies that already perform third party audits due to various reasons have an advantage.
13415200703		especially for small or medium size companies within the supply chain providing the self-assessment or performing a third party audit means an immense additional effort binding time and staff as well as financial resources in the process. Big companies that already perform third party audits due to various reasons have an advantage.
13416095648	Disagree	How will fisheries with limited finances implement this requirement? Are there cost-sharing options available? Can CABs certify their clients in CoC also be able to conduct the social audit if the qualifications are met for social auditing by the CAB? (i.e. have a social auditor on staff)
13387181809	Disagree	In the tuna sector, certificate holders may well have multiple offloading locations which will be classified in under the pack/manually off-load activity. It will be too cost/effort intensive and unnecessary to implement audits on a large number of sites, especially they are mostly in lower risk countries. Moreover, in actual operations, workers are often part time contractors provided by stevedoring companies, in this instance it may be irrelevant to audit the site which is essentially a port/wharf. More guidance may also be needed if this is to be implemented.
13428147148	Neither	
13431304378	Agree	The proposal appears to be appropriately calibrated to avoid imposing an undue burden on supply chain actors.
13432327326	Agree	

Question 10: The proposal to require chain of custody certificate holders that pack, process or manually off-load, in all regions, to undertake a third-party labour audit or submit a self-assessment and allow MSC to commission an audit is acceptable to me.

Please say whether you agree or disagree with the statement.		
Feedback received		
Participant ID	Strongly disagree, disagree, Neither, Agree, Strongly agree, Don't know	Please explain your answer, telling us anything you would change about the proposal. Please be as concise as possible.
13305026131	Strongly agree	I agreed to the proposal. However, my opinion is a bit biased because I work for a CAB and we always vote to increase the ambitions of the standard.
13313372081	Strongly disagree	We may drop MSC certification if this goes through and switch to RFM or another sustainability scheme instead.
13313451423	Strongly agree	A third party assessment with the is a great tool in assuring the certificate holders that pack, process or manually off-load these materials comply with labor laws.
13313621320	Agree	
13314558165	Agree	
13314588507	Neither	
13314568545	Neither	if without third party labour audit or labour audit both at the same time
13314539475	Agree	
13314934215	Strongly agree	
13314976913	Agree	
13315234401	Agree	Provided the criteria are clear and applicable to the South African position in the World economy.
13315961080	Strongly agree	
13316031582	Strongly agree	
13318033112	Strongly disagree	If mandatory for any CoC holder it is just additional cost, time and effort for those countrys where there is no risk. Could be sensefull for countrys with a higher risk. If implementation is planned please use a riskscore to judge and based on this decide if mandatory or not.
13318091456	Agree	
13318570925	Agree	
13318527781	Strongly disagree	In Germany we have strict laws for labours, lots of opportunities to report grievances to the press, publicity or lawyers. Also other audits from authorities and other standards check for labours, too.
13319055039	Agree	
13320130860	Disagree	
13323640143	Agree	
13326301946	Strongly agree	I am a Sailors Society Honorary Chaplain serving at Poole Docks. My work in port chaplaincy and ship

		welfare visitiing of international fishetmen for the Sailor's Society on two tours of service abroad in Oceania at Pago Pago Harbour abd Honolulu Harbour experienced alleged forced labour of international fishermen who I ministered to as Sailor's Society Auxiliary Port Chaplain Pago Pago, and as Honorary Chaplain (2004-2006) for the Care of Seafarers in the area of Honolulu Harbour (2014-2016). I see and understand the vital need for such a forced and child labour policy by the MSC.
13329235271	Disagree	Small factory has no budget to have third party labor audit.
13330413920	Strongly disagree	MSC should not be linking environmental sustainability with compliance in any other area. If MSC chooses to establish its own separate standard and offer certification as an option, that would be fine, and is common with other standards such as BRCGS. However, it is absurd to link compliance in one area with that of another.
13330588868	Strongly disagree	
13331452033	Agree	acceptable, however any additional costs (for 3rd party audits e.g.) should be acceptable for all parties - big or small company
13334089069	Agree	
13315438651	Disagree	Successfully passed third-party human rights audit or certificate must be an entry requirement for participation in MSC programme (for labour practices at sea and on shore)
13349061080	Agree	it is acceptable, but I believe this is not MSC's core concern.
13351479506	Agree	
13362157976	Strongly agree	
13364791337	Agree	especially for self assessment holder, there should be an audit.
13370456733	Strongly agree	
13370688577	Agree	
13370952391	Strongly agree	as above
13371040433	Agree	
13374222085	Strongly agree	Attention: Relying on self-assessments alone is not enough. For the sake of credibility, MSC must take two follow-up steps: 1. review and assess the self-assessments. In case of critical statements in the self-assessments, a follow-up by someone is needed. 2. a part of the companies with a self-assessment must be audited randomly. I.e. MSC should develop a robust sampling system to audit a certain number of sites per year. This will likely require a partnership between MSC and select audit firms that conduct annual social audits on MSC's behalf. For this system to be credible, MSC will need a robust sampling system each year.

13318431731	Disagree	
13369253429	Strongly disagree	Neither the self-assessment nor approved third-party audit programs incorporate a worker-drive approach and effective grievance mechanisms, or encompass a scope beyond forced and child labor. The wider suite of human and labor rights needs to be addressed, as highlighted in ILO core conventions and the Monterey Framework.
13384425388	Agree	
13386862307	Neither	
13371416084	Strongly agree	
13388031740	Neither	3. party yes, the other dont know, depending of region
13407282439	Agree	
13415121253	Disagree	As explained above the new proposal would require a great additional effort. It is also not clear who would bear the cost if MSC commissions and audit.
13415200703	Strongly disagree	As explained above the new proposal would require a great additional effort. It is also not clear who would bear the cost if MSC commissions and audit.
13416095648	Neither	
13387181809	Neither	In addition to the responses above, I feel that further guidance/adjustments may be needed for feasible implementation.
13428147148	Strongly disagree	MSC's proposition to expand reliance on third-party labour audit for assurance is unacceptable to me.
13431304378	Agree	As above.
13432327326	Agree	

Question 11: Are there other concerns related to this issue you would like to raise? If so, please explain.

Participant ID	Feedback
13305026131	Not at the moment
13313451423	None
13313621320	Pacific Islands still unable to receive foreign visitors to conduct such audits
13314568545	No
13315234401	Yes. I need to look at the way you set the standards for each country!
13316031582	Viability, cost implications
13329235271	can have labor clauses in CoC standard but audited by CoC auditor.
13330413920	I am concerned about the implications if MSC adds other subject matters that are tied to Sustainability certifications. If MSC chose to start adding, for example, Food Safety requirements, that would interrupt extensive systems already in place that have proven extremely effective. MSC needs to keep its focus on its own subject matter.
13331452033	necessary to make it feasible for all CoC holders and applicants - costs, workload etc
13315438651	Within the MSC programme, it must be ensured that all internationally recognised human rights and labour law standards are respected both at sea and on land.
13349061080	Too many audits by too many different certification standards would create a sincere confusion at the end of the supply chain.

13371040433	The audit time needs to be increased so that the auditor can fully evaluate the additional requirements.
13374222085	The MSC policy regarding the acceptance of amfori BSCI: MSC says as a condition: Successfully complete the amfori BSCI audit with no Zero Tolerance issues raised.=> my comment: First of all, amfori BSCI will review its rating system. A new rating system will launched based on a "percentage model". I do not know, if the term "Zero Tolerance" will remain. Secondly: A "Zero Tolerance" rating is the worst rating a factory can get in the amfori BSCI system. For me, it is not very credible and far to weak to just ask "no Zero Tolerance". In the existing amfori rating, there are also the ratings E and D. These ratings are bad too. The C rating is "acceptable", B means good and A very good. Therefore I think, MSC should at least ask for a D or better for a C in the chapters (performance areas) child labor and forces labor.
13369253429	The answers above capture CI's collective concerns.
13384425388	See above.
13407282439	About the subcontractor non certified
13415121253	From what we understand the results of self-assessments and third party audits will be available publicly on the MSC platform. This is of concern since these reports contain internal information that many businesses may not want to be made public. It could also be a concern of data safety.
13415200703	From what we understand the results of self-assessments and third party audits will be available publicly on the MSC platform. This is of concern since these reports contain internal information that many businesses may not want to be made public. It could also be a concern of data safety.
13387181809	If possible, a copy of the proposed self assessment can be provided as part of the consultation documents.
13428147148	The lack of meaningful consultation from MSC with labour groups and worker representative organisations as it goes about this process.
13431304378	As the MSC continues its labor policy review, it must continue to recognize that its primary focus and expertise is the environmental performance of fisheries, and that its engagement on social policy must be limited and carefully calibrated.

Question 12: Do you have other concerns related to MSC requirements and/or assurance systems that you would like to raise at this time? If so, please explain.

Participant ID	Feedback
13305026131	Not at the moment
13313372081	No concerns on the sustainability and traceability portion of MSC.
13313451423	The proposed ruling outlines actions that are appropriate for non-compliance. It isn't clear how these measures are determined.
13314588507	I would to suggest the MSC ASC to introduce in malaysia widely, because in our country only certain company get the certificate and also our supplier are limited. If we have a lot of supplier in malaysia, it easier for the company get the supply under MSC ASC product.
13314568545	No
13314934215	Need to strengthen MSC COC compliance surveillance at processing sites -
13315234401	I believe that MSC inspectors need training in risk analysis rather than accounting nit-picking.
13316031582	None
13318527781	the main reason for MSC is fish and environment, do not over stretch it's sphere
13320130860	I would like to raise a proposal on letting the companies have MSC label for free provided that they perform full cycle of CoC. This practice have already been implemented with FSC

13326301946	I have no other concerns
13330413920	MSC should offer training courses to prepare companies for compliance with its standards.
13330588868	Each year we have to do a mass balance of our products despite only processing certified Alaskan salmon at our plant, and not using the MSC scheme on very many products. It is a waste of time
13334089069	no
13362157976	No
13370952391	no
13371040433	Small companies may have a lot of difficulties in how to implement self assessment. It would be nice to provide a self assessment guide that includes actual description examples.
13374222085	The MSC policy regarding the acceptance of amfori BSCI: MSC says as a condition: Successfully complete the amfori BSCI audit with no Zero Tolerance issues raised.=> my comment: First of all, amfori BSCI will review its rating system. A new rating system will launched based on a "percentage model". I do not know, if the term "Zero Tolerance" will remain. Secondly: A "Zero Tolerance" rating is the worst rating a factory can get in the amfori BSCI system. For me, it is not very credible and far to weak to just ask "no Zero Tolerance". In the existing amfori rating, there are also the ratings E and D. These ratings are bad too. The C rating is "acceptable", B means good and A very good. Therefore I think, MSC should at least ask for a D or better for a C in the chapters (performance areas) child labor and forces labor.
13318431731	nein
13384425388	I would like to emphasise that the setting of this requirement must be an added value to the system and not an unnecessary, administrative burden worldwide. Therefore, please consider all types of companies and make clear, to whom it does and does not apply. Please consider carefully all steps in the COC: fisheries, fish auction, processors, traders (with and without physical possession), consumer-oriented organisations (restaurants, fish mongers, food service), external logistic centres (without own certificate and without ownership of products), etc.. Also consider and make clear what this requirement will mean for companies certified through a group certificate. Who is responsible to do an self-assessment. I suggest to make the head office responsible by group management with common ownership or system. Site members of groups with independent sites (and independent group management) should be responsible per site.
13371416084	Assurance systems should be extended to vessels, as that is where the highest risk of labour violations is. There are vessel assurance schemes available already who the MSC could partner with. This would the MSC program even more credible and ensure the full supply chain is covered.
13407282439	no
13415121253	In discussions with customers there are sometimes different views on how detailed traceability for MSC goods is required by the MSC standard. Many think that we as a member of the supply chain should be able to trace back more than one step. Some customers think that we should be able to trace back to the catching vessel. We receive by-products as raw material so this is extremely difficult for us. It may help to make it more clear that the MSC standard only requires traceability one step back and one step ahead.
13415200703	In discussions with customers there are sometimes different views on how detailed traceability for MSC goods is required by the MSC standard. Many think that we as a member of the supply chain should be able to trace back more than one step. Some customers think that we should be able to trace back to the catching vessel. We receive by-products as raw material so this is extremely difficult for us. It may help to make it more clear that the MSC standard only requires traceability one step back and one step ahead.

Questions 13-18: Survey related questions (not reported here)