

[North Menai Mussel Fishery]**Certificate Holder Forced and Child Labour Policies,
Practices and Measures**

1 Introduction

Fisheries and at-sea Certificate Holders (CH) in the Marine Stewardship Council (MSC) program are required to provide a self-description of policies and measures, including regulatory requirements and procedures that are in effect in the Unit of Assessment, to protect fishing crew from forced labour or child labour, as well as any efforts by the private sector. The objective is to require certificate holders to communicate how government, industry, or other relevant entities protect against forced or child labour.

Each fishery and at-sea Chain of Custody client shall provide this information by completing this template. This template should be completed by the client in good faith and be based on information known and available to the client at the time of completion. The information provided should be representative of the range of measures known to the certificate holder.

The completed form will be uploaded to MSC database to be published on the MSC website at the same time as the Public Certification Report.

Guidance for filling in the template is found in the [Appendix](#) of this template. Information is required on all issues addressed in the template and should be provided in English, which is the official language of the MSC.

Please complete all unshaded fields. Please fill in N/A if an issue is not applicable, including a short justification for why it is not applicable.

2 Marine Stewardship Council certificate holder forced and child labour policies, practices and measures

Table 2.1 – Certificate holder information

1	Composition of fishery client group on behalf of who the statement is provided
CH	<ul style="list-style-type: none"> - Bangor Mussel Producers Ltd (BMP) is a collective undertaking composed of the companies engaged in the benthic cultivation of mussels (<i>Mytilus edulis</i>) inside the boundaries of the 1962 Menai Strait East Fishery order. I (James Wilson) am a director of BMP and also of one of the operating companies (Deepdock Ltd) . - Members of BMP are also the owners and operators of the vessels covered within this unit of certification.
2	Responsibility for labour regulation
CH	<ul style="list-style-type: none"> - There are very strict laws applied in the UK that regulate the use of labour inside of commercial practice. Child labour is even more highly regulated, with the use of anyone under school leaving age (16) restricted to a maximum of 12 hours a week, of which only 2 hrs per day can be during the school week. Employment legislation is a reserved power for the UK and as such is not a devolved responsibility for the Welsh Government - By Government or their agents
3	Risk identification and mitigation
CH	<ul style="list-style-type: none"> - We are a small sector, with total employment of <20 individuals, most of whom have engaged in the activity for many years, mostly for decades. As such there is no formal risk process to describe measures to identify and mitigate any child or forced labour matter. It is simply not applicable within the identity of the Client group.
4	Crew recruitment
CH	<p>There is very low / no churn on staff within the UoC. Any new entrants are usually bought in through word of mouth. There is no use nor any intention to use any crewing agent of any sort</p>
5	Engagement with fish worker groups
CH	<p>One of the principles within BMP Ltd, Trevor Jones, has been active in the development of the ILO 188 approach for use on commercial vessels in the UK .</p>

6	Crew contracts
	<ul style="list-style-type: none"> - All crew members are formally employed on the basis normal working contracts. They are salaried employees and not subject to any share catch payment
CH	
7	Audits and labour inspections
	<ul style="list-style-type: none"> - None.
CH	
8	National minimum age requirements
	<ul style="list-style-type: none"> - See (2) & (3)
CH	
9	Repatriation
	<ul style="list-style-type: none"> - N/a
CH	
10	Debt bondage
	<ul style="list-style-type: none"> - N/a.
CH	
11	Grievance and remedy mechanisms
	<ul style="list-style-type: none"> - All principles operate an open door policy in terms of any crew grievance
CH	
12	Identification documents
	<ul style="list-style-type: none"> - n/a
CH	
13	Additional comments
	<ul style="list-style-type: none"> - n/a
CH	

14	Date this template was last updated
	- 25/07/2019
CH	

3 Appendix – Guidance on filling in the Certificate Holder Forced and Child Labour Policies, Practices and Measures Template

3.1 Composition of the fishery client group on behalf of who the statement is provided

If a fishery is in full assessment and the cost-sharing participants and arrangements are not yet determined, provide as much detail as possible regarding the expected cost-sharing entities that will comprise the client group, should the fishery achieve certification, and the relationship between such client group representatives and the vessel owners and operators in the Unit of Certification (UoC).

3.2 Responsibility for labour regulation

Provide information on laws and regulation and the authorities that have responsibility for labour regulations in the area in which the fishery operates, including flag state authorities where this is applicable. Describe how these are enforced.

3.3 Risk identification, mitigation and remediation

The information required in this section includes information known by the certificate holder on processes and practices that are applicable in the UoC to identify, assess, prevent and mitigate forced and child labour risks. The information may include government policy or measures, or where applicable, measures being implemented by the certificate holder.

3.4 Crew recruitment

The information required here includes information on the methods used to recruit crew in the UoC, any widespread use of migrant labour, the countries that crew come from and information on recruitment agencies used where this information is available and known to the certificate holder. It may also include information known of visa programs used to bring in workers to the UoC and on payment of recruitment fees.

3.5 Engagement with fish worker groups

In some countries, there may be engagement with fish worker groups or other types of organisations that work to address risks of forced labour. Where this occurs provide information on such engagement. This may include information on any organizations in the port area which support crew members socially, e.g. seafarers' ministry, fishers' association, local committees.

3.6 Crew contracts

Contracts are legal work agreements with labour duties and payments clearly spelled out. Describe the nature of crew contracts in the UoC, specifically features related to forced and child labour, whether the contracts are written in languages understood by crew and how provisions in the contract are enforced.

3.7 Audits and labour inspections

Describe any government labour inspections or social audits and certifications of working conditions within the UoC in the past 2 years. Where the information is available provide a link to the criteria against which the audit took place.

3.8 National minimum age requirements

For this section describe national minimum age requirements and provide a description of regulatory and private sector systems in place to confirm that minimum age restrictions are met. Include information on any exceptions to statutory minimum age requirements which are used by the UoC and information on policy for hiring young workers in compliance with national legislation. This should also include description of any policy or practices for monitoring including hours of work and rest for young workers. This may include information on any other programs which are monitoring labour in your UoC fishing area.

3.9 Repatriation

This section requires a description of how departure of crew members across the UoC is handled. This may include information about government, and/or where known, any applicable company policy on end of crew members' contracts; involuntary termination; leave (including family visits and medical treatment); freedom of movement during the work term and departure terms within crew member contracts.

3.10 Debt bondage

Deductions for costs of work from pay can cause debt bondage and put crew at risk of forced labour. Examples of such work costs include costs of getting to work, placement/broker fee, medical costs, safety gear, food at the workplace, remittance fees and repatriation costs.

Describe systems in place to avoid debt bondage. If there is evidence of systemic practices to impose costs on workers, what measures are in place to avoid debt bondage.

3.11 Grievance and remedy mechanisms

Provide a description of systems known to be in place that allow crew to share information, access assistance and report labour violations and how the systems work to address such reports and provide remediation.

3.12 Identification documents

Describe provisions across the UoC for crew to access their official identification (passports, visas, seafarers book). Where the law in a jurisdiction requires the vessel owner or captain to hold the crew members' official identification, describe the protocol, including government regulations in place to ensure that crew members can access their personal documents and have freedom of movement.