

followfood GmbH

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
	<ul style="list-style-type: none"> - Characterise the composition of the fishery client group, including cost sharing entities. - Describe the relationship between cost sharing members of the fishery client group and the vessel owners and operators of the Unit of Certification (UoC).
CH	<p>Cost-sharing participants of the certification are Fish-ka Ltd. and Volna Ltd. (Russia). They fish on site and supply fish and fish products to the Certificate Holder, followfood GmbH (Germany), which is selling the products.</p> <p>The fishing is performed in a small reservoir and the fishing boats are small and stay on water for fishing not more than a few hours. Fish-ka Ltd. and Volna Ltd. incurs costs as vessel owners and the costs of maintaining the MSC certificate. followfood GmbH pays all other expenses, including the cost of audit.</p>
2	Responsibility for labour regulation
	<ul style="list-style-type: none"> - What management authorities and laws, including flag state authorities, control labour-related regulations in the unit of assessment area? - How are laws enforced?
CH	<p>Labour standards in the area of the certification are established by the Labour code of the Russian Federation "Trudovoi Kodeks Rossiiskoi Federatsii from 30.12.2001 № 197-FZ". Compliance of the businesses, including the fisheries, with labour standards is monitored by special state agencies - the State Labour Inspectorate and the Prosecutor's office. The law is fully respected.</p>
3	Risk identification and mitigation
	<ul style="list-style-type: none"> - Describe the processes, including government and certificate holder measures, that are in place in the UoC to identify and mitigate any risk of child and forced labour.
CH	<p>Forced labour in the fishing area is strictly prohibited by law.</p> <p>Use of child labor in the fishing organization is not allowed according to the internal policy of the companies and the restrictions (internal rules of fishing) established by the Labor code of the Russian Federation. Violation of these rules is punished by administrative and criminal sanctions.</p>
4	Crew recruitment
	<ul style="list-style-type: none"> - Describe the typical methods used to recruit crew in the UoC and describe the migrant composition of crew if any.
CH	<p>Crews of fishing boats and on-land staff of the processing facility consists of local residents. Recruitment is carried out by interviews of the candidates with the establishment of a trial period. No migrants are employed.</p>
5	Engagement with fish worker groups
	<ul style="list-style-type: none"> - Where there is known engagement with fisher, migrant, and worker rights groups, describe how this occurs and the organisations engaged with workers in the Unit of Assessment (UoA).
CH	<p>There are no groups to protect the rights of fishers, migrants and other workers in the area of fishing and processing.</p>
6	Crew contracts
	<ul style="list-style-type: none"> - Describe the nature of contracts or legal work agreements in place in the UoC and the issues addressed in such agreements.

CH	There are two types of contracts: labor contracts and contracts for the execution of work related to fishing. The agreements contain the full scope of social and legal guarantees provided by law. Contracts are drawn up in Russian, which is state language and commonly spoken in the area. There were no cases of breach of contract.
7	Audits and labour inspections
	- Describe any 3rd Party audits and certifications on labour, or labour inspections conducted within the UoC in the last two years.
CH	The company has signed a contract with a specialist in labor protection, which constantly monitors compliance with the requirements of labor protection at the enterprise. Every 5 years, an independent laboratory checks the compliance of working conditions of employees (special assessment of working conditions).
8	National minimum age requirements
	- Describe national minimum age requirements for crew members serving on vessels within the UoC. - Describe systems in place, both regulatory and private sector systems, to ensure that crew members meet national minimum age requirements. - Describe how this is checked, including enforcement within the UoC by the responsible governing authority or oversight body such as labour inspectors.
CH	The national minimum age requirements for crew members working on UoC vessels are 16 years. Persons who have received primary education and have reached the age of 15 may enter into an employment contract to perform light work that does not harm their health. Persons who have reached the age of 15 years and in accordance with the Federal Law have left the General education organization to receive basic General education or expelled from the said organization and continue to receive General education in a different form of training, may enter into an employment contract to perform light work that does not harm their health and without obstacles for their educational program. With the written consent of one of the parents (guardian) and the guardianship and trusteeship body, an employment contract may be concluded with a person who has received General education and has reached the age of 14 years, to perform light labor that does not cause harm to his health, or with a person receiving General education and has reached the age of 14 years, to perform it in time free of education, light labor that does not cause harm to his health and without obstacle for their educational programme. This requirement is set up by the Labor code of the Russian Federation. However, in accordance with the internal rules of the UoC (internal rules of fishing), only crew members who have reached the age of 21 are employed.
9	Repatriation
	- Describe how repatriation issues are dealt with in the UoC with respect to visit end of contract, voluntary and involuntary termination, and freedom of movement and the extent to which these are included in contracts.
CH	Termination of contracts is carried out in the case and in the manner prescribed by the Labour Law and the Terms of Contract. Resting time (vacation, medical treatment) is provided to employees if necessary and annually according to the schedule according to the labor legislation taking into account the period of bans on fishing established by the Fishing Rules and internal policy of the enterprises. The freedom of movement of crew members is not limited.
10	Debt bondage
	- Describe if there is evidence of systemic practices to impose costs on crew members for placement or brokerage fees, travel to the workplace, visa, medical, safety gear, clothing/protective gear, food at the workplace, communications access, remittance fees, repatriation, etc. - If so, describe such practices and how debt bondage is avoided.
CH	The employees of the companies are residents of this area living not far from the place of work. The above mentioned practices are absent.
11	Grievance and remedy mechanisms

	- Please list any policies or measures (e.g. hotline) that are in place for crew voices to be heard and to report and remediate any instances of forced or child labour.
CH	In case of any violation of the labor legislation by the employer, the crew members and staff of the processing facilities have the unlimited opportunity to comply to the relevant state agencies.
12	Identification documents
	- Describe policies and practice in place across the UoC to ensure that crew members have free and timely access to their identification documents, including National ID, passports, visas, etc.
CH	Identity cards, including national identity cards, passports, visas, etc. are held by the employees all the time. The employer does not store all these documents and does not restrict access to them.
13	Additional comments
	- Do you have additional comments on labour practices within the UoC?
CH	No
14	Date this template was last updated
	- DD/MM/YYYY
CH	26/04/2019

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.