



FISHING INDUSTRY ASSOCIATION
PAPUA NEW GUINEA



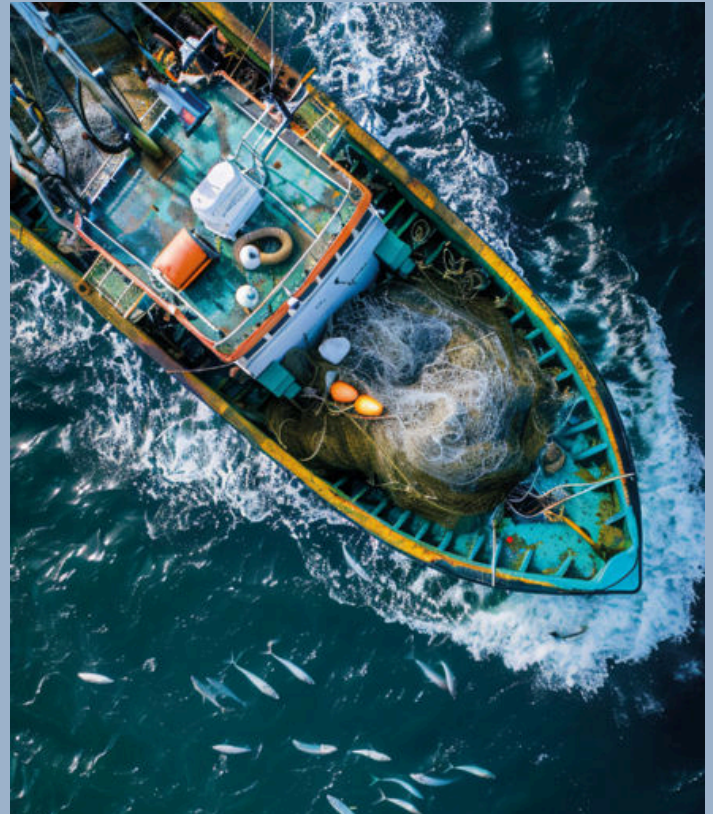
ESG REPORT

2024



SUSTAINABILITY
DISCLOSURE
DATABASE

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Foreword

This year has been particularly significant for our tuna fishing community as we have made remarkable strides toward enhancing transparency and compliance within our industry.

Dear members, stakeholders and friends,

As the Chairman of the Fishing Industry Association of Papua New Guinea, it is with great pride and optimism that I present this overview of our activities for 2024.

The dedication shown by our tuna fishing members and the collaborative efforts with the government have laid the foundation for a sustainable and prosperous future. Our commitment to responsible fishing practices not only supports the health of our ocean ecosystems but also safeguards the livelihoods of countless families who depend on our fisheries for their economic well-being.

In 2024, we have focused on strengthening our FIA PNG strategic plan and regulatory frameworks to ensure that all operators adhere to internationally recognised standards. Our Minister of Fisheries signed the ratification of the Port State Measurement Agreement (PSMA), which is a recognition of our good fisheries practices and our endless fight against IUU fishing. This commitment to compliance is crucial in fostering trust among local communities, stakeholders, and global markets. Our joint initiatives with the National Fisheries Authority (NFA) have emphasized the importance of transparency, promoting open dialogue, inclusion, collaboration, and accountability in every stage of our operations. This is adding value to our current efforts to share our Vessel Monitoring System with the Global Fishing Watch in real time, and be capable of transferring key Data Elements from our fishing operation after passing the interoperability test of the Global Dialogue of Seafood Traceability.

We have also invested in capacity-building programs for our members, crew, and our FIA PNG staff to enhance qualification and performance, ensuring that they are equipped with the latest knowledge and tools necessary to operate sustainably. By prioritising training and education, we empower our fishers to engage in best practices, thus enhancing the quality and safety of our tuna products. This journey aligns closely with our vision of positioning Papua New Guinea as a leading supplier of responsibly sourced seafood in the global market.

Additionally, we strengthened our FIA PNG assurance model that demonstrates how our Responsible Sourcing Policy (RSP) pillars, combined with certifications and a robust management system, guarantee brand recognition and brand protection. We have enhanced our monitoring and control of Human and Labour Rights onboard our tuna fleet, and increased our active participation in regional and international forums to share our achievements and learn from others in the industry.

As we reflect on the accomplishments of 2024, I want to extend my heartfelt gratitude to our tuna members, government partners, and all stakeholders involved in this vital industry. Together, we have worked diligently to advance our collective goals while safeguarding the marine resources integral to our culture and economy.

Looking ahead, we remain committed to promoting sustainable fishing practices, ensuring compliance, and advocating for transparency. The journey continues, we work together as a team, and I am excited about what the future holds for the fishing industry in Papua New Guinea.

Thank you for your continued support and collaboration.

Sincerely,



Sylvester Pokajam
Chairman & President
Fishing Industry Association of Papua New Guinea

About this report

GRI reference(s): 1 | 2-3 | 2-4 | 2-5 | 2-22 | 13

This year marks a milestone for The Fishing Industry Association of Papua New Guinea, because it is our first step in aligning our Sustainability Report with the Global Reporting Initiative (GRI) Standards.

With this 2024 Sustainability Report, we reaffirm our commitment to promoting responsible development in fishing operations.

The GRI framework will serve as our reference for management and reporting, helping us integrate environmental and social objectives into our organisational Log-frame, the strategic structure that guides FIA PNG's operations through its Responsible Sourcing Policy (RSP). By embedding sustainability within our Log-frame, we ensure that environmental protection, social equity, and sound governance are not isolated goals, but central to how we plan, operate, and measure our progress.

Since 2020, we have been aligned with the United Nations Sustainable Development Goals (SDGs) through our registered Ocean Action 38702, which focuses on sustainable fisheries and the responsible management of marine resources. This commitment continues to guide our sustainability strategy and our contribution to the global agenda for oceans and coastal communities.

We have established ambitious goals and have taken concrete measures to guarantee that our activities are respectful of the environment and that they generate a positive impact on all our stakeholders. We are convinced that the inclusion of social and environmental objectives is not only an imperative but also an opportunity to drive innovation and long-term sustainable growth.

Our RSP and assurance model not only contributes to the SDGs but also offers brand protection to our buyers and commercial partners, and transparency in our fishing operations.

Our commercial and outreach efforts in 2024 were outstanding, expanding our campaigns and educational activities across four continents: the United States (Boston, La Jolla, Hawaii), the United Kingdom, Italy, Germany, Spain, Fiji, Papua New Guinea, Dubai (EAU) and the Galapagos Islands (Ecuador).

These achievements were made possible through the support of our Chairman, Tuna fleet members, management team, Technical Working Group members and the National Fisheries Authority (NFA), alongside the continued commitment of all our employees.

This report covers the period 1 January – 31 December 2024 and has been prepared with reference to the GRI Standards (2021), including GRI 1, GRI 2, GRI 3 and the sector standard GRI 13: Agriculture, Aquaculture and Fishing.

The scope includes FIA PNG's central activities and those of its member fleets up to port operations. Data sources include member submissions, internal audits, second – party reviews and evidence from programmes on biodiversity, traceability, marine litter, crew welfare and other sustainability initiatives.

We reaffirm our dedication to advancing our FIA PNG Log-frame & strategy by maintaining and improving our due diligence systems and upholding human rights prevention principles throughout our fishing operations. We look forward to leading the tuna industry not only in terms of financial performance but also as a benchmark for sustainability.

A handwritten signature in black ink, appearing to read 'Marcelo Hidalgo'.

*Marcelo Hidalgo
Chief Operating Officer – COO
Fishing Industry Association of Papua New Guinea*

About FIA PNG

GRI reference(s): 2-1 | 2-2 | 2-6 | 2-7 | 2-8

This section is written in accordance with GRI 2 (General Disclosures 2021), outlining the Association's legal form, ownership, structure, workforce composition and value-chain activities.

The Fishing Industry Association of Papua New Guinea (FIA PNG) is a registered association under the Papua New Guinea Associations Incorporations Act (1966). Founded in 1991, FIA PNG represents the country's commercial fisheries sector and is formally recognised by the Investment Promotion Authority (IPA) as the national body for fishing and associated industries.

The Association provides a unified voice for the fishing and related sectors, facilitating dialogue with the National Fisheries Authority (NFA), the Minister responsible for Fisheries, and a wide network of national and international partners. Its membership includes tuna fishing and processing companies, prawn operators, bêche-de-mer (sea cucumber) buyers and exporters, as well as associated industries such as crew recruitment agencies, fisheries consultancy services, and provincial artisanal fishing cooperatives.

While FIA PNG represents a diversity of fisheries, its tuna members operate across the entire value chain, from fishing and logistics to processing, sales, and marketing. Core business activities include the catching and processing of whole-round frozen tuna and pre-cooked frozen loins for export. Many FIA PNG processors are joint ventures with facilities in the Philippines and Thailand, enabling value-added production of tuna jars and pouches under international food safety and sustainability standards.

Beyond tuna, FIA PNG also represents members of the rock lobster fishery in the Torres Strait Marine Protected Area (MPA), which have joined the Association's sustainability pathway toward Marine Stewardship Council (MSC) certification. This process began through a due diligence partnership with SeafoodMAP.

Through its operations and collaborations, FIA PNG works to ensure that Papua New Guinea's fisheries resources are managed responsibly, generating economic value, supporting local livelihoods, and safeguarding marine biodiversity for future generations.

Vision

Our members will enjoy the highest levels of economic benefits through the sustainable use of our fisheries resources.

Mission

To drive domestic fisheries industrialisation to create and enable the maximum long-term economic benefit from the sustainable use of our fishery resources.

Our members as of December 2024:

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

Tuna fishing companies



STARCKI VENTURE CORP.
"Where Tuna Meets The World"



Tuna Processors



Lobster processors and exporter companies



Our approach to ESG

GRI reference(s): 2-12 | 2-22 | 3-3

The Fishing Industry Association of Papua New Guinea (FIA PNG) integrates Environmental, Social, and Governance (ESG) principles as a core element of its Responsible Sourcing Policy (RSP) and organisational Log-Frame, established in 2018. These principles guide our operations, decision-making and long-term strategy.

Our approach is founded on three pillars:

Environment: implementing sustainable fishing practices that minimise environmental impact, conserve marine biodiversity, and mitigate pollution and climate change.

Social: supporting local employment, ensuring fair and safe labour practices, improving crew welfare and enhancing the well-being of fishing communities.

Governance: maintaining transparent decision-making, compliance with national and international regulations and accountability mechanisms that promote integrity and ethical management within the fishing industry and the Government of Papua New Guinea.

The FIA PNG aligns its ESG initiatives with the United Nations Sustainable Development Goals (SDGs), particularly those related to Life Below Water (Goal 14), Decent Work and Economic Growth (Goal 8), and Responsible Consumption and Production (Goal 12). However we

have to remark that our commitment to the SDGs was formalised through the Ocean Action 38702 , registered in 2020 , through which we have achieved our targets ahead of schedule and continue contributing to eleven (11) SDGs, reflecting a holistic approach that balances economic growth, social responsibility and environmental protection.



ESG Governance Structure

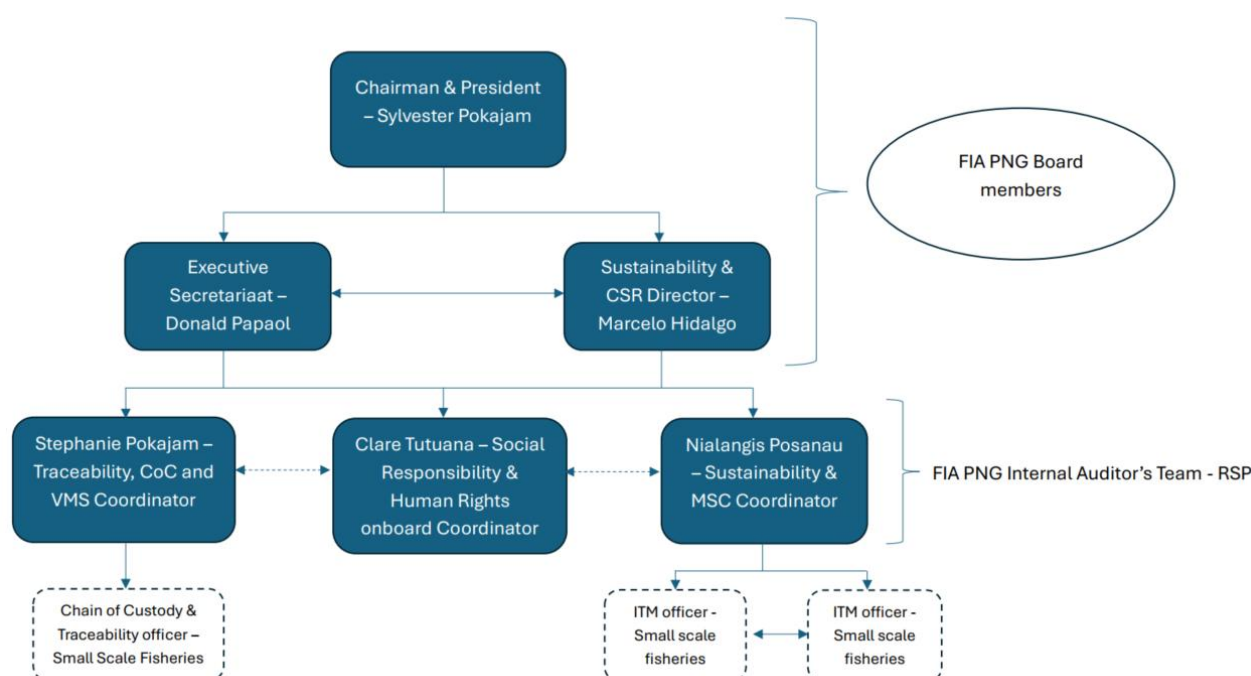
GRI reference(s): 2-9 | 2-12 | 2-13 | 2-23 | 13.26

Sustainability is embedded across all levels of FIA PNG's governance framework, ensuring that Environmental, Social and Governance (ESG) principles are implemented through clear roles, coordination and accountability mechanisms.

The structure of FIA PNG integrates sustainability leadership and operational accountability through its Responsible Sourcing Policy (RSP) and Assurance Model. This system combines strategic oversight by the FIA PNG Board with technical implementation and verification carried out by the RSP Internal Auditors Team.

Organigram of the Fishing Industry Association of Papua New Guinea – FIA PNG

Scope: The Responsible Sourcing Policy – RSP team



At the top of the structure, the Chairman and President, **Sylvester Pokajam**, together with the Executive Secretariat, **Donald Papaol** and the Sustainability & CSR Director, **Marcelo Hidalgo**, form the FIA PNG Board. They provide overall direction for the Association's sustainability strategy, ensuring alignment with national regulations and international commitments.

Reporting to the Board are three key coordination areas led by:

1. **Stephanie Pokajam** – Traceability, Chain of Custody (CoC) and Vessel Monitoring System (VMS) Coordinator, supported by the Chain of Custody and Traceability Officer – Small Scale Fisheries;
2. **Clara Tutuana** – Social Responsibility and Human Rights Onboard Coordinator; and
3. **Nialangis Posanau** – Sustainability and MSC Certification Coordinator, who oversees certification systems and liaises with two ITM Officers – Small Scale Fisheries.

Together, these three coordinators constitute the FIA PNG Internal Auditors Team – RSP, responsible for traceability, monitoring compliance, ensuring continuous improvement and verifying implementation of the F.I.S.H. Standard for Crew, Marine Stewardship Council (MSC) certification, and other sustainability frameworks.

This governance structure demonstrates FIA PNG’s commitment to maintaining transparency, accountability, and collaboration across all operational levels, linking strategic leadership with on-the-ground sustainability performance.

Stakeholder engagement

GRI reference(s): 2-12 | 2-22 | 2-29 | 3-3

FIA PNG has actively engaged with a wide range of external initiatives and strategic partners to strengthen our sustainability strategy and address challenges.

Since 2020 we have worked together with various stakeholders, including government agencies, local communities, NGOs, and industry players. This collaboration ensures diverse perspectives are considered in decision-making processes. This participatory approach helps to reinforce transparency and shared responsibility across the sector.

FIA PNG ESG Ecosystem Matrix

FIA PNG’s ESG ecosystem connects global, regional and scientific partners to ensure transparency, traceability, and responsible fisheries management.

The FIA PNG ESG ecosystem is structured around four interconnected dimensions that reflect how the Association collaborates, reports and builds knowledge to advance sustainable fisheries management.



Frameworks & Commitments

At FIA PNG, we align with global and regional frameworks, including the National Fisheries Authority (NFA), Pacific Islands Forum Fisheries Agency (FFA), Secretariat of the Pacific Community (SPC), FAO, ILO, and the UN Sustainable Development Goals (SDGs).

These partnerships ensure that the Association's work is guided by internationally recognised principles of sustainable and ethical fisheries.

Certification, Reporting & Traceability

Through our participation in international standards and reporting initiatives, including the Marine Stewardship Council (MSC), F.I.S.H. Standard for Crew, Global Dialogue on Seafood Traceability (GDST), SeafoodMAP (GSSI), Global Fishing Watch and the GRI Standards, we ensure transparency, accountability and compliance across our fisheries.

Industry Alliances & NGOs

FIA PNG actively collaborates with international industry alliances and non-governmental organisations (NGOs) to strengthen responsible fishing practices, social accountability and market transformation. Our partnerships with the Global Tuna Alliance (GTA), World Wide Fund for Nature (WWF), the International Seafood Sustainability Foundation (ISSF), FishChoice, the Coalition for Fisheries Transparency and the Conservation Alliance for Seafood Solutions reinforce our commitment to continuous improvement and transparency throughout the seafood value chain.

These alliances help align our work with global sustainability frameworks, improve labour and environmental performance and provide access to best practices shared across global seafood markets. Through collaboration with these organisations, FIA PNG promotes shared learning, builds credibility and strengthens our collective voice in advocating for sustainable fisheries management in the Pacific.

Research & Capacity Building

To ensure that their sustainability approach is grounded in science and continuous improvement, FIA PNG invests in research and capacity-building initiatives with academic and technical partners. Our collaborations with the University of Queensland, the University of Wollongong (Australia) and the Safina Center support projects on biodiversity monitoring, crew welfare, and ecosystem conservation.

This network of partners enables FIA PNG to combine policy, science, certification, and social impact, ensuring that its sustainability approach is both credible and effective.

The Association fosters an inclusive environment where local fishers and communities can participate in discussions and initiatives related to fisheries management, policy development, and sustainability practices. The process is fully involved in our Marine Stewardship Council (MSC) Fisheries certification, surveillance and re-certification process.

Since 2021, the FIA PNG has incorporated a new duty to its mission: to provide technical support, training and resources to help our tuna fleet members and stakeholders strengthen their understanding of sustainable practices. This initiative empowers them to contribute positively to the industry and to Papua New Guinea's blue economy.

The Fishing Industry Association of Papua New Guinea adopts a comprehensive ESG approach that promotes sustainability and social responsibility while aligning with international standards. Our commitment to stakeholder participation ensures that the voices of local communities and industry members are integrated into our strategies, creating a collaborative environment for sustainable fisheries management.

Materiality Assessment

GRI reference(s): 3-1 | 3-2 | 3-3

Transparency builds trust.

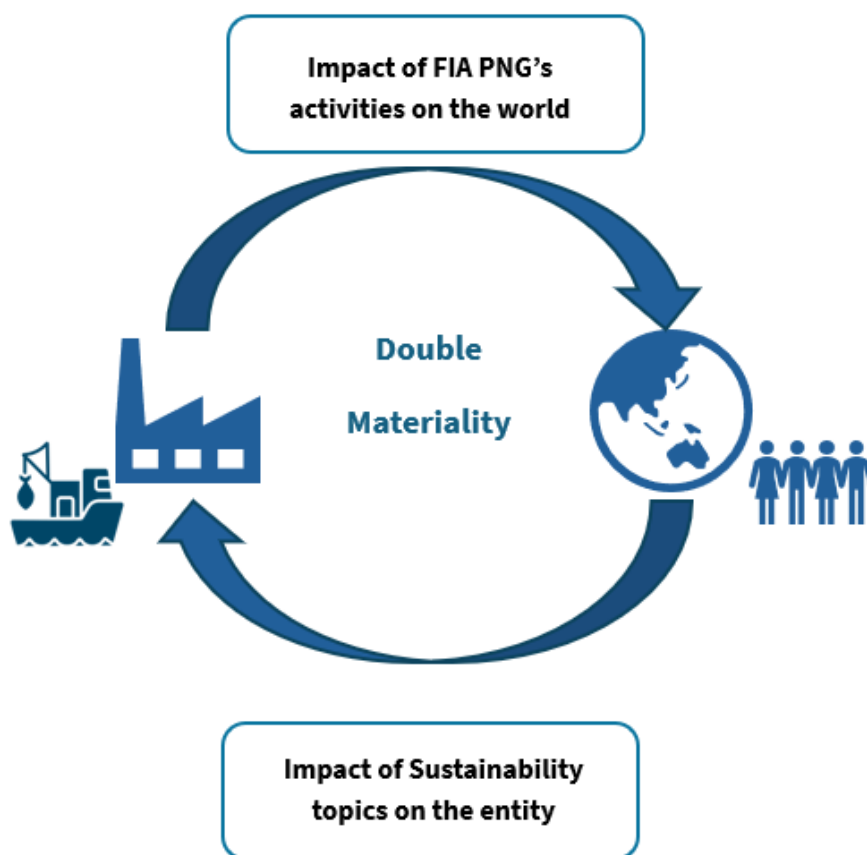
The content of this Sustainability Report is based on a comprehensive materiality assessment, conducted to identify the sustainability topics within FIA PNG's value chain that generate the most significant impacts on the environment, society and the economy in the medium and long term (GRI 102-46, 102-47).

Although the GRI Standards do not require organisations to conduct a double materiality assessment, FIA PNG's internal RSP Auditor's team and the Sustainability & CSR Director, with advisory support from an external sustainability consultant, decided to apply a simplified double materiality approach. This decision was made to ensure a broader and more robust understanding of the sustainability topics that matter most to the organisation and its stakeholders.

By adopting this approach, FIA PNG assesses both:

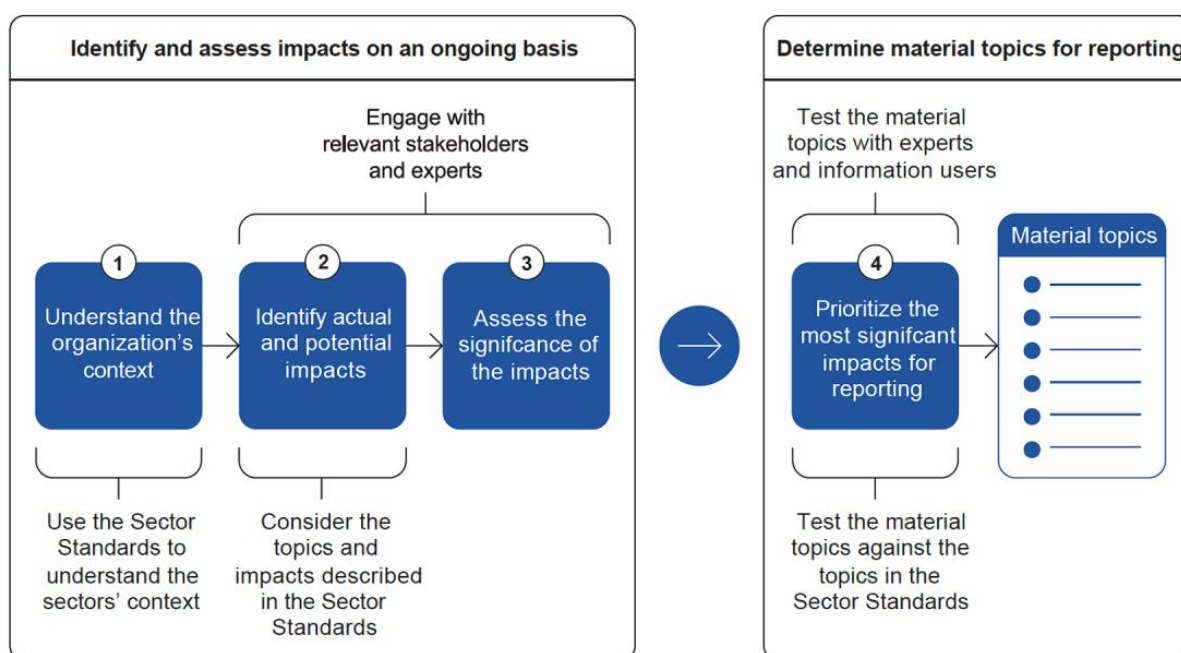
- **Impact materiality**, which evaluates how FIA PNG's activities affect people, ecosystems and society; and
- **Financial materiality**, which considers how environmental and social issues may influence FIA PNG's funding structure, certification and verification costs, operational continuity and long-term market access.

Using a simplified double materiality lens allows FIA PNG to strengthen transparency, improve the prioritisation of sustainability topics and align its reporting with evolving international expectations, while remaining consistent with the GRI Standards.



Methodology for Determining Material Topics

To ensure transparency and consistency with the GRI Standards, FIA PNG followed a structured process for identifying and prioritising sustainability topics. The methodology mirrors the four-step flow shown in the following visual.



The first step involves understanding the organisation’s operational realities, sustainability responsibilities and the broader fisheries context. For step 2, the GRI 13: Agriculture, Aquaculture and Fishing Sectors (2022) Standard as the starting point for identifying all potential sustainability and material topics. GRI 13 provides a sector-specific universe of environmental, social and governance issues that are typically relevant to fishing operations.

Potential topics include:

- Climate resilience and adaptation
- Biodiversity and ecosystem conversion
- Marine litter and fishing gear impacts
- Crew welfare and working conditions
- Human rights, fair recruitment and labour practices
- Occupational health and safety
- Indigenous peoples and local community rights
- Traceability, anti-IUU and governance integrity

These topics were then matched against FIA PNG’s internal audit findings, FISH Standard results, stakeholder expectations and compliance obligations.

For the third step, the assessment examines positive and negative impacts generated by FIA PNG’s activities across its value chain, informed by stakeholder expectations and sector-specific risks identified in the GRI 13 Standard. each topic was assessed using two core dimensions:

1. Severity of the Impact

Severity considers the nature of the potential or actual impact based on:

- **Scale:** the extent or magnitude of the impact;

- **Scope:** the reach or range of stakeholders, ecosystems or value chain activities affected;
- **Irremediability:** the degree to which the impact can be reversed, mitigated or compensated.

Severe impacts, such as those related to crew safety, human rights, or marine ecosystem degradation are given higher significance.

2. Likelihood of the Impact Occurring

Likelihood measures the probability that an impact will occur under current operational conditions, regulatory expectations, or sector dynamics. Topics that are both **likely** and **severe** are prioritised as material.

Double Materiality Matrix

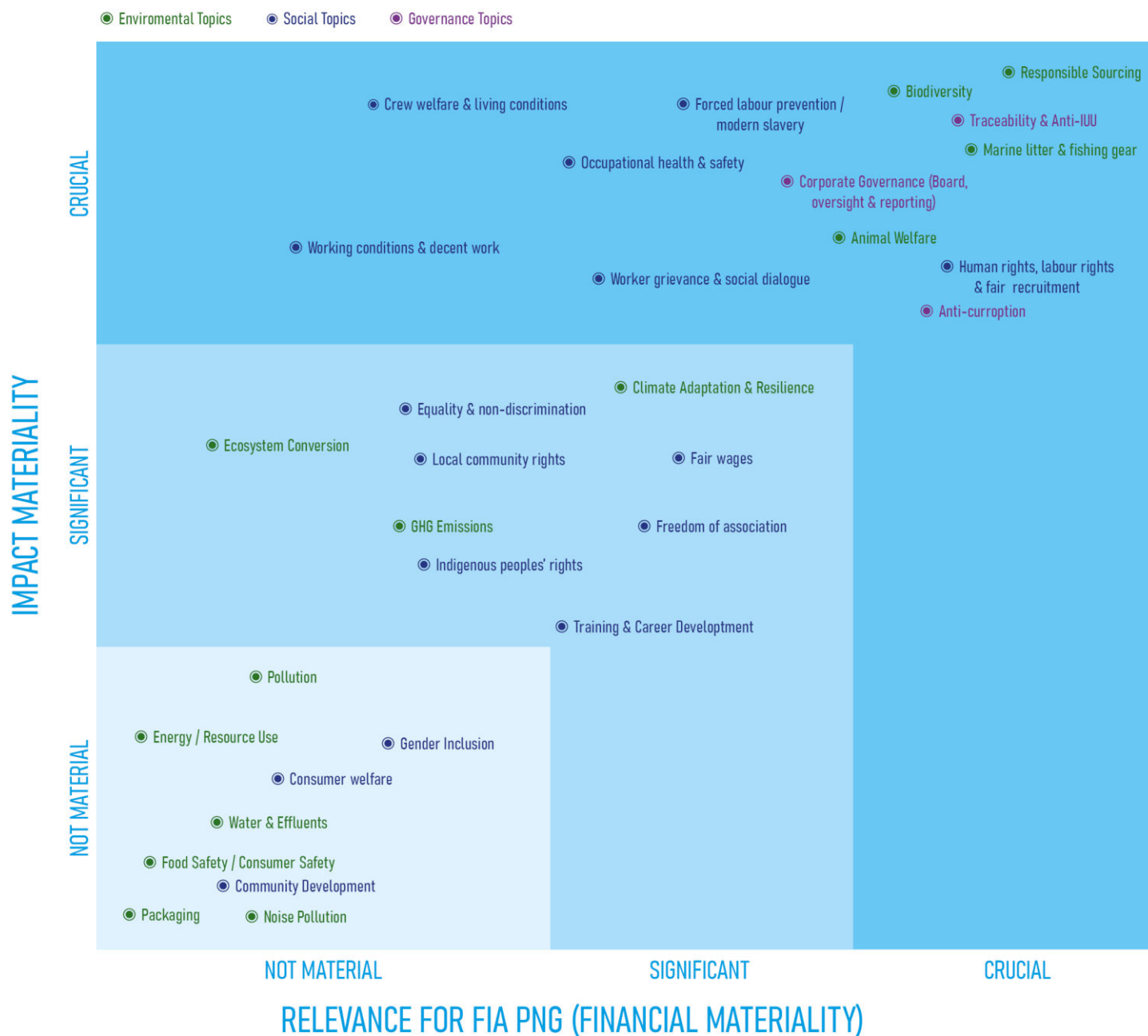
The outcome of this simplified double materiality assessment is illustrated in the Double Materiality Matrix below. Each sustainability topic is positioned according to its assessed significance on the two axes:

- X-axis: Relevance for FIA PNG's operations and long-term value (financial materiality)
- Y-axis: Impact on planet and people (Impact materiality)

Topics are grouped into Environmental, Social and Governance categories to provide clarity and alignment with FIA PNG's sustainability priorities.

Note: Greenhouse gas emissions are considered a material topic for FIA PNG given the relevance of climate change to global fisheries and market expectations. However, the organisation is currently conducting its first comprehensive CO₂ assessment under the 2024–2025 MSC GHG Pilot Project. Full reporting against GRI 13.1 and GRI 305 will begin once baseline data becomes available in 2025. For 2024, FIA PNG reports under GRI 13.2 (Climate adaptation and resilience).

This matrix provides a clear, at-a-glance overview of the sustainability topics that matter most to FIA PNG in 2024 and forms the basis for content selection throughout this Annual ESG Report.





ENVIRONMENT

FIA PNG is committed to protecting marine biodiversity and ensuring that its tuna and lobster fisheries operate in harmony with ocean ecosystems.

Its environmental strategy, framed under the Responsible Sourcing Policy (RSP) 2018–2030, focuses on biodiversity protection, bycatch mitigation, marine litter prevention and the reduction of potential climate impacts.

Through collaboration with the National Fisheries Authority (NFA), international frameworks such as the Marine Stewardship Council (MSC) and the Western and Central Pacific Fisheries Commission (WCPFC), FIA PNG continues to strengthen its environmental stewardship and transparency in line with the United Nations Sustainable Development Goal 14: Life Below Water.

RESPONSIBLE SOURCING POLICY (RSP)

GRI reference(s): 3-3 | 13.3 | 304-2

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 centered around four pillars.

Since its launch, the Responsible Sourcing Policy (RSP) has guided FIA PNG members in embedding sustainability, traceability, accountability and social responsibility across the full tuna supply chain. The implementation of this assurance model is the result of close collaboration between industry and the National Fisheries Authority (NFA) and is directly aligned with the **FIA PNG Strategic Plan and Log-Frame (2018–2030)**.

The Log-Frame, as a central framework for continuous improvement, is further detailed in the following Biodiversity chapter under the Management Approach subsection.

Over the years, the RSP has evolved into a robust verification and risk-management system. Through annual audits, monitoring processes and continuous reporting, FIA PNG has progressively strengthened the integrity of its operations and exceeded several of the milestones originally set in 2018. This work has played a crucial role in achieving and maintaining MSC certification and in ensuring full compliance with WCPFC Conservation and Management Measures (CMM).

A core component of the RSP is its structured risk-assessment framework, which evaluates performance across the four pillars and informs targeted mitigation measures. This approach enhances accountability, improves operational transparency for domestic and international stakeholders and reinforces trust in FIA PNG's fishing activities. Above all, the RSP prioritises the protection of marine resources, the welfare of crew and the long-term resilience of the sector.

Since its establishment, the assurance model has demonstrated clear value. It has enabled the development of practical audit tools, measurable KPIs and evidence-based decision-making, while supporting the transition towards a more responsible and future-proof fishery. The model has been presented and discussed at major global tuna events, demonstrating FIA PNG's commitment to sharing lessons learned and promoting best practices across the region.

Responsible Sourcing Policy

4 Pillars- Due diligence



Sustainability

Global sustainability assurance. Includes certifications, third party assessments and public access tools

Fishery traceability

Enables transparent, accountable and IUU-free supply chains.

Marine Litter and Fishing Gear

Improves gear practices to minimise marine pollution and entanglement risks.

Social Responsibility & Crew welfare

Protects crew rights, safety and wellbeing during fishing operations.

RSP developed and based on Market requirements

MSC Certification : Responsible management of marine resources

“MSC certification is the backbone of our sustainability efforts, providing independent assurance that FIA PNG fisheries operate responsibly, transparently, and in line with global best practices”

FIA PNG Internal Auditor’s Team – RSP

FIA PNG operates some of the largest and most closely monitored tuna fisheries in the Western and Central Pacific Ocean. Since 2020, FIA PNG has maintained Marine Stewardship Council (MSC) certification for its industrial tuna purse seine fleet (*Annex 1A*), demonstrating compliance with the world’s most rigorous standard for sustainable fishing.

MSC certification ensures that FIA PNG fisheries:

- Harvest healthy fish stocks within sustainable limits,
- Minimise ecosystem and bycatch impacts, and
- Operate under strong governance, monitoring and traceability frameworks.

These requirements reinforce the **Sustainability Pillar** of the FIA Responsible Sourcing Policy (RSP) and guide continuous improvement across the fleet.

In October 2024, FIA PNG completed its **third MSC surveillance audit** for the purse seine tuna fishery. The audit, conducted in Port Moresby and Lae, confirmed the fishery’s continued compliance with the MSC Standard.



In March 2024, FIA PNG achieved a major milestone:

MSC certification was extended to include fishing operations within the Parties to the Nauru Agreement (PNA) waters.

This expansion:

- Grants access to the world’s most productive tuna grounds (750,000+ MT of tuna),
- Recognises FIA PNG’s leadership in transparency and VMS data sharing,
- Strengthens regional collaboration and alignment with PNA sustainability measures.

This extension significantly enhances the geographic scope and credibility of the certified fishery.

The RSP commits FIA PNG not only to industrial tuna sustainability but also to **uplifting small-scale fisheries across Papua New Guinea** through credible certification pathways.

MSC: Papua New Guinea Rock Lobster

Papua New Guinea's free-diving rock lobster fishers harvest their catch by hand. Their traditional, selective technique has helped their fishery to become the **island nation's first to achieve certification for sustainability**.

Hailing from Daru Island, the fishery is a small enterprise comprised of just seven boats, each with around six fishers onboard. The fishers dive in the Torres Strait, holding their breath or using hookahs that supply surface air via a hose.

The fishery's artisanal approach ensured it scored highly when assessed for sustainability against **the MSC Fisheries Standard** in late 2023 (*Annex 1B*). The Standard requires fisheries to ensure stocks are healthy. As the fisher's selects each lobster, they can identify and leave enough mature lobsters and undersized lobsters to replenish the stock.

To meet the Standard the fishery must also demonstrate effective management. This includes monitoring and adapting to changing circumstances. Small, **artisanal fisheries** often find these requirements the most challenging.



FIA PNG has assessed Torres Strait Rocky Lobster fishery management against 28 indicators of MSC fishery standard. The PNG Lobster fishery was assessed against the initial Seafood MAP tool and requirements. By working closely with scientists, government and experienced assessors, the fishery overcame, these challenges. In fact, when graded for its harvest strategy and control rules, the scores were just shy of 'state of the art'.

MSC: Mud Crab Fishery

The FIA PNG Mud Crab fishery entered the MSC assessment pathway in 2023. This multi-species fishery involves over 20,000 artisanal collectors across 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 was scheduled for November 2024, to be followed by the on-site assessment in the first quarter of 2025.

This effort supports community livelihoods and enhances market access for sustainably harvested PNG seafood.



Biodiversity

GRI reference(s): 3-3 | 13.3

Biodiversity is the foundation of healthy ocean ecosystems and sustainable fisheries.

As defined by GRI, it encompasses the variety of living organisms, from species to ecosystems and provides essential services that sustain food security, climate stability and livelihoods.

FIA PNG recognises that overexploitation, bycatch and habitat disturbance can affect marine biodiversity and has therefore established a comprehensive management approach to prevent, minimize and monitor these impacts across its tuna fleet.



Management approach

GRI reference(s): 3-3 a-c

In 2018 , FIA PNG developed its Log-Frame and Strategic Plan 2030 , which identified four areas for continuous improvement. The second pillar, CSR and Sustainability, formalised the Association ´s commitment to protecting biodiversity within the PNG tuna fishery, including Endangered, Threatened and Protected (ETP) species.

FIA PNG ´s fishing operations take place exclusively offshore, with no direct impact on freshwater sources, aquaculture or land- based ecosystems. Biodiversity protection is therefore focused on marine species and habitats.

These commitments are implemented through the Responsible Sourcing Policy (RSP)

Papua New Guinea ´s ratification of the Port State Measures Agreement (PSMA) further supports these efforts by combating illegal, unreported and unregulated (IUU) fishing, thereby reducing pressure on vulnerable species and protecting market integrity.

Responsible Sourcing Policy RSP Log (2018) – frame v2.0 (Reviewed and Revised in June 2022)

Management System	CSR and Sustainability	Stakeholder engagement and Market awareness	Technology enhancement
- Maintain and enhance the robustness and holistic approach of our FIA PNG management system to support our members - Invest in capability building for FIA PNG office and members - Monitoring and Evaluation of our RSP (KDE or KPI) - FIA PNG RSP communication tool e.g. clipboards - Annual report improvement (content and design) for stakeholders - Education & Awareness of Responsible Sourcing Policy RSP (Staff, members, and Stakeholders)	- MSC tuna certification & surveillance - MSC tuna client action plan (CAP) implementation - MSC Lobster certification - SeafoodMAP – Tilapia farming* - SeafoodMAP – Mud Crab - SeafoodMAP – Seaweed - CO2 neutral commitment - Human Rights at Land & onboard - ML&FG improvement (FADs & recycling) - CSR and Sustainability image improvement and implementation Biodiversity protection - Update of FIA PNG office personnel role and description	- RSP Stakeholder’s communication - Improve engagement with EJP, WWF, ISSF, HRAS, SPC (countries), GGGI, WWF countries. - Global markets and new markets engagement with the FIA RSP – event’s participation - Promote it and engage: new markets and outreach/ commercial network - RSP - Attend and promote FIA PNG RSP in Seafood global conferences - Education & Awareness of Responsible Sourcing Policy RSP (Staff, members, and Stakeholders)	- Digitalization of RSP pillar’s audit checklists - Labor onboard and Social Accountability KDE’s inclusion in the iFIMS - Global Fishing Watch & NFA collaboration with assessment reports - GDST capability test to iFIMS - Use of Data collected for data analysis and recommendation for decision makers - Website content improvement and design - Intelligent communication & harmonization across tuna fleet (clipboards and infographic)

Each frame intends to be fully up and running by 2030

Monitoring and mitigation measures

GRI reference(s): 304-2 | 13.3.7

FIA PNG's monitoring framework ensures that every interaction between fishing operations and marine biodiversity is systematically documented, verified and addressed through science-based mitigation measures.

Since 2020, after obtaining MSC certification, FIA PNG has implemented a series of operational improvements to minimise bycatch and protect sensitive marine ecosystems.

Key mitigation actions include:

- Transition to non-entangling and biodegradable Fish Aggregating Devices (FADs) to reduce bycatch mortality;
- Spatial avoidance of ETP hotspots identified through research collaboration with the Safina Center;
- Training for skippers and crew on identification, handling, and safe release of ETP species;
- Regular auditing and verification of handling performance through the FIA PNG–NFA joint monitoring programme;
- Integration of observer data into the Integrated Fisheries Information Management System (iFIMS), subsequently validated through the Tuna Fisheries Data Management System (TUFMAN2), managed by the Pacific Community (SPC), ensuring official recognition of biodiversity indicators.

The combination of 100 % observer coverage, electronic data management and third-party validation establishes one of the most transparent biodiversity monitoring frameworks in the Western and Central Pacific Ocean.

Observed impacts on ETP species

GRI reference(s): 304-2 | 13.3.7 | 13.3.8

Building on the continuous monitoring framework described above, FIA PNG has conducted a comprehensive analysis of observer data collected between 2019 and 2024 to evaluate the interaction of its tuna fleet with Endangered, Threatened, and Protected (ETP) species, including cetaceans, sharks, rays and marine reptiles.

All data are independently verified by the National Fisheries Authority (NFA) and validated through the Tuna Fisheries Data Management System (TUFMAN2) managed by the Pacific Community (SPC), ensuring official recognition and traceability of biodiversity indicators.



Clear reductions in biodiversity impacts:

Table 1. Number of observed sets, by set type by the MSC FIA PNG vessels per year for the previous six years (2019 to 2024).

Year	UNASSOCIATED	FEEDING ON BAITFISH	LOG	DRIFTING FAD	ANCHORED FAD	WHALE	WHALE SHARK	OTHER	Grand Total
2019	403	3,059	387	803	17	510	173	210	5,562
2020	165	1,191	121	281	1	180	45	121	2,105
2021	140	1,069	267	244	13	103	46	86	1,968
2022	68	483	58	154	5	60	10	80	918
2023	20	398	190	106	5	14	2	60	795
2024	3	172	30	31	-	-	6	42	284

This table shows a **consistent and significant reduction of 84% in interactions with Endangered, Threatened and Protected (ETP) species**. This reflects the combined effect of improved fishing practices, responsible FAD management, crew training and area-based avoidance.

Key factors explaining this decline include:

1. Better avoidance of high-risk areas

Scientific assessments (Safina Center) identified hotspots for silky sharks, whale sharks and rays. These areas were communicated to skippers and NFA, improving decision-making at sea and reducing bycatch risk.

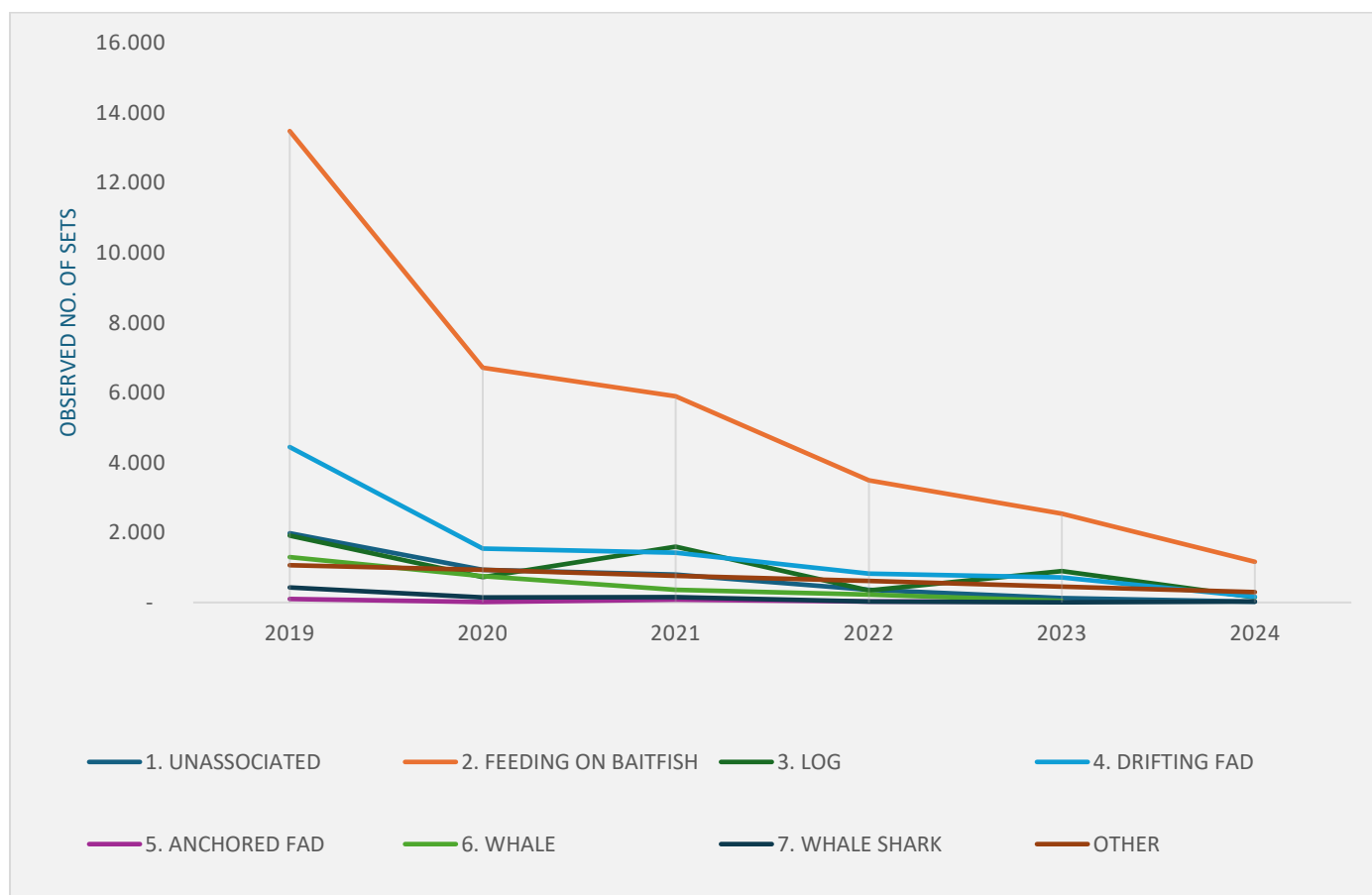
2. Enhanced fishing practices

The fleet increasingly prioritises free-school sets, utilises non-entangling and biodegradable FADs and applies standardised handling procedures for all ETP species.

3. Strong monitoring coverage

Observer presence onboard every trip, combined with digital reporting and independent validation, ensures high-quality data and consistent oversight of ETP interactions.

Figure 1. Observed combined number of sets (target & non-target species), by set type, MSC FIA PNG vessels 2019–2024)



The observed decrease is also consistent when considering total fishing activity, including both target and non-target species. This broader analysis confirms that the reduction in ETP-associated sets is part of an overall improvement in fishing practices across the fleet, rather than an isolated outcome.

The overall number of combined sets conducted by the MSC-certified fleet has continued to decrease since 2020. This downward trend correlates directly with improvements introduced through the Responsible Sourcing Policy (2018) and the MSC certification process, which have collectively strengthened ecosystem management and reduced biodiversity impacts.

Policies , procedures and incentive mechanisms

GRI reference(s): 13.3 | 304-2 | 304-4

Operational excellence in biodiversity protection is achieved through clear rules, transparent monitoring, and continuous improvement.

FIA PNG has developed a suite of internal policies and operational procedures designed to protect marine biodiversity, minimise bycatch, and ensure the humane and ethical treatment of all species encountered during fishing operations. These policies form the practical foundation of the Responsible Sourcing Policy (RSP) and are aligned with Marine Stewardship Council (MSC) certification conditions, WCPFC Conservation and Management Measures (CMM) and FAO international guidelines.

Strategic Plan for Mitigating Bycatch and Shark Conservation

The foundation of FIA PNG's biodiversity strategy. It establishes long-term milestones to reduce bycatch, protect sharks and Endangered, Threatened and Protected (ETP) species and enhance compliance with MSC Principle 2.

It integrates continuous monitoring, skipper and crew training, scientific tagging, and observer programmes to assess survival rates of released species and ensure transparency across the fleet.

"This comprehensive shark conservation strategy aims to safeguard shark populations, promote sustainable fishing practices and raise awareness about the importance of shark conservation for healthy marine ecosystem

By implementing this plan, the PNG fishing industry can work towards reducing bycatch, protecting endangered species and promoting sustainable fishing practices in alignment with international conservation goals".

Marcelo Hidalgo, FIA PNG Sustainability and CSR Director

Shark Survival Audit Procedure

This procedure was adopted in 2024 and establishes a standardised framework to monitor and assess shark survival rates across FIA PNG's tuna purse-seine fleet. It outlines clear responsibilities for skippers, National Fisheries Authority (NFA) observers, and FIA PNG auditors to document, film and verify the condition and release of sharks caught incidentally.

Compliance is assessed through a tiered system of internal reviews by skippers, annual audits led by the FIA PNG Sustainability Team, and unannounced inspections by NFA observers. The procedure is fully aligned with the FAO

International Plan of Action for Sharks, the PNG National Plan of Action for Sharks and Rays (2021–2024), and all relevant WCPFC Conservation and Management Measures.

Shark finning policy (2022)

FIA PNG enforces a strict prohibition on shark finning. Under this policy, all sharks must be landed with fins naturally attached, ensuring verification and preventing the separation of fins from carcasses. The policy forms part of FIA PNG's compliance with MSC requirements and supports ethical practices throughout the fleet. Observer records and periodic audits verify adherence and inform additional training where needed.

A shark tagging programme, has been launched this year, to enhance survival assessments and provide new scientific insights into species behavior and recovery.



Incentive model

FIA PNG has an Incentive Model designed to discourage intentional sets on whale sharks and other ETP species. This model combines compliance requirements, crew training, strengthened monitoring, use of scientific information and market-based incentives to reinforce responsible fishing behaviour across the fleet.

All FIA PNG purse-seine vessels operate with the necessary technology and electronic tools to avoid ETP hotspots. When interactions occur, the Incentive Model activates a structured set of actions from reporting to corrective actions. Through this approach, vessels are encouraged to avoid ETP interactions, improve reporting discipline and

follow recommended spatial-avoidance measures. The model also links responsible performance to continued access to the MSC certification scheme, reinforcing accountability and long-term biodiversity protection.

Additional Operational Policies Supporting Biodiversity Protection

In addition, FIA PNG implements two complementary operational guidelines:

- **Best Practices for the Safe Release of Sharks, Turtles, Whale Sharks and Other ETP Species**

A practical onboard protocol aligned with WCPFC guidelines that standardises safe handling and release techniques.

- **Transactions and Conservation Measures – Management Requirements for FIA PNG Tuna Purse Seiners**

A compliance framework that outlines operational requirements for fishing companies participating in the FIA PNG scheme, reinforcing adherence to WCPFC Conservation and Management Measures (CMMs), observer obligations and reporting responsibilities.

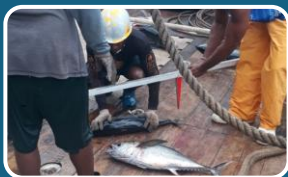
Together, these instruments complement the Responsible Sourcing Policy and ensure that FIA PNG's fisheries management approach remains consistent, auditable and aligned with international best practices.

Biodiversity Commitment – 2024 highlights

GRI reference(s): 3-3 | 13.3 | 304 -2

In 2024, FIA PNG reinforced its leadership in sustainable fisheries management through concrete biodiversity actions aligned with the **Kunming-Montreal Global Biodiversity Framework (GBF)**. The Association's Responsible Sourcing Policy (RSP) 2018–2030 directly supports Targets 5 and 10 of the GBF, which call for sustainable and legal harvesting of wild species and biodiversity-friendly fisheries management practices.

FIA PNG's strategy is built around scientific partnerships, transparent data, and ecosystem-based management, ensuring that the national tuna fleet operates in harmony with marine biodiversity.



100% Observer Coverage

- All purse-seine trips monitored by the National Fisheries Authority (NFA).
- Data independently validated through TUFMAN2, managed by the Pacific Community (SPC).



90.8% Free-School Sets

- Most tuna caught from free schools, reducing bycatch and ETP interactions.
- Supported by spatial management and market incentives for low-impact operations.



0 Entangling FADs

- Since 2020, all deployed Fish Aggregating Devices are non-entangling and increasingly biodegradable.
- This eliminates ghost fishing and prevents accidental capture of sharks, turtles and rays.



48 Purse Seiners Analysed

- Biodiversity dataset covering 2020-2024 analysed with the University of Queensland.
- Results used to evaluate interactions with ETP species.



Open-Access Transparency

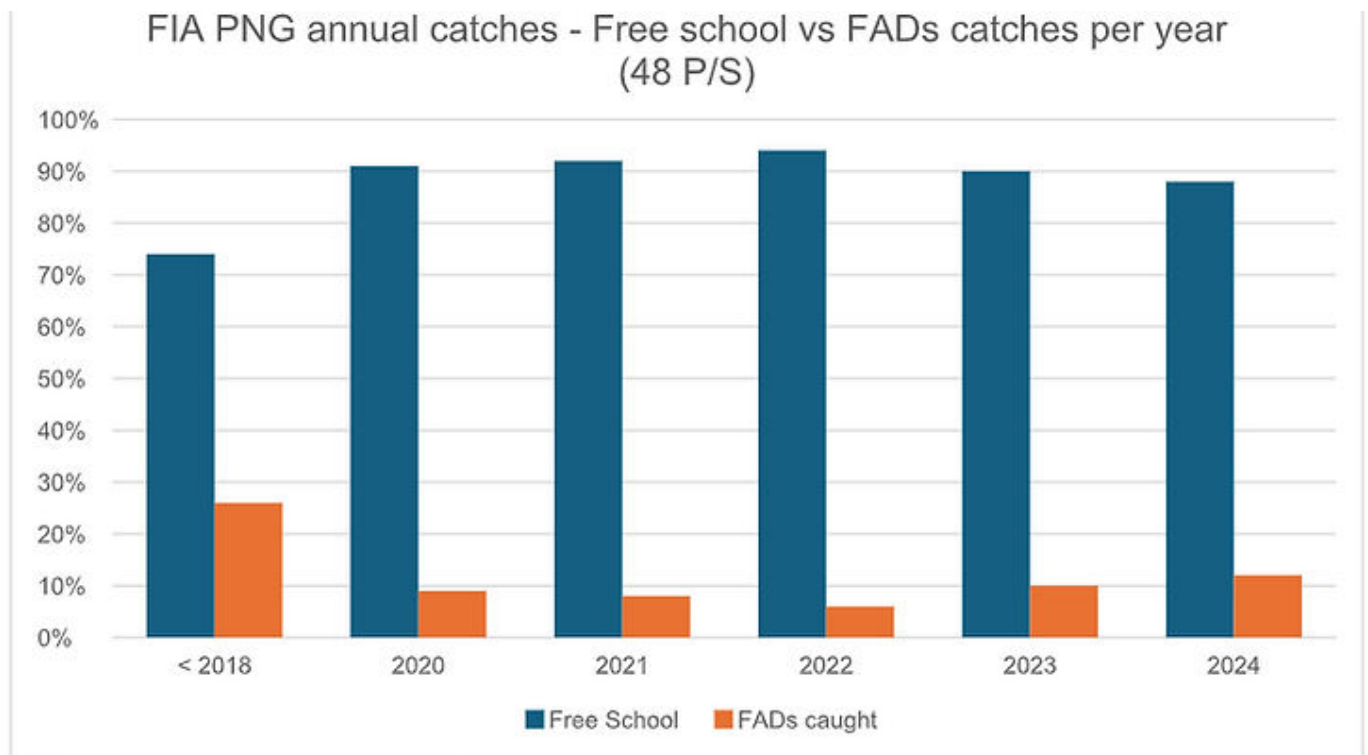
- Real-time sharing of Vessel Monitoring System (VMS) data via Global Fishing Watch
- Promotes traceability, stakeholder trust and science-based ocean management.

“Our success and positive impact are the result of collaboration between research scientists, NGOs, government and fishers, whose shared knowledge in deeper insights”.

Marcelo Hidalgo, FIA PNG Sustainability and CSR Director

As FIA PNG advances towards 2030, the transition to free-school tuna sets continues to be one of the most effective biodiversity safeguards within our fleet. The following figure illustrates this steady improvement over the past five years.

Figure 2. FIA PNG tuna catches per gear type and per year



Source: iFIMS, NFA

Ecosystem Conversion

GRI reference(s): 13-3 | 3.4 | 304-2

Ecosystem conversion refers to the transformation of natural ecosystems through activities that alter their structure, function, species composition or ecological integrity. Under GRI 13.4, companies must disclose activities that may contribute to habitat degradation, ecosystem fragmentation or long-term ecological change.

Applicable to FIA PNG

FIA PNG's operations take place **exclusively in the marine environment**, with no activities involving land clearing, aquaculture, coastal modification or other forms of terrestrial ecosystem conversion. Therefore, this assessment focuses on **potential marine ecosystem alteration linked to fishing gear, effort and bycatch dynamics**, as required under GRI 304-2 and GRI 13.4.

Low ecosystem conversion risk in the Western Pacific Ocean (FAO 71)

Figure 3. Catch and stock status by ocean.

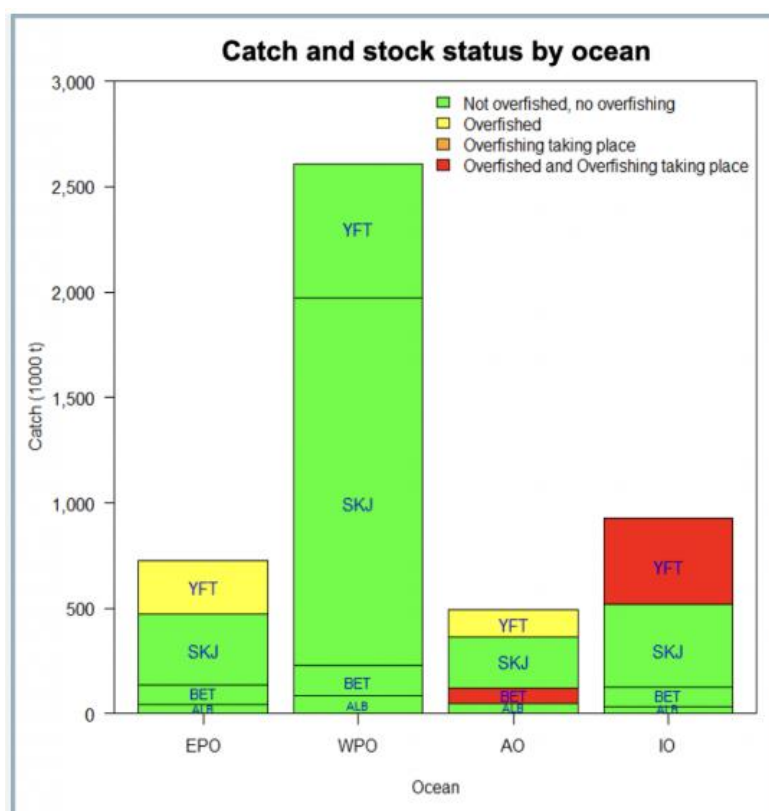
Scientific assessments confirm that the tuna stocks targeted by FIA PNG—skipjack (SKJ), yellowfin (YFT) and bigeye (BET)—remain in **healthy biological condition** in the Western Pacific Ocean (WPO), where our fleet operates.

This region is internationally recognised for sustainable tuna stock management under the Western and Central Pacific Fisheries Commission (WCPFC).

WPO is the only major ocean basin where the principal commercial tuna stocks are not overfished and not experiencing overfishing, reducing the risk of ecosystem-level disruption.

FIA PNG applies a comprehensive suite of sustainable fishing practices as part of its Responsible Source Policy, that collectively minimise the risk of marine ecosystem alteration. These include gear management controls, spatial avoidance measures, observer-verified monitoring and strict compliance with regulations.

In addition, FIA PNG's tuna fishery has been certified under the Marine Stewardship Council (MSC), which requires:



- healthy stock status (Principle 1)
- minimal ecosystem impacts (Principle 2)
- strong governance (Principle 3)

MSC certification (*Annex 1*) validates the conclusion that FIA PNG's operations do not contribute to ecosystem conversion and are actively managed to prevent ecological degradation. In addition, The MSC-certified Torres Strait Tropical Rock Lobster fishery involves hand collection with no fishing gear, meaning:

- no seafloor disturbance,
- no habitat damage,
- no risk of ghost gear,
- no ecosystem alteration.

In conclusion, while any fishery carries potential ecosystem risks, **FIA PNG ensures that its fishing operations do not contribute to ecosystem conversion.**

Marine Litter & Fishing Gear

GRI reference(s): 3-3 | 13.8

FIA PNG recognises that preventing marine pollution, particularly plastics, lost gear and operational waste is essential to maintaining healthy ocean ecosystems. That is why it is one of the core pillars of the Responsible Sourcing Policy (RSP). A dedicated Marine Litter & Fishing Gear (ML&FG) procedure guides all member companies in minimising waste generation, tracking gear use, and ensuring responsible on-board and port waste handling.

Since 2018, the ML&FG procedure has evolved into a robust monitoring and auditing framework, aligned with MARPOL Annex V, FAO guidelines, ISSF best practices, Global Ghost Gear Initiative (GGGI) principles and WCPFC requirements. Because FIA PNG operates exclusively in marine ecosystems (FAO 71), preventing marine litter and lost fishing gear is a material environmental topic for the Association.

Implementation across the fleet

FIA PNG fishing companies apply the ML&FG procedure across all purse-seine operations. Measures include:

- Minimising single-use plastics on board and replacing packaging with reusable shipboard containers.
- Marking, tracking and responsibly handling all fishing gear, including dFADs and netting materials.
- Ensuring that lost or damaged gear is reported through observer logs and recorded during audits.
- Returning end-of-life nets (~2 tonnes per vessel every 3 years) to Manila, Philippines for recycling.

Conducting annual crew training on waste segregation, gear handling and environmentally responsible fishing practices.

These efforts aim to prevent marine pollution at its source while supporting traceability and accountability across the fleet.

2024 Internal Audit Programme

In February 2024, FIA PNG implemented the RSP Internal Audit Procedure v2.0, applicable to all four RSP pillars:

1. Sustainability – MSC Fishery Standard
2. Marine Litter & Fishing Gear – Internal requirements
3. Traceability – iFIMS / Internal requirements
4. Social Responsibility & Crew Welfare – FISH, RFVS & internal requirements

This procedure ensures consistent annual internal audits per fleet, following ISO 19011:2018 principles and supporting GRI disclosures on waste prevention and responsible gear management.

In November 2024, two new internal auditors, **Alice Posanau** and **Stephanie Pokajam** were formally qualified after completing:

- More than 80 hours of supervised onboard auditing
- Training in non-conformity assessment and reporting
- Evaluation against recognised international auditing standards



Auditors on site

Their qualification enhances FIA PNG's ability to monitor performance consistently and apply certification-level rigour across its internal audits.

Audit Scope

Audits focused on verifying:

- Responsible management, storage and return of fishing gear
- Documentation of all waste and gear landed at port
- Proper handling of plastics and shipboard garbage
- Evidence of recycling initiatives
- Crew awareness and implementation of ML&FG procedures
- ETP-related gear handling practices

Companies were audited using the [FIA PNG Marine Litter and Fishing gear policy and procedure v4.0](#) and the [Shark Survival Assessment V2.0](#) integrated into the updated checklist.

The 2024 checklist contained 10 principles and 61 questions, including new criteria for:

- Vessel data verification (NGO, RFMO and IUU list checks)
- ETP-handling events linked to WCPFC, ISSF and RSP standards

Member companies with findings were required to submit corrective actions as per RSP Policy. Audit results were reviewed by the Sustainability & MSC team, followed by one-to-one meetings with each company. **A Final Audit Report (2024)** was prepared for internal governance and shared with stakeholders via the FIA PNG website.

Capacity Building & Awareness

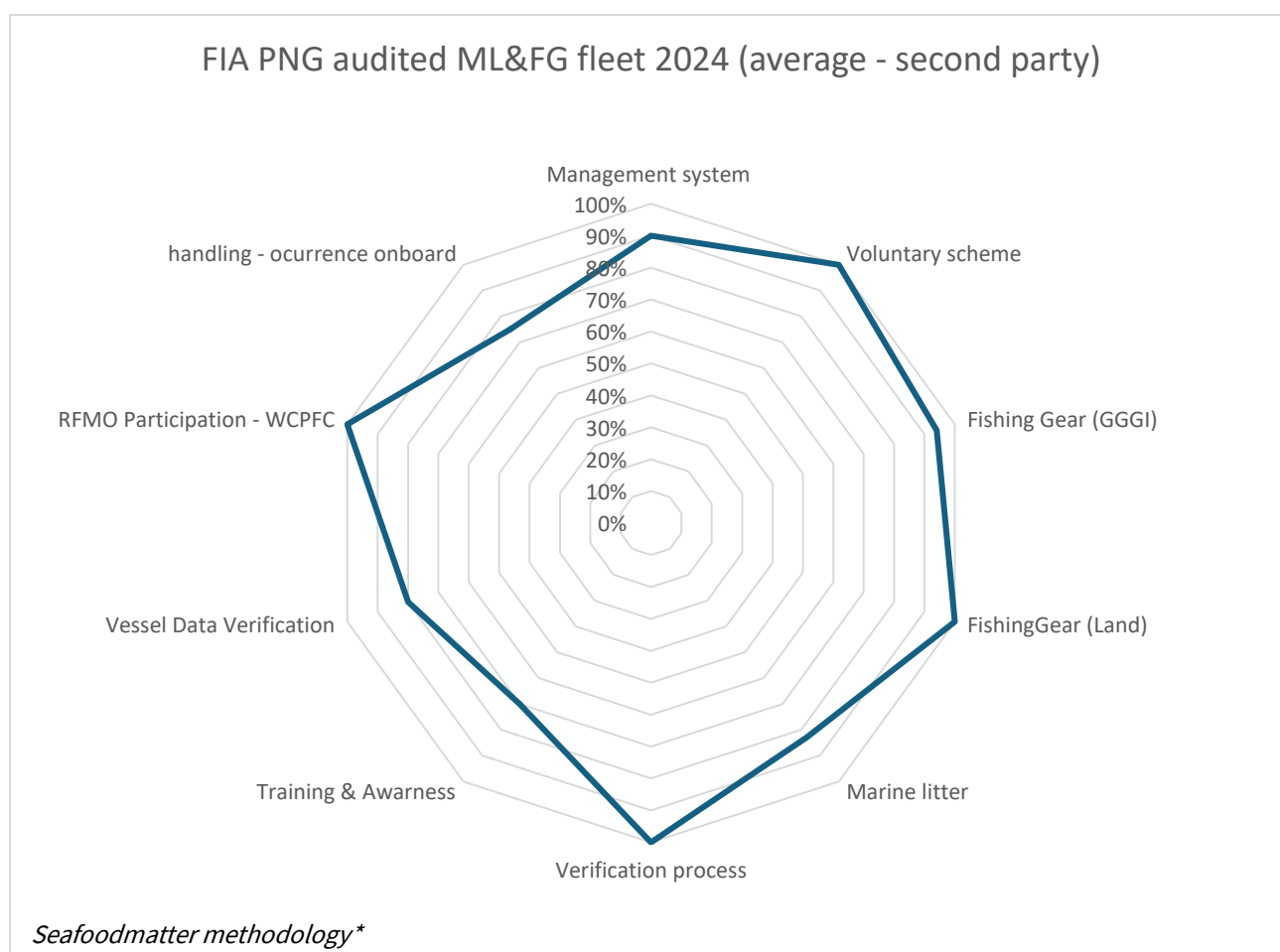
Throughout 2024, FIA PNG delivered training and awareness sessions to member companies on:

- Marine Litter & Fishing Gear procedure implementation
- ETP best-handling practices
- Waste management at sea and in port

These efforts ensure ongoing compliance with the MSC tuna fishery certificate and strengthen understanding of waste-reduction responsibilities across the industry.

“We are mindful that conservation measures and our RSP ML&FG ultimately rests in the hands of fishers. Exchanging knowledge between fishers and FIA PNG office on regular basis is a key element in building trust to assist and help our tuna fleet members. We maintain regular meetings with our Technical Working Group (TWG members) that represent our tuna fishing and processing members”

Donald Papaol, FIA PNG CEO



Animal Welfare

GRI reference(s): 3-3 | 13.11

FIA PNG recognises that responsible fishing includes the ethical treatment of all animals encountered within its fisheries.

In 2024, the FIA PNG Board formally adopted an **Animal Welfare Policy and Strategic Plan**, expanding the Association's sustainability commitments to both the tuna purse-seine fleet and the small-scale lobster fishery.

FIA PNG has publicly committed to the internationally recognised **Five Freedoms** for animals under human control:

1. Freedom from hunger and thirst
2. Freedom from discomfort
3. Freedom from pain, injury or disease
4. Freedom to express normal behavior
5. Freedom from fear and distress

The public commitment is listed in *Annex 2b* and available at:

https://www.fia-png.com/files/ugd/872bdb_f2ef9ff864bf4d88a22f40b447300ab3.pdf

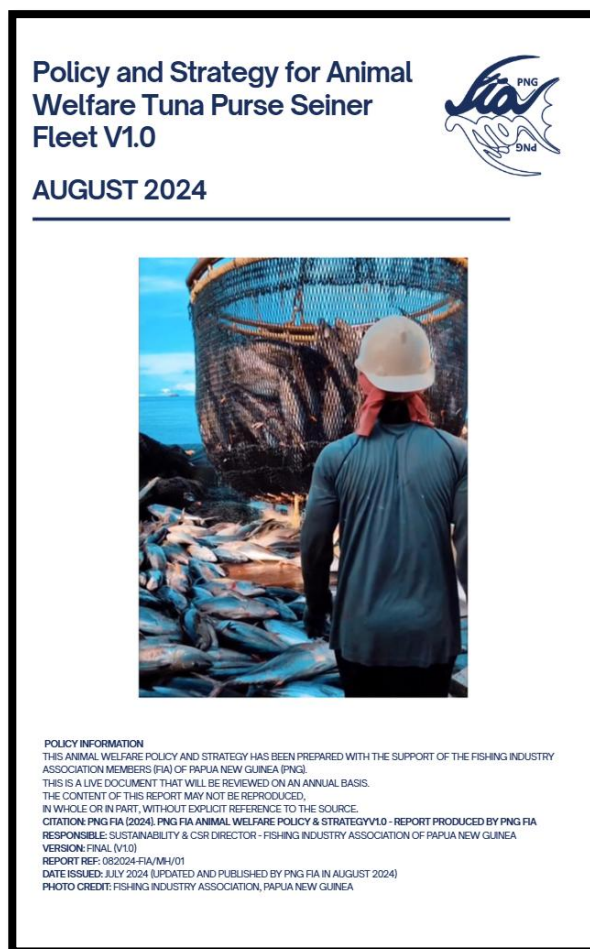


Conflict Islands Mantas Migration. Photo © Migration Media

Policy

Published in August 2024, the **Animal Welfare Policy and Strategic Plan** provides a structured approach to improving welfare outcomes across FIA PNG's certified fisheries. Key elements include:

- **Awareness & Engagement**
Raising understanding of animal-welfare principles among member fleets, processors and seafood supply-chain partners.
- **Partnerships & Innovation**
Working with skippers, technology providers, animal-welfare organisations, scientific institutions and authorities to identify practical improvements.
- **Science-based standards**
Setting minimum performance expectations and integrating improvements progressively into fishing practices when technically and economically feasible.
- **Continuous improvement**
Enhancing handling, release and , where relevant , slaughter methods to reduce stress and unnecessary harm.



FIA PNG has been working on Animal Welfare for more than a decade, directly and indirectly. The association and its members are committed to setting up good practices and engaging in research and development in this area. Since November 2024, FIA PNG's senior management has participated in the **Catch Welfare Platform**, a global initiative focused on improving welfare practices for tuna and lobster fisheries. This collaboration supports research, knowledge sharing and industry-aligned solution

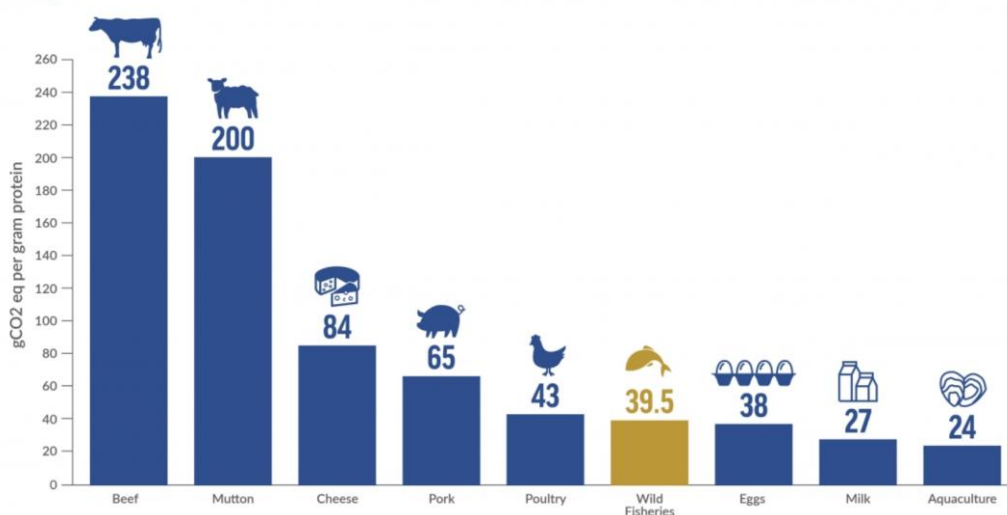
Climate Impact & Resilience

GRI reference(s): 3-3 | 13.2

Climate change poses growing risks to global fisheries, coastal communities and food security. Although wild-caught tuna is one of the lowest-carbon animal proteins in the world(see Figure 4), in May 2024, the FIA PNG Board formally committed to assessing greenhouse-gas (GHG) emissions from all member vessels. This industry-wide initiative marks the first coordinated effort in Papua New Guinea to quantify carbon impacts within the tuna sector.

Figure 4. CO2 emissions of protein sources . (Gephart Jessica et al, 2021).

CO₂e Emissions of Protein Sources



Letter of commitment

FIA PNG joined the *Marine Stewardship Council (MSC) Global Greenhouse Gas Pilot Project* in late 2024. The project focuses on **Scope 1 emissions**, including:

- Fuel consumption
- Lubricants
- Port electricity use

Data collection began in Q4 2024 and covers **40 tuna purse-seine vessels**, with final results expected in 2025. This first assessment will establish a baseline from which reduction measures and efficiency opportunities can be developed. FIA PNG's full CO₂ Commitment (2024) is available at:

https://www.fia-png.com/files/ugd/8d5db0_5f68bae2b77f46f4ade716aa8605dbd9.pdf

Climate Adaptation & Fishing Resilience

FIA PNG's environmental strategy already integrates factors that contribute to resilience against climate-related risks:

- 100% observer coverage and digital traceability that detect shifts in species distribution
- Adaptive management practices guided by scientific partnerships
- Reduced use of drifting FADs and increased free-school catch rates, lowering gear-related environmental impact

These measures support long-term sustainability while preparing the fleet for future climate-related changes in ocean ecosystems.

SOCIAL



Social responsibility is central to FIA PNG's vision of a fair, safe and sustainable tuna industry.

Across a fleet that includes 48 tuna purse seiners, the sector provides meaningful employment both at sea and on land, supporting **1,392 crew members** and more than 15,000 workers in PNG's tuna-processing facilities, the majority of whom are women. These jobs are vital for local livelihoods and contribute significantly to the country's seafood economy.

FIA PNG's Responsible Sourcing Policy (RSP) places people at the centre of the fishery. It embeds strong safeguards for human rights, decent work, modern slavery prevention, health and safety, non-discrimination, fair recruitment and living conditions onboard. Through the **FISH Standard for Crew**, rigorous internal audits and third-party verification, FIA PNG works to ensure that every crew member benefits from safe, dignified and accountable working environments. Ongoing training, transparency and continuous improvement reinforce trust across communities, industry partners and global seafood markets.

Social Responsibility & Crew Welfare

GRI reference(s): 3-3 | 13.12–13.22

FIA PNG implements its social commitments through a structured and continuously audited framework embedded in the Responsible Sourcing Policy (RSP). This includes dedicated procedures for crew welfare, human rights, fair recruitment, working and living conditions and modern-slavery prevention, applied consistently across all member vessels.

The association uses a combination of **internal audits, second-party audits and external FISH Standard for Crew certification** to monitor performance each year. These audits assess contract conditions, safety practices, accommodation standards, access to water and food, worker voice mechanisms and grievance resolution. Findings are addressed through corrective action plans and reviewed annually to ensure continuous improvement.

To strengthen transparency, FIA PNG has begun integrating **Key Data Elements (KDEs)** into the iFIMS system, enabling near real-time verification of selected social conditions per fishing trip. This innovative approach enhances traceability, supports MSC and FISH compliance and provides more reliable data on crew welfare.

Together, these systems form a robust due-diligence model that protects workers, prevents labour abuses and reinforces accountability across the tuna fleet, supporting FIA PNG's commitment to a socially responsible and ethically operated fishery.

FIA PNG also aligns its due-diligence framework with the Environmental Justice Foundation (EJF) Transparency Principles. This includes public disclosure of vessel lists and licences, open access to monitoring tools such as iFIMS and NEMO, 100% observer coverage on the tuna fleet, and documented grievance and worker-voice mechanisms. A detailed overview of how FIA PNG meets each of the ten EJF principles is provided in *Annex 3B*.

Figure 5. Audits taken during the year 2024.



Working and living conditions onboard

GRI reference (s):13.15–13.22 | 403-6 | 303/13.7 (limited)

Accommodation, Food & Welfare

Crew welfare practices follow the ILO C188 framework and the FISH Standard for Crew, including:

- Adequate sleeping quarters, sanitation facilities and safe food-storage systems.
- Mandatory medical certificates for all crew.
- Safe food and potable water supply-
- Pre-embarkation briefings covering safety, rights, grievance channels and vessel rules.

These conditions are verified annually through internal, second-party and independent third-party audits.

FIA PNG's social oversight is supported by strong Control, Monitoring and Enforcement systems (CME), including 100% observer coverage on tuna vessels, satellite-linked monitoring through iFIMS and NEMO (Lobster fishery), and routine inspections coordinated with the National Fisheries Authority. These mechanisms provide an additional layer of assurance on working and living conditions at sea and reinforce compliance with national, regional and international requirements.

Water management at sea

FIA PNG integrates water management and social responsibility onboard vessels through its Responsible Sourcing Policy and Quality Management System. Access to clean and safe water is essential for ensuring decent working and living conditions at sea. Although water use and effluents are **not material topic** for offshore fishing fleets under GRI 13.7, FIA PNG reports its practices due to their relevance for crew welfare.

The Fishing Industry Association recognises that ensuring access to clean and safe water for crew members is part of its commitment to decent working and living conditions at sea.

Its *Social Responsibility and Human Rights Procedure* requires all member companies to maintain adequate water quality and supply systems onboard. Fishing vessels use municipal sources where available and have developed complementary systems such as rainwater harvesting and bore water irrigation to ensure continuous supply during long trips at sea.

These initiatives demonstrate how FIA PNG's environmental management approach is closely linked to social responsibility and the well-being of crew. However, the adoption of such systems has led to new operational costs through municipal water tariffs and usage charges, which are managed under the Association's Quality Management System.

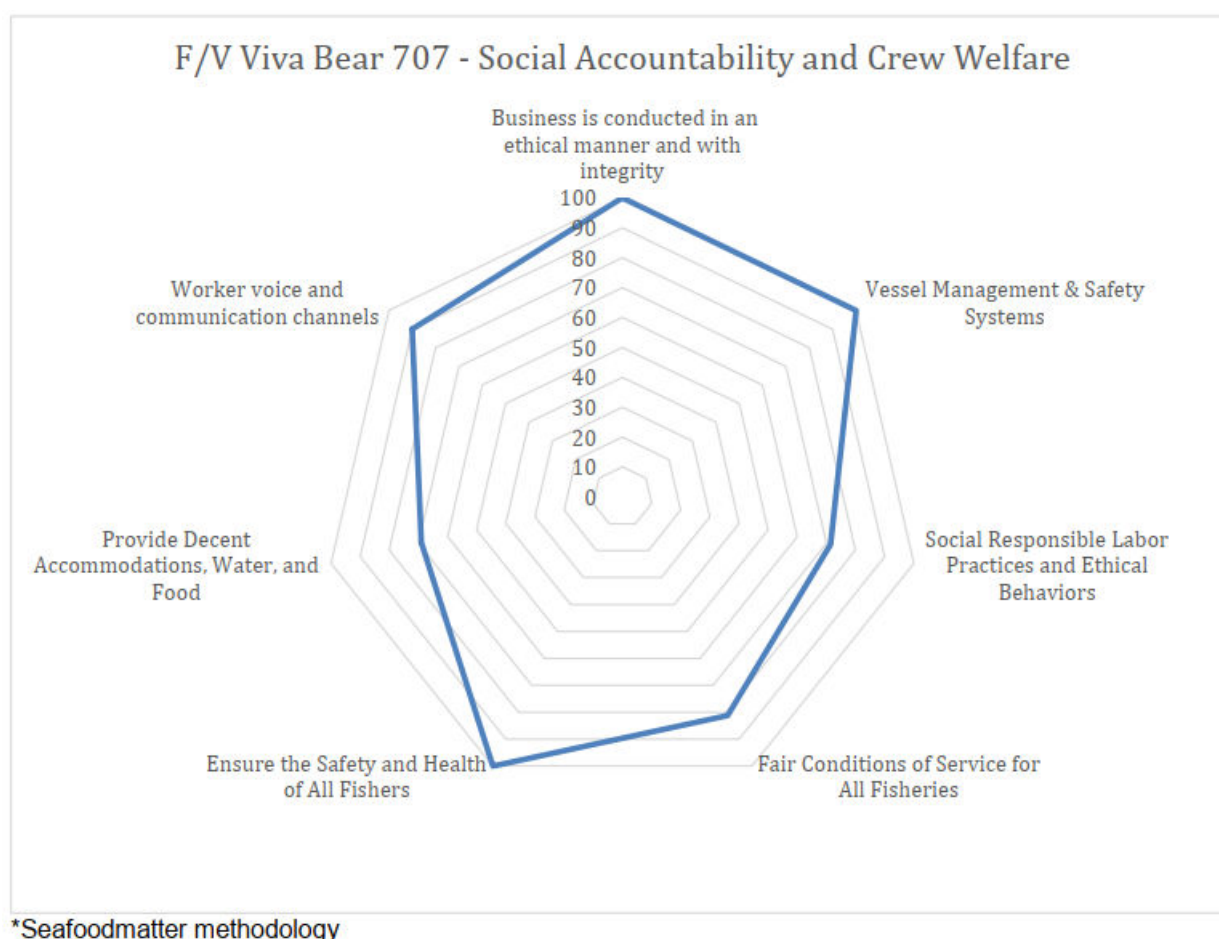
Safety, Health & Crew Protection

Every vessel adheres to:

- PNG licensing requirements for seaworthiness and vessel inspections.
- Occupational safety protocols aligned with ILO C188.
- 100% observer coverage (tuna fleet) providing an additional layer of oversight.
- Mandatory emergency drills, PPE usage and documented safety procedures.

In 2024, FIA PNG social auditors conducted inspections covering more than 50% of crew members across the fleet, assessing health, safety, rest, living conditions and worker voice indicators. Results were positive (Figure 6)

Figure 6. Social Accountability and Crew welfare 2024 Audit results.



To strengthen consistency across companies, FIA PNG has created a set of **10 Good Practices for Working and Living Conditions Onboard**, displayed on vessels as a visual communication tool. This helps crew understand rights, responsibilities and procedures in a clear, practical format.



* Communication tool to place onboard to address this non-conformity in a continuous manner

Training & Capacity Building

GRI reference(s): 3-3 | 404

Throughout 2024, FIA PNG delivered targeted training sessions covering:

- Crew welfare & FISH Standard requirements
- Human rights and modern-slavery prevention
- Grievance mechanisms
- ETP handling & bycatch-mitigation practices

- Waste, gear and safety procedures onboard

Examples include the **ISSF Skippers Workshop** (General Santos, August 2024) attended by 34 participants from PNG fishing companies, FIA PNG and NFA, focusing on gear impacts, bycatch mitigation, biodegradable dFADs and emerging eco-certification expectations.

These trainings help ensure all crew understand standards, rights and best practices, while reinforcing compliance with the RSP and global expectations on labour rights in fisheries.



CAPFISH Summer Academy 2024

To improve internal expertise, FIA PNG invested in advanced professional development for its sustainability and social accountability team. In 2024, the Sustainability & MSC Coordinator was selected to attend the **CAPFISH Regional Summer Academy (Fiji)**, a two-week programme led by the World Maritime University and the Ministry of Oceans and Fisheries of the Republic of Korea.

The Academy covered critical topics such as ocean sustainability, IUU fishing, labour and safety conditions on vessels, international fisheries law and regional cooperation for fisheries governance.

Key insights gained, including the importance of cross-agency collaboration, integrated data systems and coordinated action to address IUU risks, are now being applied to enhance FIA PNG's internal audit programme and fleet-wide oversight. This advanced training complements ongoing vessel-level workshops and supports FIA PNG's long-term commitment to strong social governance, continuous improvement and capacity building across the tuna industry.



Land & natural resource rights

GRI reference(s): 3-3 | 13.13

FIA PNG operates entirely offshore; however, the association understands that responsible fishing is closely linked to the rights of coastal communities and the governance of natural resources in Papua New Guinea. Fishing activities take place exclusively in marine ecosystems, but they depend on strong national frameworks that protect community access, marine resources and local livelihoods.

FIA PNG works closely with the National Fisheries Authority (NFA), coastal authorities and local stakeholders to ensure that fishing licences, quota limits, spatial management measures and MSC requirements are respected across the fleet. These licences include resource-use conditions designed to safeguard PNG's tuna and lobster stocks for future generations.

Transparency is central to this approach:

- All fleet information (vessel ownership, licences, fishing grounds) is publicly available.
- 100% observer coverage ensures accurate reporting and protects resource rights.
- Real-time monitoring of vessels through iFIMS and NEMO strengthens compliance and supports national management objectives.

Through these measures, FIA PNG contributes to sustainable marine resource governance while reducing risks of conflict or negative impacts on coastal resource users.

Community coastal clean-up activity

On 27 April 2024, FIA PNG members Frabelle PNG Limited and Nambawan Seafoods Limited joined forces in a **community coastal clean-up** in Lae, bringing together 44 employees for a morning dedicated to restoring and protecting the shoreline.

Over just two hours, participants **removed 500 kg of single-use plastics** and debris from the coastline — waste that otherwise would have drifted back into the ocean, harming marine life, coral habitats and the coastal areas relied upon by nearby communities. The initiative highlighted the value of collaboration across the industry: two companies working side by side, demonstrating shared responsibility for PNG’s coastal resources. It also reinforced that fisheries must support the long-term well-being of both **people and marine ecosystems**, whether at sea or in the communities where fish is landed and processed.



Local communities and employment

GRI reference(s): 3-3 | 13.12 | 13.14 | 13.22

FIA PNG’s tuna vessels operate exclusively at sea and therefore do not interact directly with Indigenous land or cultural sites. As a result, the association’s impact on Indigenous communities is assessed as low.

However, the tuna sector generates **indirect positive impacts** for Indigenous coastal populations through employment in onshore tuna-processing facilities, which employ more than **15,000 people, 80% of whom are women**. At sea, licensing requirements ensure the inclusion of local PNG crew, with **148 Indigenous and local crew members employed across the fleet in 2024**.

FIA PNG continues to respect national legislation on Indigenous rights and to engage with local communities through its partnerships with NFA, coastal authorities and the Torres Strait co-management arrangements (for the lobster fishery).

Economic Inclusion & Local Employment

The FIA PNG tuna fleet (48 purse-seiners in 2024) directly employs 1,392 crew members, of which 90% are Filipino seafarers and 10% are Papua New Guineans, reflecting the global nature of the fishing industry while still providing meaningful national employment opportunities.

Onshore, FIA PNG members supply tuna to five processing plants in PNG, supporting more than 15,000 **indirect jobs**, predominantly for women (80%). These roles create economic inclusion for coastal communities, help sustain household income and contribute significantly to regional economic stability.

GOVERNANCE



Transparency and accountability are at the core of FIA PNG's governance approach. As global markets intensify their expectations for proof of origin, ethical conduct and verified traceability, FIA PNG has built a governance system designed to provide full visibility from sea to market.

The global tuna trade is increasingly demanding credible, end-to-end traceability as a safeguard against illegal, unreported and unregulated (IUU) fishing. Once again, FIA PNG meets this expectation through a governance model anchored in its Responsible Sourcing Policy (RSP), independently verified traceability systems and real-time data sharing.

Under the MSC Traceability Risk Analysis framework, the PNG tuna fishery is considered low-risk, with all gear types and target species certified. This level of assurance is possible because the entire fishery has undergone a comprehensive assessment confirming healthy stock status, strong compliance systems and robust monitoring arrangements.

Through its Board, technical committees and digital transparency tools—including iFIMS, FIMS and real-time Vessel Monitoring System (VMS) sharing via Global Fishing Watch, FIA PNG maintains a governance structure that is transparent, science-based and aligned with international expectations for responsible tuna fisheries.

Corporate governance structure

With the responsible sourcing policy, FIA PNG has increased transparency in fishing operations and thereby enhances fisheries management as a whole.

FIA PNG operates under a transparent, participatory and technically robust governance model designed to ensure accountability across all fisheries operations. Governance is delivered through the Responsible Sourcing Policy (RSP), supported by a structured organisational framework:

- **FIA PNG Board:** Meets twice per year in person and twice remotely. Board directors and the Chairman are elected annually.
- **Associated Members:** Representatives from each tuna fleet and processing company.
- **Technical Advisory Group (TAG):** Executive management committee overseeing the implementation of the RSP.
- **Technical Development Group (TDG):** FIA office staff led by the COO, responsible for day-to-day coordination.
- **Technical Working Group (TWG):** Experts from member companies and FIA who provide technical oversight of each RSP pillar, ensure credibility, and support policy and audit-tool development.

This governance structure ensures that sustainability, social responsibility, traceability and regulatory compliance are consistently implemented and monitored across all member companies.

Traceability & Transparency

GRI reference(s): 3-3 | 13.23

Tuna traceability systems

Since 2009, the National Fisheries Authority (NFA) has operated iFIMS, a digital system capturing more than 70 GDST-aligned Key Data Elements through onboard observers, uploaded in real time via satellite. In 2020, FIA PNG established FIMS, a platform that imports iFIMS data and tracks each fishing trip, enabling the issuance of the MSC FIA PNG Unique Batch Certificate (*Annex 1B*).

In 2023, **FIMS** was formally recognised as a **GDST-verified digital traceability solution**, placing **FIA PNG among the global leaders in interoperable seafood traceability**.

FIA PNG has a “Traceability Transshipment Procedure v5.0” (publicly available) that ensures full control and verification of activities in all declared ports and prohibits at-sea transshipment of MSC-certified tuna. This traceability and transparency framework is fully aligned with the 10 Principles of Fisheries Transparency (Environmental Justice Foundation).

Since 2022, FIA PNG is the **only tuna fleet in the world** sharing vessel **VMS data in real time** with **Global Fishing Watch**, enabling any stakeholder to see where vessels are operating.

FIA PNG also joined:

- Coalition for Fisheries Transparency (first private-sector representative globally)
- NGO governance boards including GSSI, GDST, MSC STAC, and MarinTrust IPAC, IAFI

Lobster traceability systems

In 2024, NFA launched NEMO, a digital solution that tracks every small-scale lobster fishing boat and records landings from reef to export. FIA PNG is now working with Global Fishing Watch to publicly release tracking information for this small-scale fishery, adding transparency and value to the MSC-certified lobster industry.



Public Policy & Industry Participation

GRI reference(s): 3-3 | 13.24

The Association plays an active role in shaping fisheries policy at local, national and international levels.

It participates annually in the **Papua New Guinea delegation to the Western and Central Pacific Fisheries Commission (WCPFC)**, contributing technical advice on science-based management, labour rights, observer programmes and sustainability measures.

FIA PNG also supports government regulatory developments and contributes to international discussions on:

- Access rights and resource allocation
- Ecosystem protection and sustainable fishing methods
- Labour standards and human rights at sea
- Digital traceability and IUU prevention

Its leadership role includes participation in major governance bodies such as the **GSSI Steering Board, GDST Management Team, MSC Stakeholder Advisory Council, MarinTrust IPAC** and the **FISH Standard Steering Committee**.

Partnerships with universities, including co-developing scientific research on labour rights and crew welfare, further strengthen policy influence (*see ESG Ecosystem Matrix*)

Governance in practice – examples

- **Global Fishing Watch workshop (May 2024, Port Moresby):** FIA PNG, NFA, CEPA and Oceans Office engaged in advanced analytical training on vessel identity, encounters, loitering, carrier tracking and monitoring tools.
- **PNG accession to the FAO Port State Measures Agreement (PSMA)** (April 2024): Reinforces national capacity to prevent IUU-associated products from entering PNG ports, an effort strongly supported by FIA PNG through strict traceability standards and transparent VMS sharing.



Anti-Competitive Behaviour

GRI reference(s): 3-3 | 13.25

FIA PNG operates under a governance model that ensures fair access, equal treatment of members and strict compliance with MSC group-fishery requirements. Membership criteria, vessel eligibility and decision-making processes are transparent and audited annually. See *Annex 3 a Planning and frequency of internal audits*.

The association maintains:

- open and non-discriminatory rules for participation in the MSC group certificate
- standardised internal audit procedures
- clearly defined corrective and preventive action processes
- public disclosure of vessel lists, licences and compliance history

Anti-Corruption & Ethical Conduct

GRI reference(s): 3-3 | 13.26

Ethical behavior is a foundational pillar of FIA PNG governance. The **Social Accountability & Human Rights Onboard Procedure** includes a zero-tolerance approach to corruption, bribery and illegal practices. All vessels must:

- Hold valid licenses and comply with national and international regulations
- Maintain up-to-date documentation (catch logs, storage records, transfer certificates)
- Avoid any involvement with IUU-listed vessels
- Undergo annual internal, second-party and independent third-party audits

These expectations are reinforced through the **FIA PNG Modern Slavery Statement**, the Responsible Sourcing Policy, and the FISH Standard audit framework. Breaches may result in corrective actions, suspension or removal from the MSC group fish.

Independent GRI Verification Statement

This 2024 Annual ESG Report for the Fisheries Industry Association Papua New Guinea (FIA PNG) has been independently prepared, reviewed and verified by a GRI Certified Sustainability Professional acting as an external consultant.

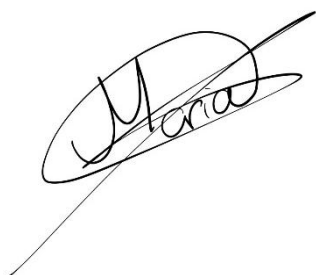
All information, data and supporting documentation provided by FIA PNG and its member fisheries have been reviewed and verified prior to inclusion to ensure consistency, traceability and alignment with the Global Reporting Initiative (GRI) Standards, including GRI 13: Agriculture, Aquaculture and Fishing Sectors (2022).

This report has been developed with reference to the GRI Standards (2021). Therefore, a full GRI Content Index with “reasons for omission” is *not required*, as the report does not claim “in accordance with” status and focuses instead on applying the GRI principles and disclosures that are most relevant to FIA PNG’s material impacts.

The analysis, materiality assessment, stakeholder engagement and disclosures follow international ESG best practices and reflect the GRI principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability.

Amsterdam, November 16, 2025

Maria Jimenez Lopez



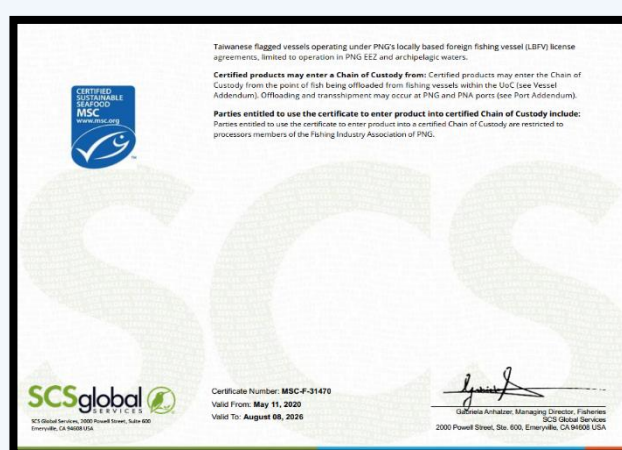
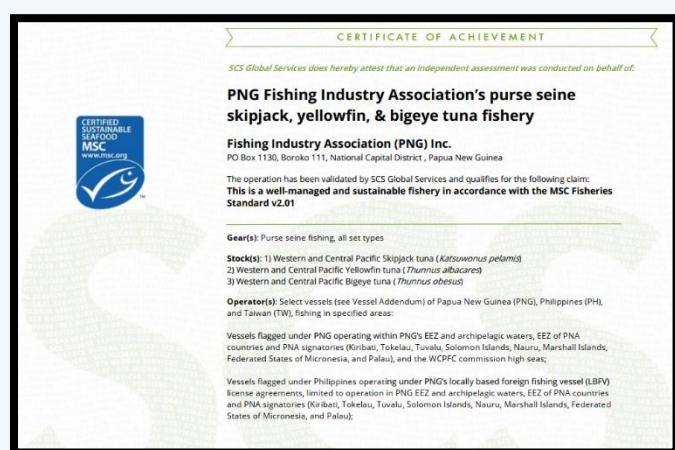
Annexes

Annex I -Sustainable Fisheries Certifications

A) Sustainable fisheries PNG MSC Fishery Certifications

- Certified in May 2020 (Tuna).

Certificate Number: MSC-F-31470 (55 vessels, Tuna certificate).



- Certified in October 2023 (Lobster).
Certificate number: MSC-F-31608(lobster fishery).



B) FIA PNG MSC fishery Unique batch certificate number




MSC Certification Code: MSC-F-31470

MSC CERTIFICATION BATCH NUMBER: FMC2500167

MSC Certified Catch Confirmed Weight(mT):

SKIPIACK 232.7765
YELLOWFIN 211.4975
BIGEYE 0.796

PNG FIA Office certifies that: QUEEN MARLOU 888

Has met the PNG FIA MSC fishery report risk analysis and recommendations of tuna originating from:

"PNG's EEZ and Archipelagic Waters"

Skipped Tuna (*Katsuwonus pelamis*) MSC free school fish and MSC FAD caught fish
Yellowfin Tuna (*Thunnus albacares*) MSC free school fish and MSC FAD caught fish
Bigeye Tuna (*Thunnus obesus*) MSC free school fish and MSC FAD caught fish

Single Purse Seiner: QUEEN MARLOU 888
PNG FIA MSC Trip Authority Code: FM2500030
MSC Observer: WASLOVO, DICKSMITH
Start Trip Date: 28/01/2025 09:50
End Trip Date: 16/02/2025 18:35
Unloading Date Start: 20/02/2025 22:10
Unloading Date End: 27/02/2025 19:00
Designated Port: UDAR PORT

Tuna Processor: RD Tuna Cannery Ltd
Factory CoC Number: MSC-C-54816
Receiving Date: 20/02/2025 22:10

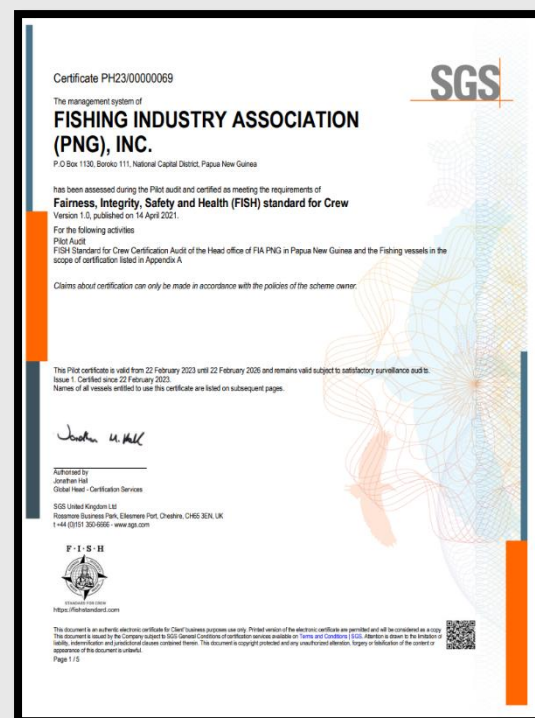
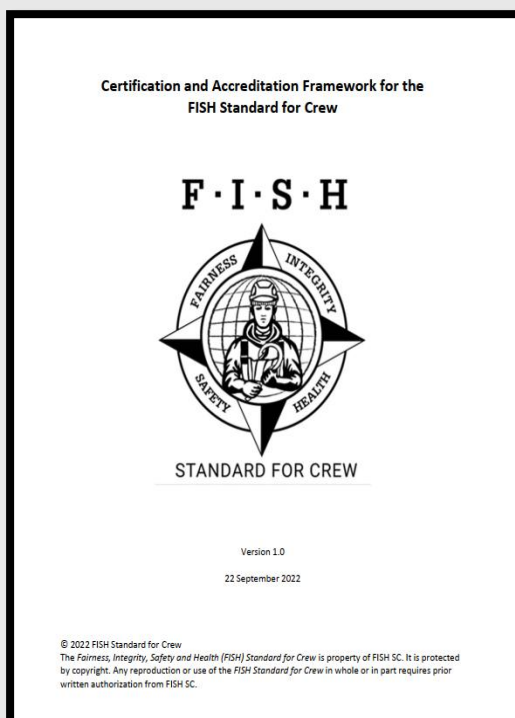
FIA Authorised Signature:  Date: 15/03/2025

Sylvester Barth Pakajam
FIA President and Chairman



C) Working conditions on board fishing vessels

FISH (fairness, integrity, safety, health).



Annex 2 - Biodiversity measures and strategy

A. Links published on FIA PNG's website:

Incentive Model: https://www.fia-png.com/_files/ugd/872bdb_3ec03fa1f980462aacea214b8fba938e.pdf

Biodiversity & ETP mitigation strategy: https://www.fia-png.com/_files/ugd/872bdb_cd51866cf28a4482b8c1923f819af104.pdf

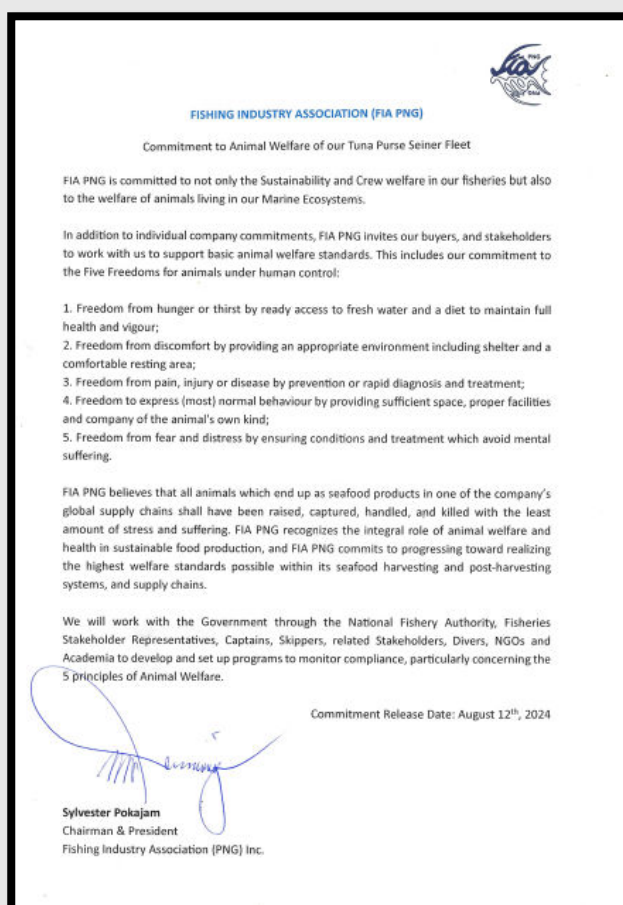
Shark audit procedure: https://www.fia-png.com/_files/ugd/872bdb_3715936f88964bec9ccdf232f90dbf4.pdf

Best practices for release Shark, Turtles, Whale sharks and ETPs: https://www.fia-png.com/_files/ugd/872bdb_e867aaa890a14e248bdf4bfe9265e5f3.pdf

Shark finning Policy: https://www.fia-png.com/_files/ugd/872bdb_6d5e0bb0eabc4d6fa9987df8f9ea42e5.pdf

Transactions and Conservation Measures Management requirements for FIA PNG Tuna Purse Seiners V1.0
https://www.fia-png.com/_files/ugd/872bdb_e939adb4cb1b438880273307f6c66297.pdf

B. Animal Welfare commitment



Annex 3 - FIA PNG Transparency

A. Planning and frequency of internal audits.

#	Area/Standard/Regulation/ Policy	Audit frequency/plan
1	Responsible Sourcing Policy v6.0	Annual
2	Social Responsibility and Human Rights onboard v3.0	Annual per fleet
3	Marine litter and fishing gear v4.0	Annual per fleet
4	Traceability transshipment v4.0	Monthly
5	MSC fishery standard v2.2	Annual
6	FISH certification for Crew v1.1 8.6.1 Second party (FIA PNG office): Per fleet and using FISH audit sampling risk tool V1.0 8.6.2 Internal audits (Fleet members): One fishing vessel per fleet. Based on sampling of the fleet 8.6.3 Associated fleet (Linked to PNG processor and the same management of a sister fleet): One fishing vessel per fleet	Annual

B. FIA PNG alignment with EJP Principles

FIA PNG Transparency good practices - Aligning with Environmental Justice Foundation (EJP) Principles



A comprehensive and robust transparency requirement for our FIA PNG tuna fleet members

#	EJP icon	EJP principles	FIA PNG evidence
1		Give all vessels a unique number	Our fleet is publicly registered on the WCPFC website and the FFA regional vessel registry. Our fleet is required to be on standing first on the FFA vessel registry before PNG Government can issue fishing licence. Each vessel appears with its IMO number .
2		Make vessel tracking data public	We have opened our tuna fleet VMS data to Global Fishing Watch , and it is public.
3		Publish lists of fishing licences and authorisations	Our tuna fleet makes public the fishing licence, gear type, fishing area, authorization period, and fishing licence number on the WCPFC website
4		Publish punishments handed out for illegal, unreported and unregulated fishing, and fisheries crimes	NFA and BFAR are the authorities monitoring and enforcing the laws in PNG and Philippines waters on both PNG and Filipino flag vessels. Both authorities control and report IUU activities and penalties applied.
5		Ban transferring fish between boats at sea – unless carefully monitored	PNG Fisheries Legislation bans the transshipment or transfer of fish at sea (EEZ/AW/Highseas) between two or more vessels. The fishing licence further stipulates that no transshipment is allowed at sea and high seas . This is also part of the FFA minimum terms and conditions for regional registration and access to fish.
		Set up a digital database of vessel information	FIA PNG has a centralized database system for storage and dissemination of vessel information in iFIMS . We monitor each fishing vessel and each fishing vessel trip from port to port. Government, Regional Fisheries Management
7		Stop the use of flags of convenience for fishing vessels	Our fleet is PNG and Filipino flags, NFA does not authorize the use of flags of convenience
8		Publish details of the true owners of each vessel – who takes home the profit?	The owner of each fishing vessel appears publicly on the WCPFC website and also are registered in the FIA PNG association as a member. Vessel ownership also appears on the NFA licence database as well as on the fishing licence so ownership is public information.
9		Punish anyone involved in illegal, unreported and unregulated fishing	NFA and BFAR are the authorities that are monitoring and enforcing the laws in the PNG waters on both PNG and Filipino flag vessels. Both authorities control and report IUU. Both NFA and BFAR have their individual legal processes to apply penalties to vessels that violate the laws. Our FIA Social Responsibility & Human Rights procedure includes the fisheries crime assessment of our fleet members and therefore assists to minimize any types of IUU risks.
10		Adopt international measures that set clear standards for fishing vessels and the trade in fisheries products	FIA PNG members are aligned with the FAO code of conduct for fisheries, we comply with IMO regulations through FFA, and our fleet has been assessed against ILO188 requirements by Seafoodmatter and acquired the Certification FISH that is based on ILO and Human Rights conventions. NFA is also the competent authority under EU regulations that ensures fisheries products are fully traceable, monitored and traded legally.

• Charter for Transparency taken from Environmental Justice Foundation EJP

It is important to remark that any fleet or fishing vessel that wishes to join the FIA PNG RSP initiative, shall comply with our code of conduct as part of the MoU.



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