

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|-------|-------------------------------|------------|---|
| A | A.1.1 | Sustainability strategy | Commitment | <p>0 - The company does not appear to have a sustainability strategy that applies consistently across its global operations.</p> <p>1 - The company has a general sustainability or corporate responsibility strategy, but no evidence of forward-looking objectives.</p> <p>2.5 - The company has a strategy covering either social/community issues OR environmental issues with clear and time-bound objectives and/or targets.</p> <p>5 - The company has a strategy with clear approach covering social/community and environmental issues, including time-bound objectives, targets and timelines. The sustainability strategy clearly applies to its operations globally and across different divisions.</p> |
| A | A.1.2 | Governance and accountability | Commitment | <p>0 - The company does not provide information about its governance structure and board-level responsibility and accountability for the implementation of its sustainability strategy.</p> <p>1 - The company has persons, teams or committees within the company who are responsible and accountable for the implementation of its sustainability strategy.</p> <p>2.5 - The company has an executive manager or executive committee, that directly reports to a board member or to a board-level committee, responsible for the implementation of its sustainability strategy.</p> <p>3.5 - The company has a board member or board-level committee responsible and accountable for the implementation of its sustainability strategy.</p> <p>5 - The company has a board member or board-level committee responsible and accountable for the implementation of its sustainability strategy, and has performance incentives in place for meeting objectives under its sustainability strategy.</p> |

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| A | A.II.1 | Public reporting on sustainability | Transparency | <p>0 - The company does not publish information about the performance of its sustainability strategy.</p> <p>1 - The company publishes general information about its sustainability strategy and performance.</p> <p>2.5 - The company publishes its sustainability strategy performance and discloses information about goals, objectives and quantitative and qualitative targets regularly.</p> <p>5 - The company publishes its sustainability strategy, covering social and environmental issues, and discloses consistent and comparable information about performance across its goals, objectives, and both quantitative and qualitative targets, and (at a minimum) annually reports on progress in relation to this strategy and key targets.</p> |
| A | A.II.2 | Disclosure of stakeholder engagement approach | Transparency | <p>0 - The company does not publicly disclose information about its approach to stakeholder engagement.</p> <p>1 - The company publicly discloses general information on its approach to stakeholder engagement.</p> <p>2.5 – The company publicly discloses an approach to stakeholder engagement which includes the key stakeholders it interacts with, and the material issues raised.</p> <p>5 – The company discloses a systematic approach to stakeholder engagement, which includes the key stakeholders it engages with at the global and local level, the material issues raised and the mechanisms it uses for engagement.</p> |

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| A | A.III.1 | Implementation of sustainability strategy | Performance | <p>0 - The company does not provide information about management systems it has in place to monitor and measure the implementation of its sustainability strategy.</p> <p>1 - The company provides basic evidence of a system to monitor the progress of some aspects of its sustainability strategy.</p> <p>2.5 - The company provides evidence that a system is in place to measure the progress of most aspects of its sustainability strategy.</p> <p>5 - The company provides evidence that a comprehensive system is in place to measure the progress of all aspects of its sustainability strategy with both quantitative and qualitative data regularly collected.</p> |
| A | A.III.2 | Stakeholder engagement | Performance | <p>0 - The company does not demonstrate that outcomes of stakeholder engagement activities are incorporated into the company's operations.</p> <p>1 - The company demonstrates general evidence of stakeholder engagement activities, including material issues raised.</p> <p>2.5 – The company demonstrates evidence of stakeholder engagement activities, including material issues raised, and how these activities influence its sustainability strategy.</p> <p>5 – The company demonstrates evidence of regular stakeholder engagement activities, including material issues raised, how the outcomes of these activities have been systematically integrated into its sustainability strategy, and how it measures and reports on the impact of the resulting changes to the organisation.</p> |

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| A | A.III.3 | Engagement for policy advocacy | Performance | <p>0 - The company does not demonstrate engagement in advocacy with the aim of strengthening or implementing sustainability policies and legislation in the seafood industry.</p> <p>1 - The company demonstrates general evidence of advocacy activities, through individual or collective engagement.</p> <p>2.5 - The company demonstrates that it has activities with the aim of strengthening or implementing sustainability policies and legislation in the seafood industry through individual and collective engagement.</p> <p>5 - The company demonstrates that it has a systematic approach towards advocacy activities, with the aim of strengthening or implementing sustainability policies and legislation in the seafood industry through individual and collective engagement, and provides specific examples.</p> |
| B | B.I.1 | Traceability of origins | Commitment | <p>0 - The company does not have a commitment for collecting data on the origins of marine (and terrestrial) ingredients.</p> <p>1 - The company has a general commitment for collecting data on the origins of marine (and terrestrial) ingredients.</p> <p>2.5 - The company has a specific commitment (including targets) for collecting data on the origins of marine (and terrestrial) ingredients.</p> <p>3.5 - The company has a specific commitment (including targets) for collecting data on the origins of marine (and terrestrial) ingredients, with a systematic approach that applies to its own operations OR its suppliers.</p> <p>5 - The company has a specific commitment (including targets) for collecting data on the origins of marine (and terrestrial) ingredients, with a systematic approach that applies to its own operations AND its suppliers.</p> |

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| B | B.I.2 | Environmental footprint | Commitment | <p>0 - The company does not have a commitment to minimise its environmental footprint and the use of natural resources and materials.</p> <p>1 - The company has a general commitment or statement on the need to minimise its environmental footprint and/or the use of natural resources/materials.</p> <p>2.5 - The company has a specific commitment to minimise its environmental footprint and/or the use of natural resources and materials with clear and time-bound objectives and targets, which applies to all company operations.</p> <p>3.5 - The company has a commitment to minimise its environmental footprint and the use of natural resources and materials with a clear approach, time-bound objectives and targets, including for at least three of the following: energy consumption, waste, GHG emissions, and water use.</p> <p>5 - The company has a commitment to minimise its environmental footprint and the use of natural resources and materials with clear approach, time-bound objectives and targets, including for all of the following; energy consumption, waste, GHG emissions, and water use.</p> |
| B | B.II.1 | Disclosure of sourcing policies | Transparency | <p>0 - The company does not disclose information about its policy for sourcing marine (and terrestrial) ingredients.</p> <p>1 – The company publicly discloses a general policy for sourcing marine (and terrestrial) ingredients.</p> <p>2.5 - The company publicly discloses a policy for sourcing marine (and terrestrial) ingredients, that applies to the all company operations.</p> <p>5 - The company publicly discloses a policy for sourcing marine (and terrestrial) ingredients, that applies to the entire company operations/portfolio and discloses how it monitors or implements compliance with this policy.</p> |

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| B | B.II.2 | Disclosure of marine ingredients | Transparency | <p>0 - The company does not publicly disclose information about the source of its marine ingredients.</p> <p>1 - The company publicly discloses general information about the source of its marine ingredients.</p> <p>2.5 The company publicly discloses information on one of the following criteria of its marine ingredients for all of its portfolio, or two for a proportion of its portfolio: geographic location, species and certified status.</p> <p>3.5 - The company publicly discloses information on two of the following criteria of its marine ingredients for all of its portfolio, or three for a proportion of its portfolio: geographic location, species and certified status.</p> <p>5 - The company publicly discloses information on all of the following criteria of its marine ingredients for all of its portfolio: geographic location, species and certified status.</p> |
| B | B.II.3 | Disclosure of environmental footprint | Transparency | <p>0 - The company does not publicly disclose information about its environmental footprint.</p> <p>1 - The company publicly discloses general information about its environmental footprint.</p> <p>2.5 - The company publicly discloses quantitative information about its environmental footprint and the key natural resources and materials it uses.</p> <p>5 - The company publicly discloses comparable, consistent, quantitative information on an annual basis (or more regularly) about its environmental footprint and the key natural resources and materials it uses.</p> |

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| B | B.III.1 | Monitoring ingredients' legal origins | Performance | <p>0 - The company does not provide evidence of monitoring the legal origins of its marine and terrestrial ingredients.</p> <p>1 - The company provides demonstrates general information about monitoring the origins of marine (and terrestrial) ingredients and/or refers to chain of custody measures it has in place.</p> <p>2.5 - The company demonstrates activities it has in place to monitor the origins of marine (and terrestrial) ingredients but does not provide evidence of having internal structures/systems in place.</p> <p>3.5 – The company has an internal structure/system in place to monitor the origins of its marine (and terrestrial) ingredients across its operations/supply chain and provides evidence of these origins.</p> <p>5 – The company has an internal structure/system in place to monitor the origins of its marine (and terrestrial) ingredients across its operations/supply chain, provides evidence of these origins and has a specific focus on ensuring the legality of marine ingredients in its supply chains.</p> |

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| B | B.III.2 | Well-managed sources | Performance | <p>0 - The company does not provide evidence that it buys marine and/or terrestrial ingredients from well-managed fisheries, farms and feed sources or contributes to management improvements.</p> <p>1 - The company provides evidence to show that it considers the management status of fisheries, farm and feed sources in its sourcing decisions, but without details on monitoring, rules, or improvements.</p> <p>2.5 – The company meets two of the following criteria; (a) it has an internal structure/system in place to consider the management status of sources (b) is actively involved in initiatives that contribute to improving the management status of fisheries, farms and feed sources, (c) provides evidence that it is increasing the proportion of material from well-managed sources and (d) provides quantitative evidence of its current sourcing %/volumes from well-managed sources in its operations.</p> <p>3.5 – The company meets three of the following criteria; (a) it has an internal structure/system in place to consider the management status of sources (b) is actively involved in initiatives that contribute to improving the management status of fisheries, farms and feed sources, (c) provides evidence that it is increasing the proportion of material from well-managed sources and (d) provides quantitative evidence of its current sourcing %/volumes from well-managed sources in its operations.</p> <p>5 – The company meets all of the following criteria; (a) it has an internal structure/system in place to consider the management status of sources (b) is actively involved in initiatives that contribute to improving the management status of fisheries, farms and feed sources, (c) provides evidence that it is increasing the proportion of material from well-managed sources and (d) provides quantitative evidence of its current sourcing %/volumes from well-managed sources in its operations.</p> |

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| B | B.III.3 | Freshwater use | Performance | <p>0 - The company does not provide evidence of its efforts to reduce its freshwater use.</p> <p>1 - The company provides evidence of general efforts to reduce its freshwater use.</p> <p>2.5 - The company demonstrates that it is reducing its freshwater use (in total or relatively e.g. per unit of production) and provides evidence of mechanisms that have been implemented to minimise freshwater use.</p> <p>3.5 - The company demonstrates that it is reducing its freshwater use (in total or relatively e.g. per unit of production) and provides evidence of mechanisms and targets that have been implemented to minimise freshwater use and separates between the total volume of water withdrawn, including the different sources (e.g. surface water, ground water, collected rainwater), which applies to company operations.</p> <p>5 - The company provides evidence of mechanisms and targets that have been implemented to minimise freshwater use (in total or relatively e.g. per unit of production) and separates between the total volume of water withdrawn, including the different sources (e.g. surface water, ground water, collected rainwater) and the total volume of water recycled and reused which applies to company operations, and shows efforts to implement these practices across its supply chain.</p> |
| B | B.III.4 | Greenhouse gas emissions | Performance | <p>0 - The company does not provide evidence of its efforts to reduce its GHG emissions.</p> <p>1 - The company provides evidence of general efforts to reduce its GHG emissions.</p> <p>2.5 - The company demonstrates that it is reducing its GHG emissions (in total or relatively e.g. per unit of production) and provides evidence of mechanisms that have been implemented to reduce GHG emissions.</p> <p>3.5 - The company demonstrates that it is reducing its GHG emissions (in total or relatively e.g. per unit of production) and provides evidence of mechanisms and targets that have been implemented to reduce GHG emissions, and a breakdown in direct GHG emissions and indirect GHG emissions, which applies to company operations.</p> <p>5 - The company demonstrates that it is reducing its GHG emissions (in total or relatively e.g. per unit of production) and provides evidence of mechanisms and targets that have been implemented to reduce GHG emissions, including a specification of different GHGs, and a breakdown in direct GHG emissions and indirect GHG emissions, which applies to company operations and shows efforts to implement these practices across its supply chain.</p> |

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| B | B.III.5 | Food losses and food waste | Performance | <p>0 - The company does not provide evidence of its efforts to minimise food losses and food waste.</p> <p>1 - The company has a general approach on how to minimise food losses and food waste.</p> <p>2.5 - The company demonstrates that it is minimising food losses and food waste (in total or relatively e.g. per unit of production) and provides evidence of mechanisms it uses.</p> <p>3.5 - The company demonstrates that it is minimising food losses and food waste (in total or relatively e.g. per unit of production) and provides evidence of mechanisms and targets, including post-harvest losses, and has a system for the utilisation of by-products, which applies to company operations.</p> <p>5 - The company demonstrates that it is minimising food losses and food waste (in total or relatively e.g. per unit of production) and provides evidence of mechanisms and targets, including post-harvest losses and has a system for the utilisation of by-products, including annual volumes saved from the waste stream, which applies to company operations and shows efforts to implement these practices across its supply chain.</p> |
| B | B.III.6 | Use of plastics | Performance | <p>0 - The company does not provide evidence of its efforts in reducing, recycling and reusing plastics.</p> <p>1 - The company has a general approach for the efficient use of plastics.</p> <p>2.5 - The company demonstrates that it is reducing, recycling and reusing plastics (in total or relatively e.g. per unit of production), and provides evidence of mechanisms it has in place.</p> <p>3.5 - The company demonstrates that it is reducing, recycling and reusing plastics (in total or relatively e.g. per unit of production), and provides evidence of mechanisms and targets it has in place which applies to company operations.</p> <p>5 - The company demonstrates that it is reducing, recycling and reusing plastics (in total or relatively e.g. per unit of production), and provides evidence of mechanisms and targets and including annual volumes of plastics that are reduced, recycled or reused which applies to company operations, and shows efforts to implement these practices across its supply chain.</p> |

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| C | C.I.1 | Endangered species and sensitive ecosystems | Commitment | <p>0 - The company does not have a public commitment on endangered species and sensitive ecosystems</p> <p>1 - The company references to endangered species and to avoid doing harm to sensitive ecosystems.</p> <p>2.5 - The company has a specific commitment to not engage in the harvesting and trading of endangered species and to avoid doing harm to sensitive ecosystems. The commitment meets one of the following: (a) includes reference to existing conventions and organisations (e.g. IUCN Red list and CITES); (b) includes an approach to prevent harm to endangered species or sensitive ecosystems; and (c) clearly applies to all the company's operations</p> <p>3.5 - The company has a specific commitment to not engage in the harvesting and trading of endangered species and to avoid doing harm to sensitive ecosystems. The commitment meets two of the following: (a) includes reference to existing conventions and organisations (e.g. IUCN Red list and CITES); (b) includes an approach to prevent harm to endangered species or sensitive ecosystems; and (c) clearly applies to all the company's operations.</p> <p>5 - The company has a specific commitment to not engage in the harvesting and trading of endangered species and to avoid doing harm to sensitive ecosystems. The commitment meets all of the following: (a) includes reference to existing conventions and organisations (e.g. IUCN Red list and CITES); (b) includes an approach to prevent harm to endangered species or sensitive ecosystems; and (c) clearly applies to all the company's operations.</p> |
| C | C.I.2 | No IUU fish | Commitment | <p>0 - The company does not have a commitment on IUU fish in its supply chains.</p> <p>1 - The company has a general commitment IUU fish in its supply chains OR the company has a commitment but not being made at headquarter level of the company.</p> <p>2.5 - The company has made a specific commitment that no IUU fish will enter its supply chains. The commitment is supported with a clear approach OR the commitment clearly applies to the entire portfolio of the company.</p> <p>5 - The company has a specific commitment that no IUU fish will enter its supply chains. The commitment is supported with a clear approach AND the commitment clearly applies to the entire portfolio of the company.</p> |

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| C | C.I.3 | Well-managed sources | Commitment | <p>0 - The company does not have a commitment to only source from well-managed fisheries.</p> <p>1 - The company has a general commitment to source from well-managed fisheries.</p> <p>2.5 - The company has a specific commitment to source from well-managed fisheries. The commitment includes two of the following aspects: (a) It has targets in place; (b) It is supported with an approach; (c) It applies to the entire portfolio of the company; and (d) monitoring for progress is in place.</p> <p>3.5 - The company has a specific commitment to source from well-managed fisheries. The commitment includes three of the following aspects: (a) It has targets in place; (b) It is supported with an approach; (c) It applies to the entire portfolio of the company; and (d) monitoring for progress is in place.</p> <p>5 - The company has a specific commitment to source from well-managed fisheries. The commitment includes all of the following aspects: (a) It has targets in place; (b) It is supported with an approach; (c) It applies to the entire portfolio of the company; and (d) monitoring for progress is in place.</p> |
| C | C.I.4 | Area-based management | Commitment | <p>0 - The company does not have a commitment to apply area-based management in the areas where it operates.</p> <p>1 - The company has a general commitment to apply area-based management in the areas where it operates.</p> <p>2.5 - The company has a specific commitment to apply area-based management but it does not apply across all of its operations.</p> <p>5 - The company has a specific commitment to apply area-based management across all of its operations.</p> |

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| C | C.I.5 | Aquaculture feed from well-managed sources | Commitment | <p>0 - The company does not have a commitment that marine and terrestrial ingredients in aquaculture feed come from well-managed sources.</p> <p>1 - The company has a general commitment that marine and terrestrial ingredients in aquaculture feed come from well-managed sources.</p> <p>9</p> <p>2.5 - The company has a specific commitment to source marine and terrestrial ingredients from well-managed sources. The commitment includes two of the following aspects: (a) It has targets in place; (b) It is supported with an approach; (c) It applies to the entire portfolio of the company; and (d) monitoring for progress is in place.</p> <p>3.5 - The company has a specific commitment to source marine and terrestrial ingredients in aquaculture from well-managed sources. The commitment includes three of the following aspects: (a) It has targets in place; (b) It is supported with an approach; (c) It applies to the entire portfolio of the company; and (d) monitoring for progress is in place.</p> <p>5 - The company has a specific commitment to source marine and terrestrial ingredients from well-managed sources. The commitment includes all of the following aspects: (a) It has targets in place; (b) It is supported with an approach; (c) It applies to the entire portfolio of the company; and (d) monitoring for progress is in place.</p> |
| C | C.II.1 | Disclosure of impacts on endangered species and sensitive ecosystems | Transparency | <p>0 - The company does not disclose information about the impact of its activities on endangered species and sensitive ecosystems.</p> <p>1 - The company discloses general information about the impact of its activities on endangered species and sensitive ecosystems.</p> <p>2.5 - The company discloses specific information about the impact of its activities on endangered species and sensitive ecosystems across part of its operations.</p> <p>5 - The company discloses a comprehensive overview of the impact of its activities on endangered species and sensitive ecosystems across all its operations.</p> |

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| C | C.II.2 | Collaboration for improvements in fisheries | Transparency | <p>0 - The company does not disclose evidence of participation in multi-stakeholder initiatives that contribute to improvements in fisheries.</p> <p>1 - The company discloses evidence of participation in multi-stakeholder initiatives that contribute to improvements in fisheries.</p> <p>2.5 - The company publicly discloses information about its participation in multi-stakeholder initiatives that contribute to improvements in fisheries, including disclosing information about its specific contribution OR how these initiatives align with the implementation of the company's commitments for sustainable fisheries.</p> <p>5 - The company publicly discloses information about its participation in multi-stakeholder initiatives that contribute to improvements in fisheries, including disclosing information about its specific contribution AND how these initiatives align with the implementation of the company's commitments for sustainable fisheries.</p> |
| C | C.II.3 | Collaboration for improvements in aquaculture production | Transparency | <p>0 - The company does not disclose evidence of participation in multi-stakeholder initiatives that contribute to improvements in aquaculture.</p> <p>1 - The company discloses evidence of participation in multi-stakeholder initiatives that contribute to improvements in aquaculture.</p> <p>2.5 - The company publicly discloses information about its participation in multi-stakeholder initiatives that contribute to improvements in aquaculture, including disclosing information about its specific contribution OR how these initiatives align with the implementation of the company's commitments for sustainable aquaculture.</p> <p>5 - The company publicly discloses information about its participation in multi-stakeholder initiatives that contribute to improvements in aquaculture, including disclosing information about its specific contribution AND how these initiatives align with the implementation of the company's commitments for sustainable aquaculture.</p> |

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| C | C.II.4 | Disclosure of broodstock origins | Transparency | <p>0 - The company does not disclose information about broodstock origins.</p> <p>1 - The company shares information about broodstock origins when requested.</p> <p>2.5 - The company publicly discloses some information on the origins of its broodstock.</p> <p>5 - The company publicly discloses the origins and sources of all broodstock used across its operations.</p> |
| C | C.II.5 | Disclosure of therapeutic treatments | Transparency | <p>0 - The company does not disclose information about the use of therapeutic treatments.</p> <p>1 - The company discloses general information about the use of therapeutic treatments.</p> <p>2.5 -The company discloses data about the use of antibiotics OR chemicals across its global operations.</p> <p>5 -The company discloses data about the use of antibiotics AND chemicals across its global operations.</p> |
| C | C.II.6 | Disclosure of aquaculture feed ingredients | Transparency | <p>0 - The company does not disclose information about terrestrial ingredients in aquaculture feed.</p> <p>1 - The company publicly discloses general information about terrestrial ingredients in aquaculture feed.</p> <p>2.5 - The company publicly discloses quantitative data about the terrestrial composition of its aquaculture feed.</p> <p>5 - The company publicly discloses quantitative data about the composition of its aquaculture feed and discloses detailed information about the terrestrial composition.</p> |

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| C | C.III.1 | Protection of endangered species and ecosystems | Performance | <p>0 - The company does not have performance in this area.</p> <p>1 - The company demonstrates general efforts on how it protects endangered species and sensitive ecosystems.</p> <p>2.5 - The company demonstrates good performance on protecting endangered species and sensitive ecosystems through two of the following: (a) Sustainability certification programmes; (b) Activities aimed at protecting endangered species and/or sensitive ecosystems; (c) Partnerships that contribute to protecting endangered species and sensitive ecosystems; and (d) A mechanism to track its impacts on endangered species and sensitive ecosystems across its operations.</p> <p>3.5 - The company demonstrates good performance on protecting endangered species and sensitive ecosystems through three of the following: (a) Sustainability certification programmes; (b) Activities aimed at protecting endangered species and/or sensitive ecosystems; (c) Partnerships that contribute to protecting endangered species and sensitive ecosystems; and (d) A mechanism to track its impacts on endangered species and sensitive ecosystems across its operations.</p> <p>5 - The company demonstrates good performance on protecting endangered species and sensitive ecosystems through all of the following: (a) Sustainability certification programmes; (b) Activities aimed at protecting endangered species and/or sensitive ecosystems; (c) Partnerships that contribute to protecting endangered species and sensitive ecosystems; and (d) A mechanism to track its impacts on endangered species and sensitive ecosystems across its operations.</p> |

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| C | C.III.2 | Fishing impacts on bycatch species | Performance | <p>0 - The company does not demonstrate that it is improving gear and fishing practices.</p> <p>1 - The company demonstrates general efforts of how to minimise unwanted catch of bycatch species in its operations.</p> <p>2.5 - The company demonstrates it is implementing measures to minimise unwanted catch of bycatch species in its operations by participation in initiatives that go beyond legal compliance OR demonstrates company-specific initiatives.</p> <p>3.5 - The company demonstrates it is implementing measures to minimise unwanted catch of bycatch species in its operations by participation in initiatives that go beyond legal compliance AND demonstrates company-specific initiatives.</p> <p>5 - The company demonstrates evidence of how it is implementing measures to minimise unwanted catch of bycatch species across the full scope of its operations and is able to demonstrate the impact of these measures.</p> |
| C | C.III.3 | Science-based management plans | Performance | <p>0 - The company does not demonstrate that it ensures that fishing operations align with science-based management plans.</p> <p>1 - The company demonstrates general efforts to ensure that fishing operations align with science-based management plans.</p> <p>2.5 - The company demonstrates that all its fishing operations align with science-based management plans OR that demonstrates an active contribution to science-based fisheries management.</p> <p>5 - The company demonstrates that all its fishing operations align with science-based management plans AND that demonstrates an active contribution to science-based fisheries management.</p> |

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| C | C.III.4 | Ghost gear | Performance | <p>0 - The company does not provide evidence of its efforts in preventing and reducing ghost gear.</p> <p>1 - The company demonstrates general efforts for preventing and reducing ghost gear.</p> <p>2.5 - The company demonstrates it is implementing measures for preventing and reducing ghost gear.</p> <p>5 - The company demonstrates it is implementing measures for preventing and reducing ghost gear across the full scope of its operations and collects data about these measures.</p> |
| C | C.III.5 | Risk-based approach to IUU fish | Performance | <p>0 - The company does not provide evidence of a risk-based approach towards IUU fish in its operations.</p> <p>1 - The company provides information about its risk-based approach for IUU fisheries.</p> <p>2.5 - The company demonstrates that it has mechanisms in place to conduct risk-assessments for IUU fisheries.</p> <p>5 - The company demonstrates that it has mechanisms in place to conduct risk-assessments for IUU fisheries across all of its operations.</p> |
| C | C.III.6 | Improving treatment strategies | Performance | <p>0 - The company does not show evidence of contributing to reducing the use of therapeutic treatments.</p> <p>1 - The company is involved in activities that contribute to the reduction of the use of therapeutic treatments but does not show evidence about progress made.</p> <p>2.5 - The company demonstrates an example of how it has contributed to a reduction in the use of therapeutic treatments in aquaculture and is able to show progress made.</p> <p>5 - The company is involved in initiative(s) that reduce the use of therapeutic treatments in aquaculture, is able to show progress made, and discloses its approaches for further reduction.</p> |

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| C | C.III.7 | Managing diseases | Performance | <p>0 - The company does not show evidence of contributing to disease management.</p> <p>1 - The company is involved in activities that contribute to disease management.</p> <p>2.5 - The company provides evidence of how diseases are prevented, managed and its effects on mortalities.</p> <p>5 - The company provides evidence of how diseases are prevented and managed and its effects on mortalities. There is also evidence of a detailed biosecurity plan that addresses how diseases are managed at a wider ecosystem level.</p> |
| C | C.III.8 | Prevention and mitigation of escapes | Performance | <p>0 - The company does not show evidence about how escapes are prevented and mitigated.</p> <p>1 - The company provides general evidence about how escapes are prevented and mitigated or a major outbreak was reported in 2017-2018.</p> <p>2.5 - The company provides evidence of implemented mechanisms to prevent escapes and reports information about outbreaks and reports information about outbreaks. No major outbreaks were reported in 2017-2018.</p> <p>5 - The company provides evidence of implemented mechanisms to prevent escapes, reports information about outbreaks and has implemented plans to mitigate the impact of an escape. No major outbreaks were reported in 2017-2018.</p> |

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| C | C.III.9 | Marine ingredients in aquaculture feed | Performance | <p>0 - The company does not provide evidence of efforts in this area.</p> <p>1 - The company provides general evidence of its efforts for more efficient use and/or reductions in the use of marine ingredients in aquaculture feed, while taking into account the overall environmental impact of its feed production.</p> <p>2.5 - The company demonstrates several examples for more efficient use and/or reductions in the use of marine ingredients in aquaculture feed, while taking into account the overall environmental impact of its feed production, and participates in collaborative efforts.</p> <p>5 - The company demonstrates several examples in use commercially in its operations that contribute to more efficient use and/or reductions in the use of marine ingredients in aquaculture feed, while taking into account the overall environmental impact of its feed production, and participates in collaborative efforts.</p> |
| D | D.I.1 | Respect workers' human rights | Commitment | <p>0 - The company does not have a commitment to respect human rights in its own operations and supply chains.</p> <p>1 - The company has a general commitment to respect human rights in its own operations.</p> <p>2.5 - The company has a clear commitment to respect human rights, in line with international human rights instruments (e.g. UN Guiding Principles on Business and Human Rights) in its own operations.</p> <p>3.5 - The company has a commitment to respect human rights, in line with international human rights instruments (e.g. UN Guiding Principles on Business and Human Rights), including human rights due diligence to identify, prevent, mitigate and account for how adverse human rights impacts are addressed in its own operations.</p> <p>5 - The company makes a commitment to respect human rights, in line with international human rights instruments (e.g. UN Guiding Principles on Business and Human Rights), including human rights due diligence to identify, prevent, mitigate and account for how adverse human rights impacts are addressed in its own operations and supply chains.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|-------|--------------------------------|------------|--|
| D | D.1.2 | Protect workers' labour rights | Commitment | <p>0 - The company does not have a commitment to respect the labour rights of all workers in its own operations and supply chains.</p> <p>1 - The company has a general commitment to respect labour rights in its own operations.</p> <p>2.5 - The company has a clear commitment to respect the labour rights that the ILO has declared to be fundamental rights at work, and makes an explicit reference to ensuring freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour in its own operations.</p> <p>3.5 - The company has a commitment to respecting the labour rights that the ILO has declared to be fundamental rights at work with an explicit reference to ensuring freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and ensuring the health and safety of workers, including labour rights due diligence to identify, prevent, mitigate and account for how adverse labour rights impacts are addressed in its own operations.</p> <p>5 - The company has a commitment to respecting the labour rights that the ILO has declared to be fundamental rights at work with an explicit reference to ensuring freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and ensuring the health and safety of workers, including labour rights due diligence to identify, prevent, mitigate and account for how adverse labour rights impacts are addressed in its own operations and supply chains.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|-------|-------------------|------------|---|
| D | D.1.3 | No discrimination | Commitment | <p>0 - The company does not have a commitment to eliminate discrimination in its own operations and supply chains.</p> <p>1 - The company has a general commitment to eliminate discrimination in its own operations.</p> <p>2.5 - The company has a clear commitment and strategy to eliminate discrimination in its own operations.</p> <p>3.5 - The company has a commitment to eliminate discrimination in its own operations, including labour rights due diligence to identify, prevent, mitigate and account for how adverse discrimination impacts are addressed in its operations.</p> <p>5 - The company has a commitment to eliminate discrimination in its operations, including labour rights due diligence to identify, prevent, mitigate and account for how adverse discrimination impacts are addressed in its own operations and supply chains.</p> |
| D | D.1.4 | Living wages | Commitment | <p>0 - The company does not have a commitment to provide living wages to all workers in its own operations and supply chains.</p> <p>1 - The company has a general commitment to provide living wages to all workers in its own operations.</p> <p>2.5 - The company has a clear commitment and strategy to provide living wages to all workers in its own operations.</p> <p>3.5 - The company has a commitment to provide living wages to all workers, and demonstrates how it determines living wages at country level in countries of its own operations.</p> <p>5 - The company has a commitment to provide living wages to all workers, and demonstrates how it determines living wages at country level in countries of its own operations, and is committed to promoting the provision of living wages to workers in its supply chains.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|--------|-------------------------------|--------------|---|
| D | D.I.5 | Gender-based violence | Commitment | <p>0 - The company does not prohibit gender-based violence in its own operations and supply chains.</p> <p>1 - The company has a general commitment to prohibit gender-based violence or sexual harassment in its own operations.</p> <p>2.5 - The company has a clear commitment and strategy to prohibit gender-based violence in its own operations with explicit reference to all forms including physical, sexual, psychological and economic.</p> <p>3.5 - The company has a commitment and strategy to prohibit gender-based violence with explicit reference to all forms including physical, sexual, psychological and economic, and targets and timelines to achieve zero gender-based violence, in its own operations.</p> <p>5 - The company has a commitment and strategy to prohibit gender-based violence with explicit reference to all forms including physical, sexual, psychological and economic, and targets and timelines to achieve zero gender-based violence, in its own operations, and is committed to prohibiting gender-based violence in its supply chains.</p> |
| D | D.II.1 | Monitoring working conditions | Transparency | <p>0 - The company does not publicly disclose information about monitoring working conditions in its own operations and supply chains for compliance.</p> <p>1 - The company publicly discloses general information about monitoring working conditions in its own operations for compliance to core ILO labour standards as a minimum.</p> <p>2.5 - The company publicly discloses detailed information of monitoring working conditions in its own operations for compliance with the core ILO labour standards as a minimum.</p> <p>5 - The company publicly discloses detailed information of monitoring working conditions in its own operations for compliance with the core ILO labour standards as a minimum, and publicly discloses how its suppliers monitor their working conditions.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|--------|----------------------|--------------|---|
| D | D.II.2 | Grievance mechanisms | Transparency | <p>0 - The company does not publicly disclose information about grievance mechanisms it has in place in its own operations and supply chains.</p> <p>1 - The company publicly discloses general information about grievance mechanisms it has in place in its own operations for all workers to raise complaints or concerns related to the company.</p> <p>2.5 - The company publicly discloses detailed information about the mechanisms in place in its own operations for all workers to raise complaints or concerns related to the company, including the number of grievances about human rights issues filed, addressed or resolved.</p> <p>5 - The company publicly discloses detailed information about the mechanisms in place in its own operations for all workers to raise complaints or concerns related to the company, including the number of grievances about human rights issues filed, addressed or resolved, and publicly discloses how its suppliers use grievance mechanisms.</p> |
| D | D.II.3 | Gender balance | Transparency | <p>0 - The company does not publicly disclose data on women's status and representation within its own operations and supply chains.</p> <p>1 - The company publicly discloses general data about women's representation within its own operations.</p> <p>2.5 - The company publicly discloses data on the status and representation of women and men in its own operations including quantitative data for example on wages and benefits, family leave, or recruitment statistics.</p> <p>5 - The company publicly discloses data on the status and representation of women and men in its own operations including quantitative data on representation in leadership (supervisory, managerial, executive), representation in each position / rank and wage parity, benefits including family leave and flexible work options, and how its suppliers ensure gender balance.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|---------|--|--------------|--|
| D | D.II.4 | Disclosure of health and safety requirements for all workers | Transparency | <p>0 - The company does not publicly disclose its health and safety requirements and information on health and safety in its own operations and supply chains.</p> <p>1 - The company publicly discloses general information about health and safety requirements in its own operations.</p> <p>2.5 - The company discloses information about health and safety requirements for all workers in its own operations including through health inspections and provides quantitative information about injury rates or lost days (or near miss frequency rate) and fatalities.</p> <p>5 - The company publicly discloses health and safety requirements for all workers in its own operations including through health inspections and provides quantitative information about injury rates or lost days (or near miss frequency rate) and fatalities including how it ensures health and safety requirements of its suppliers.</p> |
| D | D.III.1 | Worker contracts comply with ILO labour standards | Performance | <p>0 - The company does not provide evidence that it ensures all workers in its own operations and supply chains have a contract.</p> <p>1 - The company provides general evidence that it ensures all workers in its own operations have a contract.</p> <p>2.5 - The company demonstrates that it ensures that all workers have a contract in its own operations that are written in a language that the worker understands.</p> <p>3.5 - The company demonstrates that it ensures that all workers in its own operations have a contract that is written in a language that the worker understands, is signed by the employer and is enforceable in the country of work.</p> <p>5 - The company demonstrates that it ensures that all workers have a contract in its own operations that is written in a language that the worker understands, is signed by the employer and is enforceable in the country of work, and demonstrates how it ensures that all workers at their suppliers have contracts.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|---------|-------------|-------------|--|
| D | D.III.2 | Recruitment | Performance | <p>0 - The company does not provide evidence of efforts that it has prohibited all deductions from workers' pay for costs of work in its own operations and supply chains.</p> <p>1 - The company provides general evidence of efforts to ensure reducing recruitment-related risks for its workers in its own operations.</p> <p>2.5 - The company demonstrates that it has mechanisms in place to ensure reducing recruitment-related risks for its workers in its own operations.</p> <p>3.5 - The company demonstrates that it has mechanisms in place to ensure reducing recruitment-related risks for its workers including the prohibition of deductions for costs of work in its own operations.</p> <p>5 - The company demonstrates that it has mechanisms in place to ensure reducing recruitment-related risks for its workers including the prohibition of deductions for costs of work in its own operations and demonstrates how its suppliers ensure to reduce recruitment related risks.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|---------|--------------|-------------|---|
| D | D.III.3 | Worker Voice | Performance | <p>0 - The company does not provide evidence that it engages workers in efforts to uphold human and labour rights in its own operations and supply chains.</p> <p>1 - The company provides general evidence that it engages and empowers workers to promote human and labour rights in its own operations.</p> <p>2.5 - The company demonstrates that it has mechanisms in place to engage and empower workers to promote human and labour rights in its own operations, with explicit reference to the freedom of association and collective bargaining.</p> <p>3.5 - The company demonstrates that it has mechanisms in place to engage and empower workers to promote human and labour rights in its own operations, with explicit reference to the freedom of association and collective bargaining, including engagement with trade unions (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law).</p> <p>5 - The company demonstrates that it has mechanisms in place to engage and empower workers to promote human and labour rights in its own operations, with explicit reference to the freedom of association and collective bargaining, including engagement with trade unions (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law), and demonstrates how its suppliers engage and empower workers to promote human and labour rights.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|---------|-----------|-------------|---|
| D | D.III.4 | Remedy | Performance | <p>0 - The company does not provide evidence that it provides remedy for human or labour rights impacts in its own operations and supply chains.</p> <p>1 - The company demonstrates that it provides for or cooperates in remediation to victims where it has caused or contributed to adverse human rights impacts in its own operations.</p> <p>2.5 - The company demonstrates that it provides for or cooperates in remediation to victims where it has caused or contributed to adverse human rights impacts in its own operations and ensures that required corrective actions for supervisors are taken.</p> <p>3.5 - The company demonstrates that it provides for or cooperates in remediation to victims where it has caused or contributed to adverse human rights impacts in its own operations and ensures that required corrective actions for supervisors are taken, and describes the approach it takes to provide or enable a timely remedy for victims.</p> <p>5 - The company demonstrates that it provides for or cooperates in remediation to victims where it has caused or contributed to adverse human rights impacts in its own operations and supply chains and ensures that required corrective actions for supervisors are taken, and describes the approach it takes to provide or enable a timely remedy for victims.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|---------|--------------------------------------|-------------|--|
| D | D.III.5 | Women's participation and leadership | Performance | <p>0 - The company does not demonstrate efforts to ensure women's full and effective participation for equal opportunities and leadership across its own operations and supply chains.</p> <p>1 - The company demonstrates general efforts to ensure women's full and effective participation for equal opportunities and leadership across its own operations.</p> <p>2.5 - The company demonstrates efforts to increase the number of women participating in supervisory or managerial positions and/or the proportion of women in leadership positions in its own operations.</p> <p>3.5 - The company demonstrates an investment in elevating women's participation and leadership in its own operations in two or more programs, for example management training and professional advancement programs and strategies.</p> <p>5 - The company demonstrates an investment in elevating women's participation and leadership in its own operations and supply chains in two or more programs, for example management training and professional advancement programs and strategies.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|---------|--------------------------------|-------------|--|
| D | D.III.6 | Safety in hazardous conditions | Performance | <p>0 - The company does not demonstrate efforts to reduce risks to workers in hazardous conditions in its own operations and supply chains.</p> <p>1 - The company demonstrates general efforts to reduce risks to workers in hazardous conditions in its own operations.</p> <p>2.5 - The company demonstrates efforts to provide support for safety and safe handling in its own operations, including training for new workers and regular training for employed workers.</p> <p>3.5 - The company demonstrates mechanisms that are in place which provide support for safety and safe handling to all workers, including migrant workers and sub-contracted workers, have provisions for medical attention and safety training relevant to all workers profession in its own operations.</p> <p>5 - The company demonstrates mechanisms that are in place which provide support for safety and safe handling to all workers, including migrant workers and sub-contracted workers, have provisions for medical attention and safety training relevant to all workers profession in its own operations, and demonstrates how this applies to its suppliers.</p> |
| E | E.I.1 | Customary rights | Commitment | <p>0 - The company does not have a commitment to respect the rights of local resource users including the customary rights of indigenous communities.</p> <p>1 - The company has a general commitment to respecting local communities or recognises or acknowledges rights to resources.</p> <p>2.5 - The company has a specific commitment to respecting the rights of local resource users.</p> <p>5 - The company has a specific commitment with an approach to respect the rights of local resource users including the customary rights of indigenous communities.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|-------|-------------------------------|------------|--|
| E | E.I.2 | Livelihoods and food security | Commitment | <p>0 - The company does not have a relevant commitment nor evidence or examples on livelihoods and food security.</p> <p>1 - The company has a reference to livelihoods and/or food security but no explicit commitment to address food security through its policies or programmes.</p> <p>2.5 - The company has programmes or examples that specifically address livelihoods and/or food security.</p> <p>5 - The company has a specific commitment to improving livelihood and food security that is evidenced through policies or programmes and is mindful of its impacts throughout the value chain on local food suppliers.</p> |
| E | E.I.3 | Local content commitment | Commitment | <p>0 - The company does not have a commitment to maximise local content via preferential employment for local communities, preferential use of local suppliers or capacity development for small scale producers.</p> <p>1 - The company has a specific commitment to maximise local content on one of the three following elements: (I) preferential employment for local communities, (II) preferential use of local suppliers, (III) capacity development for small scale producers.</p> <p>2.5 - The company has a specific commitment to maximise local content and that includes two of the three following elements: (I) preferential employment for local communities, (II) preferential use of local suppliers, (III) capacity development for small scale producers.</p> <p>5 - The company has a specific commitment to maximise local content and that includes all three following elements: (I) preferential employment for local communities, (II) preferential use of local suppliers, (III) capacity development for small scale producers.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|--------|---|--------------|--|
| E | E.II.1 | Disclosure of adverse impacts | Transparency | <p>0 - The company does not publicly disclose actual and potentially adverse impacts from its operations to local communities.</p> <p>1 - The company publicly discloses examples about actual and potentially adverse impacts from its operations to local communities.</p> <p>2.5 - The company publicly discloses a mechanism and/or detailed information about actual and potentially adverse impacts from its operations to local communities.</p> <p>5 - The company publicly discloses a mechanism and detailed information about actual and potentially adverse impacts from its operations to local communities and discloses information on how to avoid, mitigate, repair or compensate adverse impacts on local communities.</p> |
| E | E.II.2 | Local opportunities for work and business | Transparency | <p>0 - The company does not publicly disclose information on how local employees and/or local businesses can be involved in the areas of its operations.</p> <p>1 - The company publicly discloses general information on how local employees and/or local businesses can be involved in the areas of its operations.</p> <p>2.5 - The company publicly discloses clear procedures on how local employees and/or local businesses can be involved in the areas of its operations.</p> <p>5 - The company publicly discloses clear procedures on how local employees and/or local businesses can be involved in the areas of its operations and discloses a local content development plan.</p> |

| Measurement area | Code | Indicator | Category | Scoring guidelines |
|------------------|---------|-------------------------------------|-------------|--|
| E | E.III.1 | Respecting customary rights | Performance | <p>0 - The company does not demonstrate that it is respecting the customary rights of local communities.</p> <p>1 - The company demonstrates one example of how it respects the customary rights of local communities.</p> <p>2.5 - The company demonstrates that it respects the customary rights of local communities by applying FPIC (Free Prior and Informed Consent).</p> <p>5 - The company demonstrates that it respects the customary rights of local communities by applying FPIC (Free Prior and Informed Consent) including a mechanism for remedy and conflict resolution.</p> |
| E | E.III.2 | Capacity building in the local area | Performance | <p>0 - The company does not extend resources, technology, knowledge and training opportunities to communities in the local areas of its operations.</p> <p>1 - The company demonstrates examples to support communities in the local areas of its operations.</p> <p>2.5 - The company demonstrates capacity building programs (e.g. workshops, transfer of technologies) to communities in the local areas of its operations.</p> <p>5 - The company demonstrates capacity building programs (e.g. workshops, transfer of technologies) to communities in the local areas of its operations, tracks its progress and seeks to measure its impact.</p> |