

CHANGE



Human Rights in Aquaculture

Promoting Respect for the Human Rights of those who Work
in Seafood Farming or Live in Surrounding Communities





Change is Essential to Human Rights in Aquaculture

Around **30 million people** are involved in farmed seafood supply chains. The sector is a major contributor to people's livelihoods and communities, all over the world.

Our mission is to promote respect for the human rights of those who work in aquaculture and live in the surrounding communities, acting as a catalyst for broader industry-wide change.

We do this by **setting the standard for human rights in aquaculture**, developing resources and approaches that support companies to meet those standards, and by collaborating with partners on a range of projects.

Collaborating for Change

We collaborate with buyers and other supply chain actors, NGOs, trade unions, academics, other voluntary sustainability systems and we are a member of ISEAL, the Global Living Wage Coalition and the Certification and Ratings Collaboration.

The ASC Farm Standard

Aligning our species standards into one **ASC Farm Standard** delivers an opportunity to further develop and strengthen our human rights requirements.

Based on International Labour Organisation (ILO) conventions and other international standards of decent work, the ASC Farm Standard includes criteria on:



Human rights awareness



Prevention of forced labour and child labour



Prevention of discrimination



Health and safety



Collective bargaining and freedom of association



Transparent contracts



Wages



Working hours



Workplace conduct response



Employee accommodation



Grievance mechanisms



Community engagement

ASC is also working to improve how rightsholders, such as workers and communities, can influence the content of future versions of the ASC standards.

Our Human Rights Projects

ASC is working on additional key projects alongside regularly revising and updating requirements in our standards.

Living Wage

ASC has a living wage strategy that aims to ensure ASC-certified farms and feed mills work towards providing workers with a living wage that enables them and their families to afford a **decent standard of living**.

We have introduced new requirements in the ASC Farm Standard to achieve this, focusing on:

- **Wage measurement**
- Comparing wages to recognised **living wage benchmarks**
- **Developing wage improvement plans**

We support producers in understanding and meeting these requirements and collaborate with the industry to identify and address the root causes of living wage gaps, **driving meaningful and sustainable change**.

Worker Voice

ASC places workers at the centre of our programmes through promoting:

1

that employees are aware of their **rights** and have the capacity to defend them where needed,

2

freedom to join **trade unions** or informal associations to **bargain collectively** about working conditions, and

3

mechanisms through which employees can **speak up**, including external and independent **grievance mechanisms**.



CHANGE

Our Human Rights Projects

Driving change for community engagement and Indigenous rights

People that live close to aquaculture operations are another important group of rightsholders. ASC-certified farms and feed mills are required to act as good neighbours and to recognise the rights of **local communities** and **Indigenous Peoples**. We have two ongoing projects:

Free Prior and Informed Consent (FPIC)

FPIC is a key principle of **human rights law** that protects the **rights of Indigenous Peoples**.

Our main objective for this project is to assess how the **principles of FPIC** can be incorporated into the ASC Farm Standard.

Through a process of **stakeholder dialogue** that includes Indigenous Peoples affected by farm operations and farms, we aim to **strengthen the requirements** that are currently in the ASC Farm Standard about **community engagement**.

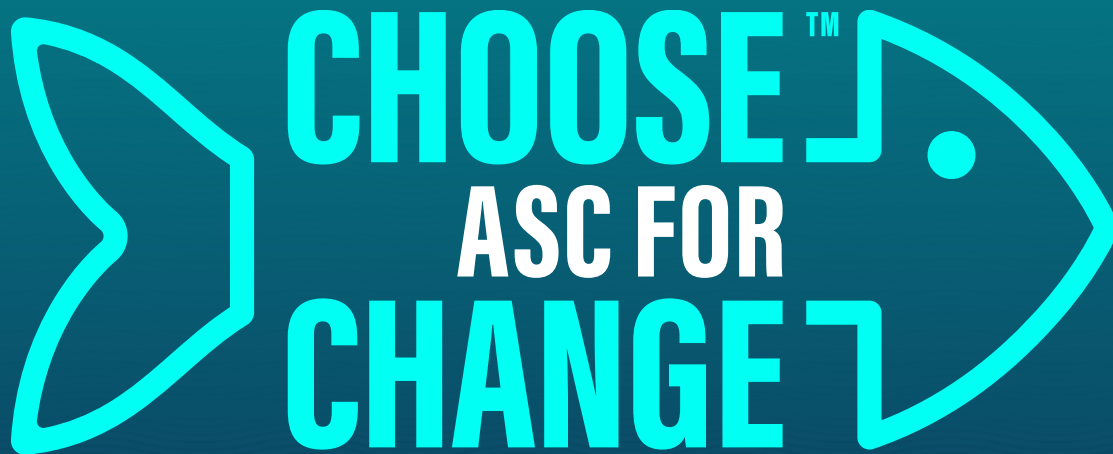
Community-based (environmental) monitoring (CBM)

ASC is testing community-based monitoring as an approach to **empower communities** and **promote dialogue** between communities and farms. This is also a way to explore tools to complement auditing.





Please reach out if you'd like
to partner with us or have any
questions, comments or feedback.



Contact ASC for more information

Maliebaan 50-B
3581 CS Utrecht
The Netherlands

+31 308085450

HumanRights@asc-aqua.org

© Aquaculture Stewardship Council, 2026



ascTM

Setting
The Standard
For Seafood