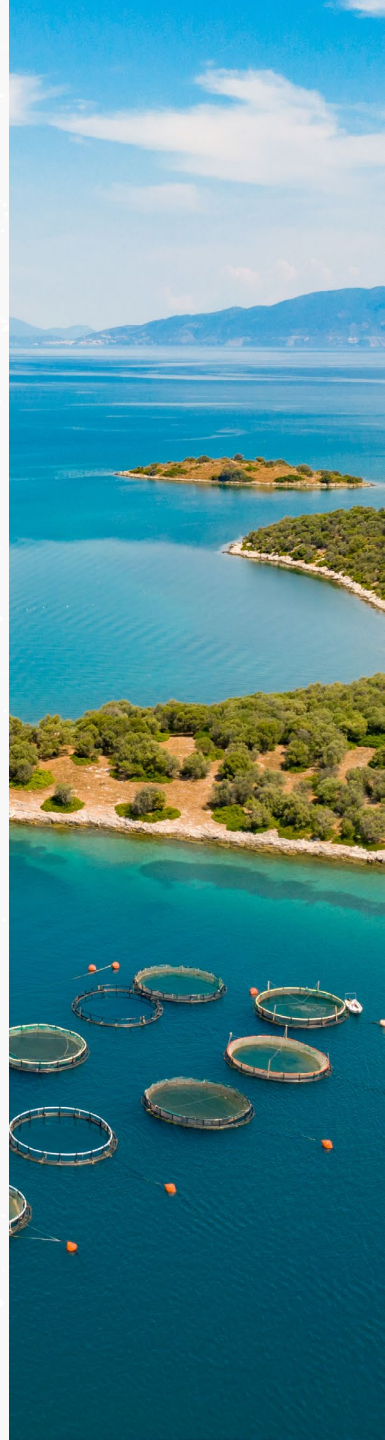




Social Audit Framework for BAP & BSP Certification



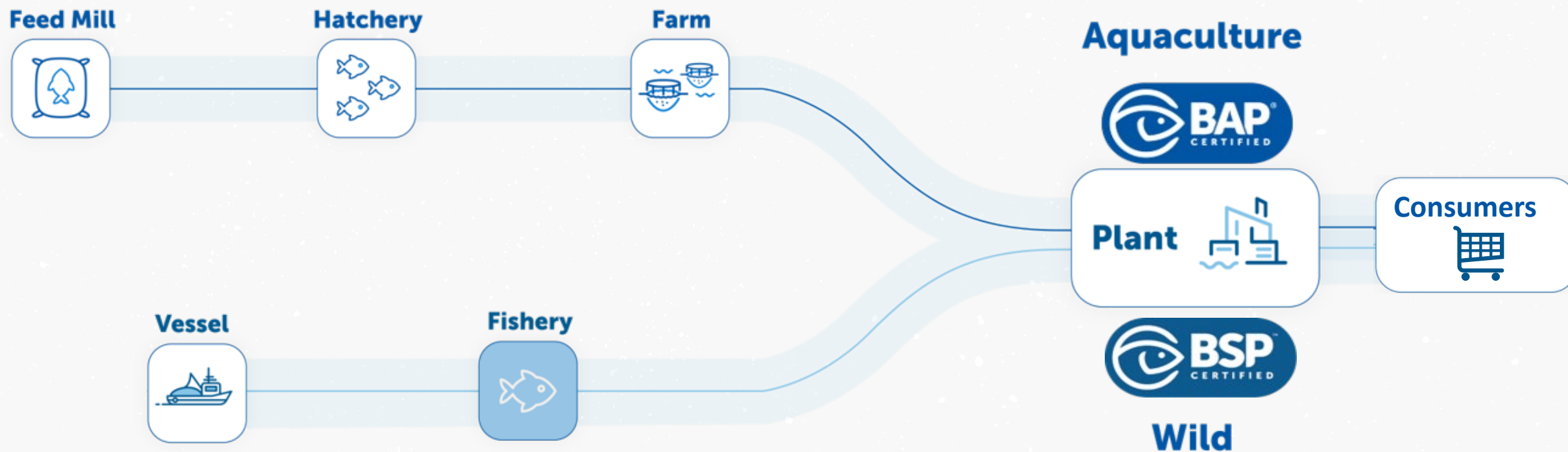
WHAT WE DO



PROGRAMS OVERVIEW



GSA programs are comprehensive and unique in their coverage of the entire seafood supply chain.



KEY

- GSA owned standards
- GSSI benchmark schemes

Social Auditing's Role in Improvement



Shining a light on worker's rights:

"For farms, a major change has been the **improved interactions** between employees and farm managers, and employees having **more information on labour rights** (wages and welfare)."

"Overall, BAP was noted to have made the **greater impact on health and safety and decent working hours** related to instituting a contract...Many appreciated having **greater clarity on their rights** through the contract which specified their working hours, wages and other benefits."

Demonstrating Improvement



PROMOTING EXPORTS OF TROUT FROM LESOTHO WITHIN REGIONAL AND GLOBAL VALUE CHAINS:
MAINTAINING MARKET ACCESS AND INCREASING RESILIENCE AND PRODUCTIVITY IN SOUTHERN
AFRICA'S SALMONOID MARKET SYSTEM

[January 2023]
TFSA

BAP Certification Case Study Report



Farm 1

	September 22	November 22	January 23
Social Accountability Pillar	18%	16%	15%
	16%	0%	0%
	66%	84%	85%

Farm 2

	September 22	November 22	January 23
Social Accountability Pillar	22%	20%	7%
	5%	0%	0%
	73%	80%	93%

Working hours: “In response to this issue [Farm] ended up hiring additional staff in certain areas to ensure compliance with BAP standards”

Rest and Meal Breaks: “[Farm] has now amended harvests to ensure there is a 30 min break after 3 hours work and another 30 min break during lunch.”

Working Beyond the Audit

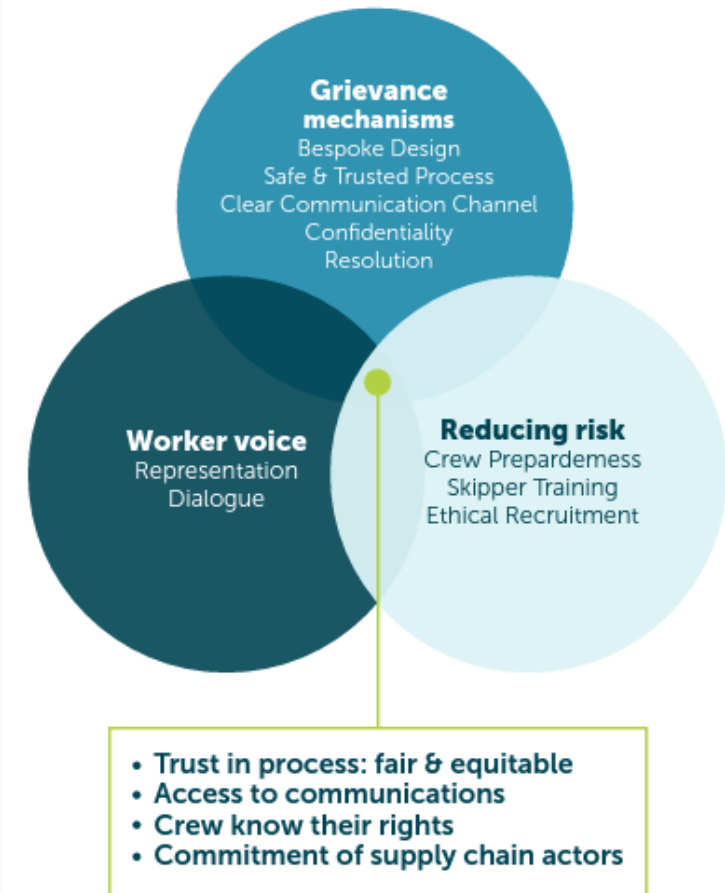
GSA works to add layers to our social assurances that work beyond the audit and support worker welfare.



Complaint protocols to manage information or issues that come to light outside of the audit



Ongoing research into the expectation of Worker Voice Mechanisms aboard fishing vessels



Certification Supporting Human Rights Due Diligence

