

GSSI
Charter 3.1



What is the GSSI Charter?

This Charter is a public document detailing:

- a) The Global Sustainable Seafood Initiative's (GSSI) mission, vision and objectives
- b) GSSI's Code of Conduct
- c) GSSI's Rules of Governance
- d) GSSI's Privacy Policy
- e) GSSI's Communication Policy

This Charter is used to ensure consistency in governance, transparency of process, and commitment and integrity of GSSI Participants.

This Charter (version 3.1) was adopted by the Steering Board in accordance with the provisions of Article 10 of Stichting Global Sustainable Seafood Initiative's Deed of Incorporation on September 13, 2021.

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Section One

What is GSSI?

What is GSSI?

1.1 The Global Sustainable Seafood Initiative (GSSI)

- a) GSSI was created as a sector wide, multi-stakeholder initiative to build a shared, global and non-competitive solution to sustainability certification issues in the global seafood supply chain. GSSI was originally founded in February 2013 as a strategic partnership between the GSSI Consortium GbR and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. It was implemented by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ) and co-funded through its developPPP.de program.
- b) On September 4, 2015, Stichting Global Sustainable Seafood Initiative (GSSI) was incorporated as a foundation under the laws of the Netherlands. Today, GSSI is the public-private partnership on seafood sustainability with 90+ stakeholders' industry-wide and aligns global efforts and resources to address the latest seafood sustainability challenges. Governed by a Steering Board representing the full seafood value chain, companies, NGOs, governments and international organizations – including the FAO –, GSSI promotes sector-wide collaboration to drive forward more sustainable seafood for everyone.
- c) GSSI is a not-for-profit organization and is a public-private partnership.

1.2 Organizational Principles


- a) The improvement of seafood sustainability shall be at the heart of the work for all GSSI Partners.
- b) GSSI is funded by the annual contributions made by GSSI's Funding Partners, Benchmark Fees and may include support from Affiliated Partners, philanthropic and/or public funders.
- c) The GSSI Global Partnership shall aspire to engage with small and less developed schemes to provide them with a pathway towards GSSI recognition.
- d) GSSI will publish a public annual report.
- e) This Charter may be amended on the basis of a resolution passed by the Steering Board. The Steering Board shall inform the Partners Council prior to passing a resolution on the amendments of the Charter.
- f) In cases not detailed in the Charter, the Board will decide with due observance of the provisions in the Charter and the statutory provisions in the Deed of Incorporation.
- g) This Charter shall be reviewed biennially. Elements will be updated based on GSSI's evolving strategic development.
- h) All GSSI Partners shall commit to act in a professional, legal, ethical and impartial manner at all times and not use any information obtained through their

association with GSSI to commercially promote their own, or their organizations, interests.

- i) In the event of changes to a Partner's circumstances that may affect any of the policies included in this Charter, the Partner must inform the Secretariat.

1.3 The GSSI Global Partnership

- a) GSSI Partners are an inclusive constituency of companies and organizations with a major interest in improving the sustainability of the seafood sector through their commitment to actively support GSSI.
- b) **Private Sector Funding Partners** include companies including, but not limited to the catching, farming, harvesting, processing, brand manufacturer, distribution, retailer, food service, hospitality and investment sectors. New Funding Partners are approved by the Partners Council.
- c) **Public Sector Affiliated Partners** include non-governmental organizations, including but not limited to, environmental NGO's, research institutions, development organizations, pre-competitive initiatives and inter-governmental organizations, including but not limited to, the United Nations Food and Agricultural Organization (FAO) and the United Nations Industrial Development Organization (UNIDO). New Affiliated Partners are approved by the Steering Board.
- d) **Funding and Affiliated Partners** sign respective Partnership Agreements to abide by the rules of governance and policies within this charter, including but not limited to the [Code of Conduct \(Section 2\)](#).
- e) Partners publicly endorse and recognize GSSI, the GSSI Global Benchmark Tool, and GSSI's other work programs and consider the outcomes of the Benchmark Process in their daily operations.
- f) Partners are encouraged, but not required, to participate in the Biennial Partners Meeting.
- g) Partners are encouraged, but not required, to participate in consultations and development of GSSI work programs.
- h) All Partners will commit to supporting engagement with GSSI internal and external stakeholders. This might include activities such as representing GSSI at conferences and participating in outreach meetings.



2 Section Two

Code of Conduct

Code of Conduct

The GSSI Code of Conduct sets out Principles of Conduct for Steering Board Members and GSSI Funding and Affiliated Partners.

- a) The GSSI Code of Conduct does not constitute an international treaty and/or partnership, nor is it intended to be legally binding.
- b) Each and every Funding and Affiliated Partner acknowledges its cooperation with the GSSI Code of Conduct when signing their respective GSSI Partnership Agreements.
- c) A non-compliance with the principles included in this GSSI Code of Conduct will result in the issue being raised at the Steering Board meeting and the alleged 'non-compliant Private Sector Funding Partner, Public Sector Affiliated Partner, or other organization or institution' will be offered the opportunity to offer an explanation so that the GSSI Steering Board can reach a decision on whether the GSSI Code of Conduct has been violated.
- d) The potential consequence of confirmed non-compliance is to request resignation from the GSSI Partnership or if not complied with, dismissal from the GSSI Partnership.

The Principles of Conduct are understood as basic requirements to participate in the GSSI.

Signatories of this GSSI Code of Conduct shall:

- a) Commit themselves to the GSSI Mission Statement: "to ensure confidence in the supply and promotion of certified seafood as well as to promote improvement in the seafood certification schemes."
- b) State potential conflict of interests between their businesses and GSSI's mission and objectives.
- c) Not place themselves under any obligation to any individuals or organizations external to their own that is seeking to influence GSSI in any manner. Any such conflict shall be declared to the GSSI Secretariat.
- d) Commit to consider the outcomes of the Benchmark process in their daily operations.
- e) Not knowingly be involved in illegal, unreported and unregulated (IUU) fishing.
- f) Not knowingly be involved in illegal aquaculture.
- g) Not knowingly be involved in illegal labor and working conditions, such as slave labor, forced labor and bonded labor.

- h) Work to ensure that decisions and actions are conducted in an objective and transparent way and under scrutiny of stakeholders.
- i) Promote the application and implementation of the GSSI Code of Conduct through leadership.



Section Three

Rules of Governance

Rules of Governance

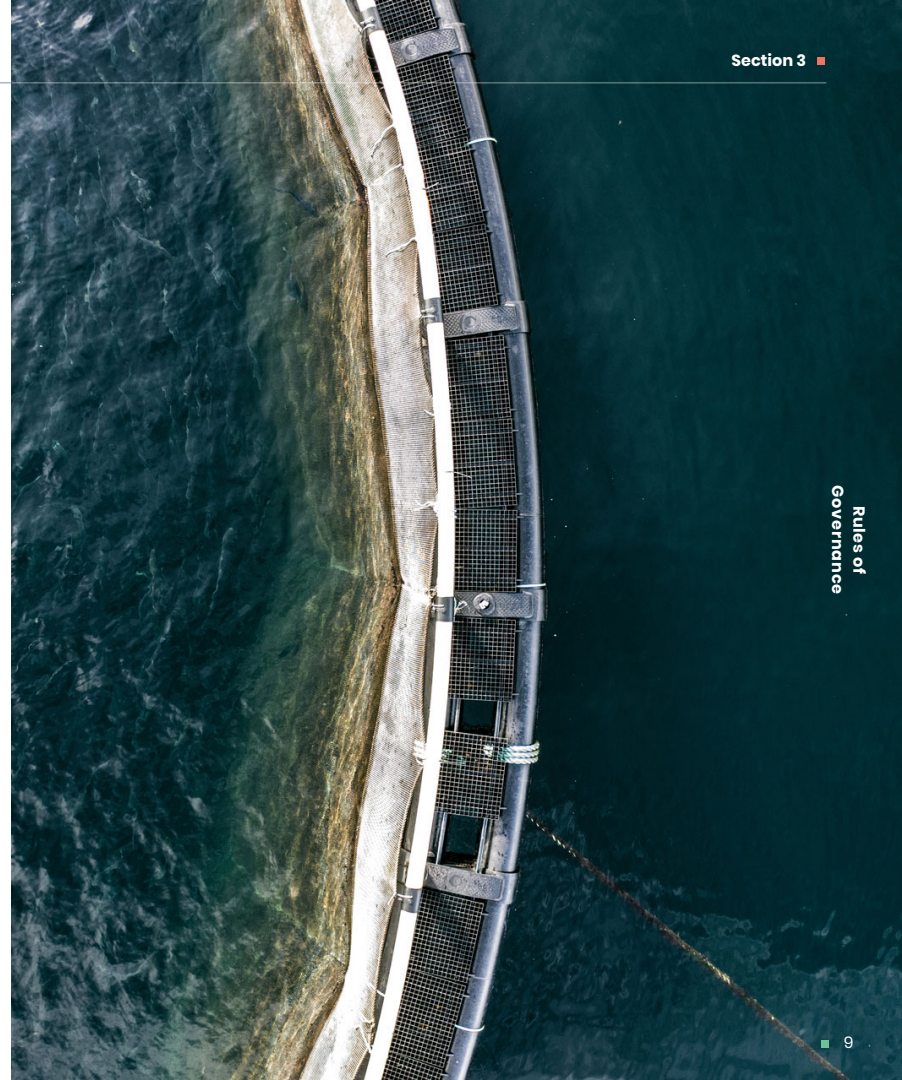
The GSSI Governance Structure includes different Governing Bodies for GSSI Partners and stakeholders to provide oversight to and support the implementation of the GSSI work programs. There are two types of GSSI Governance Bodies: GSSI Governing Bodies with decision making authority and GSSI Governing Bodies without decision making authority.

GSSI Governing Bodies with decision-making authority

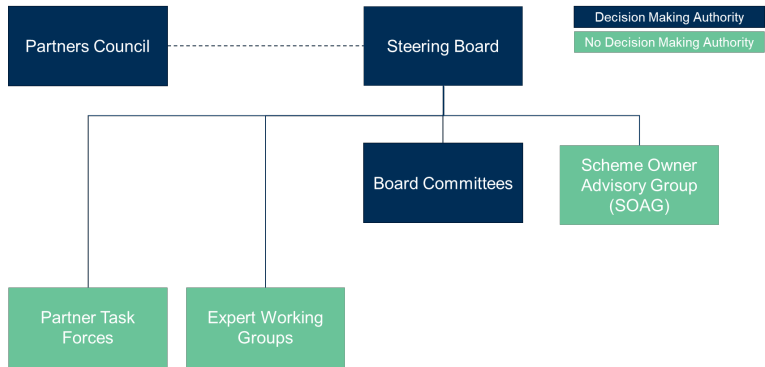
- **Partners Council**
Consists of representatives of all Funding Partners. The Partners Council is responsible for the approval of all new Funding Partners and the financial decisions as described in Article 6.1 of the GSSI Deed of Incorporation. The Partners Council must approve any changes to the the GSSI Deed of Incorporation.
- **GSSI Steering Board**
Consists of representatives from Funding and Affiliated Partners. The GSSI Steering Board is responsible for the delivery of GSSI's vision and mission, governance, strategic direction, operational oversight, and financial stability.
- **Steering Board Committees**
Consists of representatives from the GSSI Steering Board and may include representatives of GSSI Partners, collaborating partners and invited experts. GSSI Steering Board Committees are installed by the GSSI Steering Board and are responsible to provide governance oversight to special projects on behalf of the GSSI Steering Board.

GSSI Governing Bodies without decision-making authority

- **Scheme Owner Advisory Group (SOAG)**
Consists of representatives of GSSI recognized Scheme Owners. The SOAG provides advice and input to GSSI Steering Board.
- **GSSI Partner Taskforces**
Consists of representatives from GSSI Partners. GSSI Partner Taskforces are installed by the GSSI Steering Board to engage a subset of GSSI Partners with a keen interest to work together on a specific topic or support a particular GSSI project.
- **Expert Working Groups (EWGs)**
Consists of expert representatives from GSSI Partners, may include invited experts. EWGs are appointed by the GSSI Steering Board to provide recommendations on the technical components of the GSSI work programs including, but not limited to, the GSSI Benchmark Framework.



GSSI Governance Structure



NOTE: in principle Partner Taskforces and Expert Working Groups report to the GSSI Steering Board, however in some cases the Steering Board may delegate this authority to a Board Committee.

Eligibility for GSSI Governing Bodies

	Funding Partners	Affiliated Partners	Recognized Scheme Owners	Invited Experts*
Partners Council	X			
Steering Board	X	X		
Board Committees	X	X		X
Scheme Owner Advisory Group			X	
Partner Taskforces	X	X		X
Expert Working Groups	X	X		X

* Invited Experts are experts in their field invited by the GSSI Steering Board to be part of a specific GSSI Governance Bodies in case the respective expertise is not represented within the GSSI Partnership.

3.1 Rules for GSSI Governing Bodies

- a) All GSSI Governing Bodies are installed by the GSSI Steering Board.
- b) The Charter applies to all GSSI Governing Bodies. In the event of conflict or contradiction between the Deed of Incorporation and the Charter, the Deed of Incorporation will prevail.
- c) The GSSI Steering Board will ensure an appropriate mandate is in place for each GSSI Governing Body.
- d) Members of the GSSI governing bodies are expected to show leadership in supporting and promoting GSSI among their stakeholders.

3.1.1. Decision Making

- a) All GSSI Governing Bodies seek consensus in their decision making.
- b) When consensus cannot be reached, members commit to making every effort to find the best compromise.
- c) In the event of no compromise, the decision under discussion shall be put to a vote.
- d) Decisions will be made following a 75% majority of votes cast.
- e) Each member has one vote.
- f) A quorum for decision making is defined in the respective mandate of each governing body.

3.1.2. GSSI Conflict of Interest Policy

- a) The GSSI mission is to ensure confidence in the supply and promotion of certified seafood as well as to promote improvement in the seafood certification schemes. Conflicting interests that may undermine the credibility of this process must be identified and declared.
- b) Conflict of interests may arise for any member of a GSSI Governing Body. Relationships with any of the following parties are relevant (not exclusive):
 - i. Seafood certification schemes
 - ii. Accreditation bodies
 - iii. Certification bodies
 - iv. Private companies involved in seafood certification, such as service providers
- c) A conflicting interest with any of the above-mentioned parties could include, but is not limited to:
 - i. Have a stake in any of the above-mentioned parties
 - ii. Have a personal relationship with any of the above-mentioned parties
 - iii. Have or have had financial dependencies on any of the abovementioned parties
- d) It is the policy of GSSI that the existence of any potential conflict of interest shall be disclosed before participation in, or service for, GSSI begins. It is the responsibility of all those affected to continuously be on the

lookout for potential conflicts and to immediately make such disclosures.
 Note: It is recognized that many of the representatives that participate in GSSI may have potential conflicting interests. The GSSI Conflict of Interest Policy is not aimed to be exclusionary but seeks to appropriately address any potential conflict of interest to ensure that work can be undertaken in a transparent and credible manner.

3.1.3. Confidentiality Policy

- a) All information provided at any GSSI meeting, which is not already in the public domain, is regarded as confidential.
- b) All members of GSSI Governing Bodies are bound to sign the GSSI confidentiality agreement if requested to do so.

3.1.4. Competition/Antitrust Compliance Policy

- a) GSSI Partners shall not enter into any discussion or activity that may infringe, on its part or on the part of their participation in the Partnership, suppliers or customers, any applicable competition and antitrust law.
- b) By way of example, Partners shall not discuss, communicate or exchange information relating to prices, marketing and advertising strategy, cost and revenues, trading terms and conditions with third parties (including purchasing strategies, terms of supply, trade programs), or distribution strategies, etc.

- c) GSSI Partners shall not engage in discussions or activities that could lead to the boycott of a supplier or customer or to the conclusion that a named supplier or customer is not a suitable business partner.

3.2 Rules For GSSI Governing Bodies with Decision Making Authority

3.2.1. The Partners Council

- a) The Partners Council is composed of Representatives from the Funding Partners. Each Funding Partner shall appoint one natural person, called the "Representative", to represent it within the Partners Council. Each Representative must have full authority to represent his/her entity.
 - i. If a Representative ceases to be employed by or is no longer otherwise linked to the Partner he/she is representing, he/she shall lose his/her position as the Representative and the said Partner will immediately replace this Representative.
 - ii. Each Partner shall inform the Secretariat, via e-mail or any other means of written communication, of the identity and contact details of its Representative.
 - iii. Substitution of representatives may in certain cases be agreed with the Chair and the Secretariat.
- b) Members of the Steering Board can also be representatives in the Partners Council and vice versa.
- c) The Partners Council is responsible for the approval of new GSSI Funding Partners. New Funding Partners shall be approved by the Partners Council by vote taking into

consideration the following procedure:

- i. The potential new Funding Partner to the Partners Council shall state their desire to join the GSSI Funding Partnership via communication to the Secretariat.
- ii. The GSSI Secretariat reviews if the potential Funding Partner is, or has been, linked to any exclusionary criteria included in the GSSI Code of Conduct. In case of any questions regarding the eligibility of the potential Funding Partner the GSSI Secretariat shall inform the Executive Committee of the GSSI Steering Board and the applicant may be requested to provide additional evidence of its adherence to the GSSI Code of Conduct.
- iii. In case the review of the GSSI Secretariat does not raise any concerns, the GSSI Secretariat proceeds with requesting a vote of the Partners Council.
- iv. The GSSI Secretariat distributes a brief company description of the potential Funding Partner to all Partners Council Representatives and requests each Representative vote to approve or disapprove the potential Funding Partner to join the GSSI Partnership.
- v. The Partners Council votes for potential Funding Partners electronically. Partner Council Representatives are requested to provide their electronic decision on the approval of the potential Funding Partner within five (5) working days. If the

Secretariat does not receive a decision by the five working-day deadline, it is considered the respective Partners Council Representative does not have a permanent opposition against the potential Funding Partner becoming a GSSI Partner.

- vi. If the Partners Council does not receive any further communication from the GSSI Secretariat regarding said potential Funding Partner within two weeks after the request for appointment has been shared, the Partners Council can assume that the applicant has been approved. If there is permanent opposition to the applicant Partner, the Partners Council will be informed by the GSSI Secretariat within two weeks after.
- vii. Sharing the request for admission to the Partners Council.
- viii. Approvals of Funding Partners by the Partners Council are made by consensus, which for this purpose shall be understood to mean the absence of permanent opposition against a proposal, but not necessarily unanimity [Article 10.8 of the Deed of Incorporation].
- ix. In case a Partner Council Representative opposes the potential Funding Partner becoming a Partner, the respective Representative shall provide the grounds of its opposition to the GSSI Secretariat in writing. Failure of providing valid grounds for the objection in writing can be reason to

not take the objection into consideration.

- x. The GSSI Secretariat shall share any objections with the Executive Committee of the GSSI Steering Board for mediation and resolution. i) If no resolution can be reached and permanent opposition against the potential Funding Partner remains, and thus no consensus can be reached, the Partners Council will decide on the appointment of the applicant by electronic vote as outlined in article 3.1.1.

3.2.2. The GSSI Steering Board

3.2.2.a Composition of the Steering Board

- a) According to Article 5.2 of the Deed of Incorporation, the Steering Board is intended to constitute a fair representation of the diversity in role, geography and key stakeholders of the global seafood industry.
- b) Only persons who are nominated to represent one or more GSSI Funding or Affiliated Partners are eligible to be part of the Steering Board.

- c) The key stakeholders that are eligible to be a member of the Steering Board do not include seafood certification scheme owners, Accreditation Bodies or Certification Bodies due to their vested interests.
- d) Steering Board members will perform their duties in a personal capacity in service of GSSI rather than as representatives of their respective organizations.
- e) The Steering Board shall consist of at least three persons and a maximum of 15 persons.
- f) According to Article 5.5 of the Deed of Incorporation, the Steering Board shall from among its members appoint a chair and co-chair, from which at least one member shall be a member of the Partners Council, to chair the meetings and to ensure that agreed processes are followed. The Steering Board shall from among its Members appoint a secretary and treasurer, as well as possible deputies. One person may occupy more than one of these offices at the same time. The member of the Steering Board which occupies the office of treasurer may only occupy one office.
- g) Members of the Steering Board who have completed the maximum of two 3-year terms as in Article 5.4 of the Deed of Incorporation can be appointed by the Steering Board, as an Advisory Steering Board Member if such a Member is considered by the Steering Board

as an asset to the GSSI based on his/her:

1. Geographical Representation
 2. Industry Sector Specific Experience
 3. GSSI Governance Experience
 4. GSSI Program Delivery Experience
- h) See the Deed of Incorporation for additional details pertaining to the Steering Board.

3.2.2.b Recruitment of Steering Board Members

- a) When a vacancy(s) on the Steering Board arises, the Steering Board will define the needed profile of Steering Board candidates. When creating the profile, the Steering Board will consider the nature of GSSI, its objectives, activities and the expertise required to meaningfully contribute to the governance of GSSI. The Steering Board will also consider the current Steering Board composition and ensure the full GSSI Partnership and by extension the full seafood supply chain is fairly represented.
- b) Existing Steering Board members may nominate potential candidates. GSSI Partners will be informed of Steering Board vacancies and will be eligible to apply.
- c) The Steering Board shall consider any application that fits the diversity of role, geography or stakeholder gaps on the Steering Board.

- d) Individuals who are nominated or apply, shall provide a CV and a letter of motivation addressed to the Chair of the GSSI Steering Board.

- e) The Steering Board Succession Planning Committee shall present the candidates (together with their profile and motivation) to the Steering Board for a vote. The process of application shall not exceed six months.

- f) New steering board member(s) will be officially announced via a public news release.

3.2.2.c Participation in Steering Board Meetings

- a) The members of the Steering Board commit to meeting in person or virtually at least two times per year.
- b) Additional meetings are scheduled if needed, principally by conference call.
- c) Each Steering Board member is authorized to convene a meeting immediately to discuss urgent matters.
- d) Members of the GSSI Steering Board commit to prioritizing GSSI meetings in their respective schedules.
- e) Any member that misses three consecutive meetings can be excluded.
- f) Each Steering Board member is entitled to add items to a meeting agenda. This individual is

expected to provide all relevant information regarding their agenda item during the meeting and supply written explanation where possible.

- g) The Co-Chairs will determine final meeting agendas.
- h) Minutes will be taken of meetings. The minutes will—as a rule—not be recorded verbatim. Agreements, resolutions, and any information requested or provided will be recorded per item, together with the reasoning given. The minutes will be discussed and approved following the meeting.
- i) The Steering Board may invite one or more observer(s) or advisors to attend one or more Steering Board meeting(s) or part(s) of meeting(s). The observers or advisors do not have voting rights.
- j) The Partners Council is entitled to place items on Steering Board meeting agendas.
- k) Substitution of members from the same organization at a given meeting may be agreed in advance with the Chair and the GSSI Secretariat.

3.2.2.d Decisions

- a) As a rule, the Steering Board will take decisions during its meetings.
- b) A quorum for GSSI means that only 50% of steering board members are present. To take a decision with a quorum, 50% of the NGO steering board members must be present.
- c) The Chair of the Steering Board is responsible for ensuring that resolutions are passed and will ensure that they are carried out with due care and preferably by consensus.
 - i. To ensure that no sector has a disproportionate influence in the Steering Board, in the case of a vote as described in 3.1.1, the 75% majority should include 50% of the Affiliate Partner representation of the Board.
- d) In the case one or more members of the Steering Board are absent when the vote is taken, the Chair shall inform them of the vote and ask them to communicate their position within two weeks. If no formal position is received, the result of the vote will be confirmed without their vote.
- e) With due observance of the provisions of Article 5 of the Deed of Incorporation, the Steering Board is authorized to take decisions outside its meetings provided that all members of the Steering Board concur. In these cases, these resolutions will be recorded

in the minutes of the next Steering Board meeting.

3.2.2.e Powers and Responsibilities

- a) The Steering Board is responsible, with the support of the Secretariat, for the general management and performance of GSSI.
- b) The Steering Board will primarily serve the interests of GSSI and its objectives and will consider the interests of all parties involved when formulating policy.
- c) The members of the Steering Board understand their responsibilities and will not perform or omit any actions that will damage the reputation of GSSI.
- d) In addition to article 6 of the Deed of Incorporation, the Steering Board has the following powers and responsibilities:
 - i. It ensures the delivery of GSSI's objectives.
 - ii. To develop and steer GSSI's strategic plan and oversee its implementation.
 - iii. To appoint a Secretariat to execute GSSI's strategic plan and manage the day-to-day operations of GSSI.
 - iv. To consider and integrate the expectations of all GSSI Stakeholders in its discussions and decisions.
 - v. To approve a budget and monitor expenditure, ensuring there are adequate resources for planned activities.

- vi. To ensure the effective coordination between its own activities and those of its Expert Working Groups.
- vii. To oversee GSSI's communication strategy.
- viii. To appoint Committees to oversee relevant activities.
- ix. To prepare proposals and report back to the Steering Board.
- e) To create and support GSSI Governing Bodies to execute specific tasks which are defined in a mandate. The Governing Bodies may be disbanded once their respective tasks are completed (as determined by the Steering Board).
- f) To determine, after (written) consultation with the Partners Council, the fees for Funding Partners and the calculation method of these fees.
- g) To decide on the adoption, the amendment and the revocation of GSSI's policies and rules of governance as outlined in the GSSI Charter.
- h) To decide on the adoption of recommendations submitted by the GSSI Governing Bodies.

3.2.2.f. Reimbursements

With due reference to Article 5, paragraph II, of the Deed of Incorporation, the members of the Steering Board will pay the costs incurred in connection with the performance of their duties

on behalf of GSSI. In exceptional cases the costs may be reimbursed.

3.2.3. Steering Board Committees

- a) Steering Board Committees consist of representatives of the GSSI Steering Board and may include representatives of GSSI Partners, collaborating partners and invited experts.
- b) GSSI Steering Board Committees are installed by the GSSI Steering Board and are responsible to provide governance oversight to special projects on behalf of the GSSI Steering Board.
- c) Active Steering Board Committees on 1 June 2021:
 - i. GSSI-SSCI Collaboration Committee
 - ii. GSSI Seafood MAP Committee
 - iii. GSSI Executive Committee
 - iv. GSSI Steering Board Succession Planning Committee
 - v. GSSI Communications Committee

3.3 GSSI Governing Bodies without decision making authority

3.3.1 Expert Working Groups (EWG)

- a) Our Expert Working Groups consist of experts from GSSI Funding or Affiliated Partners but may include invited experts.
- b) EWG members will be competent, qualified, and provided with adequate time and resources to deliver their tasks.
- c) Our EWG members will consult with any interested stakeholders and will consider all advice and comments.
- d) In the event of public consultation, our EWG members will provide a considered and public response.
- e) Our EWG members will work with relevant reference documents from international organizations including the UN FAO, ISO, ILO and ISEAL.
- f) Our EWG members will promote improvement towards more sustainable standards in all their work for any and all GSSI work programs.
- g) Our EWG members will ensure that revision of benchmark criteria is based on evidence.
- h) In the event no consensus can be reached, no vote will take place but the Expert Working

Group will report the lack of consensus to the GSSI Steering Board.

3.3.2. GSSI Partner Taskforces

- a) Our GSSI Partner Taskforces consist of representatives from GSSI Funding and Affiliated Partners.
- b) Our GSSI Partner Taskforces are installed by the GSSI Steering Board to engage a subset of GSSI Partners with a keen interest to work together on a specific topic or support a particular GSSI project.
- c) The GSSI Partner Taskforces which are active on 1 June 2021:
 - i. GSSI Seafood MAP Partner Taskforce

3.3.3. Scheme Owner Advisory Group (SOAG)

- d) Our Scheme Owner Advisory Group consists of representatives of GSSI recognized Scheme Owners.
- e) Our SOAG provides advice and input to GSSI Steering Board.



A close-up photograph of a hand holding a fishing net. The net is blue and has many small fish inside. The background is blurred, showing more of the net and the hand.

4 Section Four

The GSSI Secretariat

The GSSI Secretariat

The GSSI Secretariat mandate and powers:

- a) Executes and implements GSSI's strategic plan and manages the day-to-day operations of GSSI.
 - b) Plans, organizes and facilitates meetings (Steering Board, partner engagement, etc.).
 - c) Writes, receives and circulates any required documentation for meetings and records and circulates meeting minutes.
 - d) Ensures flow of communication between meetings with all GSSI Partners and, when needed between, GSSI Governing Bodies.
 - e) Manages all GSSI working and final documents.
 - f) Operates the GSSI Benchmarking Process and other work programs.
 - g) Executes GSSI's communication strategy and monitors and documents communication statistics and public references to GSSI.
 - h) Performs all other work required for the efficient operational management of GSSI, including financial and Human Resources administration.
- i) The GSSI Steering Board will appoint an Executive Director of the Secretariat. The Executive Director's mandate is to:
 - i. Execute SB decisions, both strategic and operational.
 - ii. Act as the representative of GSSI and serve as the primary liaison between GSSI and its Partners and funders.
 - iii. Provide leadership to the Secretariat and make sure it operates as a team.
 - iv. Recruit, in consultation with the Steering Board, manage and support all Secretariat employees.
 - v. Manage the GSSI budget.





5 Section Five

Privacy Policy

Privacy Policy

As an organization collecting individual personal data, we are regulated by the General Data Protection Regulation (GDPR).

a) GSSI collects the following types of data:

- i. Identity Data which may include your first name, last name, username, title, date of birth and gender.
- ii. Contact Data which may include your billing address, delivery address, email address and telephone numbers.

b) GSSI collects data about you through direct interactions including:

c) How we use your personal information:

- We will only use your personal data when legally permitted. The most common uses of your personal data are:
 - i. Where we need to perform the contract between us;
 - ii. Where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests;
 - iii. Where we need to comply with a legal or regulatory obligation.
- Purposes for processing your personal information:
 - i. Preparation of partnership or benchmarking invoices;
 - ii. Notify you of policy changes;

- iii. Ask you to partake in a survey;
- iv. To deliver relevant content and news updates.

d) Communications

You will receive communications from us if you:

- i. are a Funding or Affiliated Partner, benchmarked scheme or scheme
- ii. the benchmarking process
- iii. requested information from us or signed up to our newsletter; or
- iv. provided us with your details; and
- v. in each case, you have not opted out of receiving our communications.
- vi. You can ask us to stop sending you communications at any time by following the opt-out links on any mailchimp message sent to you or by emailing us at secretariat@ourgssi.org.

e) Disclosures of your personal information

- i. GSSI will never sell, nor give personal data, to third parties, or at least only with prior consent of the person involved.

f) Data retention

- i. We will only retain your personal data for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements.

We will review your data and delete or change as required on a yearly basis.

g) Your Legal Rights:

Under certain circumstances, you have rights under data protection laws in relation to your personal data. These include the right to:

- i. Request access to your personal data.
- ii. Request correction of your personal data.
- iii. Request erasure of your personal data.
- iv. Object to processing of your personal data.
- v. Request restriction of processing your personal data.
- vi. Request transfer of your personal data.
- vii. Right to withdraw consent.



6 Section Six

Communications Policy

Communications Policy

5.1 All GSSI Partners commit to the GSSI Communications Policy. This policy applies to all GSSI Funding Partners, Affiliated Partners, GSSI stakeholders and interested parties who wish to reference the GSSI and/or its benchmarking activities in their communications.

5.2 How GSSI will reference our Partners:

- GSSI Partner Logos will be featured across GSSI communications materials in print and online. This includes assets such as GSSI Annual Reports, Charter, FAQ's, key facts, presentations, newsletters, press releases, films, interviews and benchmark updates that are publicly available on www.ourgssi.org. Any logo updates should be communicated to the GSSI Secretariat (secretariat@ourgssi.org).

5.3 How our Partners can reference GSSI:

- GSSI encourages our Partners to communicate about the value of GSSI and to use the suggested materials in the GSSI Communications Guidelines in compliance with those guidelines.

- Any public-facing communications and references to GSSI must be shared with and approved by the GSSI Secretariat before use.
- The use of the GSSI logo or name is not permitted on any products. The use of the GSSI logo is not permitted in retail stores at point-of-sale. There is no exception to this rule.
- For the GSSI Communications Guidelines and any additional support and guidance, contact secretariat@ourgssi.org.

Terms and Definitions

BMZ	German Federal Ministry for Economic Cooperation and Development
CCRF	Code of Conduct for Responsible Fisheries
Deed of Incorporation	A certificate of incorporation is a legal document relating to the formation of a company or corporation. It is a license to form a corporation issued by state government or, in some jurisdictions, by non-governmental entity. In this case, it refers to GSSI's license to form a foundation under the law of the Netherlands.
EWG	Expert Working Groups are small groups of expert stakeholders brought together to provide guidance, expertise and advise to the GSSI Steering Board on the development of GSSI's tools and initiatives.
FAO	Food and Agriculture Organization of the United Nations
FAO Guidelines	FAO Guidelines for Ecolabelling of Fish and Fishery Products from Marine/Inland Capture Fisheries and FAO Technical Guidelines on Aquaculture Certification
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
GSSI	Global Sustainable Seafood Initiative
Global Benchmark Tool	Global Benchmark Tool provides formal recognition of seafood certification schemes that successfully complete a rigorous and transparent benchmark process based on the UN FAO Guidelines.
GSSI Essential Components	Criteria grounded in the CCRF and the FAO Guidelines, which a seafood certification scheme needs to meet to be recognized by GSSI
GSSI Supplementary Components	Criteria grounded in the CCRF and related FAO documents, ISO normative standards and ISEAL codes. They show a seafood certification scheme's diverse approach and help stakeholders understand where differences exist. A seafood certification scheme does not need to meet them for GSSI Recognition.

ISEAL (Alliance)	Global membership association for sustainability standards
ISO	International organization for standardization
IUU	Illegal, unreported and unregulated
NGO	Non-governmental organization
OIE	World Organization for Animal Health
ILO	International Labour Organization
Seafood certification scheme	An organization in the seafood sector, which is responsible for the processes, systems, procedures, and activities related to standard setting, and implementation of certification.
SOAG	Scheme Owner Advisory Groups consists of representatives of GSSI recognized Scheme Owners. The SOAG provides advice and input to GSSI Steering Board.
Sustainability	<p>GSSI recognizes the lively debate on what is sustainability and agrees with the following two examples:</p> <ul style="list-style-type: none"> World Commission on Environment and Development (Brundtland Commission): Sustainable development is "development which meets the needs of current generations without compromising the ability of future generations to meet their own needs." FAO: "The management and conservation of the natural resource base, and the orientation of technological and institutional change in such a manner as to ensure the attainment and continued satisfaction of human needs for present and future generations. Such sustainable development (in the agriculture, forestry, and fisheries sectors) conserves land, water, plant and animal genetic resources, is environmentally non-degrading, technologically appropriate, economically viable and socially acceptable."
WTO	World Trade Organization