

Sea Pact

2024-2025 Annual Work Plan



Introduction

Sea Pact publishes an annual work plan to guide and inform the collaborative efforts of Sea Pact members and the organization in pursuit of Sea Pact’s mission of driving stewardship and continuous improvement of social, economic, and environmental responsibility throughout the global seafood supply chain. The work plan builds off of the progress of the previous year’s efforts and outlines specific activities in support of the organization’s strategic priorities while addressing gaps in activities and outcomes from the previous year. Sea Pact is committed to transparency and a full progress report of 2023 efforts can be found here once published. The current work plan includes activities from the start of 2024 through the end of 2025.

Strategic Priorities

Sea Pact’s strategic priorities for 2024-25 consist of:

1. *Environmental sustainability in priority seafood sectors*: Addressing common challenge(s) that hinder widespread sustainability within a specific seafood sector, further supporting supply assurance. Priority sectors and goals for 2024 include:
 - a. *Fresh/Frozen Tuna*: Sea Pact members’ efforts contribute to reduced ETP species bycatch in tuna fisheries.
 - b. *Mahi*: Identify areas of influence and key risks/impacts in those fisheries, in order to develop plans/activities for 2025.
 - c. *Snapper/Grouper*: Identify areas of influence and key risks/impacts in those fisheries, in order to develop plan/activities for 2025.
2. *Innovations in responsible aquaculture relevant to the North American market*: Supporting innovations that would result in increased production of responsible aquaculture.
3. *Social Responsibility*: Integrating social responsibility into Sea Pact's ethos. This includes identifying and sharing best practices within each Sea Pact member’s internal operations related to social responsibility. Additionally, supporting and engaging in innovative approaches, beyond risk assessments and social audits, that strengthen middle supply chain companies’ human rights due diligence efforts.

Sea Pact is focused on multiple sustainability priorities given the members’ diverse sourcing and wide-range of seafood products. Sea Pact aims to apply a comprehensive approach to addressing these priorities through a diversity of incremental and transformational efforts that are refined annually based on lessons learned and accomplishments.

Strategic Priority Activities

Sea Pact members have identified the following activities in support of environmental sustainability improvements for 2024-25:

ACTION PLAN ACTIVITIES – Environmental sustainability improvements	Measurement or KPI	Timeline	Outcomes
<i>Fresh/Frozen Tuna</i> : Based on fishery data collected in 2023, Sea Pact members identify ETP species bycatch risks in priority tuna fisheries and begin engaging relevant supply chains and funding improvement efforts to reduce ETP species bycatch.	Tuna fisheries and ETP bycatch risk identified	Bycatch assessment by Q2-2024. Engaging supply chains initiated by the end of 2024.	Sea Pact members’ efforts contribute to reduced ETP species bycatch in tuna fisheries.

<i>Mahi and Snapper/Grouper</i> : Sea Pact members collect and aggregate data on source fisheries to identify areas of influence. Identify sustainability risks and potential improvement needs to be supported by Sea Pact.	% of relevant members that submit data.	Data collected by Q2-2024. Data analysis/risk assessment by the end of 2024, informs activities for 2025.	Identify areas of influence and key risks/impacts in those fisheries, in order to develop plans/activities for 2025.
Fund project(s) focused on the environmental sustainability priority and support funded projects beyond grant funding when relevant.	Number of projects funded.	Throughout 2024 and 2025.	Sea Pact funded projects are aligned with strategic priorities.
Map member public commitments and alignment on environmental and social responsibility.	Identify gaps and areas of alignment across members' sustainability commitments.	End of 2024	Alignment of sustainability commitments enables members to better demonstrate progress towards their commitments/policies.
Establish a Traceability Working group, similar to Aquaculture Working Group.	# of meetings held, member participating rate at meetings	Q1-2024	Sea Pact members share lessons learned and explore solutions for traceability challenges.

Sea Pact members have identified the following actions in support of the innovations in responsible aquaculture priority:

ACTION PLAN ACTIVITIES – Responsible Aquaculture	Measurement or KPI	Timeline	Outcomes
Maintain Sea Pact Aquaculture subcommittee monthly meetings.	# of meetings held, member participation rate at meetings	Ongoing	Aquaculture work plan is successfully implemented.
Members maintain commitment to Sea Pact's Guidelines for Supporting Responsible Aquaculture and will update guidelines as appropriate.	Number of Sea Pact members that adopt Guidelines, guidelines revised.	Q3-2024	Maintain industry alignment and support for responsible aquaculture in a public manner.
Aquaculture Working Group to explore feasibility of tracking and reporting volumes that meet Guidelines for Supporting Responsible Aquaculture.	Report on volumes meeting Guidelines	End of 2024	Industry further aligned on responsible aquaculture sourcing and provides further transparency in sourcing.

Fund project(s) focused on responsible aquaculture innovation and support funded projects beyond financial funding when relevant.	Actions taken by members in support of funded projects.	Throughout 2024 and 2025.	Sea Pact funded projects are aligned with the organization’s strategic priorities and successfully achieve objectives, while projects receive greater industry engagement (if needed).
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Sea Pact members have identified the following actions in support of social responsibility priority:

ACTION PLAN ACTIVITIES – Social Responsibility	Measurement or KPI	Timeline	Outcomes
Each member integrates social responsibility concepts into their current sustainability commitment.	% of members that do this	End of 2024	Sea Pact demonstrates the importance of social responsibility in the seafood sector.
Identify a list of social responsibility KPIs/activities/questions (pulled from sources such as B Corp Certifications, retailer questionnaires,etc) that would be relevant to members’ operations.	% of members agree on the list of indicators.	Present findings in Q2-2024, work towards alignment by the end of 2024.	Alignment on collective social responsibility priorities in internal operations
Members identify and share key social responsibility indicators and activities in their internal operations. Report out on an aligned set of indicators, and explore adoption across all members.	% of members tracking indicators.	Public reporting end of 2024.	Transparency of key social responsibility efforts/actions in internal operations.
Fund innovative project(s), beyond social audits and risk assessments, that contributes to North American mid-supply chain seafood companies’ human rights due diligence efforts focused on the vessel and processing levels.	Number of project(s) funded.	Throughout 2024 and 2025.	Sea Pact funded projects are aligned with the organization’s strategic priorities and successfully achieve objectives, while projects receive greater industry engagement (if needed).

Strategic Planning and Goal Setting

With generous grant support from the Walton Family Foundation, Sea Pact will focus 2024-2025 efforts on developing a 5-year strategic plan and revised operating protocols that include time-bound sustainability goals for the organization’s sustainability priorities; environmental improvements in priority seafood sectors, responsible aquaculture innovation, and social responsibility. By the close of the grant, Sea Pact expects to publish a 5-year strategic plan and sustainability goals that have been approved by all Sea Pact members, while membership in Sea Pact drives responsible business practices and transparency, further incentivizing collective industry actions around sustainability improvements in seafood.

Sea Pact Project Funding

Since its inception, Sea Pact has regularly funded innovative sustainability projects that align with Sea Pact industry members' sustainability priorities. Project funding will remain in place for 2024 with updated project funding criteria in the Sea Pact's [Project Funding Assessment and Selection Process](#). Sea Pact members will continue to support funded projects beyond financial grants through supply chain engagement, industry/market feedback and other in-kind efforts whenever relevant or necessary.

Collaboration and Shared Learning

Sea Pact is committed to collaboration with other global seafood industry stakeholders in support of aligning global sustainability priorities while increasing Sea Pact's impact and reach beyond the North American market. Sea Pact will continue to work with and learn from industry-engaged sustainability collaborations and NGOs while sharing Sea Pact knowledge, strategies and lessons learned with other efforts in other markets/countries.

Sea Pact will continue to collaborate with Global Dialogue on Seafood Traceability (GDST), Global Sustainable Seafood Initiative (GSSI), Global Tuna Alliance (GTA), International Seafood Sustainability Foundation (ISSF), Seafood Business for Ocean Stewardship (SeaBOS) and other stakeholders through the platform commonly referred to as the meta-coalition.

Sea Pact will also continue to explore further collaboration with Seafood Legacy and COMEPESCA. These collaborations are focused on aligning sustainability efforts and goals, information sharing, and increased impact.

Sea Pact will continue to engage SFP's supply chain roundtables (SRs) and apply collective leverage to address relevant SR actions and asks of industry members as well as encourage relevant supply chain stakeholders to participate in SRs.

Finally, one of the greatest values of Sea Pact is the collaboration and shared learning between members. This is demonstrated through members collectively engaging and supporting Sea Pact funded projects, but also members commonly sharing updates on individual member's sustainability approaches. Sea Pact will continue to serve as a platform for members to exchange learnings from their own sustainability efforts to further advance Sea Pact's collective sustainability efforts.

New Members:

Sea Pact will continue to grow the organization's membership in 2024-25 and beyond. Prospective members must have a public sustainability commitment or policy, and adhere to [Sea Pact's guiding principles](#).