

Annual Report 2021



Table of Contents

1 The Global Sustainable Seafood Initiative in 2021

1.1 A Word from the Chair: Bill DiMento	4
1.2 GSSI at a Glance	5
1.3 Amplifying our Impact	6

2 The GSSI Global Partnership

2.1 The GSSI Global Partnership	8
2.2 What our Partners are Saying	10

3 GSSI Sustainability Solutions

3.1 GSSI Sustainability Solutions	17
3.2 Confidence in Certified Seafood	18
<i>The GSSI Global Benchmark Tool</i>	
3.3 Collaborating for Social Responsibility	20
<i>GSSI-SSCI Collaboration</i>	
3.4 Accelerating Sustainable Seafood	22
<i>Seafood MAP</i>	

4 GSSI and the UN Sustainable Development Goals

4.1 Close Collaboration with the UN FAO	14
4.2 Making an Impact on the UN SDGs	15
4.3 Mobilizing to Accelerate Change	15

5 A Conversation with GSSI's Executive Director

5.1 A Conversation with GSSI's Executive Director: Herman Wisse	37
---	----

6 Governance

6.1 GSSI Steering Board	32
6.2 GSSI Secretariat	33
6.3 GSSI Charter	31

7 Finance

7.1 Finance	35
-------------------	----

1

Chapter One

The Global Sustainable Seafood Initiative in 2021

1.1 A Word from the Chair: **Bill DiMento**

I want to start off by saying how proud I am of GSSI and its continued success in aligning businesses, NGOs, governments, and international organizations together on the common purpose of ensuring there's more sustainable seafood for everyone. Even though the Covid-19 pandemic continued to present challenges across the seafood industry as we came into 2021, from supply chain issues to market constraints, some monumental progress and achievements took place in the sustainability space.

Over the past year, I've seen first-hand how GSSI has continued to work hard to push sustainability solutions to the forefront of the industry, and I would like to briefly reflect on this. To begin with, the **GSSI Global Partnership gained 10 Partners in 2021** – an encouraging sign that the pandemic did not slow down industries' commitments to sustainability. Spanning the US, Europe, and Asia, these companies and organizations will add

great value to the sustainable seafood conversation, and we look forward to strengthening our commitments together.

Looking at GSSI's sustainability solutions, I would like to congratulate the GSSI team on this year's launch of the **revised version of the Global Benchmark Tool**, which took place during an insightful Partners Meeting. This new tool is at the heart of GSSI, and the launch was a big step forward for the future of the organization and the continued evolution of clarity, confidence, and choice in seafood certification.

Meanwhile, the progress seen with GSSI's **Seafood MAP** is nothing short of phenomenal. Moving from the launch of the program just two years ago, the platform has really taken shape thanks to the continued efforts of our dedicated Partners. Seafood MAP, the platform under which the sector is starting to align to amplify existing efforts and tackle

sustainability challenges that existing tools were unable to address opens a world of opportunities for accelerating seafood sustainability. I encourage anyone who has not yet been involved to jump onboard and experience this inspiring and rapidly evolving tool.

As we know, seafood sustainability is a complex matter and when looking at the seafood space, we certainly cannot overlook the social aspect of the industry. The continued **collaboration with SSCI** and the launch of the Social Benchmark Tool proves that through harmonization of efforts, initiatives with the same value proposition can come together and create impactful change.

GSSI is one of the most impressive initiatives that I have worked with during my career, and I cannot stress enough to our Partners and stakeholders how important GSSI's benchmarking tools and collaborative efforts are to the seafood industry, our oceans, and our planet.



We are making, and can continue to make, a difference together. I warmly thank all those involved with GSSI for their continued support and strong commitment over the years; it is with great compassion and empathy that I say it has not been smooth sailing for most of us during these trying times. GSSI looks forward to collaboratively working together in 2022 and beyond – for the future of our oceans.

Bill DiMento
Chair of the GSSI Steering Board

1.2 2021 at a Glance

95
GSSI Partners



Launch
of version 2.0 of the Global
Benchmark Tool



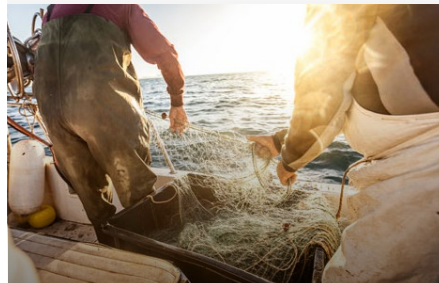
Numerous
contributions to the
UN SDGs



29
GSSI Partners committed to
the Seafood MAP Taskforce



3
Collaborative action
statements released



Launch
of the SSCI Social
Benchmark



2.3 Amplifying Our Impact



Affiliated Partners

18



2020: 14



Funding Partners

77



2020: 74



Chapter 2

The GSSI Global Partnership

2.1 The GSSI Global Partnership

GSSI is a public-private partnership working together on a common purpose: **turn seafood into a driver for good to preserve oceans for future generations and drive forward more sustainable seafood.** Through its strong relationship with the Food and Agriculture Organization of the United Nations, GSSI is uniquely positioned to support its Partners in accelerating the

implementation of the UN Sustainable Development Goals. As one of the largest precompetitive collaborations in the world aligning businesses, NGOs, governments, and international organizations representing the full seafood value chain – the GSSI Global Partnership invites seafood sustainability leaders to join and become part of the solution.

GSSI's first investor!

This year, the GSSI Global Partnership gained its first investor! Investment partnerships are a critical step in better aligning investors, markets and industry to help accelerate and spur investment in sustainable seafood.

2021 Partners Meeting

On 20 October, an engaging virtual Partners Meeting was held at [Circl Studio](#) in Amsterdam. It was at this meeting that GSSI reflected on how the Partnership has helped align the seafood sector through its precompetitive collaborations and discussed the value and impact of GSSI's benchmarking work. The next step in the evolution of GSSI was also made, with the launch of version 2.0 of the Global Benchmark Tool, and opportunities were explored to further amplify the impact of the GSSI Global Partnership moving forward. Also during the Meeting, our Partners were asked to indicate their priority topics. This valuable input has served as a starting point for GSSI's 2025 Strategy, to be launched in April 2022.



2.2 What our Partners are Saying

“GSSI brings much needed clarity around the various global certification schemes and their equivalence, enabling consistent and lasting positive impact for the industry, both environmentally and socially. Our new partnership with GSSI will help us accelerate progress towards achieving our goal.”

Chris McCrystal, Global Head of Food Safety & Responsible Sourcing at **Compass Group PLC**

“UNIDO very much values the cooperation with GSSI and the Food and Agriculture Organization in this innovative approach to promote sustainable fisheries development, and to increase its long-term contribution to securing better livelihoods in producer communities and to protecting the natural environment.”

Bernardo Calzadilla, Managing Director of **UNIDO**'s Digitalization, Technology and Agri-Business Directorate (DTA)

“Joining GSSI reflects our collaborative approach with the belief that different stakeholders need to work together toward an aligned vision of a sustainable future. We bring our expertise in investing in businesses that provide both competitive returns and sustainability impacts, to the sustainable seafood conversation.”

Amy Novogratz, Co-Founder and Managing Partner of **Aqua-Spark**

“The Global Tuna Alliance is excited to become an affiliated partner of GSSI. We are already aligned through our 5-year strategy; GTA Partners are publicly committing to sourcing 100% of tuna products from fisheries with a GSSI-recognized certification, or on a pathway to sustainability.”

Dr. Tom Pickerell, Executive Director of the **Global Tuna Alliance**



NEW PARTNERS

- **COMPASS GROUP**
- **UNIDO** (*United Nations Industrial Development Organization*)
- **FISHING INDUSTRY ASSOCIATION (PNG)**
- **CHINA BLUE SUSTAINABILITY INSTITUTE**
- **GLOBAL TUNA ALLIANCE**
- **AUCHAN**
- **ASIC** (*Asian Seafood Improvement Collaborative*)
- **ASISERVY**
- **AQUA-SPARK**
- **ACME SMOKED FISH**



The Value of GSSI's Partnership

with Nueva Pescanova's Angel Matamoro Irago, Chief of Corporate Social Responsibility

Why did Nueva Pescanova decide to become part of the GSSI Global Partnership?

When we decided to become part of GSSI in 2018, we wanted to belong to a global seafood community focused on sustainability that would allow us to share our knowledge and expertise with other key stakeholders from around the world. GSSI allows us to strengthen our sustainability policies and accelerate our commitments, with respect to social, environmental, and economic aspects.

GSSI's on-going collaboration with the Consumer Goods Forum's Sustainable Supply Chain Initiative (SSCI) is notably important to us.

Social responsibility is an essential element of our work strategy. The Nueva Pescanova Group aligns its Corporate Social Responsibility strategy with the Sustainable Development Goals of the United Nations, as laid out in its 2030 agenda

You mentioned social responsibility is an important element of Nueva Pescanova's strategy. How has being a part of GSSI helped support this?

Being a part of GSSI allowed us to be integrally involved in the scope development of the SSCI social benchmark tool. Having social certification and a clear reference point

like SSCI's tool to ensure producers as well as buyers can make the right choices is an amazing step in the right direction, and GSSI helped us be a part of it. In the same way, we participate actively in Seafood MAP's development, which we consider to be another key tool in showing responsible action towards sustainability.

Looking forward, what are some of the next steps you have planned in your sustainability journey with GSSI?

We are now involved in certifying Novanam's fleet in Namibia under the FISH for crew labor standard, a social certification program. Being a part of

the GSSI Global Partnership has and will continue to help us with this journey. As mentioned, we will continue to support Seafood MAP and participate in upcoming piloting projects. Overall, we are eager to keep working with GSSI to push the seafood sustainability agenda forward.

Chapter Three

GSSI Sustainability Solutions

3.1 GSSI Sustainability Solutions



Seafood is one of the highest traded food commodities in the world – directly employing **over 10%** of the world's population and providing **3.1 billion people** with their primary source of protein. Unfortunately, statistics show that **some 33%** of fish stocks are overfished and **30 million** more metric tons of seafood will be needed from aquaculture by 2030. There is a great urgency for stakeholders to accelerate sustainability commitments in the seafood space.

We all need to do our part, step up, and commit so that we can achieve the UN Agenda 2030 and help ensure that people all over the world have a healthy future when it comes to seafood.

GSSI works to do its part by developing, maintaining, and promoting efficient and effective sustainability solutions for the seafood sector. These solutions offer clarity, confidence, and choice to the industry by building on a common

language anchored in the FAO Guidelines – helping GSSI Partners and the sector advance the actions that will help us achieve the UN 2030 SDGs.

3.2 Confidence in Certified Seafood

The Global Benchmark Tool

Making sense of seafood sustainability certifications can be a daunting task for those looking to source or purchase sustainable seafood. With the various certification bodies on the market having different rating systems and standards for sustainability, it is understandable that there is confusion. The Global Benchmark Tool was developed by GSSI with the aim to provide confidence in certified seafood and promote improvement in seafood certification schemes by recognizing only those certification schemes that are robust and credible.

Educating on

Sustainability Certification

In 2021, several virtual events were held to educate the sector on the credibility and rigour of GSSI-recognized programs. Training sessions were also held for the sales and procurement teams of GSSI Partners. Capacity building was carried out to support non GSSI-recognized scheme owners and to understand what is needed to work towards recognition. To support this education, the Global Benchmark Tool webpage on the GSSI website was refreshed. Have a look!



Nine GSSI Recognized Certifications



Highlights

9

GSSI-Recognized
Schemes

3

MOCAs
Completed

32

Expert Working Group
Partner Members

19

Independent
Experts

Keeping up to Date Version 2.0

At the launch of the Global Benchmark Tool in October 2015, it was agreed that the Tool would be reviewed every three years. Planning for the revision process began in October 2018, and the process officially started in the summer of 2019. The review was carried out by Expert Working Groups (EWG), consisting of GSSI partner representatives. Additionally, FAO representatives have taken part in the EWGs to ensure continuous consistency with the FAO Code of Conduct and Guidelines.

The review process updated and simplified the Tool while maintaining the benchmark rigor and alignment with the FAO Guidelines. The review therefore focused on the following three areas:

- 1 Clarification** of Benchmark Component language
- 2 Reduction** of the number of components, with the aim to reduce complexity while maintaining the benchmark standard
- 3 Inclusion** of new FAO Guidelines, as Supplementary Components in line with the original development of the Benchmark Framework

Version 2.0 of the Tool was officially launched at the 2021 GSSI Partners Meeting. GSSI Benchmarking is now being carried out under the revised version of the Tool. To learn more about the changes to the Framework, have a look at our [revisions document online](#).

“
A critical part of GSSI's success in my mind is that GSSI built its Global Benchmark Tool around the FAO Guidelines. These Guidelines are the backbone of GSSI and the magic behind this great Global Partnership that has been developing for almost a decade now.”

Fridrik Fridriksson, Chief of Human Resources at **Brim**



3.3 Collaborating for Social Responsibility

GSSI-SSCI Collaboration

Improved transparency on social compliance in seafood supply chains lies at the core of improving the sustainability of seafood production globally. For this reason, GSSI is continuing to collaborate with the Consumer Goods Forum Sustainable Supply Chain Initiative (SSCI) to ensure the rigor of the seafood-specific criteria for the SSCI Social Benchmark Tool. The Tool provides an independent benchmarking process, exclusively designed for third-party auditing, monitoring, and certification schemes.

“At GSSI, we have a high level of engagement from our recognized scheme owners, who have already proven their credibility in the field of environmental sustainability. These scheme owners are now looking for where to set the bar for fair social practices. Working together with these credible scheme owners, by encouraging them to undergo SSCI benchmarking, will extend the reach of the work being done to improve social conditions in the seafood industry.”

Eva van Heukelom, Partnership Manager, **GSSI**

Highlights

2

Social compliance programs for seafood applied for the SSCI Benchmark Process

47

Stakeholders participated in GSSI-SSCI Stakeholder Meetings

14

Technical Working Group Meetings

12

GSSI Partners engaged in GSSI-SSCI Technical Working Groups

A Successful Launch

In May, a virtual launch event was held for the inclusion of the At-Sea Operations Scope and Primary Production Scope into the SSCI Social Benchmark Tool. The delivery of these scopes is the result of a 12-month enhancement process led by GSSI and SSCI partners and experts. Together with SSCI, GSSI is looking forward to continuing to address concerns surrounding social standards and labor conditions in the seafood supply chain. Building on the success of the Global Benchmark Tool, this joint benchmarking tool will allow the seafood industry to have access to a list of recognized social compliance schemes that operate within the sector. GSSI's expertise in the seafood sector matched with SSCI's experience in supply

chain social compliance makes for a strong and reputable collaboration. This collaboration will help drive market alignment on sustainable seafood production and sourcing worldwide.

Schemes are now applying and going through the SSCI benchmarking process. You can follow which schemes are currently undergoing benchmarking on the [SSCI website](#).



Sustainable Supply
Chain Initiative

4.3 Accelerating Sustainable Seafood

Seafood MAP

Imagine a world in which all seafood actors are fully connected and empowered to contribute to healthier oceans and a lasting seafood supply through the responsible and sustainable use of fisheries and aquaculture resources – this is the vision of Seafood MAP. Seafood MAP is a globally inclusive digital platform that compiles and accelerates fisheries and aquaculture efforts on the pathway to sustainability, based on a common language anchored in FAO Guidelines. By using a powerful combination of storytelling, and measuring impact against the UN SDGs, Seafood MAP provides new ways for producers globally to learn, connect to markets, find technology solutions, and understand investment opportunities.

The Seafood MAP Taskforce

To develop, test, and implement Seafood MAP, a taskforce was established that is made up of voluntary GSSI Partners who are collaborating to secure the required resources and information necessary to move Seafood MAP forward. The Taskforce is the first of its kind for GSSI. Taskforces are a collaborative approach for GSSI Partners to be more proactively involved in the evolution of GSSI's sustainability solutions and tools.

In 2021, the Seafood MAP Taskforce joined together to develop a clear roadmap and definition of the first version of Seafood MAP, in preparation for the digital platform buildout. To support this, 10 pilot projects were initiated which engage a range of stakeholders including small-scale producers, seafood buyers, international (UN) organizations, and NGOs.



Highlights

29

GSSI Partners
committed to the
Seafood MAP Taskforce

10

Pilot projects initiated
by the Taskforce

5

language translations
available for the introduction
to Seafood MAP

4

Taskforce
meetings held

The Seafood MAP Pilot Projects

Seafood MAP is a place where producers can tell their sustainability improvement stories and connect with purchasers from across the globe. The platform creates more focused market demands and investments – increasing the supply of sustainable seafood. To test this

approach, 10 pilot projects were initiated by the Taskforce.


The pilots engage a range of stakeholders including small-scale producers, seafood buyers, international (UN) organizations, and NGOs. Each pilot is set up with a goal in mind, for example, improvement in education and training of fisher people for nautical fishing or promotion of sustainable fishing practices and reduction of IUU fishing. The first results have helped sharpen the Seafood MAP criteria and will

populate the upcoming digital platform where users can build connections and visualize their sustainability efforts and contributions to the FAO and SDG indicators. In 2021, GSSI kicked off a collaboration with [The Lexicon](#) to accelerate the implementation of the digital platform and establish a sector-wide co-creation process.

“IDH is participating in the Taskforce to support our partner GSSI on their path to reduce the fragmentation of the seafood industry. We think Seafood MAP can

potentially help non-certified farmers to showcase their efforts; improve on sustainability; connect them to domestic; regional and international markets; and provide access to finance.”

Lisa van Wageningen, Senior Program Officer Aquaculture at IDH, The Sustainable Trade Initiative

 Click on a country to view the organisations involved or check them out on our [Seafood MAP webpage](#)

4 Chapter Four

GSSI and the UN Sustainable Development Goals



4.1 Close Collaboration with the UN FAO

Since its founding in 2013, GSSI has worked in close collaboration with the Food and Agriculture Organization of the United Nations throughout the development process of all its work programs, allowing GSSI to be the platform to operationalize internationally negotiated and agreed codes and guidelines for the sector. The FAO Code of Conduct for Responsible Fisheries, the FAO Guidelines for Ecolabelling of Fish and Fishery Products from Marine/Inland Capture Fisheries, and the FAO Technical Guidelines on Aquaculture Certification are all at the heart of what GSSI does – bringing sustainability to the forefront of the work being done in the seafood sector and contributing to the UN SDGs. In February, GSSI participated in the

34th FAO Committee on Fisheries (COFI) meeting, contributing statements on agenda items pertaining to the assessment of seafood certification and ecolabelling, supporting small-scale and artisanal fisheries, and combatting illegal, unreported and unregulated (IUU) fishing through the implementation of relevant international instruments.

In addition, GSSI participated in the regional consultation for the Development of Guidelines for Sustainable Aquaculture and in the FAO Blue Forum Workshop: Partnerships for Sustainability in the Fisheries Sector.

“Moving forward, multi-stakeholder collaboration will be increasingly important to achieve the Agenda 2030 for Sustainable Development. FAO continues to see GSSI as a key partner who can align different stakeholders in the field, provide credible benchmarks that set the bar for responsible practices, support implementation of the FAO Code of Conduct for Responsible Fisheries and amplify actions that will help us achieve the 2030 Goals.”

Dr. Audun Lem, Deputy Director of the Fisheries and Aquaculture Division, **FAO**

4.2 Making an Impact on the UN SDGs

The UN SDGs provide a blueprint for progress and a clear call to action for businesses and organizations to contribute to a better future for people and the planet. GSSI is committed to being a platform for multi-stakeholder collaboration between the public and private sectors.

To accelerate the implementation of the UN SDGs, GSSI has begun to actively join forces with other key (pre-competitive) initiatives to further its impact reach and ensure that the seafood sector works collaboratively and efficiently on a focused sustainability agenda void of duplicative efforts. The GSSI agenda is set

and driven by the GSSI Partnership, and collaborative action and partnerships have been highlighted as an imperative aspect of GSSI's strategy moving forward.

	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	17 PARTNERSHIPS FOR THE GOALS
GSSI GLOBAL PARTNERSHIP											
GSSI BENCHMARK TOOL											
GSSI SSCI COLLABORATION											
GSSI SEAFOOD MAP											



Collaboration



Contribution



4.3 Mobilizing to Accelerate Change

A Metacoalition Statement

In February, GSSI, the Global Tuna Alliance (GTA), Seafood Business for Ocean Stewardship (SeaBOS), the International Seafood Sustainability Foundation (ISSF), and the Global Dialogue on Seafood Traceability (GDST) released a joint statement calling for action to combat the scourge of illegal, unreported, and unregulated (IUU) fishing. The statement was directed toward governments to do their part through the implementation of port state measures, that are aligned with the requirements of the Port State Measures Agreement (PSMA), to ensure that illegally-caught fish cannot enter the market. Combined, these organizations comprise more than 150 retailers and seafood companies across the globe.

Signing the Shanghai Declaration

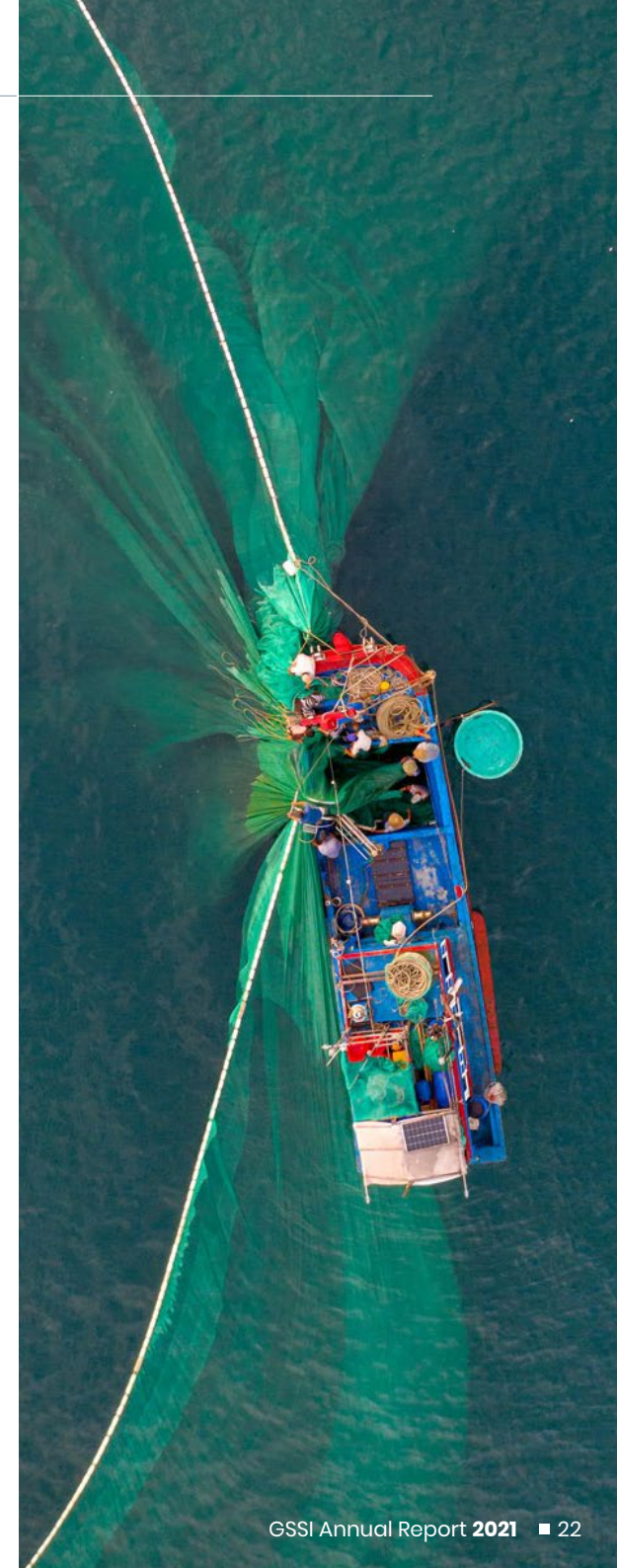
In September, GSSI issued a statement in support of the FAO's Shanghai Declaration. This statement was a key output from the Global Conference on Aquaculture Millennium (GCA) +20, which represents a roadmap to optimize the role that aquaculture can play in achieving the Agenda 2030 for Sustainable Development.

GSSI acknowledges the importance of aquaculture and the crucial role it plays in achieving the UN SDGs. GSSI's Herman Wisse was featured as a speaker at the GCA +20 and welcomed the adoption of the Shanghai Declaration as a framework for accelerating sustainable aquaculture development.

A Call to Action for Tuna Stocks

In October, GSSI called upon its Partners to join a collaborative call to action of seafood supply chain companies worldwide to urge the Western Central Pacific Fisheries Commission (WCPFC) to accelerate action and develop comprehensive harvest strategies across all tuna stocks that are at risk of losing their GSSI-recognized certification.

Because GSSI works actively with its Partners to promote GSSI-recognized certifications, this call to action held significant importance. The letter was sent and addressed to the WCPFC Heads of Delegations and was signed by 112 supply chain companies, including 22 GSSI Partners. The WCPFC Commission meeting is set to be held in December 2022.



5 Chapter Five

A Conversation with GSSI's Executive Director

5.1 A Conversation with GSSI's Executive Director: Herman Wisse

"We all have something to bring to the table and we are all working towards the same vision – oceans that are preserved for future generations that can produce healthy sources of nutrition and means of income."

Herman, throughout this report we have been reflecting on the past year and the key highlights for GSSI. How do you feel 2021 went?

I feel good about 2021, I feel that if we will look back in 5 years and realize that 2021 was a transformational year. Not just for GSSI but for the entire sector. The challenges we all faced due to the ongoing pandemic required us to really think about integrating initial short-term adaptations to manage a global crisis into long-term strategies. The circumstances provided a unique opportunity to take a step back

and review the foundations of the organization and develop and re-think the way we work. This resulted in establishing new ways of working within our team and a more focused strategy for the organization moving forward.

We were able to do all of this while continuing to deliver on our mission and provide value to our Partners. In 2021, GSSI welcomes 10 new Partners, we launched version 2.0 of our Global Benchmark Tool, and we finalised the benchmark framework for social responsibility standards together with SSCI. A first in

the seafood industry and a landmark achievement which will have real impact on improving social responsibility seafood value chains moving forward. Not to mention, the momentum which was gained for our Seafood MAP program and the new collaborations this initiated.

So yes, I feel proud on what has been achieved. It never stops amazing me how much impact a small and dedicated team can make, and the GSSI Team did an incredible job under the challenging circumstances we all



faced. GSSI has grown so much since its beginnings. I am grateful and humbled to have had the opportunity to lead the organization to where it stands today. We still have a long way to go regarding seafood sustainability, but we are making a difference. It is my true belief that the only way to do this is by working together pre-competitively and GSSI offers a unique platform and opportunity for seafood sustainability leaders around the world to do so. It is great to see GSSI deliver on its mission to provide clarity, confidence, and choice in seafood certification. I look forward to continuing to work with our Partners to drive the seafood sustainability agenda forward.

You said that joining together in a pre-competitive manner is the best way to tackle seafood sustainability issues. Why is that?

Like many sectors, the seafood space is segregated and the issues we face are extremely diverse yet affect all of us in a similar way. To develop a holistic and effective approach to sustainability, we need to consider aspects like environmental impacts, social responsibility, laws and regulations, science and research, financial matters,

and the list goes on. It's very unlikely that one company or one organization possesses the means to tackle all these things at once, which is why coming together pre-competitively is the best way to address the issues that we face.

We all have something to bring to the table and we are all working towards the same vision – preserving our oceans and ecosystems for future generations so that they can continue to produce healthy sources of nutrition and support the communities that depend on them. The number of initiatives and certifications that exist in the seafood space which are working on this can be overwhelming to companies. GSSI can help to provide clarity for our Partners and other stakeholders in this space, through collaboration we can help create the focus and accelerate achieving our collective goals.

Why do you consider the GSSI Partnership to be so valuable for seafood leaders around the world?

It is the opportunity of coming together to develop solutions that will provide clarity and tackle sustainability challenges. It is important that we

create opportunities for local solutions to be developed to address our global challenges, the GSSI Global Partnership does exactly this. It is an international platform that aligns the sector on a common language. What makes GSSI so unique, and is demonstrated throughout this report, is our close relationship with the FAO. The FAO Guidelines are at the heart of all GSSI programs to accelerate our contributions to the UN SDGs. In addition, we work closely with the FAO and its member states to ensure that we are delivering solutions that are up-to-date, globally acceptably, and locally applicable. Right now, we have almost 100 Partners across 25 countries and five continents – all working together on a common purpose.

What would you consider the biggest priorities for GSSI moving into the next year and beyond?

When GSSI first started, our priority was solely focused on ensuring confidence and promoting improvement in the supply and promotion of certified seafood through our Global Benchmark Tool. This will always be at the heart of our organization, and we continue to see it as one of our priorities. That said, GSSI

also recognizes that to promote healthy oceans and a lasting seafood supply that meets a growing global demand, environmental certifications are not a universal solution. That's why we began our collaboration with the Consumer Goods Forum's Sustainable Supply Chain Initiative, and why we have been working so hard to develop the Seafood MAP platform.

The GSSI Secretariat, together with the support of the Steering Board, has developed an encompassing strategy that's aimed at prioritizing our work and focusing in on what we can do as a global partnership to accelerate our efforts and turn seafood into a driver for good. So, in short, I would say our priorities moving forward are to continue to ensure confidence in certified seafood, strengthen our collaboration with SSCI to advance social responsibility, develop and inclusive Seafood MAP platform to promote continuous improvement and to leverage our network and experience to preserve our oceans and push for more sustainable seafood for everyone.

6

Chapter Six

Governance

6.1 GSSI Steering Board

- **Hugo Byrnes**, Vice President Product Integrity, Ahold Delhaize
 - **Dr. Jason Clay**, Senior Vice President Food & Markets | Executive Director Markets Institute, World Wildlife Fund
 - **Flavio Corsin**, Director of Partnerships, Aqua-Spark
 - **Jennifer Dianto Kemmerly**, Vice President of Global Ocean Initiatives, Monterey Bay Aquarium
 - **Bill DiMento (Chair)**, Vice President of Quality Assurance, Sustainability, & Government Affairs, High Liner Foods Inc.
 - **Christian von Dorrien**, Leader Fisheries & Environment Research Group, Institute of Baltic Sea Fisheries, Thünen Institute
 - **John Garner**, retired Seafood Executive
 - **Lisa Goché**, Vice President, Grobest
 - **Dr. Audun Lem**, Deputy Director of the Fisheries and Aquaculture Division, FAO
 - **Annika Mackensen**, Advisor Sustainable Fisheries & Aquaculture, GIZ
 - **Ángel Matamoro Irago**, Chief of Corporate Social Responsibility, Nueva Pescanova Group
 - **Judy Panayos**, Senior Director, Sustainability Supply Management, Sodexo
 - **Elisabeth Vallet**, Director, Ethic Ocean
 - **Andrea K. Weber**, Director Corporate Responsibility, METRO AG
- Departing Members:**
- **Peter Hajjipieris**, EVP Chief Corporate Affairs and Sustainability Officer, Regal Springs
 - **Wakao Hanaoka**, Founder/CEO, Seafood Legacy
 - **Darian McBain**, Global Director of Sustainability, Thai Union
- New Members:**
- **Laurent Develle**, EVP Group General Counsel and Head of Corporate Affairs, Regal Springs
 - **Han Han**, President, China Blue Sustainability Institute
 - **Marcelo Hidalgo**, Sustainability Director, FIA PNG
 - **Ingrid Kelling**, Assistant Professor of Sustainable and Ethical Seafood, Heriot-Watt University
 - **Nianjun Shen**, Senior Fisheries Officer, FAO

“China, the largest country of seafood production and consumption in the world, has a huge potential of transforming itself and leading the world on seafood sustainability development. China needs an international platform like GSSI to better communicate with the rest of the world, and learn great experience from other countries. I will be honored to play the role of interpreter, facilitator, and the bridge between China and GSSI.”

Han Han
New GSSI Steering Board Member

“As a Board Member since GSSI’s inception in 2013, I recall in the early stages the many unnecessary concerns by stakeholders about the intent of the organization. Fast forward to today, GSSI is offering credible benchmarking solutions and is pushing forward the seafood sustainability agenda. I cannot think of another body that has delivered better value for the relatively small investment. Congratulations to all the GSSI team and a special thanks to Herman Wisse for his unwavering commitment to the organization and progression of seafood sustainability.”

Peter Hajjipieris
Departing GSSI Steering Board Member

6.2 GSSI Secretariat

- **April Blackwood**, Communications Manager
- **Meghan Haupt**, Benchmark Associate
- **Olivier Hersperger**, Communications & Outreach Officer
- **Michelle Likier**, Administration & Operations Officer
- **Eva Mudde**, Development & Innovation Officer
- **Katrina Rowley Clem**, Partnership Officer
- **Eva van Heukelom**, Technical Manager
- **Herman Wisse**, Executive Director



6.3 GSSI Charter

Stichting Global Sustainable Seafood Initiative (GSSI) is incorporated as a foundation under the law of The Netherlands. The GSSI rules of governance and code of conduct are summarized in the GSSI Charter. In 2021 GSSI implemented version 3.1 of the GSSI Charter, a document used to ensure consistency in governance, transparency of process, and commitment and integrity of GSSI Participants.



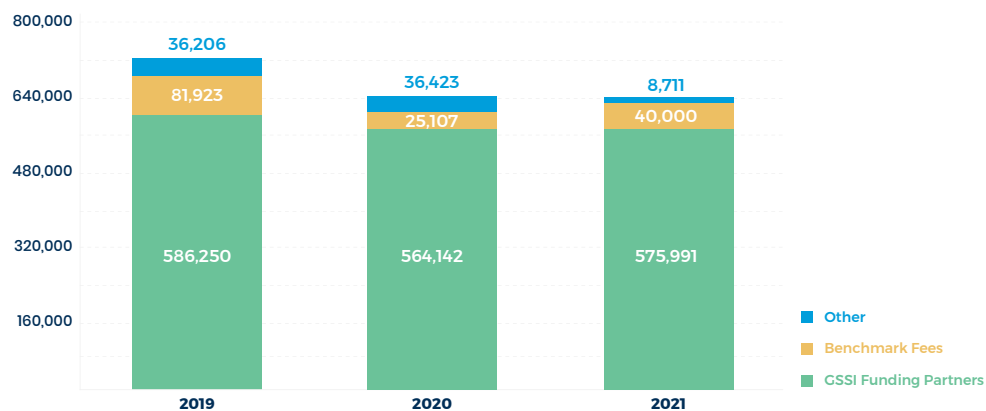
Chapter Seven

Finance

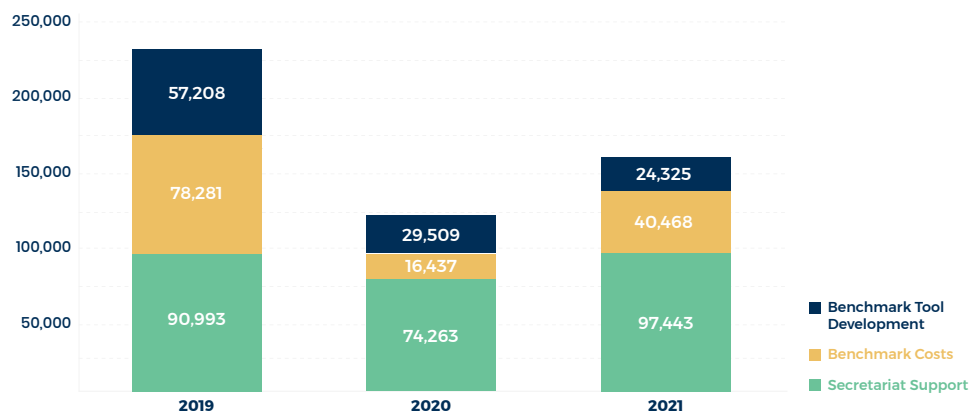
7.1 Finance

2021 financial statement

Income (in €)



Benchmark costs (in €)



2021 Year End

INCOME € **624,702**

Partnership Income € 575,991
 Benchmark Fees € 40,000
 Other Income € 8,711

BENCHMARK COSTS € **162,236**

Benchmark Costs € 40,468
 Benchmark Tool Development € 24,325
 Secretariat Support Benchmark Activities € 97,443

OPERATIONAL COSTS € **402,449**

GSSI Secretariat Costs € 317,644
 Premises € 16,264
 Travel € 5,227
 Marketing & Communications € 38,066
 Office & Operating Costs € 10,560
 Strategic € 0
 Legal, Insurance, Accounting € 10,018
 Depreciation € 4,670

RESULT € **60,017**

