



COLLABORATING TO UNDERSTAND AND ADDRESS EMERGING ISSUES IN THE SUPPLY CHAIN

SEAFOOD ETHICS ACTION (SEA) ALLIANCE

OUR MEMBERS

Secretariat provided by

seafish



ASDA



flatfish



Iceland



Loving Foods
Leading ambient food specialist

LYONS SEAFOODS

M&S
EST. 1884

Morrisons



ocado



Sainsbury's



TESCO



Waitrose



OUR STRATEGY



Improved Human Rights Due Diligence



Advocacy and engagement



Change on the Water Fund



THE POWER OF COLLABORATION



Precompetitive

Being or resulting from research conducted jointly by usually competing companies

- Reduces individual costs through shared resources and efforts.
- Increases the efficiency in identifying and addressing risks.
- Fosters industry best practice and alignment.
- Uses joint leverage to influence change at all levels.

Collaboration:

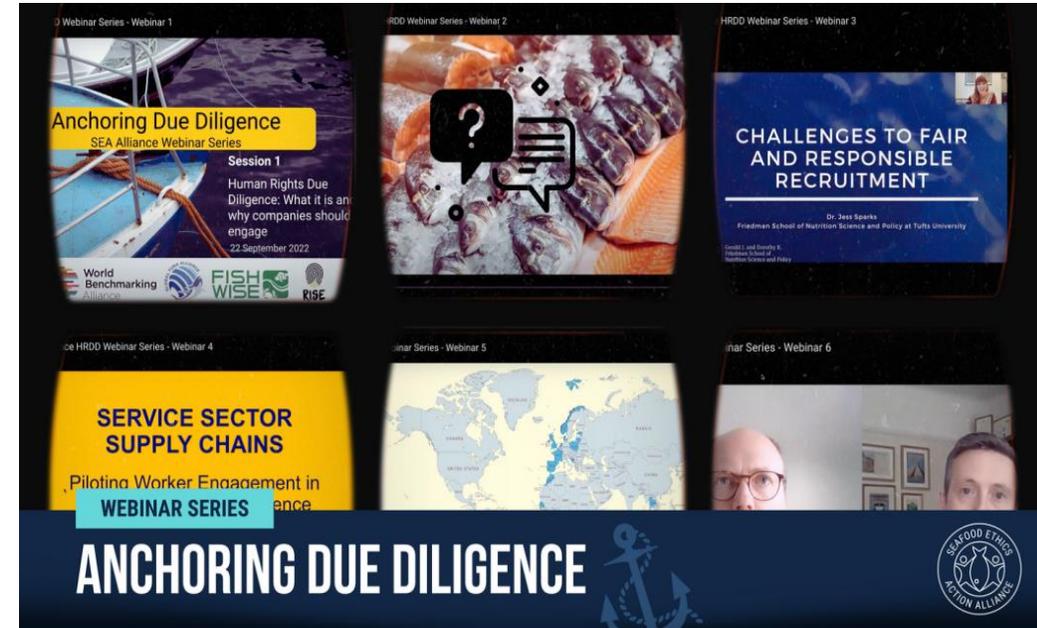
To work jointly with others or together especially in an intellectual endeavour.



SHARED SOLUTIONS, AMPLIFIED SUCCESS



- Pooling resources allows for collective research, spreading the financial cost among multiple organisations.
- Joint knowledge building sessions increase staff expertise across organisations, optimising the use of internal resources.
- Regular knowledge-sharing forums facilitate consensus on emerging issues, leading to greater alignment in individual strategies and actions.



COLLABORATIVELY DEVELOPING TOOLS



- Jointly developed tools streamline due diligence processes, reducing the need for duplicated efforts.
- Testing and piloting tools and collaboratively exchanging outcomes reduces overall cost, enabling businesses to assess more options to find the best fit.
- Sharing data through tools can provide a deeper understanding of complex supply chains and their associated risks.





CHANGE ON THE WATER

- Change on the Water Fund (COTW) is intended to support improvements that strengthen the rights of seafood workers in at sea operations.
- COTW is match-funded by project applicants, fostering accountability and emphasising shared responsibility.
- The projects under COTW focus on specific areas such as grievance and worker voice mechanisms, capacity building and ethical and responsible recruitment practices.
- We have, to date, collaboratively supported 4 projects with a global reach.



CHANGE ON THE WATER



Project 4 Scotland

Development of a mobile app promoting worker rights and signposting fishers to organisations

Project 3 UK wide

Direct worker outreach to support migrant fishers in UK



Project 2 Maldives

Establishing a mobile application promoting worker rights and incorporating a national grievance mechanism

Project 1 Thailand

Ulula worker voice survey and grievance mechanism tool



THE FUTURE OF COLLABORATION



- Worker inclusion within dialogue - Engaging fishers and workers in developing solutions, ensuring their rights and voices are central to private sector efforts.
- Cross-sector partnerships - joining other organisations, sectors and governments to enhance enforcement of labour laws and support for workers' rights in the seafood sector.
- Training and education - Collective investment in educating workers on their rights and safety, improving overall industry standards.
- Public commitment to action – Jointly pledging to take specific steps for labour rights improvements in the seafood industry.





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