



Member Code of Conduct

A world with thriving fisheries that work in balance with nature by catching one fish at a time.

Preface

The International Pole and Line Foundation (IPNLF) is committed to promoting and advocating for sustainable pole-and-line, handline and troll (hereafter referred to as "one-by-one") tuna fisheries.

Mission

To empower responsible fisheries, which give back to the seas and the people that depend on them.

Vision

A world with thriving fisheries that work in balance with nature by catching one fish at a time.

The IPNLF Member Code of Conduct (hereafter referred to as the "Code") sets out terms of conduct that IPNLF expects from all of the organisations that make up its membership base. Under the IPNLF 2025 Commitment, all IPNLF members will be required to sign this Code, as well as any new Members who will sign as a precondition of membership.

This document is also aligned with the IPNLF 2020-2025 Strategic Plan, and has been designed to promote the implementation of best food safety practices, secure responsible harvests from internationally shared tuna resources, ethical labour practices and full proactive support of regional and national fishery management measures.

This Code has also been designed in alignment with a variety of international guidelines and recommendations to ensure IPNLF Members address the broader needs of responsible seafood on a global scale.

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The Code is a "living document" that will be updated as industry and regulatory standards evolve. Although being a signatory is a prerequisite to IPNLF membership, the Code is voluntary by nature and is not to be considered as legally binding. IPNLF is not mandated to enforce terms of the Code, nor is it directly responsible for any non-compliance of its Members with the terms of this document. Members should sign the Code with an understanding that blatant or repetitive non-compliances may result in the termination of membership, which would not waive their obligation to pay any outstanding IPNLF membership fees.

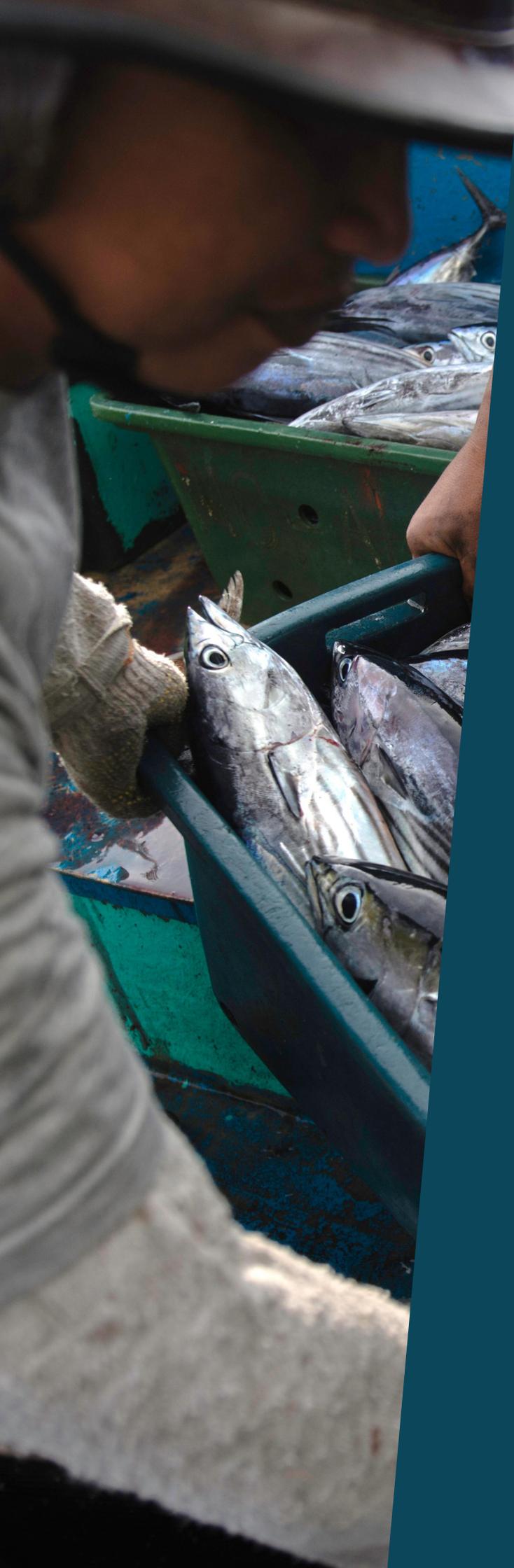


Objectives of the Code of Conduct

The purpose of this document is to ensure that all IPNLF members commit to, and proactively pursue, the implementation of herein stated objectives, strategies, and initiatives while operating within a moral framework that will result in responsible seafood sourcing from one-by-one fisheries. As such, this document is pursuant of the below five key objectives:

- 1 Ensure all IPNLF members commit to and pursue the introduction and implementation of outlined objectives, strategies, and initiatives to achieve and maintain responsible seafood sourcing
- 2 Ensure that all vessels in IPNLF Members' one-by-one tuna supply chains comply with the laws and regulations governing their tuna fisheries, support sustainable fishery management, and implement industry and IPNLF best practices
- 3 Ensure that all companies forming IPNLF Members' one-by-one tuna supply chains comply with the laws and regulations governing their operations, while supporting responsible value chain management through implementing industry and IPNLF best practices
- 4 Serve as an instrument of reference for IPNLF Members, and a means of guiding their pursuit of the IPNLF 2025 Commitment;
- 5 Ensure zero tolerance for, and proactive mitigation of, any form of discrimination or labour abuse in any node of Member supply chains.





Principles of IPNLF Membership

IPNLF Members are organisations involved in the supply chains of tuna caught by methods such as pole-and-line, handline and trolling (collectively termed "one-by-one"). In becoming Members, these organisations support IPNLF's work of further developing responsible one-by-one tuna fisheries and promoting the benefits of these fisheries on a global scale.

Members acknowledge the FAO Code of Conduct for Responsible Fisheries (see: www.fao.org/fishery/code/en) and these benchmarks inform their operations. All Members' goals should also be aligned with IPNLF's vision of facilitating **'A world with thriving fisheries that work in balance with nature by catching one fish at a time'** and mission of **'Empowering responsible fisheries to give back to the seas and people that depend on them'**. In support of these objectives, Members are also expected to consistently provide timely payments of their equivalent membership fees.

Under the IPNLF Strategic Plan 2020-2025, Members are required to endorse the Code of Conduct and sign up to the IPNLF 2025 Commitment.

In summary this commitment requires Members to work collaboratively with IPNLF to ensure that by mid 2025, 75% of IPNLF Member supply fisheries are directly engaged in responsible supply chain improvements and are driving greater transparency in one-by-one tuna supply chains through:

- 1 Improving the transparency of their supply chains by displaying their fisheries and supply chain data on the IPNLF Sourcing Transparency Platform (STP)
- 2 Committing to socially responsible supply chains by signing up to and applying IPNLF's Code of Conduct
- 3 Applying environmental best practices among all one-by-one fisheries, in line with robust science, protecting and restoring threatened and endangered species, habitats and ecological functions
- 4 Safeguarding the health and well-being of all workers throughout their supply chains in line with international standards and recommendations
- 5 Ensuring the plastic footprint of the one-by-one fisheries they source from is reduced and becomes 'plastic neutral' by 2025



In addition to complying with IPNLF membership Terms and Conditions, all IPNLF Members will:

- 1** Ensure that all one-by-one fishers - including migrant workers - enjoy all human rights in any context; in particular decent working conditions, access to information, labour protection, no discrimination, fair pay, the right to collective bargaining and trade union membership, health and social protection.
- 2** Proactively eliminate any potential forced, bonded, involuntary or prison labour from operating in any nodes of their supply chains, and ensure no recruitment of child labour in accordance with national ratifications of ILO-C188.
- 3** Recognise and support the important global contribution of artisanal and small-scale fisheries to employment, income, and food security.
- 4** Support and proactively pursue the IPNLF 2025 Commitment.
- 5** Meet, at a minimum, the local national legal standards of wages and benefits for all workers.
- 6** Adopt appropriate practices to protect the health, welfare, and safety of all actors throughout their value chains, including public-facing communications in native language(s) and the proactive prevention of threats and hazards.
- 7** Preserve and promote the quality, diversity, and availability of fishery resources for present and future generations in the context of food security, poverty alleviation and sustainable development.
- 8** Promote and apply responsible one-by-one fishing gears and tuna harvesting practices wherever practicable.
- 9** Lead by example in promoting transparency throughout their supply chains, as much as feasible, through their contributions of data and evidence of best practice implementations to the IPNLF Sourcing Transparency Platform (STP).
- 10** Support projects of mutual interest, especially those collaboratively developed with IPNLF staff through engaging the IPNLF Fisheries Improvement Toolbox (FIT) wherever feasible.



- 11** Implement IPNLF best practices in operations of their fisheries and value chains to maximize socio-economic benefits and equity while minimizing harmful ecosystem impacts.
- 12** Avoid sourcing from any fisheries engaged in shark finning or operating illegally, while ensuring that suitable traceability, transparency, and labelling throughout their supply chain(s) enables and evidences their proactive avoidance of illegally harvested products.
- 13** Support infrastructure and equipment upgrades to enable fisheries to land premium quality products, which are then efficiently processed in alignment with hygienic best practices.
- 14** Comply with all the relevant national and RFMO laws and regulations governing tuna fisheries, including vessel registry requirements, providing information on the fishing gears, meeting all catch data obligations and ensuring all fishers and crew fully understand all legal and operational requirements.
- 15** Minimise and encourage the recovery of abandoned, lost and discarded fishing gear (ALDFG), as well as report all gear losses to IPNLF and proactively pursue overall plastic neutrality for all one-by-one fishing operations by 2025.
- 16** Ensure complete separation of catches by gear type within the supply chain, starting from the point of catch.
- 17** Ensure that crew members undergo training on best practice of handling and release of: Sharks, sea turtles, marine mammals, sea birds and ETP species.
- 18** Participate in training courses and implement IPNLF best practices and innovations that improve the handling, storage, and utilization of baitfish, or replace wild caught baitfish, to sustainably optimize bait to tuna catch ratios.
- 19** Implement all best practices in anchored FAD construction and use, only implementing non-entangling and biodegradable materials while also ensuring FAD deployments cause minimal damage to benthic ecosystems.
- 20** Informed by GDST 1.0 Standard KDEs, vessels that supply fish to IPNLF members should work towards maintaining a complete and credible scheme that traces one-by-one tuna forwards and backwards from receiving to sale by no later than 2025.



Code of Conduct Policy Sign off Form

I _____ hereby acknowledge that I have received and read the International Pole and Line Foundation (IPNLF) Code of Conduct and that I am fully aware of its terms. I also agree to read and comply with all policies adopted by IPNLF. I understand that compliance with this Code is a condition of membership. I understand that if I fail to comply with this Code or other published policies of IPNLF or applicable laws, it will be addressed and I may be subject to disciplinary action, including a warning, revision of responsibilities, suspension, or dismissal as an IPNLF Member.

Name: _____ Signature: _____

Date: _____ Position Title: _____

Once signed, please return a signed copy of this page to IPNLF.

