



PICTURE CREDITS: FISHING INDUSTRY ASSOCIATION
PAPUA NEW GUINEA / STOCK.ADOBE.COM



**FISHING INDUSTRY ASSOCIATION
PAPUA NEW GUINEA**

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ANNUAL REPORT 2023

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FOREWORD A YEAR OF EVOLUTION

As President and Chairman of the Fishing Industry Association of Papua New Guinea (FIA PNG), I am proud to present our new Annual Report 2023. In this report, we present an update on the progress we have made regarding the four main pillars under our Responsible Sourcing Policy and the implementation of our sustainability strategy with our members, on the vessels as well as across the supply chain.

The FIA PNG Assurance Model for sourcing seafood has evolved remarkably since 2018, marked by significant strides in sustainability, transparency, and ethical sourcing practices. From day one, this journey of transformation has been guided by our Strategic Plan which reflects our unwavering commitment to making a positive impact on our people and planet. The achievements accomplished as part of the project and the implementation of our strategy are illustrated in our Annual Report 2023. As we look ahead into the future, we remain dedicated to engaging in new initiatives and projects that further protect and preserve our natural resources and communities in Papua New Guinea.

Through rigorous assessments, stakeholder consultations, and data-driven analysis, we were able to develop a robust assurance model that not only meets industry standards but exceeds them. Our commitment to continuous improvement drove us to implement new strategies, technologies, and best practices that have reshaped our sourcing operations and raised the bar for sustainability in the seafood industry.

Over the years, we have achieved significant milestones and outcomes that attest to the success of our strategy: from opening our vessel monitoring system, demonstrating our tuna fleet providing decent working and living conditions, supporting local small-scale fishing communities, and preserving marine ecosystems – our efforts have made a tangible difference in the lives of our stakeholders, our members' operations, and the health of our planet.

At the same time, we are very much aware that our journey toward sustainability is ongoing and that there is still a lot of work to be done. In the spirit of continuous improvement, we are actively engaging in new projects and initiatives. One example is our cooperation with the [Secretariat of the Pacific Community](#) (SPC) which aims to build upon our current achievements and address emerging challenges in the seafood sector in the region.

A remarkable achievement in 2023 was the collaboration with several scientific centres, NGOs and academia around the globe to work together to support our tuna fleet decisions on fishing practices based on science. We finished one of those research projects with the [Safina Center](#).

Furthermore, we initiated new research projects with the [University of Queensland](#) on bycatch, with the [University of Wollongong](#) on crew welfare, and the [Secretariat of the Pacific Community](#) on biodegradable Fish Aggregating Devices (FADs). The results of these research projects will be made publicly available, and we aim to help our partners in the Pacific region to learn from our lessons, whether good or bad. We are taking the lead, and we build on robust science to address global issues to do with our tuna resources.

The support and cooperation of the [National Fisheries Authority](#) (NFA) as a mandated authority and custodian of fisheries resources play a critical role in combating illegal, unreported, and unregulated (IUU) fishing practices. Their enforcement of regulations and monitoring of fishing activities are essential for ensuring the sustainability of marine ecosystems and the protection of fish stocks. On a global scale, initiatives like the [Global Dialogue on Seafood Traceability](#) (GDST) and the deployment of Vessel Monitoring Systems (VMS) are crucial in enhancing transparency and accountability in the seafood supply chain. The integration of real-time data sharing between VMS and platforms like [Global Fishing Watch](#) (GFW) enables authorities and stakeholders to track fishing vessels and monitor their activities in near real-time.

By embracing a proactive and forward-thinking approach, we are committed to evolving our assurance model, adapting to changing circumstances, and driving positive change that benefits both our members and the marine ecosystem, as well as the communities depending on it. Our dedication to protecting our people and planet remains steadfast, and we are confident that through collaboration, innovation, and a shared vision for a sustainable future, we can achieve even greater success in the years to come.



Sylvester Barth Pokajam
President & Chairman
Fishing Industry Association (PNG) Inc

ABOUT THIS REPORT

CLEAR FOCUS ON OUTREACH AND RESEARCH

During 2023, an important focus area was the annual commercial and outreach campaign in the tuna industry and among small-scale fisheries. Outreach activities centred around various trade events and included the collaboration with NGOs, governments, and industry stakeholders as well as active FIA PNG involvement, for example presenting or participating in panels.

On behalf of the FIA PNG members, I had the pleasure of attending 23 conferences and panel discussions to share the progress achieved regarding the FIA PNG Responsible Sourcing Policy (RSP), and the significant positive impact on various aspects of the PNG seafood industry. The purpose of these outreach activities is the promotion of sustainable fishing practices in both industrial and small-scale fisheries (SSF). Bringing together industry players, NGOs, and government representatives not only raises awareness, but also leads to fruitful discussions and exchanges about best practices that support the long-term health of tuna stocks and marine ecosystems.

Additionally, showcasing the FIA PNG mission at these events helps raise the profile and credibility of the association's efforts in promoting sustainable fisheries management in Papua New Guinea and the Pacific region. This increased visibility has attracted more support, funding, and resources to further advance the FIA PNG mission and drive positive change in the tuna industry.

Apart from that, we are honoured to be recognised on an international level as a tuna association adhering to best practices when it comes to transparency and data sharing as well as promoting good practices in small-scale fisheries. As such, we are proud to be the first country in the Western and Central Pacific region that achieved Marine Stewardship Council (MSC) certification for our small-scale rock lobster fishery which has a great positive impact on coastal communities.

Overall, the annual commercial and outreach as part of the PNG seafood industry campaigns were presented in the following countries, spanning four continents: the United States, the United Kingdom, Germany, Spain, Fiji, Papua New Guinea, Singapore, Indonesia, and the Cook Islands.

I would like to thank our FIA PNG members, the NFA, and our global stakeholders for their unconditional support of our sustainability strategy and RSP. I invite you to discover more details by diving into this Annual Report 2023. Enjoy the read!

RESULTS: MEDIA OUTREACH, SCIENCE AND COLLABORATIONS

FIA PNG's, regional and international outreach resulted in 1,000+ publications in trade magazines, online and on social media channels directed at retailers and stakeholders with seafood-sourcing-related activities

New collaborations with three academia and research centres sharing data: the **Australian National Centre for Ocean Resources & Security (ANCORS)**, the **Safina Center** (Honolulu, Hawaii, USA), and the **University of Queensland**

Long-term collaboration and partnership with the **Secretariat of the Pacific Community (SPC)** to work on bio-degradable and non-entangling FADs



Marcelo Hidalgo

FIA PNG Sustainability & CSR Director

ABOUT FIA PNG

The Fishing Industry Association (FIA) was founded in Port Moresby, Papua New Guinea (PNG) in 1991, by companies and operators in the tuna industry (both fishing companies and shore-based processors), prawn operators, bêche-de-mer (sea cucumber) buyers and exporters, as well as associated sector players such as crew recruitment and placement agencies, fisheries consultancies services, and provincial umbrella artisanal fishing cooperatives.

While FIA PNG is comprised of a diversity of fishing company members, the tuna members are involved in all aspects of the tuna supply chain – fishing, trading, logistics, processing, sales, and marketing. The core business of FIA PNG fishing and processing is selling whole-round frozen tuna, pre-cooked frozen tuna loins, raw packed canned tuna, and pre-cooked canned tuna. FIA PNG processors are mainly foreign investors that also have processing sites

in the Philippines and Thailand, enabling them to also sell tuna glass jars and tuna pouches that are produced in the associated tuna canneries overseas.

Also, rock lobster fishery members in the Torres Strait Marine Protected Area (MAP) are joining our sustainability journey to achieve MSC certification for all our fisheries, the starting point being a due diligence process with Seafood-MAP¹ (see page 10).

OUR MEMBERS UNTIL DECEMBER 2023 AT A GLANCE

- | | | |
|---------------------------------------|-------------------------------|---------------------------------|
| 1. Frabelle PNG Ltd. | 8. Aces Ventures Ltd | 19. Melanesian Ex-Import Ltd |
| 2. Majestic Seafood Corporation Ltd | 9. Standard Apex Limited | 20. Toboi Shipbuilding Co Ltd |
| 3. RD Fishing PNG Ltd | 10. Dologen Ltd | 21. Coastal Shipping Co Ltd |
| 4. RD Tuna Canners Ltd | 11. Trans-Pacific Journey TPJ | 22. High Energy Co Ltd |
| 5. South Seas Tuna Corporation Ltd | 12. TSP Marine Industry | 23. Tatiduh Fisheries Ltd |
| 6. Nambawan Seafood Corporation Ltd | 13. Bluecatch fishing | 24. United Seafoods Ltd |
| 7. International Food Corporation Ltd | 14. Standard Apex Limited | 25. Dybes Ltd |
| | 15. Fair Well Fishery Ltd | 26. Karasiva Marine Resoure Ltd |
| | 16. Fair Well Investment Ltd | 27. Maru United Limited |
| | 17. Genpack PNG Ltd | 28. Aquila Enterprise Limited |
| | 18. GS Marine Ltd | |

TUNA FISHING COMPANIES



STARCKI VENTURE CORP.
"Where Tuna Meets The World"



TUNA PROCESSORS



¹) Seafood MAP is a globally inclusive digital platform to compile and accelerate fisheries and aquaculture efforts on the pathway to sustainability, developed by the Global Sustainable Seafood Initiative (GSSI). More information: <https://www.ourgssi.org/seafood-map/>

THE FIA RESPONSIBLE SOURCING POLICY

OUR DUE DILIGENCE AND ASSURANCE MODEL

The FIA Responsible Sourcing Policy (RSP) was developed in 2017 and launched officially in 2018, together with the announcement of the FIA PNG tuna fishery entering full assessment against the MSC standard for sustainable fisheries. The RSP serves as a due diligence and assurance model and is centred around four pillars:

- MSC Certification
- Fishery Traceability
- Marine Litter and Fishing Gear
- Social Accountability

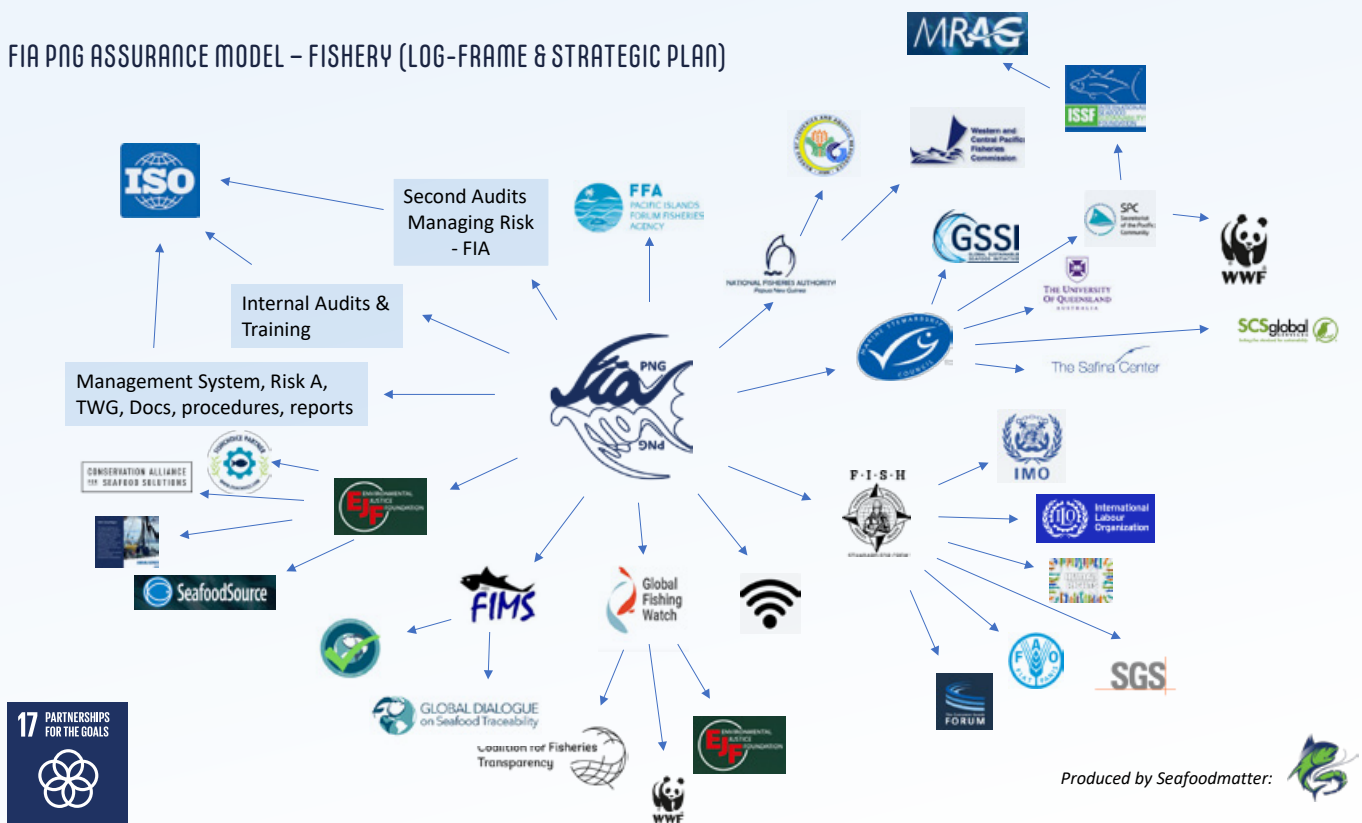
Since the launch of the RSP, the FIA PNG members have been working hard to implement and achieve the milestones to do with putting this assurance model into practice. The model takes market as well as sustainability, traceability and accountability requirements into account and as such combines different aspects along the entire supply chain.

The implementation has been a joint effort together with the National Fisheries Authorities (NFA) and incorporates the RSP aspects that were established according to the strategic planning and log-frame that was also set up in 2018.

The work on the RSP illustrates that FIA PNG is committed to ensuring a progressive tuna fishery by surpassing the set targets over the course of time. An important part of this is the risk assessment across the four RSP pillars and the implementation of mitigation measures to increase accountability and transparency of and thereby confidence in our fishing operations. The absolute priority of FIA PNG is to preserve and protect our natural resources, our people, and our future.

The following assurance model has since its launch more than proven its value – it has helped FIA PNG to establish key performance indicators (KPIs) and monitor progress through audits, leading to an improved risk management and finally to certification against the MSC Standard for Sustainable Fisheries. The model will now be rolled out across the small-scale fisheries in Papua New Guinea.

FIA PNG ASSURANCE MODEL – FISHERY (LOG-FRAME & STRATEGIC PLAN)



Produced by Seafoodmatter:

PROGRESS ON THE PILLARS OF THE FIA PNG RESPONSIBLE SOURCING POLICY

The FIA RSP is based on the four pillars of MSC Certification, Traceability, Marine Litter and Fishing Gear and Social Accountability and as such aligned with most of the global retailers' sourcing policies.

The management of all aspects of the RSP is proving to become more robust due to continuous monitoring, auditing, and reporting by the FIA PNG members on an annual basis. The biggest challenge, however, was and still is to maintain the level of compliance and transparency in reporting.

The assurance model introduced in 2018 (see page 6) is strongly based on our verification process to ensure that the FIA PNG RSP policy and audit checklists are practical, auditable, based on industry practices, and aligned with



market requirements. We have shared our approach, the results and learnings with a broad range of stakeholders. This included attending the main global tuna events and detailing the challenges and achievements across all RSP pillars.

DELIVERING ON THE SUSTAINABLE DEVELOPMENT GOALS

The FIA PNG RSP aims to pursue, contribute, and deliver on the Sustainable Development Goals (SDGs) under the United Nations 2030 Agenda, focusing on the natural resources, the workforce and local communities living from it and on the future of the generations to come.

Since 2018, the log frame and strategic plan have been the guiding documents, aiming to contribute to the SDGs as listed here. In 2022, all targets FIA PNG committed to as part of the **Ocean Action # 38702** have already been reached, namely with regards to traceability, crew welfare and labour conditions, the reduction of the use of Fish Aggregating Devices (FADs) and the implementation of the RSP. FIA PNG will continue working on these topics with the aim to further contribute to sustainable development with regards to marine resources and environmental aspects, human rights and equality as well as responsible consumption.



Picture source: United Nations



MSC CERTIFICATION: RESPONSIBLE MANAGEMENT OF MARINE RESOURCES

FIA PNG TUNA FISHERY (MSC CERTIFIED SINCE 2020)

In October 2023, FIA PNG was assessed for the second time as part of the MSC certification towards the end of the second surveillance year.

The assessment was conducted in person in Port Moresby and Lae City and passed by the fishery. From the 14 conditions, FIA PNG closed 7 conditions but was assigned 2 new conditions with regards to MSC principle 3 regarding enforcement. Also, the assessment concluded that FIA PNG was behind target on the Client Action Plan (CAP) regarding a condition related to governance as part of MSC Principle 3.

To be able to close the condition and move forward on the action plan, FIA PNG fully depends on the support of the NFA support as the guardian of the fisheries and the marine resources in PNG.

Nevertheless, the objection presented by the [Coalition for Transparent Tuna Fisheries](#) was rejected by the adjudicator. In March 2023, FIA PNG was granted access to the waters of the [Parties to the Nauru Agreement](#) (PNA) in a geographical scope extension. This means that now FIA PNG covers the world's largest tuna fishing grounds with additional access to more than 750.000 MT of tuna in the PNA waters.

This has been a key milestone that was fully backed up by our good fishing practices, accountability, and transparency with data sharing, including the implemented Vessel Monitoring System (VMS).

On the other hand, the decision of the Western and Central Pacific Fisheries Commission (WCPFC) regarding harvest controls for skipjack and yellowfin tuna will allow us to extend our MSC certification until 2028.

FIA PNG ROCK LOBSTER FISHERY (MSC CERTIFIED SINCE 2023)

The pursuit of MSC certification is part of the FIA PNG RSP commitment.

The responsible management of tuna stocks in the Western and Central Pacific Ocean region has been noticed and recognized internationally, starting with the MSC certification of the PNA tuna fishery more than a decade ago.

Now, Papua New Guinea is committed to taking the lead in the WCPFC when it comes to generating a positive impact for coastal communities. One important milestone was achieved in October 2023 by obtaining the first-ever MSC certificate issued for a small-scale fishery in the region, for the fishery on **Torres Strait Tropical Rock Lobster** (*Panulirus ornatus*). Small-scale fisheries represent more than 60% of the seafood catches globally (FAO 2022). Therefore, at FIA PNG, we aim to support our local communities assisting them with technical support, training and guidance on their way to access premium markets while improving good fishing practices.

Based on the fact that the tuna industrial sector is continuously evolving and well on track when it comes to sustainability, NFA and FIA PNG decided to join forces to

obtain official recognition of the good fishery practices with regard to Torres Strait Tropical Rock Lobster. This is the first of several small-scale fisheries that FIA PNG and NFA entered into the MSC program to prove the sustainability of the fisheries and at the same time further develop the economy in PNG and the country's image for responsible and well-managed fisheries.

We are thrilled to be among the frontrunners in the Pacific region with this good example of caring about artisanal fisheries and the coastal community's impact.



↑ MSC's CEO Rupert Howes presenting the FIA PNG fishery on rock lobster as an example for SSF certification

**SMALL-SCALE FISHERIES
REPRESENT MORE THAN 60%
OF THE SEAFOOD CATCHES
GLOBALLY (FAO 2022)**



FIA PNG MUD CRAB FISHERY (IN ASSESSMENT SINCE 2023)



↑ The mud crabs are collected by hand by more than 20,000 collectors.

As part of the collaboration with NFA, the third fishery under FIA PNG has entered the MSC program in 2023: the **FIA PNG Mud Crab fishery** includes 4 species and the crabs are collected by hand by more than 20,000 collectors, spread out over a geographical area that spans 12 provinces.

The main market for mud crabs is Singapore where the NFA in 2022 opened a warehouse for the handling of FIA PNG mud crab. According to the **NFA Mud Crab Management Plan**, in 2022 a total of 80,000 kg were harvested and exported.

The Certification Assessment Body (CAB) for the MSC assessment of the FIA PNG Mud Crab fishery has been selected and the desktop review is scheduled for November 2024, to be followed by the on-site assessment in the first quarter of 2025.

SEAFOODMAP ACCELERATING SUSTAINABILITY IN SMALL-SCALE FISHERIES AND AQUACULTURE

“The FIA PNG rock lobster fishery is a very good example for how small-scale fisheries can achieve MSC certification against a science-based and very strict standard, and for how SeafoodMAP can assist these small-scale fisheries in moving into a credible certification program that is part of the the Global Sustainable Seafood Initiative (GSSI) benchmark.”

Marcelo Hidalgo, FIA PNG Sustainability & CSR Director

The **SeafoodMAP program** helps to accelerate sustainability in small and artisanal fisheries and the aquaculture sector.

In 2021, the FIA PNG rock lobster fishery was assessed against the initial SeafoodMAP tool and requirements which helped expose the FIA PNG rock lobster to global markets.

The SeafoodMAP tool supported the FIA PNG staff in understanding the basic requirements for compliance with retailers' and market requirements. As a second step, the fishery moved into a MSC pre-assessment, followed by the full assessment and ultimately, in October 2023, MSC certification.

FIA PNG aims to use the SeafoodMAP to expose PNG fisheries and aquaculture to global markets, accelerate partnerships, and improve compliance with technical requirements so they can move towards sustainable and socially responsible certifications.

By 2025, we aim to add new species, such as trout, seaweed, prawns, sea cucumber and barramundi.



TRACEABILITY A TOOL FOR TRANSPARENCY AND ACCOUNTABILITY



THE INTEGRATED FISHERIES INDUSTRY MANAGEMENT SYSTEM (iFIMS)

The Fisheries Industry Management System (iFIMS) is the key electronic, almost real-time reporting tool that supports the FIA PNG MSC certification and the Responsible Sourcing Policy.

The integrated FIA PNG iFIMS traceability system is a critical component that ensures accountability and transparency throughout the supply chain. It enables FIA PNG to track tuna by fishing trip and by fishing vessel by assigning a unique tracking number that serves to capture key data elements (KDE) along the tuna value chain. Following a product from its point of origin to the consumer, the traceability system ensures that seafood products are sourced responsibly, produced ethically, processed safely, and delivered with integrity.

One of the key benefits of the traceability system is its ability to combat illegal, unreported, and unregulated (IUU) fishing practices. By requiring detailed documentation of fishing activities, such as catch location, fishing vessel, and landing site, the traceability system helps to verify the legality and

sustainability of seafood products. Furthermore, the FIA PNG iFIMS provides an assurance system to buyers that is based on almost real-time reports. From a consumer perspective, the traceability system offers greater transparency and assurance that the seafood they purchase has been sourced ethically and sustainably. In summary, the iFIMS not only provides assurance for consumers, but also safeguards the reputation and integrity of partner seafood companies.

At the [Seafood and Fisheries Emergency Technologies Conference](#) in Bali, Indonesia; we had the opportunity to share how our traceability system works in two different discussion panels.

In February 2023, the FIA PNG traceability system passed the interoperability test of the [Global Dialogue on Seafood Traceability](#) (GDST), which allowed the iFIMS platform to be added to the global maps of transparency and reporting. The [GDST verification test](#) for interoperability will be continuously maintained up to date and at the same time, the FIA PNG VMS will be kept open in real-time in the [Global Fishing Watch](#) platform (GFW). Both platforms in return add value to our iFIMS traceability system and allow us to can share valuable information with our buyers.



MARINE LITTER AND FISHING GEAR MITIGATING NEGATIVE IMPACTS ON THE MARINE ECOSYSTEM

In 2023, some FIA PNG members started a campaign to increase awareness for plastic pollution on land.

One example is the campaign carried out by processing companies **Frabelle PNG Limited and Nambawan Seafoods Limited**. Joining forces, they collected 500 kg of single-use plastic (SuP), sending a strong message to local communities and citizens about the importance of reducing plastic consumption, promoting recycling, and advocating for responsible waste management practices.

Our management system within the RSP that focuses on the pillar of Marine Litter and Fishing Gear has been recognised by WWF Pacific: The WWF report "**Marine Plastic Pollution and Its Sources in the Coral Triangle**" from 2023 published numbers and case studies about marine plastic pollution in the Coral Triangle and the reasons behind it. There have been several examples of pilot projects and studies to better understand abandoned, lost or otherwise discarded fishing gear (ALDFG).

The work of FIA PNG has been highlighted in reports from WWF Pacific and the Global Ghost Gear Initiative →

The FIA PNG Marine Litter and Fishing Gear procedure and audit tool was selected to be a case study to showcase how the industry has been able to set up a due diligence process to mitigate this type of marine pollution.

We are proud to be part of this regional WWF report and to be cited as an example of good practices based on the requirements of the **Global Ghost Gear Initiative (GGGI)** and the **International Seafood Sustainability Foundation**.

The GGGI has also highlighted the work done by FIA PNG on Marine Litter and Fishing Gear to mitigate the negative impact on the marine ecosystem in their **Annual Report 2022**, recognizing the innovative approach and efforts of the FIA PNG organisation and its individual members.



„With the objective to improve the long-term sustainability of the fisheries in Papua New Guinea, FIA PNG has developed a responsible sourcing policy (RSP) for its purse seine tuna fishery. The fishery comprises 9 fleets and 55 vessels, of which 93% operate without FADs. The RSP is built to comply with regulations and requirements across various international standards and agreements. This includes for example the MARPOL Annex V to the UN FAO's Voluntary Guidelines for the Marking of Fishing Gear and GGGI's Best Practice Frameworks.“

Nialangis Posanau / FIA PNG Sustainability & MSC Coordinator

SOCIAL RESPONSIBILITY AND CREW WELFARE FOCUS ON HUMAN RIGHTS AND WORKING CONDITIONS

Our Social Responsibility and Crew Welfare due diligence process has **successfully passed an independent third-party assessment** against the **FISH Standard for Crew** in February 2023, following implementation and two third-party on-site audits in 2022.

The robust and comprehensive management system for Social Responsibility and Crew Welfare allows for the transfer of improvements from one fishing vessel to another fishing vessel, and from one fleet to the other fleet. It is an ongoing process that includes the continuous monitoring of the living and working conditions onboard and their alignment with human rights and labour requirements and best practice. In total, **33 tuna purse seine vessels** (belonging to 7 of the 8 FIA PNG purse seine members) were audited and the non-conformities found were successfully addressed. As a result, FIA PNG now holds the FISH Standard certificate as part of its RSP assurance model.

Maintaining the FISH certification requires continuous monitoring of and adherence to living and working conditions for the crew according to internationally established human rights and labour standards. To facilitate this, FIA PNG started an internal auditor capability and competence building program based on the requirements of ISO 17065 and the **Seafoodmatter methodology**. Three FIA PNG employees enrolled in the program in 2022, which included observing a senior auditor carrying out audits, functioning as co-auditor, writing reports and identifying non-conformities. The participants joined in on more than 15 audits on Social Accountability, Marine Litter and Fishing Gear, and MSC Chain of Custody. Two participants were officially accredited as co-auditors.

The FIA PNG auditor capability and competence program aims to train a sufficient number of qualified and competent auditors that will be accredited to assess and monitor the whole FIA PNG fleet against the requirements of the RSP.

Trainings on Crew Welfare in 2023

- SA 8000:2014, Basic Social Accountability:** 5-day training at Huon Gulf Hotel, Lae, Morobe Province, Papua New Guinea – April 2023
- FISH Auditor Training Module, Session II - version 11:** Hilton Hotel, Port Moresby, Papua New Guinea – June 2023
- ILO Vessel Inspectors Training for labour conditions on fishing vessels:** Online training – July 2023
- Internal FIA PNG training sessions on auditing tools for tuna fishing vessels** (i.e. FISH, Marine Litter and Fishing Gear Code of Conduct and MSC Chain of Custody Standard), Papua New Guinea – July 2022 to October 2023

FISHERIES CERTIFICATION, STANDARDS AND RATINGS ECOSYSTEM 1.0



In terms of external references, the FIA PNG RSP and sustainability approach was part of the review of the **Pacific Handbook for Human Rights, Gender Equality and Social Inclusion in Tuna Industries**, launched in 2023.

Furthermore, the NGO **Human Rights At Sea (HRAS)**, based in the UK, considered the FIA PNG due diligence model on Social Responsibility and Crew Welfare onboard as part of a certification analysis process, despite of it not being an actual certification program, but prescribing and auditing best practice aboard fishing vessels and requiring external auditing and certification. The details of the comparison process can be found in **“Papua New Guinea Fisheries Respond to Human Rights at Sea Fisheries Questionnaire”**



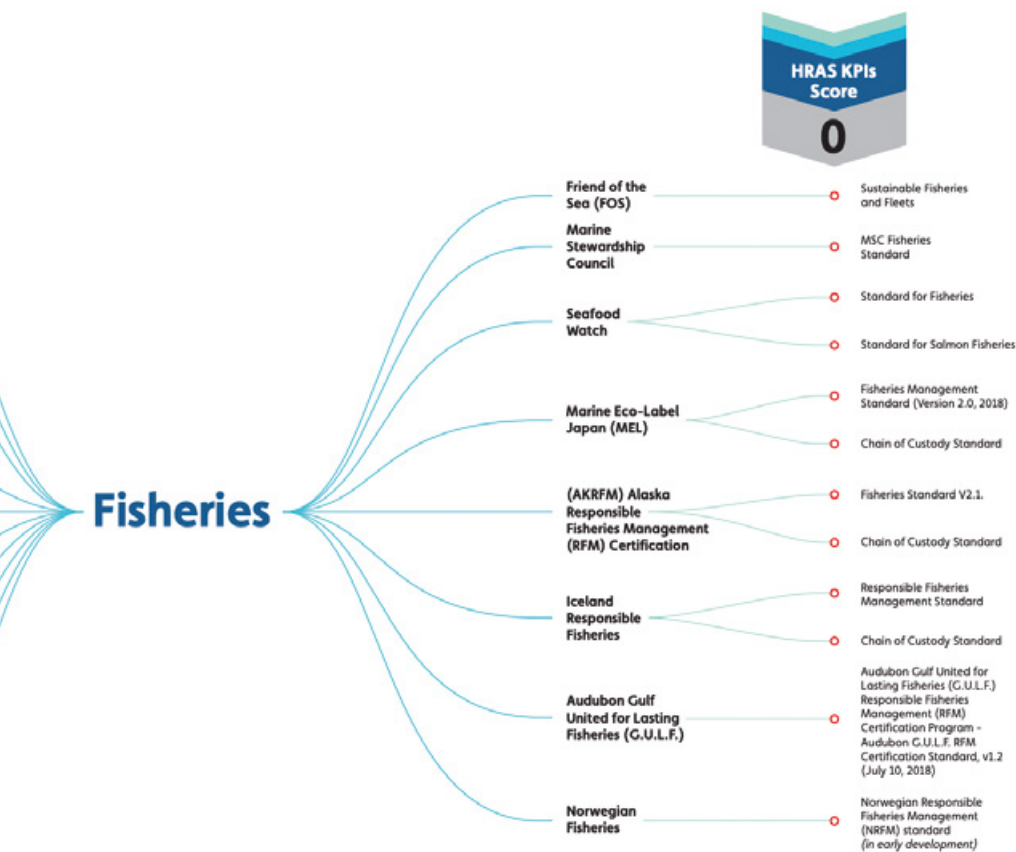
The FIA PNG RSP model is part of the review of the Pacific Handbook for Human Rights, Gender Equality and Social Inclusion in Tuna Industries. →

FIA PNG RSP: OUTLOOK & PERSPECTIVES

At FIA PNG, we are very happy to share details on the successful implementation of our RSP and the continuous expansion of our efforts regarding the sustainable management of our resources and ecosystems, human rights and social accountability. We'll continue on this path and invest further in the sustainable development for our small-scale fisheries, crew welfare and internal capacity building.

Looking into the future, we would eventually like to summarize all RSP initiatives and activities in a way that enables us to communicate our commitments clearly to our customers as well as to consumers through the branding of our products. Currently, we are conducting research and investigating the best possible approach to highlight our RSP accomplishments and promoting Papua New Guinea as a reliable, responsible and trustworthy producer of sustainable seafood.

<https://www.humanrightsatsea.org/seafood-fisheries-and-aquaculture-certification-standards-and-ratings-review-project>



FIA PNG TUNA FLEET

48

Tuna purse seiners
(100% observer onboard coverage)

282

MSC tuna trips in 2023



3 MSC certified tuna species of commercial interest



Skipjack (SJT)

Yellowfin (YFT)

Bigeye (BET)



1344

Crew
(onboard direct jobs)

Tuna catches 2023 per species (1000 MT)

1,2

Bigeye (BET)

78

Skipjack (SJT)

88

Yellowfin (YFT)

168

Total catch

Total tuna catches by fishing gear
(1000 MT)



Total with FADs



Total free school (unassociated) catches

FADs sets

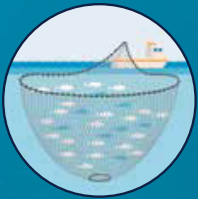
10%

Free school sets

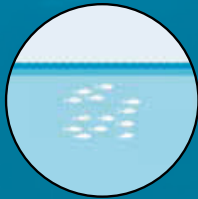
90%

(all other school association code)

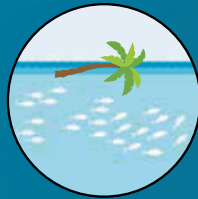
Tuna fishing gear used



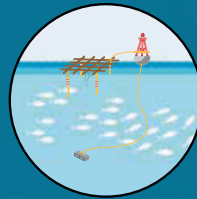
Purse Seine



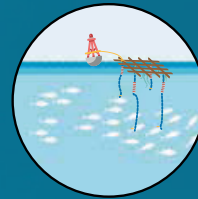
Free School



Natural FADs



Anchored FADs



Drifting FADs

FIA PNG TUNA PROCESSORS

Tuna
canneries in PNG



15.000

Workers
PNG local worker force



Processors: International Food Corporation Ltd / Majestic Seafood Corporation Ltd / Nambawan Seafoods PNG Ltd / RD Tuna canners Ltd / South Seas Tuna Corporation Ltd / Frabelle PNG Ltd

TORRES STRAIT TROPICAL ROCK LOBSTER

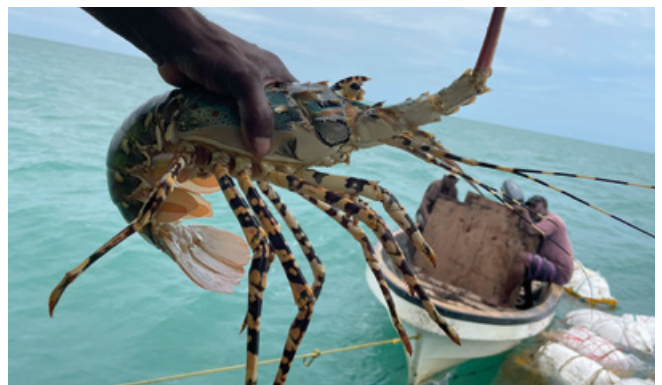
THE SUSTAINABILITY JOURNEY OF A SMALL-SCALE FISHERY IN PNG

The FIA PNG fishery on Torres Strait Tropical Rock Lobster (*Panulirus ornatus*) is a small-scale fishery that operates in the geographical area of the Torres Strait Protected Zone (TSPZ) in the Western Pacific Ocean (FAO Area 71).

Each larger vessel (the so-called 'dory') acts as a home base for the fishing activity which includes divers accessing reefs from smaller 'dinghy' boats and harvesting the rock lobster one by one by hand using 'hookah' dive gear or by free diving (apnea). Therefore, the fishery operates with no impact on the ecosystem.

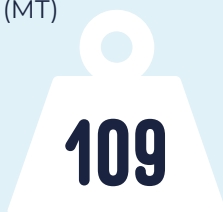
In October 2023, the sustainable practices of the FIA PNG rock lobster fishermen were rewarded with the MSC certificate.

Regarding social sustainability, the rock lobster fishery provides work for 98 people directly employed in the fishery and another more than 30 in the associated processing facilities, having a positive impact of the coastal communities in the TSPZ region.

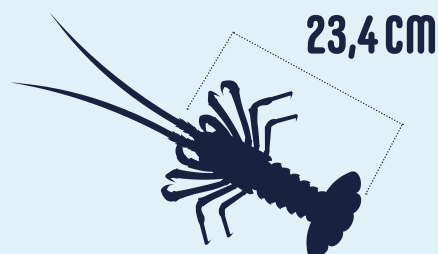


↑ No impact on the ecosystem: the FIA PNG rock lobster is harvested by hand, one by one

Total rock lobster catches
in 2023 (MT)



Average size
of a harvested rock lobster



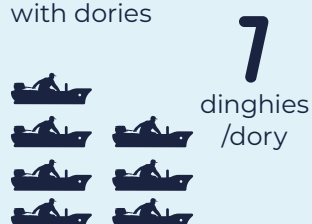
Apnea and hooka divers per dinghy



Dories anchored
in the reef



Dinghies associated
with dories

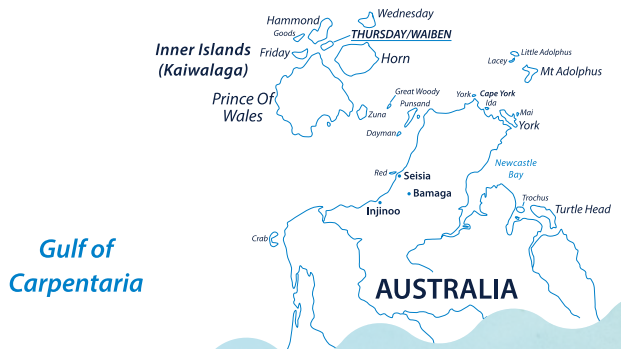
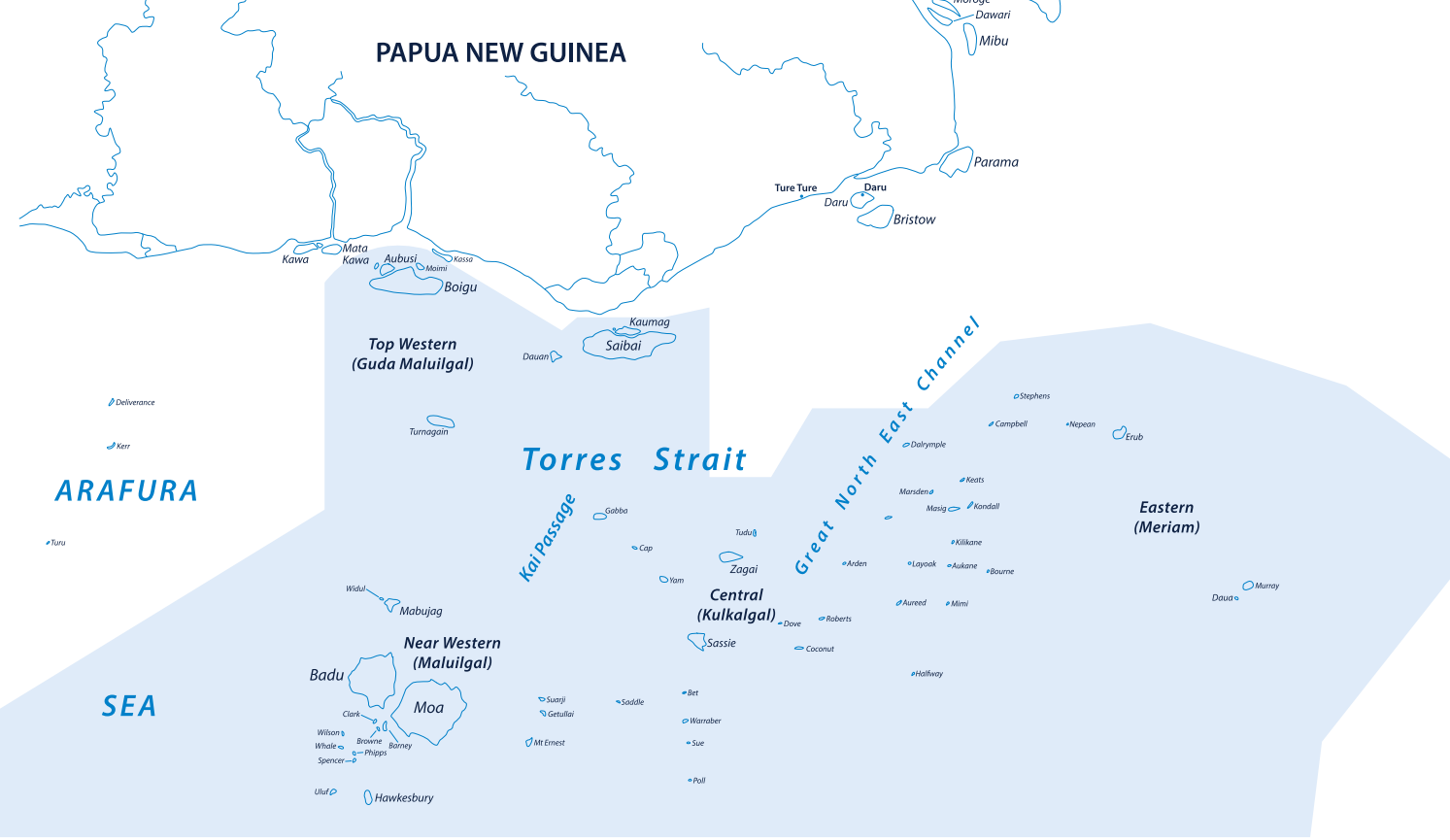


49
dinghies in
total



49
Divers





CORAL SEA

Lobster processors

2

Maru United Ltd & Aquila Enterprise Ltd.

>30

Direct workers



FIA PNG CATCH VOLUMES

DEVELOPMENT OVER TIME 2020-2023



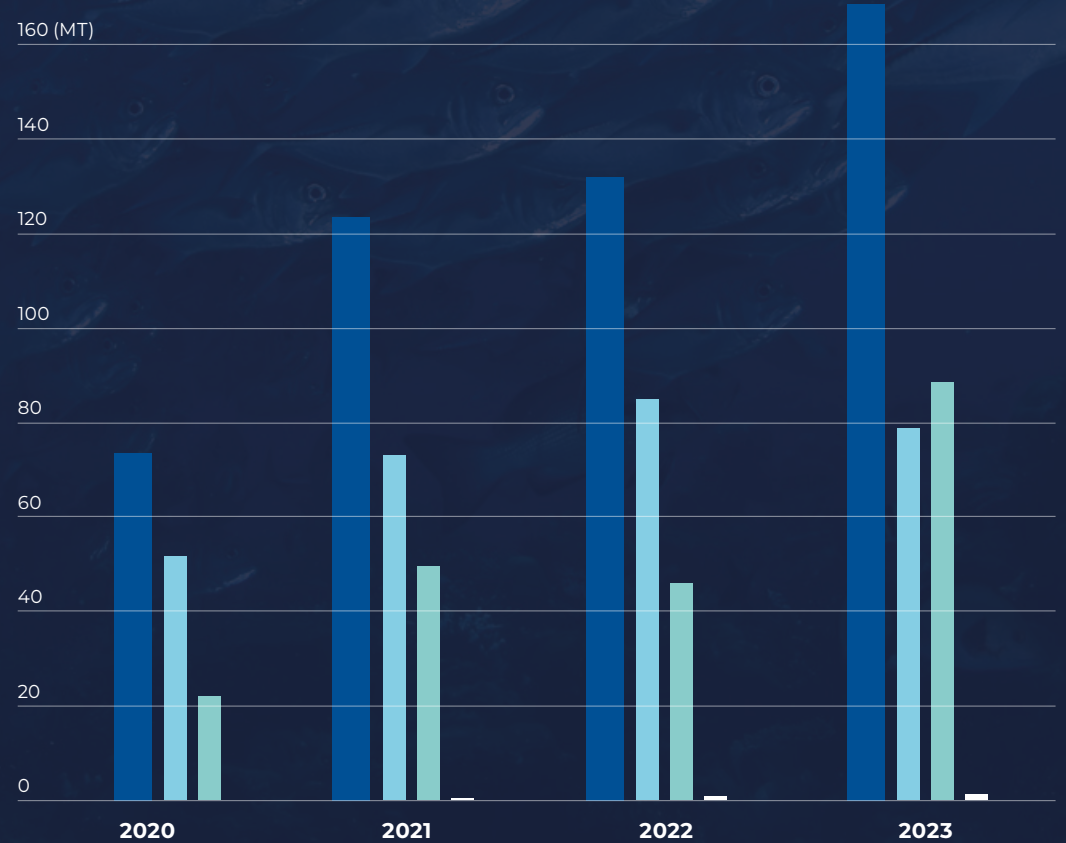
This graph illustrates the development of the catches of the FIA PNG tuna fleet. Since 2020, the total catch volume has increased from 74,000 MT to 168,000 MT in 2023. This growth is mostly due to increased catches of yellowfin tuna, which reached 88,614 MT in 2023, up from 22,000 MT in 2020. Catches of skipjack and bigeye tuna remained largely stable over the past 3 years.

VOICES OF FIA PNG MEMBERS

„FIA PNG has played a crucial role in guiding the fishing industry towards better practices. Their commitment ensures that vessels and processors adhere to responsible fishing standards, promoting well-regulated and sustainable operations. By prioritizing effective and non-harmful methods, FIA PNG empowers fishing crews to adopt more sustainable practices, ensuring the long-term health of marine resources.”

ENGR. JUSTYN GABRIEL B. CONTRERAS //
OPERATION & MARKETING // Bluecatch Corp.

- Total
- Skipjack tuna
- Yellowfin tuna
- Bigeye tuna



PARTNERS AND STAKEHOLDERS



National Fisheries Authority (NFA)

In 2018, FIA PNG and NFA started working together on the MSC certification process. Since then, NFA has been proactively providing much-needed support through its national observer program, the Catch Documentation Scheme (CDS), and the iFMS. Our collaboration and cooperation with the NFA focuses not only on the tuna fishery but also on other PNG fisheries. Our FIA PNG Chairman and President is also part of the NFA Supervisory Board.



Secretariat of the Pacific Community (SPC)

FIA PNG through the NFA relies on the science behind the sustainable management of the tuna stocks in PNG as well as throughout its entire range as provided by the SPC. The provision of FIA PNG's member vessels' catch data and observer data by SPC has greatly assisted the association during its MSC assessment process, scope extension, and surveillance assessments. We are building a good collaboration that includes capacity building and research cooperation.

„Nambawan Seafoods PNG Ltd is the newest company in PNG's tuna canning industry. Our affiliation with FIA and securing MSC Chain of Custody certification have opened up many business opportunities for us. Throughout the years, we have increased our production volume, and our export sales have greatly improved due to rapidly increasing consumer demand for sustainable seafood. MSC certified products are well recognized by consumers worldwide. Together with FIA, we are committed to minimizing our impact on the oceans and protecting our resources. We produce seafood products that are caught sustainably. The MSC ecolabel shows that consumers can trust our products. “

JOVELY PAJO, OPERATION MANAGER / Nambawan Seafoods PNG Ltd



Pacific Islands Forum Fisheries Agency (FFA)

The FFA strengthens national capacity and regional solidarity so its 17 members can manage, control, and develop their tuna fisheries now and in the future. Based in Honiara, on the Solomon Islands, the FFA was established to help countries sustainably manage their fishery resources that fall within their 200-mile Exclusive Economic Zones (EEZs).

The FFA is an advisory body providing expertise, technical assistance and other support to its members who make sovereign decisions about their tuna resources and participate in regional decision making on tuna management through agencies such as the Western and Central Pacific Fisheries Commission (WCPFC). The FFA has been assisting FIA PNG through capacity building in the areas of:

- FIA PNG Responsible Sourcing Policy
- FIA PNG and NFA observer coverage
- Industry export and investment strategy
- Development for labour standards on fishing vessels in the Pacific



Sustainable Development Goals (SDGs)

The FIA PNG Responsibly Sourcing Policy (RSP) launched in 2018 is contributing on 10 SDGs. FIA PNG members are working toward a sustainable development with a focus on environment, people, and economically sustainable management. A top priority as part of the FIA PNG policy is sharing knowledge and progress of what we are doing. Since 2020, we are publishing our FIA PNG Annual Report on the [SDG website](#) where it is available for any stakeholder.



Bureau of Fisheries and Aquatic Resources (BFAR)

The Bureau of Fisheries and Aquatic Resources (BFAR) and the PNG NFA have a Memorandum of Understanding (MoU) in place for cooperation in the four areas of compliance, monitoring, enforcement and sanctions for Filipino-flagged fishing vessels fishing in the PNG waters. Vessels flagged as Locally Based Foreign Vessels (LBFV) have obligations to the coastal state (NFA, PNG), and the involvement of the flag state is minimal. That means that the responsibility for the regional management system and the domestic coastal management system ([see background of Principle 3 Section 2.8.1 Area of Operation and Relevant Jurisdictions](#)) lies with the NFA which monitors compliance and enforcement at the fishery and any fishing vessel operating in the PNG waters. Our tuna fleet members have formally requested BFAR cooperation in the above-mentioned areas that are also part of our FIA PNG MSC tuna fishery certification.



Fish Choice

FIA PNG aims to reach global markets, inform them about our initiative, our RSP and improvement program, and products. That is why we joined Fish Choice, an interactive platform designed to meet businesses wherever they are in their seafood sustainability journey. We want to facilitate access for customers and retailers to our FIA PNG members through this platform and we constantly add certified products to our profile.



Global Sustainable Seafood Initiative (GSSI)

FIA PNG became a funding member of GSSI in February 2021. This partnership is aimed at having a voice in the standard setting for sustainable fisheries and to be able to participate in the initial review process. Furthermore, GSSI offers a great opportunity for FIA PNG to collaborate with global stakeholders and in particular connect with global retailers to ensure sustainability, transparency, and traceability across the seafood supply chain. Our Sustainability & CSR Director is a member of the GSSI Steering Board.

FIA PNG also joined the GSSI "Seafood-MAP partner taskforce" to embark on a sustainability journey for other FIA PNG species ultimately leading to certification, such as the fishery on rock lobster and tilapia aquaculture.



Marine Stewardship Council (MSC)

FIA PNG started its journey towards MSC certification as a well-managed fishery in 2018. The MSC has become an important stakeholder for FIA PNG to improve the fishery management to maintain the MSC fishery certification for skipjack, yellowfin, and bigeye tuna. FIA PNG is working with different organizations to comply with the 14 conditions that were issued as part of the FIA PNG tuna fishery certification. At the same time, FIA PNG is also trying to engage other fisheries in the MSC program. Our Sustainability & CSR Director is part of the MSC Stakeholder Advisory Committee.



Coalition for Fisheries Transparency

FIA PNG and the Coalition for Fisheries Transparency share the common goal of working towards advancing transparency and accountability in fisheries governance and management. FIA PNG is engaging with NGOs and institutions to fight against IUU fishery, fraud, labour and human rights abuses, overfishing, and unfair access to natural resources. As affiliate member in an advisory role, FIA PNG will be providing advice and guidance to the Coalition for Fisheries Transparency and working on engaging government and the industry on a global scale.



Responsible Fishing Vessel Standard (RFVS)

The Responsible Fishing Vessel Standard (RFVS) is a voluntary, vessel-based program certifying high standards of operational practices relating to crew safety and welfare on board fishing vessels. The RFVS is an assurance tool to help fishing vessel owners and operators showcase industry-agreed best practices through independent, third-party auditing. In November 2021, our tuna fleet member RD Fishing Group obtained the recognition of the good practices onboard and 12 tuna purse seiners were certified according to the RFVS.



FISH Standard for Crew

The FISH Standard (Fairness, Integrity, Safety, and Health) provides a voluntary, independent, and accredited third-party certification program for labour practices on vessels in wild-capture fisheries around the globe. Our fleet of 55 tuna purse seiners is constantly monitoring the working and living conditions onboard. We have set up a management system based on the Seafoodmatter methodology consisting of a set of internal audits, second-party audits, and third-party audits. Any new member should undergo this process to ensure full FIA PNG compliance with the FISH Standard for Crew. Under FIA PNG, 33 tuna purse seiners have been certified covering 924 crew members across 7 fleets, with other fleets currently undergoing second-party audits to apply for a scope extension.



Global Dialogue on Seafood Traceability (GDST)

GDST is the first-ever global, industry-led standard for interoperable seafood traceability. This is the result of almost three years of work by dozens of companies, working in collaboration for the common goal of achieving supply chain traceability to assure the legal origin of seafood products. The GDST represents members from all parts of the supply chain. Currently, over 80 companies have joined GDST or endorsed the GDST standards, including seven out of the top ten companies with a turnover of US\$ 35 billion annually.

FIA PNG has been using the integrated Fisheries Industry Management System (iFIMS) since 2010 to track and trace tuna and related products in PNG according to the key data elements (KDE) requested by the GDST standard v1.0. By adopting the GDST standards, the members are simply reaffirming their commitment to ensuring that the legal origin of their seafood products is guaranteed and to further eliminate IUU fishing in the Central and Western Pacific Convention area. FIA PNG and all its members signed an agreement with the GDST in 2021. Our Sustainability & CSR Director is a member of the GDST Supervisory Board.

In 2022, our FIA PNG iFIMS platform started the GDST capability test to challenge the interoperability of transfer and aligned data from our fishing and processing operation and passed it successfully at the beginning of 2023. The online platform allows businesses to verify whether software solutions can deliver on their promises of compatibility with the GDST interoperable traceability standard. Software products that pass this test are eligible to carry the "GDST Capable" logo.



Global Fishing Watch (GFW)

In October 2022, a Memorandum of Understanding (MoU) outlining the partnership was signed between GFW and the NFA at the Infotech World Tuna Conference and Exhibition in Bangkok. The agreement was reviewed and endorsed by all FIA members and is a testament to PNG's commitment to increasing accountability across the fishing sector and the desire to effectively manage fisheries and marine resources to achieve sustainable and equitable benefits. With our tuna fleet reaching this level of transparency and monitoring, we aim to raise the bar for the entire global tuna sector.



Global Tuna Alliance (GTA)

We are a signatory organization to the GTA and as such, we are committed to a tuna supply chain that meets the highest standards of environmental performance, full traceability, and social responsibility. FIA PNG has been working for decades on improving traceability, fishery sustainability and social responsibility of the fishery in Papua New Guinea. Since 2022, our six tuna processing factories based in PNG joined the GTA as members, which only enhances our commitment regarding the implementation of the 2020 Tuna Traceability Declaration which includes:

- Tuna traceability
- Socially responsible tuna supply chains
- Environmentally responsible tuna sources
- Government partnership



Conservation Alliance for Seafood Solutions (CASS)

CASS is a global community of stakeholders working together to improve the sustainability and social responsibility of seafood supply chains, for our oceans and the people who depend on it. FIA PNG joined CASS to accelerate the positive impact in the sustainability of its fisheries and social responsibility at land and at sea through our Responsible Sourcing Policy (RSP).

For decades, FIA PNG has significantly invested in resources and investing toward environmental sustainability and social responsibility, a commitment that FIA PNG and CASS have in common. This commitment will generate change in the sector, supporting comprehensive social responsibility through new, cross-sectoral actions to (1) protect human rights, dignity, and access to resources, (2) ensure equality and equitable opportunities to benefit, and (3) improve food and livelihood security.

We appreciate CASS' efforts to provide members and the global seafood community with guidance on sustainability challenges in the seafood supply value chain.

MARKET ENGAGEMENT, COMMUNICATION AND AWARENESS



The increase of market engagement, communication, and sustainability awareness within the global tuna industry is a positive trend that illustrates a growing commitment to responsible sourcing and ethical business practices that are reflected in the FIA PNG RSP.



↑ Increasing awareness among rock lobster stakeholders

As consumers become more conscious of the environmental and social impact of their purchasing decisions, FIA PNG members are recognizing the importance of engaging with consumers, communicating transparently, and raising awareness for sustainability issues.

The NFA has been a key stakeholder in fostering awareness of the importance of sustainable fishing practices, responsible sourcing, and seafood traceability. Under that umbrella, FIA PNG members to not only meet consumer demand for eco-friendly products but also drive positive change across the industry, by protecting marine ecosystems, supporting fishing communities, and reducing their environmental footprint.

The increase of market engagement, communication, and awareness for sustainability in the PNG seafood industry reflects a shift towards

- Greater transparency
- Accountability
- Ethical business practices

We build trust, loyalty, and support for our seafood products (such as tuna and rock lobster) while contributing to the long-term health and resilience of our oceans.

LINKEDIN

<https://www.linkedin.com/company/fishing-industry-association-fia>

We continue to use LinkedIn as a platform to reach our stakeholders and communicate our progress. In 2023, our FIA PNG profile page shows an increase of our followers by more than 100% (2,486 followers in total), including industry players and executives as well as decision-makers in addition to NGOs, auditors, retailers, scientists, procurement managers, and university representatives. We have reached the point of being referred to as a reference and leader in the Pacific region when it comes to the development and implementation a policy for the private sector which is centred around social, ethical, and environmental aspects.

STAKEHOLDER MEETINGS

In 2023, FIA PNG organised and participated in a lot of face-to-face meetings. The annual FIA PNG members meeting took place in Port Moresby in September 2023, just before the Pacific Tuna Forum 2023. Our FIA PNG tuna working group was very active and organised meetings almost every month.

CONFERENCES AND EVENTS

In 2023, FIA PNG participated in several seafood and tuna conferences, either as an invited speaker, and panelist, online as well as face-to-face.

- 1. Seafood Expo North America 2023:** "The Global Dialogue on Seafood Traceability Reinvented", March 12th -14th 2023, Boston – United States
- 2. MSC stakeholder meeting DACH:** "Understanding the MSC fishery standard V3.0 – challenges", 29th March 2023, Berlin – Germany
- 3. Lost at Sea:** Combating Abandoned, Lost and Otherwise, Discarded Fishing Gear, WWF, IUCN, Ocean Conservancy, FAO, GGGI, 28th March 2023, Paris – France
- 4. Seafood Expo Global 2023:** "The Global Dialogue on Seafood Traceability Implemented", 25th April 2023, Barcelona - Spain

5. 23rd National Tuna Congress and Trade Exhibit “Adapting Strategies Responsive to Global Challenges”, Papua New Guinea Experience in Global Sourcing, August 31st - September 1st 2023, General Santos – The Philippines

6. 8th Pacific Tuna Forum, September 6th-7th 2023, Port Moresby – Papua New Guinea

→ “Strengthening Tuna Sustainability and Industry Development in the ‘Blue Pacific Continent’ through Increased Innovation, partnership and Participation: The Growth and Impact of the Tuna Industry in Papua New Guinea” (day # 1),

→ “The EU Market and its Relevance to the Pacific: How Consumers’ decisions are shaping tuna sourcing and the Pacific Sustainable Fisheries Landscape” (day # 2),

7. Seafood Expo Asia 2023:

→ **Global Dialogue on Seafood Traceability and Global Sustainable Seafood Initiative:** “Connecting seafood supply chains to accelerate sustainable change - how a common language and traceability enable market access and help safeguard a sustainable future”, discussion panel, 11th-13th September 2023, Singapore – Singapore

8. World Seafood Congress 2023: “Improving the Conditions of Labor and Human Rights in the Seafood Industry”, 25th-27th September 2023, Peniche – Portugal

9. Seafood and Fisheries Emerging Technologies (SAFET): “Crew Welfare Online Key Data Elements (KDE) in the Tuna Industry”, 3rd-5th October 2023, Bali – Indonesia

10. Western and Central Pacific Fisheries Commission: 20th Regular Session, 4th-8th December 2023, Rarotonga, Cook Islands



↑ Update at the MSC week in Germany where FIA PNG is the top supplier of tuna cans

GLOBAL AND REGIONAL REPRESENTATION

In 2023, the FIA PNG chairman and the Sustainability & CSR Director maintained appointed positions as members in global and regional bodies as advisors (see list below), which confirms the solid performance of the FIA PNG RSP. Representing FIA PNG in these bodies means having a voice when it comes to policy development as well as a strong position to represent our members interests and to share the environmental and social practices and learnings from the FIA PNG tuna fishing and processing industry.

Sylvester Pokajam, **FIA PNG Chairman & President**

- Pacific Project Coastal Communities, Project Steering Committee together with WWF Fiji, WWF Pacific, Willis Towers Watson (WTW), WWF PNG, WWF USA, NFA and FIA
- National Fisheries Authority (NFA), Board member

Marcelo Hidalgo, **FIA PNG Sustainability & CSR Director**

- **FISH Standard Oversight Committee** member (since May 2021)
- SeafoodMAP taskforce advisory and strategic member (since October 2021)
- **GSSI Steering Board member** (since November 2021)
- MSC, Stakeholder Technical Advisory Committee member (since July 2022)
- **GDST Supervisory Board member** (since October 2022)
- **MarinTrust Improvement Project Committee** member (since February 2023)

Nialangis Posanau, **FIA PNG Sustainability & MSC Coordinator**

- **Observer position at the Australia-Papua New Guinea Bilateral Security Agreement** (Torres Strait Treaty) (since December 2023)

CAPABILITY BUILDING PROGRAM

ENHANCING KNOWLEDGE AND AUDITING CAPACITY

Kicked off in 2020, the FIA PNG RSP capability building program was set up to benefit fishing company members, but also to further develop the qualifications of the FIA PNG office staff as auditors.

Enhancing knowledge with regard to the execution of annual audits on the fishing vessels of our members is a key focus of the capability building program. The training is conducted by FIA PNG partner Seafoodmatter consultancy which provides its own auditor sign-off methodology which is based on ISO 17065 and is directed at different standards and codes of conduct centred around RSP related topics such as Marine Litter and Fishing Gear, Traceability, Chain of Custody, and Social Accountability onboard.

The training covers key aspects such as the difference between inspection and auditing (as the basis for assessing a management system), practical planning, communication, and execution of on board audit exercises on fishing vessels in the ports of Rabaul, Madang, and Lae City to demonstrate effective planning and safe execution of quality boarding operations.

The capability building program is funded by the FIA PNG members which invest in a joint due diligence process. Responsible for the execution is FIA PNG Sustainability & CSR Director Marcelo Hidalgo, a qualified senior auditor himself.



↑ On board audit exercise for the FIA PNG tuna fleet in the port of Rabaul

"The training is a capability development response to FIA PNG's private sector needs for our officials involved in at-sea vessel inspections and audits."

FIA PNG Chairman and President Sylvester Pokajam

"Investing in the competency of our auditors is an investment in the quality and integrity of our audit processes and our FIA PNG members credibility."

Marcelo Hidalgo – Sustainability & CSR Director

In 2023, the FIA PNG team attended the following trainings:

1. **SA8000 Social Auditor Basic course** (5 days onsite) – April 21st 2023
2. **Fairness, Integrity, Health, and Safety FISH standard for Crew** (2 days) – June 6th -7th, 2023
3. **ILO Training of Inspectors of Labour Conditions on board of a fishing vessel** (online), June 19th - July 7th, 2023
4. **Workshop MSC Chain of Custody v5.0 Standard workshop** for the rock lobster industry and processing companies, Daru, Papua New Guinea, June 15th, 2023
5. **Workshop MSC fishery standard awareness** for rock lobster fishery representatives, Daru, Papua New Guinea, February 8th, 2023
6. **Workshop MSC fishery standard awareness** and MSC Chain of Custody v5.0 for the tuna fishing and tuna processing companies, Port Moresby, Papua New Guinea, February 6th, 2023
7. **Workshop MSC Fisheries Standard v3.0**, Perth, Australia, December 20th, 2023

Developing and maintaining FIA PNG's auditor competency is a dynamic and ongoing process that is critical to the success of any RSP audit program within our member's industrial and small-scale fisheries. By adhering to the guidelines set out in ISO 19011:2018, FIA PNG can ensure that its auditors are not only qualified but also continually improving in their roles. This commitment to auditor competency ultimately enhances the reliability and effectiveness of the audit process, fostering trust and confidence in the FIA PNG's management systems.

GLOSSARY



ALDFG	Abandoned, Lost or otherwise Discarded Fishing Gear	GTA	Global Tuna Alliance
ANCORS	Australian National Centre for Ocean Resources and Security	HCR	Harvest Control Rule
BFAR	Bureau of Fisheries and Aquatic Resources	HRAS	Human Rights at Sea
CAB	Conformity Assessment Body	ILO	International Labor Organization
CAP	Client Action Plan	IUU	Illegal, Unreported and Unregulated fishing
CASS	Conservation Alliance for Seafood Solutions	KDEs	Key Data Elements
CDS	Catch Documentation Scheme	KPI	Key Performance Indicator
CoC	Chain of Custody	LBFV	Locally Based Foreign Vessels
EEZ	Economic Exclusive Zone	MAP	Marine Protected Area
EJF	Environmental Justice Foundation	MoU	Memorandum of Understanding
ETP species	Endangered, threatened and protected species	MSC	Marine Stewardship Council
FAD	Fish Aggregating Device	MT	Metric tonnes
FAO	Food and Agriculture Organization of the United Nations	NFA	National Fisheries Authority
FFA	Pacific Islands Forum Fisheries Agency	PNA	Parties to the Nauru Agreement
FIA	Fishing Industry Association	PNG	Papua New Guinea
iFIMS	Integrated Fishery Industry Management System	RFVS	Responsible Fishing Vessel Standard
FISH	Fairness, Integrity, Safety, and Health Standard	RSP	Responsible Sourcing Policy
GDST	Global Dialogue on Seafood Traceability	SDGs	Sustainable Development Goals
GGGI	Global Ghost Gear Initiative	SPC	Secretariat of the Pacific Community
GFW	Global Fishing Watch	SSF	Small-Scale Fisheries
GSSI	Global Sustainable Seafood Initiative	SuP	Single-use Plastic
		TSPZ	Torres Strait Protected Zone
		UoA	Unit of Assessment
		VMS	Vessel Monitoring System
		WCPO	Western Central Pacific Ocean
		WCPFC	Western and Central Pacific Fisheries Commission

FIA Board & FIA Executives

- ▶ Sylvester Pokajam - Chairman & President
- ▶ Dale Sacay - Vice President
- ▶ Fabian Chow - Treasurer
- ▶ Donald Papaol - Chief Executive Officer
- ▶ Marcelo Hidalgo - Sustainability & CSR Director

FIA PNG Office Staff

- ▶ Clare Tutuana - Social Accountability & CSR Officer
- ▶ Stephanie Pokajam - VMS & Traceability Officer
- ▶ Nialangis Posanau - Sustainability & MSC Officer