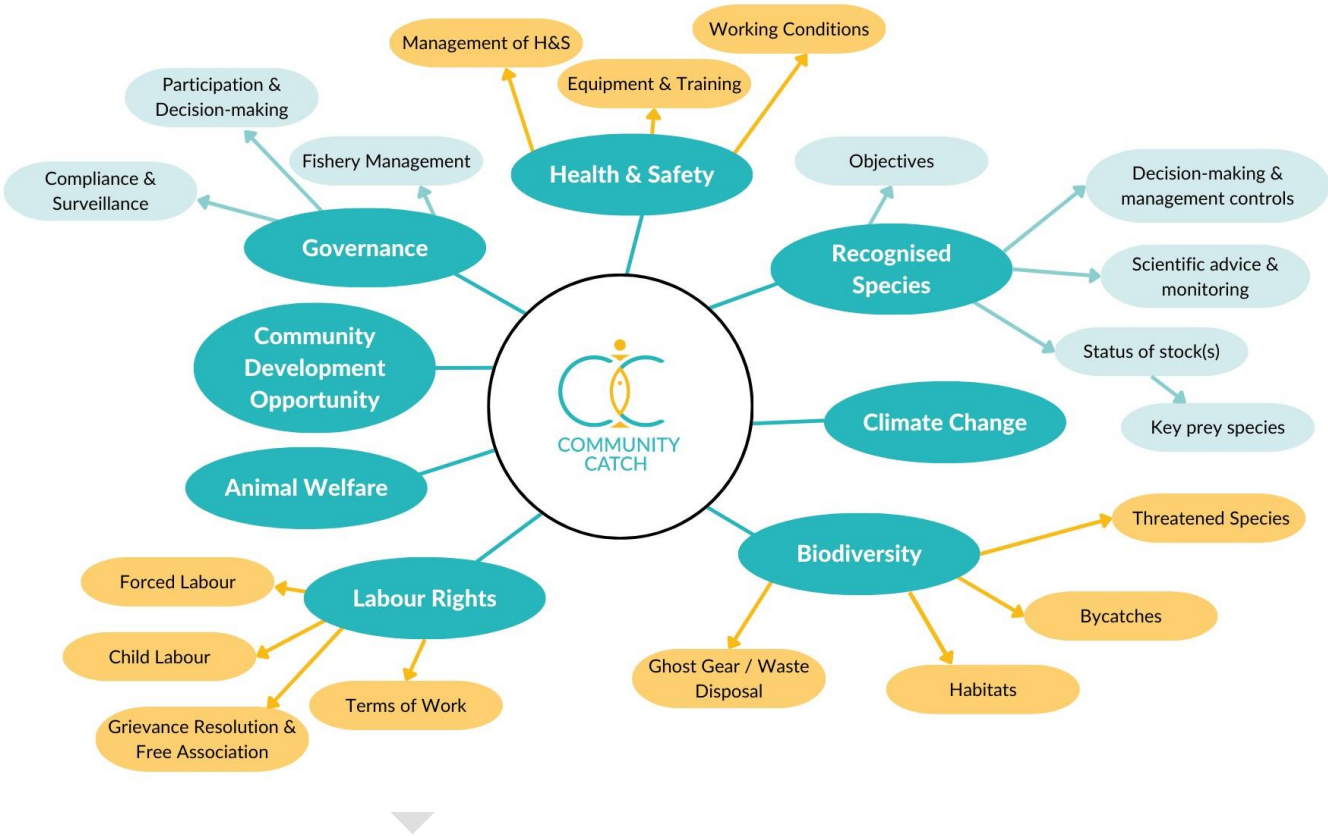
Annex A: COMMUNITY CATCH STANDARD

The Community Catch standard is structured as follows. The modules are not presented in any order of priority:



Section G: Governance

Community Catch is committed to supporting fishery management which is participatory, transparent, equitable and inclusive. In producing this standard, we also recognise the difficulties often faced by small-scale fisheries in obtaining information on management system operations and in influencing these systems.

Fishery Management

Performance Indicator	Minimum Requirement	Target Requirement
G1. Fishery Management Organisation[1]	There is a fishery management organization or arrangement that manages the fishery.	The fisheries management system operates in accordance with relevant and effective customary, local, national and international[2] laws and regulations as applicable to the Fisher Group. Where the stock(s) fished by the Fisher Group are transboundary fish stock(s), straddling fish stock(s), highly migratory fish stock(s) or high seas fish stock(s), there shall be a bilateral, subregional or regional fisheries organization or arrangement, as appropriate, that is concerned with the management of the whole stock unit over its entire area of distribution. The Flag State(s) of the Fisher Group shall be members or participants in the relevant organisation or arrangement.
G2. Review of Management Measures		The fishery management organisation or arrangement keeps management measures under continuing review[3]. Reviews of measures include use of the best scientific evidence available, and local and traditional knowledge from a diversity of perspectives, as available and relevant. Responses to reviews are implemented on defined and justifiable timescales and adopt the precautionary approach where appropriate[4].

[1] The organisation or arrangement that manages the fishery may be part of relevant traditional, fisher or community approaches (such as self or co-management) relevant to the management of the Fisher group, provided their performance can be objectively verified. It is recognised that fisher comanagement is an effective way to facilitate and improve management, governance participation and engagement in supply chains; however, in line with the definition of a Fisher Group, this is encouraged but not required.

[2] ~~Includes the Flag State being members or participants in regional fisheries management organisations that exercise internationally recognised management jurisdiction over the stock(s) fished by the Fisher Group~~

[3] At a level of periodicity appropriate to the management needs (scale and intensity) of the fishery

[4] The precautionary approach is as defined in the Principle 15 of the Rio Declaration on Environment and Development, adopted by the United Nations Conference on Environment and Development in Rio de Janeiro, Brazil, 1992. “Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.”

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		Decisions, and the rationale behind decisions, are communicated to relevant stakeholders so as to enable effective management[5].
G3. Conflict resolution		Effective systems for conflict resolution are provided through impartial and effective mechanisms[6].
G4. Subsidies		The Fishery Client shall report any subsidies[7] within the Fisher Group.

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[5] Information used to inform decision-making is made available automatically or on request, but respecting confidentiality where appropriate. Such information may include details of management measures, Sstock assessments, ecosystem effects and bycatch and discard data.

[6] Mechanisms may operate at the level of the Fisher Group or Association, co-management organisation, administrative bodies and/or judicial bodies. The requirement is that these mechanisms be appropriate to the nature of conflicts experienced in the Fisher Group. Note that individual grievances inside the Fisher Group are covered in Section L.

[7] Subsidies shall be identified, including identification of subsidies which may lead to overcapacity within the Fisher Group and wider industry.

Participation and Decision-Making

Performance Indicator	Minimum Requirement	Target Requirement
G5. Participatory management	The Fishery Client and/or Fisher Group commits to participate in the fishery management system and to make data available to the fishery management organisation as required and to the extent that is possible.	The governance and fisheries management system under which the Fisher Group operates[8] is documented and is managed in a manner which is both participatory and transparent[9].
G6. Organisation and decision-making		Roles and responsibilities of organisations and individuals involved in the fishery management process are defined and understood within the management system.
G7. Participation reporting		The Fishery Client shall report on mechanisms in place within the management system to facilitate stakeholder participation in decision-making processes. The Fishery Client shall report on how opportunities for women, indigenous peoples, marginalized and vulnerable groups are promoted at different levels (fishers, management, etc.).

[8] Where multiple fishers comprise the Fisher Group, the operation of the Fisher Group (notably any associations or organisations) shall also be participatory and transparent

[9] ~~Information used to inform decision-making is made available automatically or on request, but respecting confidentiality where appropriate. Such information may include details of Stock assessments, ecosystem effects and bycatch and discard data.~~

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Compliance and Surveillance

Performance Indicator	Minimum Requirement	Target Requirement
G8. Monitoring, Control and Surveillance system		The management system provides effective ~~and suitable~~ monitoring, surveillance, control and enforcement of Fishery Management regulations[~~10~~] applicable to the Fisher Group[11].
G9. Compliance		The Fishery Client and/or Fisher Group supports the monitoring, control, and surveillance and enforcement systems and provides, as far as is practicable~~possible~~, compliance and monitoring information requested by the relevant authorities[12].

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[10] ~~Relevant regulations would apply, among others, to employment, health and safety and environmental protection.~~

[11] Evaluation of the effectiveness of Monitoring, Control and Surveillance systems should give due consideration to the availability of data in small-scale fisheries and the fact that management systems can differ substantially for different types and scales of fisheries. This may include community-based management systems. Note that a past record of good management performance could be considered as supporting evidence of the adequacy of the management measures and the management system.

[12] The intent is that activities of the Fisher Group be carried out in accordance with all relevant laws and regulations, including reporting requirements.

Section D: Community[13] Development Opportunity

Access to Resources

Performance Indicator	Minimum Requirement	Target Requirement
D1. Fishing rights		The Fishery Client shall report on fishing rights held by the Fisher Group and any legal or other protection of such rights. Reporting should include any specific distribution of rights to women, vulnerable and marginalized groups and indigenous peoples or structural barriers that prevent access to rights for fishers in general or specific groups in particular.
D2. Trade related benefits		The Fishery Client shall report on opportunities and benefits from trade in fishery products within the Fisher Group. Reporting shall include how far these are appropriately and equitably distributed[14], including for women, vulnerable and marginalized groups and indigenous peoples.
D3. Financial services		The Fishery Client shall report on the availability of financial services to Fisher Group members. Where necessary, information and/or access is facilitated to financial services, including access for women, other vulnerable and marginalized group and indigenous peoples.

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[13] Applies to Fisher Group and their extended community (family, community-based supply chain actors, suppliers etc)

[14] Fair and equitable distribution of benefits refers to the measures taken to ensure that the benefits arising from the utilisation of natural resources, biodiversity and associated traditional knowledge, as well as the subsequent applications and commercialization, are shared in a fair and equitable way among all those organizations or communities identified as having contributed to resource management, research and development, and/or commercialisation. [After CBD]

Section L: Labour Rights

Essential labour rights shall be respected throughout the Fisher group. Requirements here are aligned with the ETI base code and, where relevant, SSCI benchmark.

Forced Labour

Performance Indicator	Minimum Requirement	Target Requirement
L1. ~~Labour is voluntary~~There is no forced labour	Fishery Client confirms that there is no ~~indication of~~known forced labour within the Fisher Group. Any prior or ongoing reports of forced labour by fishers or stakeholders are investigated and reported.	~~All f~~Fishers[15] are not forced to work~~undertake their work voluntarily~~. Fishers are always free to leave their employment after reasonable notice. Fishers are free to leave the vessel (e.g. when in port), subject to relevant legal restrictions. Detection of Forced Labour within the Fisher Group shall trigger immediate and effective remedial action by the Fishery Client or their agent. The remediation process shall protect the victims and ensure that they do not experience reprisals. Remedial actions shall be reported.
L2. There is no bonded labour	Fishery Client confirms that there is no known bonded labour within the Fisher Group. Any prior reports of bonded labour by fishers or stakeholders are investigated and resolved~~ported~~ so as to prevent recurrence.	Fishers are not required to pay recruitment fees[16]. Fishers are not required to make deposits, whether financial or material, as a condition of their employment. Access by fishers to services or facilities is provided on a reasonable and fair basis[17] and does not contribute to significant indebtedness.

[15] Any person who is employed or engaged by the vessel owner/company to work in any capacity as a fisher or on board a fishing vessel including cooks, deck hands etc and persons who are paid on the basis of a share of the catch. Fishers may be employed on a permanent, part-time or seasonal basis. Excluded from this definition are pilots, fisheries observers, naval personnel, and other persons in the permanent service of government, as well as shore-based persons carrying out temporary work aboard a fishing vessel such as vendors and technicians.

[16] This requirement applies regardless of whether fishers are employed directly by a vessel owner or company or contracted through a labour agency/recruitment service. It includes recruitment fees and any related costs to the fisher.

[17] Reasonable and fair access to services includes all parties agreeing to repayment terms; realistic repayment requirements on short-medium term timelines; commercially comparable interest rates (where applied); all taking account of the inherent uncertainty of fishing opportunities and returns.

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L3. Control of Personal Documents	Fishery Client confirms that fishers retain control of their personal documents. Any prior reports, by fishers or stakeholders, of documents being withheld are investigated and reported.	Fishers retain full control of their personal documents. If fishers are asked to relinquish possession of their personal documents (e.g. for governmental processing or as a safekeeping measure), then the handling and return of those documents to the fishers follows a defined procedure and time frame.
L4. Harsh or inhumane treatment	Fishery Client confirms that there is no harsh or inhumane treatment of ~~workers~~ fishers within the Fisher Group. Any prior reports of such by fishers or stakeholders are investigated and reported.	Fishers are not subjected to corporal punishment, mental or physical coercion, bullying, harassment, including sexual harassment or other abusive practices for any reason.

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Child Labour

Performance Indicator	Minimum Requirement	Target Requirement
L5. Child Labour	Fishery Client confirms that there is no Child Labour within the Fisher Group. Any prior or ongoing reports of child labour by fishers or stakeholders are investigated and reported.	Fishers meet the minimum age for work as defined by applicable national legal requirements or the age of completion of compulsory education, whichever is higher. Minimum age is normally 16[18]. Detection of Child Labour within the Fisher Group triggers immediate and effective remedial action by the Fishery Client or their agent. Remedial action puts the best interest of the child first and shall enable them to attend and remain in quality education until no longer a child. Incidents are recorded and remedy is demonstrated.
L6. Welfare of y~~Y~~oung ~~Workers~~fishers[19]		Young fishers~~workers~~ are not given work assignments that are likely to be harmful to their health and safety.

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[18] In recognition of the social, cultural and economic importance of fishing families, the Community Catch Standard allows an exemption to the minimum age requirement. Children under 16 years of age may perform light work on fishing vessels under the direct supervision of a parent or legal guardian or on a fishing vessel owned or operated by their parent or legal guardian but only if doing so is legally permissible and does not interfere with their education.

[19] Young workers are those under the age of 18 years

Grievance Resolution and Free Association

Performance Indicator	Minimum Requirement	Target Requirement
L7. Freedom of Association	Fishery Client confirms that Fishers have the right to engage in dialogue about workplace issues without penalisation. Any prior reports, by fishers or stakeholders, of such rights being withheld are investigated and reported.	Fishers are free to exercise their right to collective bargaining and freedom of association without interference[20]. Where the right to freedom of association and collective bargaining is restricted under law, fishers or their representatives are able to engage in other forms of meaningful dialogues about workplace issues.
L8. Grievance resolution	The Fishery Client and Fisher Group are committed to developing effective means to monitor and resolve fisher grievances.	There is a mechanism[21] in place, and made known to Fishers, to address grievances of fishers. The mechanism: 1) is open and accessible to fishers and their representatives or organizations[22] 2) maintains confidentiality as appropriate 3) prompts suitable investigations 4) ensures there is no retaliation or discrimination against complainants 5) Where necessary, provides remedies that are adequate, effective and prompt (and, where relevant, are culturally appropriate and gender-sensitive).

[20] All workers have the right to join or form fisher's Associations, trade unions etc of their own choosing and to bargain collectively through such organisations.

[21] The mechanism does not have to be owned or operated by the UoA, although it could be. The existence of the mechanism is made known to Fishers or their representatives

[22] Including availability or explanation in common language and is provided via a suitably available medium.

Terms of Work

Performance Indicator	Minimum Requirement	Target Requirement
L9. Work Agreement	Fishery Client confirms that terms of work within the Fisher Group are understood and agreed by all parties. Any prior reports, by fishers or stakeholders, of fishers being required to work outside of agreed terms are investigated and reported.	Fishers understand their work rights and responsibilities and have means of securing these without fear of reprisal. The terms and conditions of work done by fishers is covered under a work agreement that is understood by all parties (including any amendments). It may be an oral agreement or a written agreement in an appropriate language. If workers are migrant or/and fishing trips are longer than 30 days, the agreement is documented in writing and fishers retain a copy. Termination of the agreement, from either side, is allowed with reasonable notice and without penalisation.
L10. Wages, shares and benefits	Fishery Client confirms that fishers are paid in accordance with the terms of work and in a timely manner.	Terms of payment of wages, shares and other benefits is clear and transparent[23]. Fishers are paid regularly[24] and in accordance with the terms of their work agreement. Currency exchange rates, if applicable, are reasonable and fair. Remuneration meets or exceeds applicable national and local legal requirements and complies with collective bargaining agreements as applicable[25].
L11. Control of earnings	Fishery Client confirms that fishers receive payments directly and any deductions are understood and agreed.	Fishers maintain full control over their earnings and they receive payments in a suitable manner[26]. Deductions are not taken from the fisher's pay without their informed consent.

[23] Fishers understand how their pay is calculated. Employed fishers have access to pay calculations (including, where relevant, catch share weighing and grading information) in written form.

[24] Normally monthly or more frequently unless agreed otherwise.

[25] In a catch-share or similar arrangement, workers and employers confirm that remuneration meets with agreed terms and with transparency of relevant information (on catches, rates etc).

[26] Fishers receive payments into a bank account in their own name or that of a nominated relative or friend. Cash payments are acceptable where bank payment are not an affordable/practical option.

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L12. Working hours		Hours of work meet applicable laws and regulations[27]. Hours of work are understood by all and are agreed not to threaten health and safety[28]. Fishers have rest periods sufficient to ensure their safety[29].
L13. No Discrimination		~~Fishers are treated equally.~~ There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, gender, caste, national origin, religion, age, disability, marital status, sexual orientation, union membership or political affiliation.

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[27] Workers shall be provided with the equivalent of at least one day off in every seven-day period.

[28] Work hours should be included in the Work Agreement to the extent possible. Interpretation of this requirement should reflect the reality that fishing operations are routinely confronted with unknowns including episodic or seasonal abundances of target fish stocks.

[29] Particular attention should be given to any pregnant/breastfeeding women or other vulnerable persons.

Section H: Health and Safety[30]

Measures shall be in place to safeguard the health and safety of fishers.

Management of Health and Safety

Performance Indicator	Minimum Requirement	Target Requirement
H1. Prevention of accidents and injuries	Fishery Clients commit to actions to maintain the health and safety of fishers within the Fisher Group.	Health and Safety procedures are in place to support implementation, monitoring and maintenance of relevant health and safety requirements throughout the Fisher Group. Procedures shall be verified by the Fishery Client or designated ~~senior~~ representative or authority. This shall include: 1. Skippers/operators shall assess potential threats to fisher health and safety, including hazards specific to the fishing operations, and implement effective measures to address these risks. 2. Where accidents and incidents occur, these shall be investigated to determine the cause and appropriate corrective action(s) put in place to prevent its recurrence. Investigations shall be recorded and corrective actions demonstrated.
H1A. Dealing with accidents and injuries		Information is available to skippers/fishers on contact details and locations of emergency medical facilities available in the event of serious accidents and injuries. Costs of emergency treatment of crew are met by the employer.
H2. Staffing of vessels	Fishery Clients commit to vessels meeting applicable laws and regulations for minimum staffing levels and skipper and crew qualifications.	Vessel owners comply with applicable laws and regulations for minimum staffing levels and skipper and crew qualifications. There is a mechanism in place, such as a crew list[31], that identifies all persons onboard fishing vessels or taking part in fishing operations.

[30] The Community Catch Programme does not affect the right and duties of the skipper of a fishing vessel from performing any work necessary for the immediate safety of the fishing vessel, the persons on board, or for the purpose of giving assistance to other boats or ships or persons in distress at sea.

[31] Where relevant, crew lists should identify male and female fishers.

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Working Conditions

Performance Indicator	Minimum Requirement	Target Requirement
H3. Fishing Vessels	Fishery Client confirms that vessels are seaworthy.	Fishing vessels are seaworthy and fit for purpose in terms of their size, design and equipment.
H4. Accommodation on fishing vessels		Conditions on the fishing vessel are safe and hygienic[32]. Fisher accommodation spaces are of sufficient size and appropriately furnished for the nature and duration of fishing operations. Where relevant, and as far as possible, separate spaces should be provided for female crew members.
H5. Work Environment~~ing facilities~~	Fishery Client confirms that fishers receive sufficient food and water.	Fishers are provided with sufficient quantities of potable water and food of adequate nutritional value and meet any religious requirements of the crew. Food storage locations shall be clean and hygienic. Fishing vessels have adequate sanitary facilities with appropriate privacy. Where relevant, and as far as possible, sanitary facilities on vessels should take into account the needs of female crew members.

[32] Compliance with this requirement shall include a description of vessel condition across the UOA fleet. This shall give some idea of the range of variation, and the likelihood that some vessels may fall outside an acceptable level of safety, health or hygiene. The description should include the typical duration of fishing trips; the number of persons onboard and the accommodations provided.

Training and Equipment

Performance Indicator	Minimum Requirement	Target Requirement
H6. Health and safety training	Client confirms that essential health and safety information is made available to fishers within the Fisher Group.	Fishers receive sufficient training or instruction - in an understandable form and relevant to their operational assignments – so as to ensure safe working, including the use of onboard equipment. Operational and Safety[33] training or instruction is effective, understandable, timely and repeated as required. Training updates are provided when there are significant changes in fishing operations or changes in crew composition.
H7. Safety equipment		Fishers have ready access to appropriate safety equipment[34] including: 1. Personal Protective Equipment (PPE) and Personal Flotation Devices (PFDs) as needed. 2. First aid equipment, appropriate for the types of accidents, injuries and illnesses most likely to occur. 3. Firefighting equipment, emergency evacuation equipment and survival gear. Safety equipment is appropriately maintained. Vessels meet regulatory requirements for registration and inspection of fishing vessel and onboard equipment including radio and satellite communication devices.

[33] Safety training shall include use of Personal Protective Equipment and Personal Flotation Devices, emergency procedures, first aid, fire safety, rescue and evacuation.

[34] As a minimum, ~~Essential equipment~~ PFDs (if appropriate) and first aid equipment ~~detailed here~~ shall be made available throughout the Fisher Group within 5 years of entering the Community Catch Initiative

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Section S: Community Catch Recognised Species[35]

The Fisher Group may target a single species with a particular gear or any number of different species with the same gear type (a 'multispecies' or 'mixed' fishery) - both situations can be represented in the Community Catch Initiative. There are a number of alternative approaches to managing multispecies fisheries and it is recognised that all can achieve sustainable fishing through responsible management; requirements specific to multispecies fisheries are ~~provided here~~highlighted in blue text.

Where the Fisher Group targets different stocks of the same species, these shall be evaluated separately and are effectively treated as a separate species in this process. Rigorous stock definitions are not required. However, it will be necessary to show that the unit of stock or multiple stocks being managed can be managed effectively. For example, that controls being applied will change the indicators of performance.

This section is based on an evaluation of 'The Fishery'. This is the combination of jurisdiction/management, targeted stock(s) and the totality of all fishers exploiting the stock(s) of which the Fisher Group is a part.

It is recognised that the majority of small-scale fisheries may not have access to the same levels of data collection, scientific evaluation, and research as for larger fisheries which often benefit from an economy of scale and easier logistics. Nevertheless, small scale fisheries still need to meet responsible management objectives. To take account of added complexity in monitoring these fisheries' performance, information in the form of qualitative and semi-quantitative assessment, and expert judgement, should be accepted as long as it can be verified (including through an independent review process) to ensure that the approaches adopted are reasonable and consistent with meeting the fishery objectives.

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[35] Referred to as 'Recognised Species' - these are species which the Fishery Client wishes to have recognised within the Community Catch Initiative and are eligible to carry the Community Catch logo. Species which are caught but not retained ('discards'), or which the Fishery Client does not wish to consider in the 'Recognised Species' category are considered under the 'Bycatches' category (Sections E1 to E3).
Recognised species may be all fish, invertebrates, algae and aquatic plants; they may NOT be Threatened Species (Sections B1 to B3).
If the managed stock(s) which form the basis of the fishery management are not put forward by the Fishery Client as a 'recognised species', they shall still be considered in this section as the focus of management actions.

Performance Indicator	Minimum Requirement	Target Requirements
S1. Fishery Objectives	Objectives for the fishery have been defined. The objectives include at least one related to achieving long-term sustainability of the managed stock(s).	Harvest objectives for managed stock(s)[36] are consistent with a Maximum Sustainable Yield[37] (MSY) target[38]. In enhanced fisheries, enhancement activities shall not compromise targets for the managed or wild stock or equivalent targets for wild stocks from which organisms for stocking are being removed.

[36] Managed stocks are those stocks or species groups within the fishery that are explicitly managed to meet conservation objectives.
In multispecies fisheries, these are likely to cover only a proportion of the catch and would often be the most abundant and/or valuable species (the 'target' species). It is not expected that objectives and monitoring will be in place for every species - in most cases the target species are monitored and used to regulate the harvest. The implicit assumption is that the target species is most vulnerable to fishing activity so other species have protection as their fishing mortality relative to MSY would be less than that of the target species. All species less vulnerable than the managed target species (less vulnerable species would be those not targeted and/or which do not have particular vulnerabilities such as very low reproductive rates) require no additional management interventions. ; fFor more vulnerable species, there are requirements in the standard to a) monitor vulnerable species and b) to ensure all commercial species are above their Point of Recruitment Impairment.

[37] Maximum Sustainable Yield (MSY) is a target reference point that aims to maintain maximum yield (catch) over the long term. Usually there are other explicit and implicit constraints (e.g. selectivity, acceptable risk levels, recruitment fluctuations, environmental variability and trends) that determine what MSY is in practice. The precise definitions of MSY depend on population model choice and assumptions, leading to considerable flexibility in interpretation. Our interpretation is therefore one of an objective intent to meet MSY rather than one reliant on a precise definition of what MSY should be. For example, using data limited methods or proxies, an MSY state might be determined, but not considered very precise. If this is used for guidance to set fishing levels with suitable precautions, this would be interpreted as meeting the MSY objective. This should be consistent with "best scientific evidence available" (FAO CCRF para. 6.4) as well as account for the "capacity of developing countries" (FAO CCRF para. 5.1) in setting requirements. Deficiencies in scientific evidence or monitoring capacity may result in requirements to improve these. Other target reference points such as MEY with similar or better outcomes for the managed stock are acceptable.

[38] It is recognised that it will not be practicable to demonstrate a verifiable MSY in many multispecies fisheries. As a result, realistic management objectives with the same intent, which aim to maintain all species above their PRI and otherwise maintain the joint stock at close to maximum productive levels (or above), are considered to be an acceptable objective.

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Performance Indicator	Minimum Requirement	Target Requirement
S2. Fishery Decision-making and management controls	A decision-making system is in place, capable of initiating, when required, management controls[39], additional monitoring and/or research to improve fishery performance.	The Decision-making system is (or is expected) to be effective in achieving the fishery objectives[40]. ~~This includes, where relevant, the ability to resolve disputes such that necessary decisions are not delayed if a consensus cannot be reached.~~ Decision-making adopts the precautionary approach[41] where relevant.

[39] 'Controls' are the management actions/measures that are applied to limit harvest in some way to achieve the fishery objectives. We use the term 'controls' rather than 'measures, as the latter is also widely used to describe monitoring activities, and the term 'control' also emphasizes the feedback-control mechanism which underlies responsible management.

[40] Harvest control rules (agreed rules which dictate an action or set of actions to be taken in response to changes in indicators, especially of stock status) may be an important tool in the decision-making process but are not necessarily a requirement. They are effective because they are testable, widely understood, and apply a response within an appropriate timeframe. Any equivalent decision-making process can be accepted, but it needs to show that it can be similarly effective – for example HCRs may not be required for all stocks or lightly exploited fisheries. It should be noted that the definition of HCRs includes many rules adopted in co-managed small-scale fisheries.

[41] The precautionary approach is as defined in Principle 15 of the Rio Declaration on Environment and Development, adopted by the United Nations Conference on Environment and Development in Rio de Janeiro, Brazil, 1992. "*Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation*."

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Performance Indicator	Minimum Requirement	Target Requirement
S3. Scientific advice and monitoring	Some technical or other advice is being provided that is suitable to support the decision-making system. This advice includes monitoring of at least one performance indicator for the fishery that	One or more quantitative[42] indicators to support the fishery objectives are estimated regularly[43], based on sufficient data-collection, and have been shown to be good measure(s) of performance (e.g. in monitoring stock status). Uncertainty in the indicators is evaluated such that it can be considered in the management of risk[44].

[42] Traditional, fisher or community knowledge (local ecological knowledge) can be used for management purposes. However, it must be established that this knowledge, and any more general subjective expert opinion, is well-founded and can be tested and verified where necessary. Verification can be achieved in a number of ways, including a) using independent expert technical review to evaluate the information and recommend, where necessary, further observations be collected to test such information empirically; and b) having a documented and transparent evaluation process. Technical review is not a specific requirement but is identified as a cost-effective means of verification and/or of providing an improvement pathway for improvement.

[43] Regularity shall be sufficient to determine changes in the indicators, relative to the scale and intensity of the fishery, such that changes can be detected in timescales relevant to the management of the fishery.

[44] An important uncertainty in multispecies fisheries is that other recognised species may be more vulnerable to overfishing than the target species (such as elasmobranchs with low reproduction rates). In this case, there would be a requirement for further monitoring of the more vulnerable species, with management actions where required, to reduce risks to such vulnerable species in line with the fishery objectives.

Often catch data is not recorded by species, but similar species are combined into groups. This is acceptable if:

1. All species in the group have similar vulnerability to the fishery, so the harvest is not likely to alter relative species abundance, or;
2. The most vulnerable species in the group is monitored and the objectives on harvest levels are set to take account of these most vulnerable species; and
3. There is sufficiently regular evaluation of the species composition of species groups, by sampling catches, to ensure the abundances of all species meet the fishery objectives.

It is recognised that practical separation of similar species in catches is not always possible. If all species in a group have similar vulnerability (in terms of productivity and susceptibility), then species can be practically treated as separate components of the same stock. However, there should be evidence of this, with monitoring, as necessary, to demonstrate that:

4. No species within a group is being harvested to below its limit reference point.
5. If all species have similar vulnerabilities, then the management to a target grouped MSY (based for example on a biomass dynamics model fitted to observations of abundance and yield of the species group over a time series) should arguably result in no single species being depleted below its limit.
6. If the most vulnerable species within a group is monitored (such as through length frequency sampling) and the fishing mortality can be shown to be sustainable for that species, then it can be assumed that other species are at a similar or better status.

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	is suitable to inform decision-making.	

Performance Indicator	Minimum Requirement	Target Requirement
S4. Status of stock(s)	There is a low risk[45] that any monitored stock(s) are being depleted below their point of recruitment impairment[46] as determined through stock assessment, risk assessment and/or independent expert evaluation.	The fishery is achieving the target performance against its objectives;[47] the managed stock(s) are within their target region, OR a time-bound rebuilding plan, including sufficient monitoring to demonstrate effectiveness, is in place, which is expected, or is being demonstrated, to rebuild the managed stock(s) within the specified timeframe. All commercial stocks are at low risk of being depleted below their Point of Recruitment Impairment (PRI) [48][49].

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[45] 'Low risk' is equivalent to a reasonable expectation, evaluated qualitatively, semi-quantitatively (such as through a risk assessment) or quantitatively. Quantitatively, this is equivalent to being below 25%ile probability.

[46] This would apply to all species within a multispecies operation unless the catches were insignificant – i.e. species with catches ~~are~~, on average, <5% of the total Fisher Group catch and <30% of total fishing mortality on the stock

[47] Note that a past record of good management performance could be considered as supporting evidence of the adequacy of the management measures and the management system.

[48] Point of Recruitment Impairment (PRI) is a limit reference point. This is often difficult to define but is interpreted here as an intent to maintain the spawning stock so as to ensure adequate ongoing recruitment for stock replenishment. Various international standards can be used to set this limit reference point at a precautionary level, and in general these would be considered acceptable.

[49] For fisheries subject to enhancement, enhancement activities shall not displace the natural reproductive stock component to levels below the PRI.

Performance Indicator	Minimum Requirement	Target Requirement
S5. Key Prey Species[50]	If the managed stock (or in a multi-species fishery the 'target' stock) is a key prey species, this is at low risk of being depleted below its target level.	If the managed stock (or in a multi-species fishery the 'target' stock) is a key prey species, it shall have management objectives consistent with maintaining at least a Maximum Sustainable Yield (MSY) target level. Management of the stock is at least achieving the target performance against its objectives – the key prey species is above a level equivalent to MSY. The scale, intensity and distribution of Fisher Group activities shall not be expected to cause severe adverse effects on populations of dependent predators: either through fishing of key prey species to levels below precautionary levels or through localised depletion of key prey species around sites and at times vital to dependent predators.~~The scale, intensity and distribution of Fisher Group activities are not expected to cause localised depletion of key prey species so as to have direct and unacceptable effects on populations of dependent predators.~~

[50] Key Prey Species are those which form the basis of the diet of one or more predator species, for all or part of their life cycle. Key prey species are classified as those small, early maturing and highly productive species dominating the biomass at lower trophic levels (i.e. there are few other species present in large proportions at low ~~the same~~ trophic levels, leading to a high likelihood of significant predator dependency).

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Section C: Climate Change

Many of the principles of adaptive management relevant to addressing the effects of a changing climate are embodied in this standard (such as longer-term management goals, consideration of wider ecological and socio-economic factors and participatory decision making). This section provides a record of potential effects, any specific adaptation, and any measures within the Fisher Group to reduce emissions.

Performance Indicator	Minimum Requirement	Target Requirement
C1. Interdependency of Fisher Group with climate change		The Fisher group documents changes in fishing operations which may be influenced by climate-related environmental change.
C2. Resilience / Adaptation		The Fishery Client and Fisher Group cooperates in the development and implementation of any strategies for monitoring of, adaptation to, and mitigation of, the effects of climate change on the fishery within which the Fisher Group operates[51].
C3. Energy Efficiency / emission reductions		Fuel type(s) used and annual use are estimated. Fishers have access to relevant information on gear modifications or vessel modifications or operational measures which would increase energy efficiency or reduce usage. Any measures implemented shall be reported.

[51] This may include changes in reference points for managed stocks.

Section W: Animal Welfare

This section provides a baseline of existing practices, information on suitable modifications available and a record of any specific adaptations within the Fisher Group to further animal welfare.

Performance Indicator	Minimum Requirement	Target Requirement
W1. Animal welfare Information	Information is available on practices employed within the Fisher Group in relation to means of handling and killing animals caught.	Where relevant, fishers have access to information on modifications to gear, vessels or fishing operations which would improve~~ncrease~~ animal welfare. This includes measures to reduce post-release mortality of unwanted catches.
W2. Animal Welfare Management	Any shark products landed are whole carcass with fins naturally attached.	Measures~~Strategies~~ to increase animal welfare, appropriate to the Fisher Group, are identified. Any measures implemented shall be reported[52].

[52] This may include strategies relating to minimising capture or disturbance, and/or increasing post-capture survival of bycatches (notably ~~reducing mortality of~~ Threatened species~~) and other bycatches, including reduction of ghost fishing~~.

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Section B: Biodiversity

The intent is that biodiversity is maintained through the management of interactions of the Fisher Group with wildlife and habitats. This focuses on the avoidance of contribution to the extinction of known threatened species and minimising impacts on non-target species and ecosystems, while respecting and protecting customary sustainable use by indigenous peoples and local communities (Kunming-Montreal Global Biodiversity Framework (GBF), Targets 4 and 5: www.cbd.int/gbf/targets).

Effects of the Fisher Group on biodiversity shall include all activities related to harvesting, including any enhancement actions. Risk assessments should take into consideration information from ecologically similar situations elsewhere, together with specific local issues and stakeholder inputs.

Threatened Species[53]

Performance Indicator	Minimum Requirement	Target Requirement
B1. Information	The likelihood of~~potential for~~ the Fisher Group ~~to~~ affecting Threatened Species is estimated based on the ~~proximity of threatened species to fishing operations and the~~ potential for~~sibility of~~ capture, entanglement or other interaction causing injury.	There is sufficient, ongoing information on ● the nature of gear used and ● the overlap of Fisher Group gear use with populations of Threatened Species to reliably estimate the risk of capture, entanglement or other interaction causing injury/mortality. Information about the local situation may be complemented by information from similar situations elsewhere. Information shall be confirmed by quantitative data relevant to the Fisher Group or verification by one or more independent sources. If Sufficient information is available to show that Threatened Species would not normally be killed or injured by gear used in the Fisher Group: Or the Fisher Group is a LOW risk to Threatened Species, then remaining Threatened Species indicators are N/A
B2. Evaluation	Mortalities are expected to be within specified regulatory limits; or a risk	Mortalities are within specified regulatory limits; or Fisher Group is no more than a MEDIUM risk to Threatened Species.

[53] Threatened species are those threatened with extinction. For most in-scope species (bony fish, invertebrates, plants and algae), this would be those listed as Critically Endangered (CR) by IUCN. For elasmobranch species (sharks, skates and rays), which are recognised as more susceptible to fishing impacts, these would be those listed as Endangered (EN) and Critically Endangered (CR) by IUCN. For out-of-scope species (birds, mammals, reptiles, amphibians) Threatened Species would be those listed as Vulnerable (VU), Endangered (EN) or Critically Endangered (CR) by IUCN.

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	assessment shows the Fisher Group is not a HIGH risk to Threatened Species.	
B3. Management		~~Measures are in place to limit mortality of Threatened species arising from the Fisher Group.~~ Measures (formal or informal management actions) shall be in place, or implemented, to reduce mortalities such that the activities of the Fisher Group would not substantially reduce recovery of the affected species/population[54]. ~~risk posed by the Fisher Group is LOW, or mortalities are maintained within regulated limits.~~

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[54] Evidence that the Fisher Group is not substantially reducing population recovery may include a risk assessment indicating a LOW risk, or if Fisher Group mortalities are maintained within existing limits designed to allow rebuilding of affected populations.

Bycatches[55]

Performance Indicator	Minimum Requirement	Target Requirement
B4. Information	The common bycatch species of the Fisher Group gear type are known, quantities or proportions of the catch can be estimated	There is sufficient, ongoing information on bycatches to identify those 'main' species which comprise a substantial proportion [over 5% on average] of the total catch (including estimates of discards). Information can be confirmed by quantitative data or verification by one or more independent sources. If sufficient information is available to show that no individual bycatch species comprise >5% of the catch, then remaining bycatch indicators are N/A
B5. Evaluation		Catches by the Fisher Group can be evaluated against measures of overfishing - there is information to determine whether 'main' stocks are above PRI (or a suitable proxy - CPUE, av. Size etc), or fishing mortality on the stock is below suitable limit levels (F<Flim), or catches of the Fisher Group comprise <30% of total catches for each stock, or a Risk Assessment indicates 'low' risk of the Fisher Group causing overfishing. If catches by the Fisher Group are not expected to cause overfishing of 'main' stocks, then remaining bycatch indicators are N/A
B6. Management		Measures are in place which are expected to ensure that the Fisher Group does not cause overfishing of main bycatch species. Measures may be formal or informal management actions that for main bycatch stocks are expected to either: maintain stock above PRI (or proxy) or keep fishing mortality on the stock below suitable limit levels (F<Flim) or result in catches of Fisher Group comprising <30% of total catches of the stock.

[55] Bycatches are those species which are not included within the 'recognised catches'. These include bait species – either caught by the fishery group or bought from another fishery. Bait is only considered if it is from a wild-capture source. Evaluation shall determine that the amount of a bait species used by the Fisher Group does not threaten the stock concerned: this can be either by demonstrating the stock status, the risk posed by the source fishery supplying the Fisher Group, or the proportion of total catches from the stock used by the Fisher Group. Bait is not considered elsewhere in the standard.

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Habitats

Performance Indicator	Minimum Requirement	Target Requirement
B7. Information	If the gear used is pelagic and does not ordinarily interact with bottom habitat, then remaining habitat indicators are N/A. ~~Fishing locations are known.~~ The presence and locations of any formally protected habitat areas within the area of operation of the Fisher Group are known.	The locations of main habitats vulnerable[56] to physical harm by Fisher Group fishing gear are known. Particular attention is given to any vulnerable habitat which is known to be essential in the life histories of harvested populations or Threatened species, such as spawning or nursery habitat. ~~If the gear used is pelagic and does not ordinarily interact with bottom habitat, then remaining habitat indicators are N/A~~
B8. Evaluation		The physical effect of the ~~each~~ gear used by the Fisher Group on vulnerable habitats should be known or can be reliably estimated. The proportion of each vulnerable habitat affected by the gear should also be known or can be estimated. This should include the full range of such habitat within, and continuously extending beyond, the area of operation of the Fisher Group[57]. Information should allow determination of whether the Fisher Group threatens such loss of habitat as would cause its extinction or cause a loss of its ecosystem function/service within the full range of the habitat. If the determination shows no such threats, or a risk assessment shows 'low' risk from the Fisher Group, then remaining habitat indicators are N/A.
B9. Management		Management measures (formal or informal management actions) are in place which control the effects of the gear type on vulnerable habitats such that the Fisher Group does not threaten such loss

[56] Vulnerable means habitats whose structure and function could potentially be disrupted to the extent that it would no longer provide critical elements of its natural contribution to the local ecosystem. Examples would include habitats created or maintained by living organisms such as coral reefs or seagrass meadows. Sedimentary habitats such as gravels, sands and muds, subject to natural disturbance, would normally not be included.

[57] In coastal areas, this would be within the same management area or continuously extending beyond the management area (i.e. the habitat is present in a continuous band within and outside the management area); or within the same inland water(s)

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		of habitat as would cause its extinction or cause a loss of its ecosystem function/service within the full range of the habitat.

Ghost Gear and Waste Disposal

Performance Indicator	Minimum Requirement	Target Requirement
B10. Ghost Gear Information	The potential for gear used to be lost, and to cause ghost fishing, is estimated.	Fishers are informed of the negative effects of lost and discarded items of fishing gear on animals, habitats and ecosystems. The importance of avoiding discarding gear (such as whole or sections of nets, hooks, lines etc) is emphasised. Where relevant, fishers have access to information on modifications to gear, vessels or fishing operations which would reduce gear loss and/or ghost fishing (such as escape panels in pots or biodegradable FADs)
B11. Ghost Gear Management		Fishers participate in any relevant lost gear reporting and/or recovery initiatives or procedures. Unwanted fishing gear is returned to shore where practical to do so.~~Any u~~Unwanted fishing gear is ~~returned to shore.~~ The Fishery Client shall report on any measures taken to reduce or recover lost or discarded fishing gear.
B12. Plastic and Chemical Waste Disposal	The potential for waste materials (plastics, oils chemicals) to be disposed of at sea is estimated. Information is provided on onshore waste disposal/recycling facilities.	Fishers are informed of the negative effect of discarded waste materials on the environment. Waste materials (plastics, oils, chemicals) shall be returned to shore for disposal wherever practicable.

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