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# GRI Sector Standards Project for Agriculture, Aquaculture, and Fishing – Exposure draft

## Comments to be received by 30 July 2021

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### Background

Sustainability reporting using the GRI Standards enables an organization to publicly disclose its most significant impacts and how it manages these impacts. However, reporting by individual organizations has been inconsistent in addressing a sector's key challenges and impacts.

The GRI Sector Program is developing Standards that are specific to certain sectors. The GRI Sector Standards will identify and describe one or more sectors' most significant impacts from a sustainable development perspective. They are intended to focus sustainability reporting on the impacts that matter most, as well as reflect stakeholder expectations for a sector's sustainability reporting. Agriculture, Aquaculture, and Fishing is one of the pilot projects for the Sector Program. More information can be found on the [Sector Program webpage](#).

### Public comment for Agriculture, Aquaculture, and Fishing

This GRI Agriculture, Aquaculture, and Fishing Sector Standard exposure draft (exposure draft) is published for public comment by the [Global Sustainability Standards Board \(GSSB\)](#), the independent standard-setting body of GRI.

Any interested party can submit comments on this draft **by 30 July 2021** via [this online questionnaire](#). As required by the [GSSB Due Process Protocol](#), only comments submitted in writing and in English will be considered. Comments will be published on the GRI website and considered a matter of public record. Instructions to submit comments are outlined on the first page of the online questionnaire.

An explanatory memorandum is included on page 2 of this document which summarizes the objectives of the project and the significant proposals contained within this exposure draft.

This draft is published for comment only and may change before official publication.

### GRI Universal Standards

The GRI Sector Standards have been developed in conjunction with the review of the [GRI Universal Standards](#). All references to the Universal Standards in this exposure draft refer to the [revised Universal Standards submitted to the GSSB](#) to be considered for approval on 10 June 2021. The draft Universal Standards are subject to the approval of the GSSB and may change before official publication.

For questions regarding the exposure draft or the public comment period, please send an email to [agriculture@globalreporting.org](mailto:agriculture@globalreporting.org).

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Exposure draft for public comment

## Explanatory memorandum

This explanatory memorandum sets out the objectives GRI Sector Standards Project for Agriculture, and Fishing for Agriculture, Aquaculture, and Fishing. It also includes the significant proposals resulting from this project and summarizes the Global Sustainability Standards Board (GSSB)'s involvement and views on development of the draft.

### Objectives for the project

The GRI Sector Standards Project for Agriculture, and Fishing commenced in December 2019. This is a pilot project for the GRI Sector Program.

This project aims to identify and describe the significant impacts and stakeholder concerns for the agriculture, aquaculture, and fishing sectors from a sustainable development perspective, and provide evidence and authoritative references for these. This will serve as a foundation for increased transparency and more consistent reporting from organizations in the sectors.

As outlined in the GSSB's [Due Process Protocol](#), a [multi-stakeholder working group](#) was established in April 2020 to contribute to the development of a Sector Standard.

The GRI Sector Standards Project for Agriculture, and Fishing applies to agriculture, aquaculture, and fishing organizations. These three sectors are considered to have common characteristics as producers of an essential societal need – food, as well as to share similar impacts on people and economy, and in part on environment. The working group recommended that the name of the Standard reflect all three sectors it covers – agriculture, aquaculture, and fishing.

For more information on the project, consult the [project proposal](#) and [terms of reference of the PWG](#).

The GRI Universal Standards have simultaneously been [under revision](#). The implementation model of the Sector Standards will be incorporated into these revised Universal Standards. The final Universal Standards are expected to be approved Q2 2021. For the purposes of this exposure draft, draft versions of the Universal Standards are used.

### Significant proposals

An exposure draft for agriculture, aquaculture, and fishing has been developed in line with the project objectives set out above. Notable inclusions in this exposure draft are summarized below:

- **26 topics were identified as likely material** for organizations in the agriculture, aquaculture, and fishing sectors (see Table 1). For each likely material topic, the sectors' most significant impacts are described and disclosures to report information about the organization's impacts and approach in relation to the topic are listed.
- Out of 26 likely material topics included in the exposure, **17 topics include disclosures from Topic Standards**. In addition, two topics *Employment practices* and *Supply chain traceability* include reporting recommendations from the GRI Topic Standards, but do not include any disclosures from Topic Standards.
- **7 topics do not include any disclosures nor recommendations from Topic Standards<sup>1</sup>**, these are: *Natural ecosystem conversion*, *Soil health*, *Pesticides use*, *Food security*, *Animal health and welfare*, *Land and resource rights*, *Living income*. Sector-specific reporting has been included for these topics.

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<sup>1</sup> Some topics include recommendations from Topic Standards, these are marked with an asterisk (\*)

- **Some topics list disclosures for only one sector**, for example *Water and Effluents* and *Waste* include reporting on waste and effluents by MARPOL categories is for the fishing sector only.
- While not all organization in the agriculture, aquaculture, and fishing sectors produce food for human consumption, **the sectors' central role in food production** has been recognized across topics and has resulted in inclusion of topics *Food security* and *Food safety* as well as expanded scope of the topic *Waste and food loss*.
- **Sector Profile** section further outlines the sector's activities, business relationships, and its interactions with the global sustainable development agenda, including linkages to the UN Sustainable Development Goals. A mapping between the likely material topics and the relevant SDGs is included as part of the larger context in the section *1.2 The sectors and sustainable development*, providing a starting point for organizations that seek to integrate the SDGs into their reporting.

Table 1: Likely material topics included in the draft Sector Standard: Agriculture, Aquaculture, and Fishing

Likely material topic	Disclosures from these GRI Topic Standards are included for reporting on the topic	Whether additional sector recommendations or disclosures are listed for the topic
<b>1. Emissions</b>	GRI 305: Emissions 2016	Additional sector recommendations included for: <ul style="list-style-type: none"> <li>• Disclosure 305-1 Direct (Scope 1) GHG emissions</li> <li>• Disclosure 305-3 Other indirect (Scope 3) GHG emissions</li> </ul>
<b>2. Climate adaptation and resilience</b>	<i>GRI 201: Economic Performance 2016</i>	Additional sector recommendations included for: <ul style="list-style-type: none"> <li>• <i>Disclosure 201-2 Financial implications and other risks and opportunities due to climate change</i></li> </ul>
<b>3. Biodiversity</b>	<i>GRI 304: Biodiversity 2016</i>	Additional sector disclosure identified for organizations in aquaculture and fishing
<b>4. Natural ecosystem conversion</b>	-	Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i>
<b>5. Soil health</b>	-	Additional sector recommendations included for: <ul style="list-style-type: none"> <li>• <i>Disclosure 3-3 Management of material topics</i></li> </ul>
<b>6. Pesticides use</b>	-	<ul style="list-style-type: none"> <li>• Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i></li> <li>• Additional sector disclosure</li> </ul>
<b>7. Water and effluents</b>	<i>GRI 303: Water and Effluents 2018</i>	Additional sector recommendations included for: <ul style="list-style-type: none"> <li>• <i>Disclosure 303-4 Water discharge</i></li> </ul>
<b>8. Waste and food loss</b>	<i>GRI 306: Waste 2020</i>	Additional sector recommendations included for: <ul style="list-style-type: none"> <li>• <i>Disclosure 3-3 Management of material topics</i></li> </ul>

		<ul style="list-style-type: none"> <li>• <i>Disclosure 306-3 Waste generated</i></li> </ul>
<b>9. Food security</b>	-	Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i>
<b>10. Food safety</b>	<i>GRI 416: Customer Health and Safety 2016</i>	<ul style="list-style-type: none"> <li>• Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i></li> <li>• Additional sector disclosure</li> </ul>
<b>11. Animal health and welfare</b>	-	<ul style="list-style-type: none"> <li>• Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i></li> <li>• Additional sector disclosures</li> </ul>
<b>12. Local communities</b>	<i>GRI 413: Local Communities 2016</i>	-
<b>13. Land and resource rights</b>	-	<ul style="list-style-type: none"> <li>• Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i>.</li> <li>• Additional sector disclosures</li> </ul>
<b>14. Rights of indigenous peoples</b>	<i>GRI 411: Rights of Indigenous People 2016</i>	Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i>
<b>15. Non-discrimination and equal opportunity</b>	<i>GRI 405: Diversity and Equal Opportunity 2016</i> <i>GRI 406: Non-discrimination 2016</i>	-
<b>16. Forced labor</b>	<i>GRI 409: Forced or Compulsory Labor 2016</i>	-
<b>17. Child labor</b>	<i>GRI 408: Child Labor 2016</i>	-
<b>18. Freedom of association and collective bargaining</b>	<i>GRI 407: Freedom of Association and Collective Bargaining 2016</i>	-
<b>19. Occupational health and safety</b>	<i>GRI 403: Occupational Health and Safety 2018</i>	-
<b>20. Employment practices</b>	<i>GRI 401 Employment 2016*</i>	Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i>
<b>21. Living income</b>	-	<ul style="list-style-type: none"> <li>• Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i></li> <li>• Additional sector disclosures</li> </ul>
<b>22. Economic inclusion</b>	<i>GRI 203: Indirect Economic Impacts</i> <i>GRI 204: Procurement Practices 2016*</i>	Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i>
<b>23. Supply chain traceability</b>	<i>GRI 204: Procurement Practices 2016*</i>	<ul style="list-style-type: none"> <li>• Additional sector recommendations included for <i>Disclosure 3-3 Management of material topics</i></li> <li>• Additional sector disclosures</li> </ul>

<b>24. Public policy and lobbying</b>	<i>GRI 415: Public Policy 2016</i>	-
<b>25. Anti-competitive behavior</b>	<i>GRI 206: Anti-competitive Behavior 2016</i>	-
<b>26. Anti-corruption</b>	<i>GRI 205: Anti-corruption 2016</i>	-

## **GSSB involvement and views on the development of this draft**

The GSSB appointed a subcommittee of three GSSB members for the Sector Program. The subcommittee was consulted on key conceptual issues on a regular basis.

The GSSB confirmed its support for content of the exposure draft for agriculture, aquaculture, and fishing when it voted to approve the draft for public exposure at its meeting on 29 April 2021. The recording of the meetings can be accessed on the GSSB website.

**GRI Agriculture, Aquaculture and Fishing  
Sector Standard exposure draft**

Exposure draft for public comment

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# 1 Introduction

2 GRI Sector Standard: Agriculture, Aquaculture, and Fishing provides information for organizations in  
3 the agriculture, aquaculture, and fishing sectors about their most likely material topics. These topics  
4 have been identified as likely material for organizations in the agriculture, aquaculture, and fishing  
5 sectors on the basis of the sectors' most significant impacts on the economy, environment, and  
6 people, including on human rights.

7 Sector Standard: Agriculture, Aquaculture, and Fishing also contains a list of disclosures from the GRI  
8 Topic Standards and other sources for organizations in the agriculture, aquaculture, and fishing  
9 sectors to report information about their impacts and approach in relation to each likely material topic.

10 Sector Standards are developed using multi-stakeholder expertise, authoritative intergovernmental  
11 instruments, and other relevant evidence.

12 This Standard is structured as follows:

- 13 • [Section 1](#) provides a high-level overview of the sector, including its activities, business  
14 relationships, sustainability context, and the connections between the Sustainable Development  
15 Goals (SDGs) and the likely material topics for the sector.
- 16 • [Section 2](#) outlines the topics that have been identified as likely material for organizations in the  
17 agriculture, aquaculture, and fishing sectors and therefore potentially merit reporting. For each  
18 likely material topic, the agriculture, aquaculture, and fishing sectors' most significant impacts are  
19 described and disclosures to report information about the organization's impacts and approach in  
20 relation to the topic are listed.
- 21 • [Glossary](#) contains defined terms with specific meaning when used in the GRI Standards.
- 22 • [Bibliography](#) lists the authoritative intergovernmental instruments and other sources used to  
23 develop each topic, as well as further resources that may be helpful for reporting on the topic.

24 The rest of this Introduction section offers an overview of the sectors this Standard applies to, an  
25 overview of the system of GRI Standards, and further information on using this Standard.

## 26 Sectors this Standard applies to

27 GRI Sector Standard: Agriculture, Aquaculture, and Fishing applies to organizations undertaking the  
28 following:

- 29 • Crop production
- 30 • Animal production
- 31 • Aquaculture
- 32 • Fishing

33 This Standard can be used by agriculture, aquaculture and fishing organizations of any size or type in  
34 any geographic location.

35 Not all topics listed in this Standard may be material for all organizations in the sectors. The  
36 organization will determine material topics based on its specific circumstances.

37 When identifying the applicable Sector Standards, the organization should consider its main sector. If  
38 the organization has substantial activities across more than one sector, it must use all applicable  
39 Sector Standards.

## 40 Sector classifications

41 Table1 list industry groupings relevant to the agriculture, aquaculture, and fishing sectors in the  
42 Global Industry Classification System (GICS®), Industry Classification Benchmark (ICB), International  
43 Standard Industrial Classification of All Economic Activities (ISIC), and Sustainable Industry

44 Classification System (SICS®). The table is intended to assist an organization in identifying whether  
 45 the Sector Standard: Agriculture, Aquaculture and Fishing applies to it and is for reference only.

46 Table 1. Industry groupings relevant to the agriculture, aquaculture, and fishing sectors in other classification  
 47 systems

Classification system	Classification number	Classification name
GICS®	30202010	Agricultural products
ICB	45102010	Farming, fishing and plantations
ISIC	A1	Crop and animal production (excluding hunting)
	A3	Fishing and aquaculture
SICS®	FB-AG	Agricultural products
	FB-MP	Meat, poultry and dairy

## 48 System of GRI Standards

49 This Standard is part of the GRI Sustainability Reporting Standards (GRI Standards). The GRI  
 50 Standards enable an organization to report information on its most significant impacts on the  
 51 economy, environment, and people, including impacts on their human rights, and how it manages  
 52 these impacts.

53 The GRI Standards are structured as a system of interrelated standards that are organized into three  
 54 series: Universal Standards, Sector Standards, and Topic Standards.

### 55 Universal Standards: GRI 1, 2, and 3

56 **Note:** All references to the GRI Universal Standards in this Standard refer to the drafts that have been  
 57 made available as part of the review of the Universal Standards. The GRI Sector Standards will work  
 58 in conjunction with the revised Universal Standards. The draft Universal Standards are subject to the  
 59 approval of the Global Sustainability Standards Board and may change.

60 *GRI 1: Using the GRI Standards 2021* sets out the requirements that the organization must comply  
 61 with to report in accordance with the GRI Standards. The organization begins using the GRI  
 62 Standards by consulting *GRI 1*.

63 *GRI 2: About the Organization 2021* contains disclosures that the organization uses to provide  
 64 information about its reporting practices and other organizational details, such as activities,  
 65 governance, and policies.

66 *GRI 3: Material Topics 2021* provides guidance on how to determine material topics. It also contains  
 67 disclosures that the organization uses to report information about its process to determine material  
 68 topics, its list of material topics, and how it manages each topic.

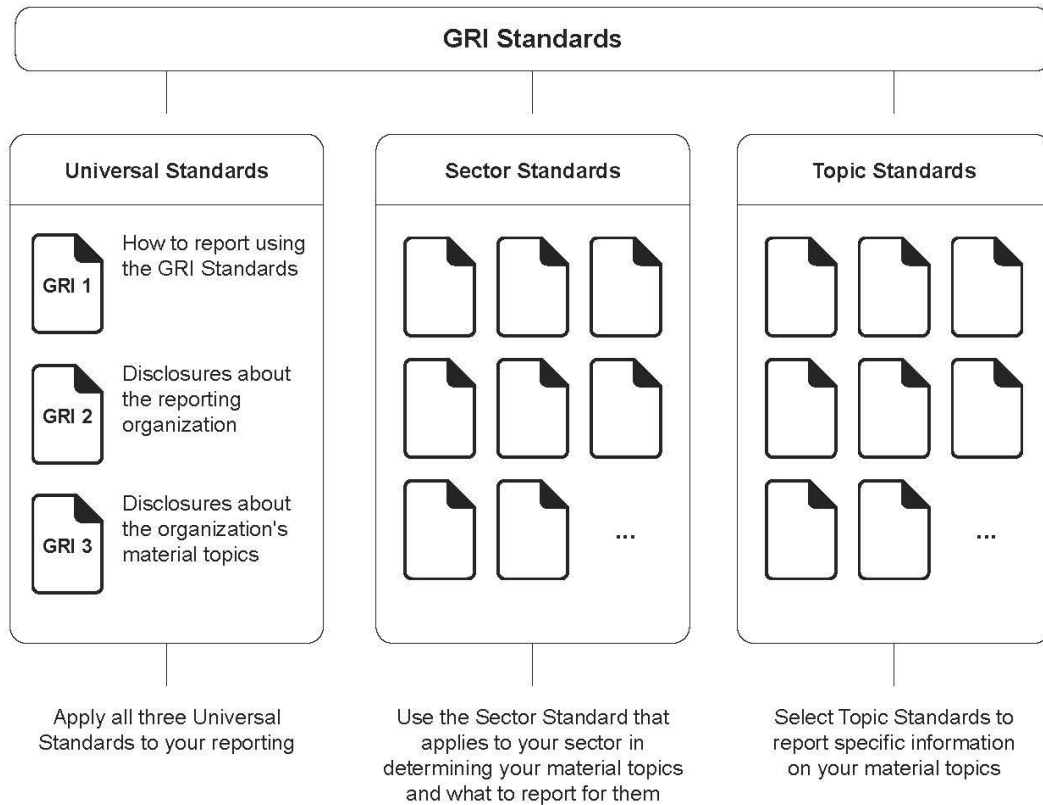
### 69 Sector Standards

70 The Sector Standards provide information for organizations in a given sector about their most likely  
 71 material topics. The organization uses the Sector Standards that apply to its sectors when  
 72 determining its material topics and when determining what to report for each material topic.

### 73 Topic Standards

74 The Topic Standards contain disclosures that the organization uses to report information about its  
 75 impacts in relation to particular topics. The organization uses the Topic Standards according to the list  
 76 of material topics it has determined using *GRI 3*.

77 **Figure 1. GRI Standards: Universal, Sector, and Topic Standards**



78 **Using this Standard**

79 An organization in the agriculture, aquaculture, and fishing sectors reporting in accordance with the  
 80 GRI Standards is required to use this Standard when determining its material topics and when  
 81 determining what information to report for the material topics.

82 **Determining material topics**

83 Material topics are topics that represent the organization's most significant impacts on the economy,  
 84 environment, and people, including impacts on their human rights.

85 An organization in the agriculture, aquaculture, and fishing sectors is required to use this Standard  
 86 when determining its material topics. The organization needs to review each topic described in  
 87 [Section 2](#) of this Standard and determine whether it is a material topic for the organization.

88 This Standard helps the organization determine its material topics, but the organization still needs to  
 89 consider its own specific circumstances when determining its material topics. The topics an  
 90 organization identifies as material may vary according to its circumstances, such as its business  
 91 model; sector; geographic, cultural, and legal operating contexts; ownership structure; and the nature  
 92 of its impacts. [GRI 3: Material Topics 2021](#) provides step-by-step guidance on how to determine  
 93 material topics.

94 Not all topics listed in this Standard may be material for all organizations in the sectors. If any of the  
 95 topics that are included in this Standard have been determined by the organization as not material,  
 96 the organization is required to list them in the GRI content index and explain why they are not material  
 97 (see [Requirement 7 in Section 3 of GRI 1: Foundation 2021](#)).

98 See [Requirement 3 in Section 3 of GRI 1: Foundation 2021](#) and [Figure 1 in GRI 103: Material Topics](#)  
 99 for more information on using Sector Standards when determining material topics.

100 **Determining what to report**

101 When a topic included in this Standard is determined by the organization as material, the Standard  
 102 helps the organization identify disclosures to report information about its impacts in relation to that  
 103 topic.

104 A what to report section is included for each topic in [Section 2](#) of this Standard. What to report  
 105 sections list disclosures from the GRI Topic Standards. They may also list additional sector  
 106 recommendations and disclosures for the organization to report on, in cases where the Topic  
 107 Standards do not provide disclosures, or where the disclosures from the Topic Standards do not  
 108 provide sufficient information about an organization’s impacts and approach in relation to a topic.  
 109 Additional sector recommendations and disclosures may be based on other sources.

110 **Figure 2. Structure of what to report sections**

**What to report**

If the organization has identified closure and rehabilitation as a material topic, this section lists the disclosures that have been identified as relevant for reporting on the topic by the coal sector.

Standard	Disclosure	Additional sector recommendations
<b>1 Management of the topic</b>		
<a href="#">GRI 103: Material Topics</a>	Disclosure MT-3 Management of material topics	
<b>2 Topic Standards disclosures</b>		
<a href="#">GRI 402: Labor/Management Relations 2016</a>	Disclosure 402-1 Minimum notice periods regarding operational changes	<b>3</b> Describe how workers are consulted in advance of <u>significant operational changes</u> .
<a href="#">GRI 404: Training and Education 2016</a>	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	Describe the labor transition plans in place to help workers manage the transition to post-closure phase of operations (which can include redeployment, assistance with re-employment, resettlement, and redundancy payments).
<b>4 Additional sector disclosures</b>		
Report the organization’s operations that: <ul style="list-style-type: none"> <li>- have closure and rehabilitation plans;</li> <li>- have been closed;</li> <li>- are in the process of being closed.</li> </ul>		
Report the total monetary value of financial provisions made by the organization for closure and rehabilitation, including post-closure and rehabilitation monitoring, and aftercare.		

**1 Management of the topic**

The organization is required to report how it manages each material topic using Disclosure 3-3 in *GRI 3: Material Topics 2021*.

**2 Topic Standards disclosures**

Disclosures from the GRI Topic Standards that have been identified as relevant for organizations in the sector(s) are listed here. When the topic is determined by the organization as material, it is required to report those disclosures or explain why they are not applicable in the GRI context index. See the Topic Standard for the content of the disclosure, including requirements, recommendations, and guidance.

**3 Additional sector recommendations**

Additional sector recommendations may be listed. These complement Topic Standards disclosures and are recommended for an organization in the sector(s).

**1**

**2**

**3**

**4**

**4 Additional sector disclosures**

Additional sector disclosures may be listed. Reporting these, together with any Topic Standards disclosures, ensures the organization reports sufficient information about its impacts in relation to the topic.

111

112 For topics determined by the organization as material, the organization is required to report the  
 113 disclosures drawn from Topic Standards listed in the what to report section for that topic. If any  
 114 disclosures listed are not relevant for reporting on the organization’s impacts and approach in relation  
 115 to the topic, then the organization is not required to report these but is required to list them in the GRI  
 116 Context Index, provide the ‘not applicable’ reason for omission and a brief explanation (see  
 117 [Requirement 7 in Section 3 of GRI 1: Foundation 2021](#)).

118 The additional sector recommendations and disclosures outline additional information that the  
 119 organization should report on the topic. An organization should provide sufficient information about its  
 120 impacts in relation to each material topic, so that information users can make informed assessments  
 121 and decisions about the organization. The additional sector disclosures and recommendations have

122 been identified as relevant for organizations in the agriculture, aquaculture, and fishing sectors in  
123 relation to the topic. Reporting on these is encouraged, however, it is not a requirement.

124 When the organization reports the additional sector disclosures, it is required to list them in the GRI  
125 content index.

126 See [Requirement 5 in Section 3 of GRI 1: Foundation 2021](#) for more information on using Sector  
127 Standards when identifying disclosures to report on.

## 128 **Defined terms**

129 Defined terms are underlined in the text of the GRI Standards and hyperlinked to their definitions in  
130 the [Glossary](#). The organization is required to apply the definitions in the Glossary.

## 131 **References and resources**

132 Each GRI Topic Standard includes a list of authoritative intergovernmental instruments and other  
133 sources used in developing the Topic Standard, as well as additional resources that can be consulted  
134 by organizations on the topic. Additional authoritative instruments and sources used to develop the  
135 topics in this Standard, as well as further resources that may be helpful for understanding and  
136 reporting on the topic by organizations in the agriculture, aquaculture, and fishing sectors are listed at  
137 the end of the Standard.

## 138 1. Sector profile

139 The agriculture, aquaculture, and fishing sectors involve the cultivation, production, and capture of  
140 organisms that can be used as food for human consumption or animal feed, fibers, fuels, and other  
141 products. Agriculture consists of crop and animal production; aquaculture encompasses the  
142 cultivation of live aquatic organisms; fishing entails capturing fish and other wild aquatic organisms.

143 Agriculture, aquaculture, and fishing operations can be formally or informally organized as large-scale  
144 or small-scale business enterprises, government institutions, or other organizations, including  
145 households and cooperatives. These organizations can own or operate farms, mills, and hatcheries.  
146 Vertically integrated organizations can directly own or manage production, storage, processing, and  
147 distribution.

### 148 1.1 Sector activities and business relationships

149 When determining its material topics, the organization should consider both the impacts of its  
150 activities and its business relationships. See *GRI 3: Material Topics 2021* for more information on how  
151 to determine material topics.

#### 152 Activities

153 The impacts of an organization vary according to the types of activities it undertakes. The following list  
154 outlines some of the key activities of the agriculture, aquaculture, and fishing sectors.<sup>2</sup> This list is not  
155 exhaustive.

##### 156 Crop production

157 *Production:* growing and harvesting seeds, trees for rubber and latex, and all crops, such as cereals,  
158 vegetables, fruits, fibers, and other types; gathering berries, nuts, mushrooms, and sap.

159 *Primary processing:*<sup>3</sup> cleaning, grading, hulling, pounding, and milling grains; soaking, heating, and  
160 drying leaves; extracting and filtering oils.

161 *Aggregation:* amassing crop produce from multiple sources at farm level for sale to downstream  
162 markets, which can involve transaction by intermediary organizations or single actors.

163 *Storage:* keeping crops in a way that preserves their quality and keeps them safe from, for example,  
164 molds, yeasts, and rodents.

165 *Transportation:* using traditional or mechanized transportation to move crops.

166 *Trading:* buying and selling crops.

##### 167 Animal production

168 *Production:* breeding and rearing livestock and poultry; collecting live animal products, such as milk,  
169 eggs, honey, and wool; raising animals in captivity; operating animal farms.

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<sup>2</sup> Based on United Nations (UN) International Standard Industrial Classification of All Economic Activities.

<sup>3</sup> Primary processing is processing in order to prepare agriculture, aquaculture, and fishing products for primary markets, as defined by the Food and Agriculture Organization (FAO), [Post-harvest processing](#), accessed 9 February 2021.



- 170 *Primary processing*: cleaning and washing animal products; processing of milk; candling eggs;  
171 slaughtering animals for meat; deboning, cutting, smoking, and freezing meat; separating fur, skins,  
172 feathers, and down.
- 173 *Aggregation*: gathering live animals and animal products from multiple farms for sale to downstream  
174 markets, which can involve transaction via intermediary organizations or single actors.
- 175 *Storage*: keeping animal products in a way that preserves their quality and keeps them safe from, for  
176 example, harmful bacteria.
- 177 *Transportation*: using traditional or mechanized transportation to move live animals and animal  
178 products.
- 179 *Trading*: buying and selling live animals and animal products.

## 180 **Aquaculture**

- 181 *Production*: culturing or farming of aquatic organisms, such as fish, mollusks, and crustaceans, in  
182 captive conditions that involve regular stocking, feeding, and protecting against predators; this  
183 includes both capture-based aquaculture (CBA) and hatchery-based aquaculture (HBA) systems. It  
184 also includes growing of laver and other seaweeds.
- 185 *Primary processing*: slaughtering fish, mollusks, and crustaceans; deshellings crustaceans;  
186 undertaking service activities incidental to the operation of fish hatcheries and fish farms.
- 187 *Aggregation*: amassing fish, mollusks, and crustaceans from multiple sources for sale to downstream  
188 markets, which can involve transaction via intermediaries or single actors.
- 189 *Storage*: keeping aquaculture products in a way that preserves their quality and keeps them safe  
190 from, for example, harmful bacteria.
- 191 *Transportation*: using traditional or mechanized transportation to move aquaculture products.
- 192 *Trading*: buying and selling aquaculture products.

## 193 **Fishing**

- 194 *Fishing*: capturing aquatic organisms, such as fish, mollusks, and crustaceans, by hand or fishing  
195 gear, which can be conducted on the intertidal shoreline via shore-based netting, or by commercial  
196 fishing vessels in inshore, coastal waters, or offshore waters.
- 197 *Primary processing*: onboard handling of live wild aquatic organisms after capture and through to  
198 point of landing.
- 199 *Aggregation*: amassing fish, mollusks, and crustaceans from multiple sources to downstream  
200 markets, which can involve intermediary organizations or single actors.
- 201 *Storage*: keeping fish and fish products in a way that preserves their quality and keeps them safe  
202 from, for example, harmful bacteria.
- 203 *Transportation*: using traditional or mechanized transportation to move fish and fish products.
- 204 *Trading*: buying and selling fish and fish products.

## 205 **Business relationships**

- 206 An organization's business relationships include relationships with business partners, entities in its  
207 value chain, including those beyond the first tier, and any other entities directly linked to its  
208 operations, products, or services. The following types of business relationships are of particular  
209 relevance when identifying the impacts of organizations in the agriculture, aquaculture, and fishing  
210 sectors.
- 211 *Primary producers*: Agriculture, aquaculture, and fishing organizations can often buy their products  
212 from primary producers who actively farm or fish. Primary producers can be other organizations or  
213 persons, such as farmers and fishers, categorized as self-employed workers.

214 *Aggregators*: intermediary organizations or actors who bring products from multiple sources at farm,  
215 hatchery, or mill level for sale to downstream markets.

216 *Animal or fish feed suppliers*: organizations or persons that provide feed for animal production or  
217 aquaculture.

## 218 1.2 The sectors and sustainable development

219 Agriculture, aquaculture, and fishing sectors are fundamental to supporting food systems and  
220 ensuring the right to food is enjoyed by all. The sectors also provide non-food products, such as  
221 fibers, fuels, and rubber.

222 In the context of sustainable development, significant impacts associated with these sectors' activities  
223 are linked to intensive use of natural resources, the location of operations in rural areas, the labor  
224 needed for production, as well as the need to meet food demands for the world's growing population  
225 while staying within the planetary environmental limits. Human rights impacts are associated with both  
226 the use of land and natural resources and the vulnerability of rural workers and communities.

227 Over 2.5 billion people living in rural areas depend on the agriculture, aquaculture, and fishing sectors  
228 for jobs and income. At the same time, agriculture, aquaculture, and fishing are among the sectors  
229 with the highest informality rates in employment contracts, commercial transactions, and land tenure,  
230 posing challenges to upholding labor and human rights. Many rural workers, including farmers and  
231 fishers, live below the poverty line, needing better economic opportunities, access to technology and  
232 training. In addition, organizations' purchasing practices and prices offered for products are the major  
233 source of impact on small producers.

234 Agriculture, aquaculture, and fishing organizations rely on land, water, and fishery resources for  
235 production, and have a substantial environmental footprint. For example, agriculture accounts for an  
236 estimated 70% of freshwater withdrawals globally. Estimate show that the agriculture sector is the  
237 second-largest source of greenhouse gas (GHG) emissions after the energy sector, while fishing  
238 accounts for at least 1.2% of the global oil consumption. Animal production is also associated with  
239 impacts on animal health and welfare and on human health through antimicrobial resistance and  
240 zoonotic disease.

241 The agriculture sector has been responsible for 70% of losses in terrestrial biodiversity as a result of  
242 land conversion, deforestation, and impacts of pesticides. Fishing has had significant impacts on  
243 global ocean biodiversity, with one third of fish stocks being overfished and about 60% fished at their  
244 maximum sustainable levels. Agriculture, aquaculture, and fishing production relies on natural  
245 resources and hence on biodiversity. Implementing sustainable practices across the sectors is a  
246 fundamental condition for food security and nutrition.

247 Climate change poses major challenges for the agriculture, aquaculture, and fishing sectors. It can  
248 affect yields, disrupt production, and supply chains, jeopardizing food security. Impacts of climate  
249 change can also deepen poverty levels, displace people from their lands, and thus increase migration.  
250 Agriculture, aquaculture, and fishing organizations can contribute to food security through facilitating  
251 adaptation and resilience, reducing food loss, and providing income and livelihoods.

## 252 Sustainable Development Goals

253 The Sustainable Development Goals (SDGs), part of the 2030 Agenda for Sustainable Development  
254 adopted by the 193 United Nations member states, comprise the world's comprehensive plan to  
255 achieving sustainable development.

256 Since the Sustainable Development Goals and the targets associated with them are integrated and  
257 indivisible, and so agriculture, aquaculture, and fishing organizations have the potential to impact all  
258 SDGs by either enhancing their positive contributions or avoiding and mitigating negative impacts.

259 Agriculture, aquaculture, and fishing are central to the 2030 Agenda. Providing food and helping reduce  
260 poverty, the sectors are best positioned to contribute to the **Goal 2: Zero Hunger**. Agriculture,  
261 aquaculture, and fishing sectors are also the world's biggest employer and the largest economic sectors



262 for many countries, impacting directly on **Goal 1: No Poverty** and **Goal 8: Decent Work and Economic**  
 263 **Growth**.

264 By sustainably managing and efficiently using natural resources (**Goal 12: Responsible Consumption**  
 265 **and Production**), agriculture has the potential to revitalize rural landscapes, contributing to **Goal 15:**  
 266 **Life on land**. Aquaculture and fishing sectors can contribute to healthy marine and aquatic ecosystems  
 267 covered under the **Goal 14: Life Below Water**. By implementing resilient fishing and farming practices,  
 268 agriculture, aquaculture, and fishing sectors can help increase productivity, and build the adaptive  
 269 capacity to respond to climate change (**Goal 13: Climate Action**).

270 Table 2 highlights connections between the likely material topics for the agriculture, aquaculture, and  
 271 fishing sectors and the SDGs. These linkages were identified based on an assessment of the impacts  
 272 described in each likely material topic, the targets associated with each SDG, and existing mapping  
 273 undertaken for the sectors. It is a starting point for organizations that seek to integrate the SDGs into  
 274 their reporting.

275 **Table 2: Linkages between the likely material topics for the agriculture, aquaculture, and fishing sectors**  
 276 **and the SDGs.**

Likely material topics	Corresponding SDGs
2.1 Emissions	Goal 3: Good Health and Well-being
	Goal 12: Responsible Consumption and Production
	Goal 13: Climate Action
	Goal 14: Life Below Water
	Goal 15: Life on Land
2.2 Climate adaptation and resilience	Goal 1: No poverty
	Goal 2: Zero Hunger
	Goal 13: Climate Action
2.3 Biodiversity	Goal 2: Zero Hunger
	Goal 6: Clean Water and Sanitation
	Goal 12: Responsible Consumption and Production
	Goal 14: Life Below Water
	Goal 15: Life on Land
2.4 Natural ecosystem conversion	Goal 15: Life on Land
	Goal 13: Climate Action
	Goal 14: Life Below Water
2.5 Soil health	Goal 15: Life on Land
2.6 Pesticides use	Goal 3: Good Health and Well-being
	Goal 6: Clean Water and Sanitation
	Goal 8: Decent Work and Economic Growth
	Goal 12: Responsible Consumption and Production
	Goal 15: Life on Land
2.7 Water and effluents	Goal 6: Clean Water and Sanitation
	Goal 12: Responsible Consumption and Production
	Goal 14: Life Below Water

2.8 Waste and food loss	Goal 2: Zero Hunger
	Goal 12: Responsible Consumption and Production
2.9 Food security	Goal 2: Zero Hunger
	Goal 14: Life Below Water
	Goal 13: Climate Action
	Goal 15: Life on Land
	Goal 17: Partnerships for the Goals
2.10 Food safety	Goal 2: Zero Hunger
	Goal 3: Good Health and Well-being
2.11 Animal health and welfare	Goal 15: Life on Land
2.12 Local communities	Goal 1: No poverty
	Goal 2: Zero Hunger
	Goal 5: Gender Equality
	Goal 6: Clean Water and Sanitation
	Goal 13: Climate Action
	Goal 15: Life on Land
	Goal 16: Peace and Justice Strong Institutions
2.13 Land and resource rights	Goal 1: No Poverty
	Goal 2: Zero Hunger
	Goal 12: Responsible Consumption and Production
	Goal 15: Life on Land
	Goal 16: Peace and Justice Strong Institutions
2.14 Rights of indigenous peoples	Goal 1: No Poverty
	Goal 2: Zero Hunger
	Goal 11: Sustainable Cities and Communities
	Goal 13: Climate Action
	Goal 15: Life on Land
	Goal 16: Peace and Justice Strong Institutions
2.15 Non-discrimination and equal opportunity	Goal 5: Gender Equality
	Goal 8: Decent Work and Economic Growth
	Goal 10: Reduced Inequalities
	Goal 14: Life Below Water
	Goal 16: Peace and Justice Strong Institutions
2.16 Forced labor	Goal 5: Gender Equality
	Goal 8: Decent Work and Economic Growth
	Goal 16: Peace and Justice Strong Institutions
2.17 Child labor	Goal 1: No Poverty

	Goal 8: Decent Work and Economic Growth
	Goal 16: Peace, Justice and Strong Institutions
2.18 Freedom of association and collective bargaining	Goal 8: Decent Work and Economic Growth
	Goal 16: Peace and Justice Strong Institutions
2.19 Occupational health and safety	Goal 3: Good Health and Well-being
	Goal 8: Decent Work and Economic Growth
2.20 Employment practices	Goal 1: No Poverty
	Goal 8: Decent Work and Economic Growth
	Goal 10: Reduced Inequalities
2.21 Living income	Goal 1: No Poverty
	Goal 2: Zero Hunger
	Goal 8: Decent Work and Economic Growth
	Goal 10: Reduced Inequalities
2.22 Economic inclusion	Goal 1: No Poverty
	Goal 2: Zero Hunger
	Goal 8: Decent Work and Economic Growth
	Goal 9: Industry, Innovation and Infrastructure
	Goal 11: Sustainable Cities and Communities
	Goal 14: Life Below Water
2.23 Supply chain traceability	Goal 12: Responsible Consumption and Production
	Goal 14: Life Below Water
	Goal 16: Peace, Justice and Strong Institutions
2.24 Public policy and lobbying	Goal 2: Zero Hunger
	Goal 14: Life Below Water
	Goal 15: Life on Land
	Goal 16: Peace and Justice Strong Institutions
2.25 Anti-competitive behavior	Goal 16: Peace and Justice Strong Institutions
2.26 Anti-corruption	Goal 16: Peace and Justice Strong Institutions

## 277 2. Likely material topics

278 The following section outlines the likely material topics for the Agriculture, Aquaculture, and Fishing  
279 sectors. Each topic describes the most significant impacts related to the topic and lists disclosure that  
280 have been identified as relevant for reporting on the topics by the sectors. The organization needs to  
281 review each topic in this section and determine whether it is material for it to report on.

### 282 2.1 Emissions

283 **This topic addresses emissions into air, including greenhouse gas (GHG), ozone-depleting**  
284 **substances (ODS), and nitrogen oxides (NOX) and sulfur oxides (SOX), among other**  
285 **significant air emissions. Emissions can have negative impacts on air quality, ecosystems,**  
286 **and human and animal health. GHG emissions are a major contributor to climate change.**

287 Agriculture is responsible for large portions of two of the most significant sources of greenhouse gas  
288 (GHG) emissions: carbon dioxide (CO<sub>2</sub>) and methane (CH<sub>4</sub>). From 2007 to 2016, activities in the  
289 sector accounted for approximately 13% of CO<sub>2</sub>, 44% of CH<sub>4</sub>, and 82% of nitrous oxide (N<sub>2</sub>O)  
290 emissions from human activities globally; these figures totaled 23% of total net anthropogenic  
291 emissions of GHGs.

292 Crop production primarily produces GHG emissions through soil cultivation, with the largest  
293 discharges coming from soil tillage, soil decomposition, and burning vegetation and crop residues  
294 (see *Soil health*). Fertilizers, pesticides, and fossil fuels used to power machinery and vehicles also  
295 release GHG emissions. Crop residue decomposition and burning plant biomass are other direct  
296 sources of emissions, including CO<sub>2</sub>, N<sub>2</sub>O, and particulate matter.

297 Ruminant livestock produce GHG emissions during their respiration and digestion processes. Animal  
298 manure also emits gases, such as CH<sub>4</sub>, N<sub>2</sub>O, and CO<sub>2</sub>. In 2014, livestock on managed pastures and  
299 rangelands accounted for over half of total anthropogenic N<sub>2</sub>O emissions from agriculture. GHGs can  
300 also be emitted from the use of fossil fuel to power machinery and vehicles in animal production.

301 Impacts associated with crop and animal production also include emissions arising from land use  
302 change, including the conversion of land from a natural ecosystem to use for agriculture or  
303 aquaculture (see *2.4 Natural ecosystem conversion*). Land use changes can contribute to the release  
304 of large amounts of CO<sub>2</sub>, especially when mature forests or grasslands are cleared.

305 Land conversion for crops used as animal and fish feed is an additional source of emissions in animal  
306 production and aquaculture; in aquaculture, it is the leading cause of other indirect (Scope 3)  
307 emissions. Emissions are also associated with production, processing, and transportation of feed.

308 Land-based aquaculture farms can require high energy levels to regulate water temperature and  
309 circulation, contributing to GHG emissions through combustion of fuel.

310 In fishing, emissions can be associated with burning diesel fuel, marine fuel oils, and intermediate fuel  
311 oils. Such fuel is used to power vessels, process fish on board, and freeze or refrigerate fish. Besides  
312 contributing to GHG emissions, combustion of fuels produces localized air pollution. Use of  
313 refrigerants to store fish products can result in emissions of ozone-depleting substances.

314 Oceans have a high capacity to store anthropogenic carbon, and the largest storage pools are found  
315 in marine sediments. Trawls are one of the most commonly used types of fishing gear, with about a  
316 quarter of marine fish caught by bottom trawls worldwide. Trawls that get dragged along the seabed  
317 cause the release of CO<sub>2</sub> stored in sediments of the ocean floor. It is estimated that bottom trawling  
318 causes one gigaton of emissions a year.

319 **What to report**

320 If the organization has identified emissions as a material topic, this section lists the disclosures that  
 321 have been identified as relevant for reporting on the topic by the agriculture, aquaculture, and fishing  
 322 sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 305: Emissions 2016</a>	Disclosure 305-1 Direct (Scope 1) GHG emissions	When reporting on gross <u>direct (Scope 1) GHG emissions</u> in metric tons of <u>CO<sub>2</sub> equivalent</u> , include emissions associated with natural ecosystem conversion.
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	When reporting on gross <u>other indirect (Scope 3) GHG emissions</u> in metric tons of CO <sub>2</sub> equivalent, include emissions associated with natural ecosystem conversion.
	Disclosure 305-4 GHG emissions intensity	
	Disclosure 305-5 Reduction of GHG emissions	
	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	
	Disclosure 305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	

323 **References and resources**

324 [GRI 305: Emissions 2016](#) lists authoritative intergovernmental instruments and other sources relevant  
 325 to reporting on this topic.

326 The additional intergovernmental instruments and references used to develop this topic description,  
 327 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 328 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 76.

329 **2.2 Climate adaptation and resilience**

330 **Organizations contribute to climate change and are simultaneously affected by it. Climate**  
 331 **adaptation and resilience refers to how organizations are adjusting to current and anticipated**  
 332 **climate-related risks, as well as contributing to the ability of societies and economies to**  
 333 **withstand impacts from climate change.**

334 For organizations in the agriculture, aquaculture and fishing sectors, impacts related to climate  
 335 change include physical environmental impacts driven by acute events and long-term shifts in climate  
 336 patterns. Climate change has resulted in increased frequency, intensity, and duration of heat-related  
 337 events, including more volatile weather systems in most world regions. Impacts of climate change cut  
 338 across environmental and socioeconomic systems.

339 In recent decades, climate change has caused a negative impact on crop yields and suitability. The  
 340 warmer winters related to climate change pose a risk to harvests, specifically affecting fruits and  
 341 vegetables that need a period of colder weather to produce viable harvests. According to the  
 342 Intergovernmental Panel on Climate Change (IPCC), between 34 and 600 million more people could  
 343 suffer from hunger by 2080, depending on how climate change scenarios unfold (see 2.9 Food  
 344 security).

345 A major concern for the agriculture sector is the exacerbation of land degradation caused by global  
 346 warming. This can lead to increased rainfall intensity, flooding, drought frequency and severity, pest  
 347 prevalence, diseases, heat stress, dry spells, wind, sea-level rise, wave action, and permafrost thaw.

348 Aquaculture and fishing operations are likely to be affected by negative impacts such as water  
 349 temperature increase, oxygen deficit, sea-level rise, decreased pH levels, and changes in productivity  
 350 patterns. Small-scale fishers in tropical, less developed, and poor regions are particularly vulnerable  
 351 to climate change impacts. Aquaculture and inland fishing are threatened by changes in precipitation  
 352 and water management, increased stress on freshwater resources, and frequency and intensity of  
 353 extreme climate events.

354 An organization's failure to adapt to climate change-related impacts can lead to disruptions in  
 355 operations, loss of livelihood for people, and increased occupational health and safety impacts. This  
 356 can affect an organization's workers, suppliers, customers, and shareholders as well as smallholder  
 357 farmers, indigenous people, and local communities. Disruptions in operations can leave demands for  
 358 agriculture, aquaculture, and fishing products unfulfilled, in turn causing negative impacts on food  
 359 security.

360 In addition to their key role in climate change mitigation (see 2.1 Emissions), organizations can take  
 361 action to adapt to climate change and build resilience. One broadly identified adaptation option for the  
 362 agriculture, aquaculture, and fishing sectors is diversification in production, including reliance on wider  
 363 genetic base and genetic improvements for tolerance to heat and drought. Mitigating food loss is also  
 364 a form of climate adaptation as less lost food means less land is needed for the same output.  
 365 Preservation of indigenous and local knowledge of biodiversity is also recognized as a contributing  
 366 factor to enhancing climate resilience, as it focuses on preserving ecosystems and offers adaptive  
 367 strategies to cope with unfavorable climatic conditions in local areas.

368 **What to report**

369 If the organization has identified climate adaptation and resilience as a material topic, this section lists  
 370 the disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 371 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	

Topic Standards disclosures		
<a href="#">GRI 201: Economic Performance 2016</a>	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	Describe the climate change-related scenarios used for identifying the risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.

372 **References and resources**

373 [GRI 201: Economic Performance 2016](#) lists authoritative intergovernmental instruments and other  
 374 sources relevant to reporting on this topic.

375 The additional intergovernmental instruments and references used to develop this topic description,  
 376 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 377 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 77.

Exposure draft for public comment



## 378 2.3 Biodiversity

379 **Biodiversity not only has intrinsic value, but is also vital to climate, human and cultural health**  
380 **and well-being, food security and economic prosperity. This topic covers impacts on**  
381 **biodiversity, including on plant and animal species, and genetic diversity.**

382 Biodiversity is essential for food production and the supply of a wide range of ecosystem services.

383 80% of terrestrial biodiversity is found in indigenous peoples' lands and forests. Respecting

384 indigenous peoples' rights to land and natural resources is key to biodiversity conservation.

385 According to the International Union for Conservation of Nature (IUCN), major threats to biodiversity

386 include habitat loss and degradation, overexploitation of biological resources, pollution, climate

387 change, and introduced invasive species.

388 Impacts from agriculture, aquaculture, and fishing on biodiversity include air, soil, and water

389 contamination, deforestation, soil erosion, and sedimentation of waterways. Other impacts involving

390 species include increased mortality rates, habitat fragmentation, and the introduction of invasive

391 species and pathogens leading to species loss or extinction.

392 Biodiversity generally declines as agriculture, aquaculture, or fishing activities intensify. This is driven

393 by natural ecosystem conversion and a change of habitat (see *2.4 Natural ecosystem conversion*).

394 Biodiversity can be further impacted by monoculture, also known as monocropping, whereby the

395 same crops or animal species are grown or bred year after year. While this practice may increase

396 production or reduce emissions, it decreases agrobiodiversity on farms and plantations and

397 biodiversity in adjacent environments.

398 Continuous monocropping in agriculture can result in a buildup of pests and diseases. Monocultures

399 usually require high pesticides use, which can be toxic to many non-target species, including

400 pollinators – insects or animals that carry pollen from one plant or plant part to another. Pollination is

401 a crucial ecosystem service, especially within agriculture, as 75% of global food crops rely on it.

402 Agriculture and aquaculture operations can also impact species that exist in natural ecosystems'

403 surrounding areas. For example, animal production can be a major source of surplus nitrogen and

404 phosphorous pollution, which can lead to eutrophication in adjacent lakes and rivers, rendering them

405 uninhabitable for aquatic biodiversity (see *2.7 Water and effluents*). This can impact the right to food

406 and other human rights of local communities. A similar impact can be caused by aquaculture activities

407 due to a buildup of fish excrement in waterbodies. Aquaculture can also result in impacts on local

408 biodiversity through escapes from aquaculture farms, which in turn can establish themselves to

409 compete with the area's native biodiversity.

410 Fishing is one of the most significant drivers of declining ocean biodiversity, due to overfishing, by-

411 catch, illegal, unreported, and unregulated fishing (IUU), and introduction of non-locally adapted

412 species. Overfishing leads to impacts on the biodiversity of marine ecosystems by altering the

413 population size and body-size composition of targeted species as well as non-targeted species.

414 These alterations result in impacts on predator-prey relationships and cause shifts in trophic

415 structures (see *2.4 Natural ecosystem conversion*). Overfishing can also be driven by capture-based

416 aquaculture, which relies on wild fish stocks for feed. In 2017, 34.2% of the world's marine fish stocks

417 were classified as overfished, and the proportion of world marine fish stocks within biologically

418 sustainable levels had declined to 65.8% from 90% in 1974.

419 In addition, in fishing lost or discarded fishing gear, known as ghost gear, continues to trap species, a

420 phenomenon known as ghost fishing. This can pose a threat to both target and non-target species,

421 potentially killing endangered and protected species and damaging underwater habitats. Ghost gear

422 contributes to marine pollution (see *2.8 Waste and food loss*).



423 **What to report**

424 If the organization has identified biodiversity as a material topic, this section lists the disclosures that  
 425 have been identified as relevant for reporting on the topic by the agriculture, aquaculture, and fishing  
 426 sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 304: Biodiversity 2016</a>	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	Disclosure 304-2 Significant impacts of activities, products, and services on biodiversity	
	Disclosure 304-3 Habitats protected or restored	
	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	
<b>Additional sector disclosures</b>		
<p>The following additional sector disclosures are for organizations in the aquaculture and fishing sectors:</p> <p>Report the volume in metric tons of aquatic organisms caught or harvested by species scientific name, fishing or farming method, and location of origin.</p>		

427 **References and resources**

428 [GRI 304: Biodiversity 2016](#) lists authoritative intergovernmental instruments and other sources  
 429 relevant to reporting on this topic.

430 The additional intergovernmental instruments and references used to develop this topic description,  
 431 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 432 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 77.

433 **2.4 Natural ecosystem conversion**

434 **Natural ecosystem conversion refers to the changing of a natural ecosystem to another use or**  
 435 **the profound change in a natural ecosystem’s species composition, structure, or function.**  
 436 **This topic covers impacts related to natural ecosystem conversion, including impacts related**  
 437 **to discrete incidents of land clearance as well as severe degradation or introduction of**  
 438 **management practices that lead to substantial and sustained change in natural ecosystems.**

439 Natural ecosystems perform important services, including absorbing and storing vast quantities of  
 440 carbon dioxide (CO<sub>2</sub>). When natural ecosystems are converted to other uses, stored carbon can be  
 441 released into the atmosphere, contributing to greenhouse gas (GHG) emissions and climate change  
 442 (see 2.1 *Emissions* and 2.2 *Climate adaptation and resilience*). Estimates show that the loss of  
 443 primary tropical forest in 2019 resulted in the release of more than 2 billion tons of CO<sub>2</sub>.

444 In the agriculture and aquaculture sectors, natural ecosystem conversion can be the result of using  
 445 land and aquatic environments for animal breeding, grazing, crop production, aquaculture production,  
 446 and ancillary activities. This can occur rapidly, with a large change taking place in a short time, or  
 447 gradually, with incremental changes over a long time.

448 Terrestrial ecosystem conversion, in particular, can occur as crop or animal production expands. It  
 449 can include deforestation as well as conversion of other ecosystems, such as grasslands, woodlands,  
 450 or savannas. Deforestation occurs when primary and secondary forests are cleared, often by burning.

451 Aquatic ecosystem conversion happens as the result of reclamation of coastal, lake, river, wetland,  
 452 peatland, or benthic ecosystems. Conversion of aquatic environments by aquaculture operations can  
 453 include the clearing of arable land, mangroves, salt marshes, and wetlands or sustained changes to  
 454 lake and river ecosystems to make them fit for aquatic farming sites. Aquaculture also relies heavily  
 455 on crops for fish feed and can contribute to the conversion of terrestrial ecosystems.

456 In fishing, bottom trawling causes impacts on the seabed’s physical structure, affecting bottom plants,  
 457 corals, sponges, fish, and other animals. This can profoundly change how natural benthic ecosystems  
 458 function or lead to their destruction, causing impacts on biodiversity and CO<sub>2</sub> emissions (see 2.1  
 459 *Emissions*).

460 Conversion of natural ecosystems can also lead to other environmental impacts, such as loss of  
 461 biodiversity (see 2.3 *Biodiversity*), acceleration of soil erosion (see 2.5 *Soil health*), and increased run-  
 462 off and effluent pollution (see 2.7 *Water and effluents*).

463 People can be displaced due to physical changes to the landscapes surrounding their communities or  
 464 degradation or depletion of natural resources or ecosystem services that the community relies on (see  
 465 2.12 *Local communities* and 2.13 *Land and resource rights*). Loss of natural ecosystems and  
 466 resources can cause food insecurity. For indigenous peoples, it can result in loss of cultural and  
 467 spiritual heritage and livelihoods. Natural ecosystem conversion also causes impacts on the rights of  
 468 indigenous people and local communities to self-determination and self-governance (see 2.14 *Rights*  
 469 *of indigenous peoples*).

470 **What to report**

471 If the organization has identified natural ecosystem conversion as a material topic, this section lists  
 472 the disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 473 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	– Describe policies or commitments to reduce or eliminate natural ecosystem conversion from production in the

		<p>organization's activities, including target and cut-off dates;<sup>4</sup></p> <ul style="list-style-type: none"> <li>- Report multi-stakeholder or sectoral initiatives intended to reduce or eliminate natural ecosystem conversion the organization participates in;</li> <li>- Describe how the organization ensures that its <u>suppliers</u> comply with its natural ecosystem conversion policies and commitments, including through sourcing policies and contracts;</li> <li>- Describe the tools and systems used for monitoring natural ecosystem conversion in the organization's own activities, business relationships, and sourcing locations.</li> </ul>
<p><b>Additional sector disclosures</b></p>		
<p>Report the percentage of the total production from own activities and suppliers that has not caused or contributed to natural ecosystem conversion and methods for determining that, for example, certification, sourcing from low-risk jurisdictions, or sourcing from verified suppliers.</p>		
<p>Report the percentage of the total production from own activities and suppliers, for which it is unknown whether it has caused or contributed to natural ecosystem conversion, and actions being taken to improve traceability.</p>		
<p>Report the size in hectares, location, and <u>type</u> of the natural ecosystem on the land owned, leased, or managed by the organization, which has been converted since the appropriate cut-off date. <i>Note: Natural ecosystem type can be characterized by biome, vegetation type, and/or high conservation value status as relevant to region and regulatory context.</i></p>		
<p>Size in hectares, location, and type of the natural ecosystem converted by suppliers or in sourcing areas since the appropriate cut-off date.</p>		

474 **References and resources**

475 The intergovernmental instruments and references used to develop this topic description, as well as  
 476 further resources that may be helpful for understanding and reporting on the topic by the agriculture,  
 477 aquaculture and fishing sectors are listed in the Bibliography on page 78.

<sup>4</sup> A cut-off date is the past starting date of the period for which the organization reports on conversion, conversion after the cut-off date renders a product non-compliant with commitments and policies on natural ecosystem conversion.

**Note:** Appropriate cut-off dates may be selected based on cut-off dates of organization's policies, certification programs, sectoral/regional cut-off dates, legislation, and/or on availability of monitoring data. If an organization has not identified an appropriate cut-off date, then one should be calculated for the past five years.

478 **2.5 Soil health**

479 **Soil health is the capacity of soil to function as a living ecosystem and to sustain plant and**  
 480 **animal productivity, maintain or enhance water and air quality, and promote plant and animal**  
 481 **health. This topic covers impacts on soil health, including soil erosion, reduction in soil**  
 482 **fertility, salinization, and waterlogging.**

483 Recent estimates suggest that 80% of land used for agriculture suffers from moderate to severe  
 484 erosion. Although a naturally occurring process, soil erosion can accelerate greatly through  
 485 agricultural activities, including removal of vegetation cover, tillage, soil compaction, and overgrazing  
 486 by livestock, particularly when these practices are conducted on steep slopes in areas subjected to  
 487 intense rainstorms or wind events.

488 In agriculture, original vegetation cover is removed to make land available for crop production or  
 489 animal grazing. Agricultural crops rarely hold onto the topsoil as well as the original vegetation cover,  
 490 increasing soil erosion and potentially reducing soil fertility over time. Estimates show that half of the  
 491 topsoil globally has been lost in the last 150 years.

492 Soil erosion can also be accelerated by tillage. Conventional tillage inverts and breaks up the soil,  
 493 destroys the soil structure, and buries crop residues. Minimum till or no-till methods reduce tillage  
 494 area and/or tillage depth, as practiced in regenerative agriculture. Rates of soil erosion from  
 495 agricultural fields exceed rates of soil formation at an estimate currently ranging between 10 to 20  
 496 times higher when there is no tillage to over 100 times higher when conventional tillage is used.

497 Tillage can also increase the soil's sensitivity to compaction, which can lead to impacts on soil  
 498 biodiversity. Tilled soils have less capacity to support loads applied to the ground and are  
 499 consequently more sensitive to compaction caused by agricultural machinery. A reduction in soil  
 500 carrying capacity can also come from overgrazing. Grazing livestock can cause impacts on soil  
 501 structure through excessive defoliation, defecation, and trampling.

502 Fertilizers, both organic and inorganic, as well as pesticides have an impact on soil health (see 2.6  
 503 *Pesticides use*). Excessive use of fertilizer can increase soil acidity levels. Pesticides use can impact  
 504 soil communities by influencing the performance of soil biota or modifying it. This can affect the entire  
 505 soil food web in terms of abundance and composition. Incorrect fertilizer and pesticide application  
 506 results in runoff to water, which can affect local communities, including indigenous peoples, and their  
 507 human rights to health, food, clean water, and livelihoods.

508 **What to report**

509 If the organization has identified soil health as a material topic, this section lists the disclosures that  
 510 have been identified as relevant for reporting on the topic by the agriculture, aquaculture, and fishing  
 511 sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	Describe the soil management plan of the organization, including the approach to fertilizer application.

512 **References and resources**

513 The intergovernmental instruments and references used to develop this topic description, as well as  
 514 further resources that may be helpful for understanding and reporting on the topic by the agriculture,  
 515 aquaculture and fishing sectors are listed in the Bibliography on page 79.

516 **2.6 Pesticides use**

517 **Pesticides are chemical or biological substances intended for repelling, destroying, or**  
 518 **controlling any pest or regulating plant growth. Pesticides include herbicides, insecticides,**  
 519 **fungicides, nematocides, and rodenticides. This topic covers the impacts of pesticides use,**  
 520 **including major impact of toxicity to target and non-target organisms.**

521 Pesticides can be used in crop, animal, and aquaculture production. Because pesticides are toxic,  
 522 inadequately applying or managing them can induce health effects in humans, including on  
 523 reproduction, immune, and nervous systems, as well as threaten food security and livelihoods.  
 524 Toxicity depends on the pesticide’s function and other factors, such as how it is used and disposed.

525 Pesticides, usually with high toxicity, can be unregistered or banned in some countries but available in  
 526 others. Pesticides with high toxicity can stay in soil and water for years, with long-term impacts on  
 527 local communities, including indigenous peoples, and the local environment. (see 2.8 *Waste and food*  
 528 *loss*).

529 Pesticides can have negative impacts on biodiversity, for example, those targeting insects or weeds  
 530 can be toxic to birds, fish, and non-targeted plants and insects (see 2.3 *Biodiversity*). Pesticides also  
 531 have the potential to contribute to greenhouse gas (GHG) emissions (see 2.1 *Emissions*).

532 People at risk of being most affected are workers applying pesticides and others in the immediate  
 533 area during or right after pesticides are spread. Exposure to pesticides of certain vulnerable groups,  
 534 such as women and children, can be particularly dangerous. In some world regions, pregnant and  
 535 breastfeeding women may themselves be tasked with applying pesticides (see 2.19 *Occupational*  
 536 *health and safety* and 2.12 *Local communities*). General populations can be exposed to pesticide  
 537 residue through food and water (see 2.7 *Water and effluents* and 2.10 *Food safety*).

538 In crop production, pesticides are widely used to protect or increase yields and the number of times  
 539 per year a crop can be grown on the same land. The Food and Agriculture Organization (FAO)  
 540 estimates that in developing countries, 80% of the projected increase in food production needed to  
 541 keep pace with population growth are projected to come from greater crop yields. This could trigger  
 542 further intensification of pesticides use in an attempt to generate higher yields.

543 In animal production, pesticides are used to control weeds and various pests, such as parasites. In  
 544 aquaculture, pesticides are used to treat pests, such as lice, that can cause infections in fish.  
 545 Pesticides are usually administered via fish feed and water, which can have impacts on non-targeted  
 546 species, such as crustaceans, resulting in biodiversity loss. Water contamination and accumulation of  
 547 chemicals in fish targeted for human consumption can result in public health impacts. Even low levels  
 548 of pesticide residue in water can cause chronic disease in humans.

549 **What to report**

550 If the organization has identified pesticides use as a material topic, this section lists the disclosures  
 551 that have been identified as relevant for reporting on the topic by the agriculture, aquaculture, and  
 552 fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		

<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	<ul style="list-style-type: none"> <li>- Describe the pest management plan of the organization, including the rationale for the selection of chemicals and any other techniques of pest control;</li> <li>- Describe the training provided to workers on pest management and the application of pesticides.</li> </ul>
<b>Additional sector disclosures</b>		
Report the volume and intensity of pesticides used, by type.		

553 **References and resources**

554 The intergovernmental instruments and references used to develop this topic description, as well as  
 555 further resources that may be helpful for understanding and reporting on the topic by the agriculture,  
 556 aquaculture and fishing sectors are listed in the Bibliography on page 79.

557 **2.7 Water and effluents**

558 **Recognized by the United Nations as a human right, access to freshwater is essential for**  
 559 **human life and well-being. The amount of water withdrawn and consumed by an organization**  
 560 **and the quality of its discharges can have impacts on ecosystems and people.**

561 The agriculture sector accounts for an estimated 70% of total water withdrawn globally. Withdrawn  
 562 water is primarily used to irrigate land for crops. Water is also used for pesticide and fertilizer  
 563 application, crop cooling, and frost control. In animal production, water is used for animal hydration  
 564 and to clean animal housing and machinery, including milking equipment.

565 Water has critical importance to agricultural productivity – irrigated agriculture land is, on average,  
 566 twice as productive per unit as non-irrigated land. Irrigation can be achieved through different  
 567 methods, including surface irrigation, using gravity flow, sprinkler application, or subsurface irrigation.  
 568 Water can be withdrawn from groundwater or surface water, such as lakes and reservoirs, or be in the  
 569 form of treated wastewater or desalinated water. Intensive water withdrawal can decrease aquifer  
 570 levels, which reduces the long-term sustainability of water resources and increases access cost for all  
 571 users (see 2.12 Local communities).

572 Pesticide residues are frequently found in water bodies. Animal effluents, together with agricultural  
 573 fertilizer and pesticide effluents, can contribute to pollution of surface and groundwater as well as lead  
 574 to eutrophication and acidification of water, causing negative impacts on biodiversity. Water  
 575 contamination can have impacts on the right to water and other human rights of people, including  
 576 those of local communities and indigenous people, affecting their access to natural resources, health,  
 577 and livelihoods.

578 Impacts from aquaculture production include nutrient buildup in water bodies surrounding fish farms  
 579 as a result of discharges. In high-density farms, high quantities of fish waste are discharged to water,  
 580 potentially depleting oxygen levels and creating algal blooms that can lead to eutrophication.

581 In fishing operations, wastewater can be discharged to sea from fishing vessels. This includes water  
 582 used to store fish aboard the vessel, which can contain fish waste from fish gutting and bleeding as  
 583 well as materials and coating from the hold itself and onboard refrigeration systems. Wastewater  
 584 could also come from cleaning holds and machinery, containing detergents, and disinfectants.

585 **What to report**

586 If the organization has identified water and effluents as a material topic, this section lists the  
 587 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 588 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 303: Water and Effluents 2018</a>	Disclosure 303-1 Interactions with water as a shared resource	
	Disclosure 303-2 Management of water discharge-related impacts	
	Disclosure 303-3 Water withdrawal	



	Disclosure 303-4 Water discharge	The following additional sector recommendation is for organizations in the fishing sector:  Report total volume of water and <u>effluents</u> discharged by MARPOL categories and describe how these are disposed.
	Disclosure 303-5 Water consumption	

589 **References and resources**

590 [GRI 303: Water and Effluents 2018](#) lists authoritative intergovernmental instruments and other  
591 sources relevant to reporting on this topic.

592 The additional intergovernmental instruments and references used to develop this topic description,  
593 as well as further resources that may be helpful for understanding and reporting on the topic by the  
594 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 80.

Exposure draft for public comment



## 595 2.8 Waste and food loss

596 **Waste refers to anything a holder discards, intends to discard, or is required to discard. When**  
597 **inadequately managed, waste can have significant negative impacts on the environment and**  
598 **human health, extending beyond locations where waste is generated and discarded. This topic**  
599 **covers impacts from waste, including products originally intended for human consumption as**  
600 **food.**

601 Waste from organizations in the agriculture, aquaculture, and fishing sectors can include organic by-  
602 products, such as crop waste, animal waste and manure, animal carcasses, fish feces; and inorganic  
603 waste such as plastics; hazardous waste, and toxic waste, including pesticides and their containers;  
604 and materials from animal health products.

605 Organic by-products, including animal manure, have potential to be used as an energy source as  
606 biomass or for animal feed, contributing to circularity measures. For example, by-products of  
607 aquaculture and fishing operations can be turned into fishmeal and oil. Manure can be used as an  
608 organic fertilizer, improving soil health. However, intensive animal production can often result in  
609 output of more manure than a local area can absorb. If incinerated without energy recovery or  
610 directed to landfill, organic by-products can turn into waste and cause significant environmental  
611 impacts, including greenhouse gas (GHG) emissions, water pollution, and – for terrestrial animals –  
612 impacts on soil health (see 2.7 *Water and effluents*, 2.1 *Emissions* and 2.5 *Soil health*).

613 Organic waste from animals may contain microorganisms and parasite eggs. These pathogens can  
614 spread in receiving environments and cause ill health and disease in humans. In aquaculture  
615 operations, fish feed and feces can long settle at the bottom of ponds or in inactive zones of raceways  
616 as liquid or solid organic waste. Antimicrobial compounds can also be found in manure. Fish feces  
617 may reach water bodies. A key way to minimize pollution and waste impacts from fish feces and  
618 settleable solids is through water management (see 2.7 *Water and effluents*).

### 619 **FOOD LOSS**

620 In agriculture, aquaculture, and fishing production, organic waste streams that contain products  
621 originally intended as food for human consumption are categorized as food loss. The Food and  
622 Agriculture Organization (FAO) of the United Nations estimates that 13.8% of food, from harvest to  
623 retail, was lost globally in 2016.

624 Food loss can be caused by inefficiencies at different stages of the supply chain. At the farm level,  
625 they can be due to inadequate harvesting time, climatic conditions, harvest and handling practices,  
626 and challenges related to selling products. Losses during post-harvest activities and losses of by-  
627 product can also be considered food loss, which can be accompanied by loss of resources – including  
628 water, land, energy, labor, and capital – and can contribute to greenhouse gas (GHG) emissions.

629 Measures to prevent food loss include adequate storage temperatures and conditions; sound  
630 infrastructure; and efficient transportation and logistics. Primary processing conditions and packaging  
631 can play a role in preserving agriculture, aquaculture, and fishing products.

632 Aquaculture activities generate considerable amounts of plastic waste. Plastics are widely used for  
633 equipment, including disposable gloves, and packaging various inputs, such as feed sacks and  
634 wrapped consumables. Plastic can also be used in pond liners, harvest nets, pipework, buoys, ropes,  
635 incubation jars, and containers. Discarded or abandoned plastic waste can contaminate the  
636 surrounding environments and get into the ocean.

637 In fishing, plastics are used to make various marine tools, including floats, fishing nets and lines,  
638 strapping bands, wire ropes, sails, and other manufactured items. Fish and marine animals  
639 sometimes mistake plastic waste for food and get trapped in items, such as ropes, nets, and bags.  
640 Lost or discarded fishing gear, known as ghost gear, can continue capturing species, contributing to  
641 overfishing and damaging benthic ecosystems. (see 2.3 *Biodiversity*).

642 Incorrectly disposed inorganic materials, such as plastic waste, used bottles, and packages can have  
643 lasting impacts on receiving environments. For example, chemical residue in packaging may leak into  
644 soil and water, causing long-term contamination. Contamination of agricultural land and natural  
645 resources causes negative impacts on the health and safety of local communities and can impact the

646 safety of food produced (see 2.12 *Local communities*, 2.14 *Rights of indigenous peoples*, and 2.10  
647 *Food safety*).

648 **What to report**

649 If the organization has identified waste and food loss as a material topic, this section lists the  
650 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
651 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	Describe the policies and commitments to address food loss in the supply chain.
<b>Topic Standards disclosures</b>		
<a href="#">GRI 306: Waste 2020</a>	Disclosure 306-1 Waste generation and significant waste-related impacts	
	Disclosure 306-2 Management of significant waste-related impacts	
	Disclosure 306-3 Waste generated	The following additional sector recommendation is for organizations in the fishing sector:  – Report total volume of <u>waste</u> by MARPOL categories and how these are <u>disposed</u> .
	Disclosure 306-4 Waste diverted from disposal	
	Disclosure 306-5 Waste directed to disposal	
<b>Additional sector disclosures</b>		
Report the total weight of food loss in metric tons and food loss percentage by product, and describe the methodology used for this calculation. <sup>5</sup>		

<sup>5</sup> Further details and guidance on food loss percentage are available in Food and Agriculture Organization (FAO), [SDG 12.3.1: Global Food Loss Index](#), 2018.

652 **References and resources**

653 [GRI 306: Waste 2020](#) lists authoritative intergovernmental instruments and other sources relevant to  
654 reporting on this topic.

655 The additional intergovernmental instruments and references used to develop this topic description,  
656 as well as further resources that may be helpful for understanding and reporting on the topic by the  
657 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 80.

Exposure draft for public comment

## 658 2.9 Food security

659 **Food security means that people have physical and economic access to sufficient, safe, and**  
660 **nutritious food that is acceptable within a given culture, meets people’s dietary needs, and**  
661 **food preferences for an active and healthy life. The right to adequate food is a human right and**  
662 **is crucial to the enjoyment of all rights. This topic covers impacts on the key dimensions of**  
663 **food security.**

664 People around the world face moderate to severe food insecurity, being unable to afford food or  
665 forced to consume insufficient or low-quality food. More than 820 million people already face hunger,  
666 and with population growth will come the growth of global food needs. Since 2014, undernourishment  
667 and food insecurity have increased worldwide, risking the achievement of SDG 2: Zero Hunger.

668 The Food and Agriculture Organization (FAO) identifies multiple dimensions to food security: food  
669 availability, access, use, and stability; agency, understood as the capacity of individuals or groups to  
670 make their own decisions about what food they eat and how that food is produced; and sustainability.  
671 Organizations in the agriculture, aquaculture, and fishing sectors can have impacts on all of these  
672 dimensions, thus contributing to or undermining food security.<sup>6</sup>

673 Governments are moving to regulate food production with the objective of having a lower  
674 environmental footprint and providing for more balanced, nutritious diets. This includes making  
675 essential and nutritious foods more accessible and affordable, especially in low-income countries.  
676 Agriculture, aquaculture, and fishing organizations can make decisions that ensure efficient use of  
677 resources while providing more food to people. Achieving food security is likely to involve trade-offs  
678 related to land use and choices concerning diets being provided for. Organizations are more and  
679 more expected to engage with governments and other stakeholders, including consumers about their  
680 food production concerns.

681 Globally, the amount of land used for agriculture is estimated at 38% of the total land surface. Some  
682 regions have constraints associated with using more land to expand food production (see 2.4 *Natural*  
683 *ecosystem conversion*). To lessen the need to convert more land for agriculture use, organizations  
684 can improve management of cropland and grazing lands already in use.

685 Maize, rice, and wheat serve as a basis of human diets globally, providing almost half of the world’s  
686 calorie supply. However, competing demands for land, cultivation costs, and low margins could push  
687 out these essential crops. Climate change and adverse weather events can also cause impacts on  
688 yields, potentially increasing food losses and prices of critical crops (see 2.2 *Climate adaptation and*  
689 *resilience*). Agriculture, aquaculture, and fishing organizations can have a role in ensuring stability of  
690 supply of essential foods.

691 Many crops and fish products are used for animal and fish feed, though most of the time, these  
692 products are suitable for human consumption as food. The quarter of wild catch fish that the  
693 aquaculture sector uses as feed is deemed suitable for humans. Much of world’s crops are used as  
694 feed for animal production, especially livestock.

695 Compared with livestock products, aquaculture and fishing products are more efficient in terms of  
696 edible yields, proportion of an animal that can be used for human consumption, and feed conversion  
697 rates, measure of feed converted into animal weight gain, which in turn determines the use of natural  
698 resources, and the volume of food produced. About 70% of Earth is covered by ocean, providing  
699 space for operations involving aquaculture and fishing products, both of which are a source of protein

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<sup>6</sup> The World Food Summit Plan of Action of 1996 was adopted by 112 heads or deputy heads of state and government who committed to “implement policies aimed at eradicating poverty and inequality and improving physical and economic access by all, at all times, to sufficient, nutritionally adequate and safe food and its effective utilisation; and pursue participatory and sustainable food, agriculture, fisheries, forestry and rural development policies and practices in high and low potential areas, which are essential to adequate and reliable food supplies at the household, national, regional and global levels.”

700 and essential micronutrients. However, only about 2% of global food supply comes from the sea,  
701 indicating the potential to fill gaps in nutrition and food security.

702 Quantity, quality, and accessibility of food also depend on farming and fishing practices. While  
703 intensive crop and animal production can result in increased availability of food in the short term, it is  
704 associated with negative impacts on the environment and has a potential impact on the availability of  
705 food in the longer term. In many agricultural systems in the world, soil nutrients are currently depleting  
706 more quickly than they are formed, undermining the sustainability dimension of food security (see 2.5  
707 *Soil health*).

708 Regenerative and organic practices, such as rotating crops, planting at optimal times, and applying  
709 manure instead of nonorganic fertilizers, are considered to have a potential to contribute to greater  
710 soil health and productivity and resilience of food production.

711 **What to report**

712 If the organization has identified food security as a material topic, this section lists the disclosures that  
713 have been identified as relevant for reporting on the topic by the agriculture, aquaculture, and fishing  
714 sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	<ul style="list-style-type: none"> <li>- Describe commitments to ensure that the organization’s operations contribute to food security or nutrition;</li> <li>- Describe the actions and programs of the organization on food security and nutrition, including an explanation of their relevance to local, regional, national, or global food security and the effectiveness of these actions and programs;</li> <li>- Report partnerships which the organization is part of that address food security or nutrition, including engagement with governments.</li> </ul>

715 **References and resources**

716 The intergovernmental instruments and references used to develop this topic description, as well as  
717 further resources that may be helpful for understanding and reporting on the topic by the agriculture,  
718 aquaculture and fishing sectors are listed in the Bibliography on page 81.

719 **2.10 Food safety**

720 **Food safety concerns the production, primary processing, storage and transportation of food**  
 721 **and feed products in a way that prevents food-borne illness. This topic addresses an**  
 722 **organization’s efforts to prevent contamination and ensure safety of food, including through**  
 723 **adherence to food safety regulations and voluntary codes.**

724 According to the World Health Organization (WHO), an estimated 600 million people worldwide fall ill  
 725 after eating contaminated food each year, resulting in 420,000 deaths. Besides threatening public  
 726 health and well-being, food safety impacts can have consequences on local communities (see 2.12  
 727 *Local communities*). These, in turn, can have impacts on the economy, the environment, or people,  
 728 including outcomes on local and global scales through loss of economic activity.

729 Environmental contamination is a driver of food safety impacts. Main sources of contamination from  
 730 agriculture, aquaculture, and fishing activities include pollution in water, soil, or air used by crops or  
 731 animals. Contamination can also be caused by inadequate management of crops or animals during  
 732 their growth, harvest, catch, or products’ primary processing and storage. Contamination can lead to  
 733 food containing harmful bacteria, such as salmonella, listeriosis, and campylobacter, viruses,  
 734 parasites, or chemical substances, which can cause ill health in humans.

735 Substances used in agriculture and aquaculture that can impact food safety are antimicrobials,  
 736 pesticides, heavy metals, microplastics, and other micropollutants (see 2.6 *Pesticides use* and 2.11  
 737 *Animal health and welfare*). Globally, antimicrobials, such as chemicals and antibiotics, are widely  
 738 used in terrestrial and aquatic animal production to address animal health and animal welfare,  
 739 sometimes to enhance animal growth rates and productivity. Demands on global food systems has  
 740 led into an increase in the use of antimicrobials to improve food production. These high volumes can  
 741 contribute to the development of antimicrobial-resistant bacteria, particularly in settings of intensive  
 742 animal production. The WHO identifies antimicrobial resistance as one of today’s biggest threats to  
 743 global health, food safety, and human development. Addressing antimicrobial resistance requires  
 744 adequate animal health and welfare standards and biosecurity controls.

745 Because food and feed products grown or caught in one world region can supply customers in  
 746 another, impacts on food safety can emerge as local issues but then evolve into global issues, such  
 747 as contamination or an outbreak of foodborne illness. This highlights the importance of effective and  
 748 compelling food safety requirements and standards (see 2.23 *Supply chain traceability*).

749 **What to report**

750 If the organization has identified food safety as a material topic, this section lists the disclosures that  
 751 have been identified as relevant for reporting on the topic by the agriculture, aquaculture, and fishing  
 752 sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	<ul style="list-style-type: none"> <li>- Describe the use and commitments to use of food certification and assurance schemes that define standards for food safety.</li> <li>- Report compliance with national and international standards in relation to food safety.</li> </ul>
<b>Topic Standards disclosures</b>		

<a href="#">GRI 416: Customer Health and Safety 2016</a>	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	
	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
<b>Additional sector disclosures</b>		
Report the percentage of products sourced from <u>suppliers</u> certified by Global Food Safety Initiative (GFSI) or a recognized food safety certification programs.		
Report the number of GFSI audits passed.		
Report the number of recalls issued for food safety reasons and total volume of product recalled.		

753 **References and resources**

754 [GRI 416: Customer Health and Safety 2016](#) lists authoritative intergovernmental instruments and  
 755 other sources relevant to reporting on this topic.

756 The additional intergovernmental instruments and references used to develop this topic description,  
 757 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 758 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 81.



759 **2.11 Animal health and welfare**

760 **Animal health and welfare refers to the physical and mental state of an animal in relation to the**  
 761 **conditions in which it lives and dies. The ‘Five Freedoms’ of animal welfare are freedom from**  
 762 **hunger and thirst; freedom from discomfort; freedom from pain, freedom injury, and disease;**  
 763 **freedom to express normal behavior; and freedom from fear and distress.**

764 Each year over 60 billion terrestrial animals are reared worldwide. That figure is set to double by 2050  
 765 due to potential increases in consumption of animal protein. Aquaculture farms produce 52 million  
 766 tons of aquatic animals, which now represent half of all seafood consumed by humans worldwide.  
 767 Animal health and welfare is crucial for agriculture, aquaculture, and fishing not only for ethical  
 768 reasons, but also to ensure productivity. Activities that have significant impacts on animal health and  
 769 welfare include breeding, rearing or catching, feeding, and grazing; harvesting eggs, milking;  
 770 transporting; and slaughtering.

771 Animal health management focuses on controlling potential impacts on health and preventing  
 772 disease. This can include use of antibiotics, anti-inflammatory and hormone treatments. To avoid  
 773 negative impacts on animal and human health, these substances should be applied with prudence  
 774 and only when necessary.

775 On-farm husbandry practices such as dehorning, hot-iron branding, castration, tail docking, and  
 776 debeaking have been associated with pain and distress. Slaughter practices can also be major  
 777 sources of pain, discomfort, and stress. Many countries require pre-slaughter stunning to render an  
 778 animal unconscious. Slaughter methods can also vary according to cultural, social, and religious  
 779 influences.

780 Negative impacts on animal health and welfare can be caused by conditions animals are kept in. For  
 781 example, terrestrial animals can be confined to small spaces, cages, and crates, or left untreated for  
 782 disease or injuries, preventing movement, and making them unable to express normal behavior.

783 In aquaculture, water quality, stock density, and rearing environment can have impacts on fish health  
 784 and welfare. In both aquaculture and fishing, the most prevalent slaughter methods are asphyxiation,  
 785 carbon dioxide stunning, and ice chilling. According to the World Organisation for Animal Health  
 786 (OIE), these methods lead to poor fish welfare, failing to meet standards set out in its terrestrial and  
 787 aquatic animal health codes.

788 Genetic modification can be performed on terrestrial and aquatic animals to ensure their fast growth  
 789 and greater productivity. However, genetic modification must be undertaken in a manner that prevents  
 790 negative impacts on animal health and welfare.

791 Inadequate animal health and welfare practices can increase spread of zoonotic diseases, such as  
 792 salmonellosis, swine flu, and bird flu. This can occur through, for example, movement and trade of  
 793 animals and animal products without proper controls. Animal health issues can cause impacts on food  
 794 safety through the presence of infected animal products or residues of substances used on animals,  
 795 including antimicrobials and pesticides (See 2.6 *Pesticides use* and 2.10 *Food safety*).

796 **What to report**

797 If the organization has identified animal health and welfare as a material topic, this section lists the  
 798 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 799 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	– Describe the policies regarding processing of animal products, animal transportation, handling, and slaughter;



		<ul style="list-style-type: none"> <li>- Describe the approach to animal health planning and involvement of veterinarians, including the approach to using anesthetic, antibiotic, anti-inflammatory hormone, and growth-promotion treatments for each species and breed produced by the organization;</li> <li>- List the animal health and welfare certifications or schemes implemented;</li> <li>- Describe the assessments and audits of animal health and welfare.</li> </ul>
<b>Additional sector disclosures</b>		
<p>Report the veterinary care record outlining the total volume of anesthetic, antibiotic, anti-inflammatory, hormone, and/or growth-promotion treatments administered, by species and breed.</p>		

800 **References and resources**

801 The intergovernmental instruments and references used to develop this topic description, as well as  
 802 further resources that may be helpful for understanding and reporting on the topic by the agriculture,  
 803 aquaculture and fishing sectors are listed in the Bibliography on page 82.

## 804 2.12 Local communities

805 **Local communities can comprise individuals or groups of individuals living or working in**  
806 **areas that are affected or that could be affected by an organization's activities. An organization**  
807 **is expected to conduct community engagement to understand the vulnerabilities of local**  
808 **communities and how they may be affected by the organization's activities. This topic covers**  
809 **socioeconomic, cultural, health, and human rights impacts on local communities.**

810 Agriculture, aquaculture, and fishing organization can have various actual and potential impacts on  
811 local communities. Among significant impact sources is non-recognition of their land and resource  
812 rights (see 2.13 *Land and resource rights*). Land use by organizations in the agriculture, aquaculture,  
813 and fishing sectors can restrict communities' access to land and natural resources, and cause  
814 displacement. Communities can be resettled to other areas, which are not always equivalent in terms  
815 of soil quality, suitability for agriculture, access to services, or cultural and social significance. In cases  
816 of lost access to areas for cultural, economic, or leisure purposes, compensation may be provided but  
817 it is not always adequate.

818 Local communities can also experience significant economic and environmental impacts from the  
819 extensive use of groundwater for irrigation in agriculture operations. Groundwater depletion can  
820 create a need for deepening wells, which in turn increases the energy that adjacent areas need to  
821 pump water to the surface for irrigating crops and individual purposes. Communities might then face  
822 depleted water sources or need to import water (see 2.7 *Water and effluents*).

823 Inadequate management or disposal of hazardous substances, such as pesticides, can impact the  
824 environment, food safety, and health of communities living in proximity to operations, such as  
825 plantations. Cases of acute pesticide poisoning (APP) account for significant mortality worldwide,  
826 especially in developing countries (see 2.6 *Pesticides use*).<sup>7</sup>

827 Gases released from manure and organic waste contribute to air pollution and odors, causing  
828 negative impacts on local communities near agriculture and aquaculture operations (see 2.1  
829 *Emissions* and 2.8 *Waste and food loss*). Related unpleasant odors and poor air quality can induce  
830 higher stress levels and negative health effects in people.

831 Although organizations in these sectors are often major employers in rural areas, creating jobs and  
832 providing income for communities, the majority of those who suffer from food insecurity and poverty  
833 live in these rural areas. Lack of income and negative impacts on land, water, and biodiversity can  
834 cause vulnerability or compel rural communities to migrate to urban areas (see 2.22 *Economic*  
835 *inclusion* and 2.21 *Living income*).

836 Within local communities, vulnerable groups such as women, children, migrant workers, and their  
837 families can be disproportionately affected by agriculture, aquaculture, and fishing operations. Such  
838 groups often lack a voice as they can be regularly discriminated against and be a minority in decision-  
839 making and planning, with can increase the likelihood of negative impacts on their rights.

840 To minimize negative impacts on human rights, agriculture, aquaculture, and fishing organizations are  
841 expected to account for the heterogeneity of local communities and take specific action to identify and  
842 engage with vulnerable groups (see 2.14 *Rights of indigenous peoples* and 2.15 *Non-discrimination*  
843 *and equal opportunity*). Community engagement, consultations, and grievance mechanisms can play  
844 important roles in mitigating negative impacts.

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<sup>7</sup> WHO estimates that worldwide exposure to pesticides causes an annual 20,000 deaths and at least 3 million cases of acute poisoning. World Health Organization, [Acute pesticide poisoning: a proposed classification tool](#), 2008.

845 **What to report**

846 If the organization has identified local communities as a material topic, this section lists the  
 847 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 848 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 413: Local Communities 2016</a>	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	
	Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	

849 **References and resources**

850 [GRI 413: Local Communities 2016](#) lists authoritative intergovernmental instruments and other sources  
 851 relevant to reporting on this topic.

852 The additional intergovernmental instruments and references used to develop this topic description,  
 853 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 854 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 82.

## 855 2.13 Land and resource rights

856 Land and resource rights encompass the rights to use, manage and control land, fisheries,  
857 forests, and other natural resources. Organizations can have impacts on the availability and  
858 accessibility of these to local communities and other users. This topic covers impacts from an  
859 organization's use of land and natural resources on human rights and tenure rights.

860 The process by which individuals, communities, and organizations acquire rights and associated  
861 duties to use and control lands, fisheries, forests, and other natural resources varies according to  
862 national jurisdictions' governance of land tenure and natural resources. Forms of tenure can include  
863 public, private, communal, collective, indigenous, and customary tenure. In some countries, informal  
864 tenure can amount to 80 to 90% of total land, which means those living on this land might lack formal  
865 rights and legal protection.

866 According to the Committee on World Food Security's Voluntary Guidelines on Tenure of Land,  
867 Fisheries and Forests (VGGT), human rights – including people's civil, political, economic, social, and  
868 cultural rights – are associated with access to and use of land, fisheries, and forests. Agriculture,  
869 aquaculture, and fishing organizations can be granted land concessions over territories; if they accept  
870 them without undertaking impact assessment and prior consultation, organizations may infringe on  
871 human rights. Restrictions and physical barriers imposed on access to land and resources through  
872 fencing, landscape engineering, roads, and drainage works that block or divert routes also can cause  
873 negative impacts on people's rights.

874 Lack of recognition of customary claim to lands, territories, and fishing resources – whether or not  
875 they are formally titled or legally registered – is a common cause of land and natural resource  
876 conflicts. Rights holders who are most commonly affected by these conflicts include farmers and  
877 fishers and their organizations, forest users, pastoralists, indigenous peoples, local communities, and  
878 civil society representatives defending land rights (see *Rights of indigenous people* and 2.12 *Local*  
879 *communities*).

### 880 HUMAN RIGHTS OF LAND RIGHTS DEFENDERS

881 Situations of conflict can jeopardize the rights of those who defend the rights related to land and  
882 fisheries, including those of indigenous peoples. More and more land rights defenders, smallholder  
883 farmers, indigenous community leaders, media, and civil society representative active on these issues  
884 have become victims of violence or prosecution. United Nations bodies – including special  
885 rapporteurs on human rights defenders, on the right to food, and on indigenous peoples – have  
886 reported on violations of defenders' rights. In some cases, these violations are related to disputed  
887 land acquisitions through commercial agriculture.

888 Unlike in aquaculture, fish captured in the wild is usually a common property resource. Fishery  
889 resource rights concern access to ports, waters, high seas, and catch quotas; coastal fishing rights  
890 concern access to fish and other aquatic animals in coastal areas where they are captured, the  
891 quantity of catch, and how long these rights are applicable. Commercial fishing vessels, illegally  
892 accessing fishing zones that are reserved for small-scale fishers, can displace small boats or destroy  
893 fish breeding habitats, forcing the fish to migrate.

894 Fishers and fishing communities are legitimate rights holders when it comes to the use of fishery  
895 resources and entire ecosystem. Fishing organizations are expected to duly engage fishers in fishery  
896 management.

897 Agriculture, aquaculture, and fishing organizations are expected to identify legitimate rights holders  
898 through their own assessments and ensure independent verification of assessment results. These  
899 organizations can also have a positive impact when it comes to securing land tenure and access to  
900 natural resources by requiring their suppliers to respect such rights.

### 901 What to report

902 If the organization has identified land and resource rights as a material topic, this section lists the  
903 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
904 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	<ul style="list-style-type: none"> <li>- Describe the commitments of the organization to respect communities' and indigenous peoples' land rights, including traditional, customary, and use rights, and report the extent to which the commitments apply to the organization's activities and to its business relationships.</li> <li>- Describe whether and how the organization's commitments to respect communities' and indigenous peoples' land rights are implemented with <u>suppliers</u>.</li> </ul> <p>The following additional sector recommendation is for organizations in the fishing sector:</p> <ul style="list-style-type: none"> <li>- Describe the consultation process on fishery management with legitimate representatives of fishing communities concerned with the use of fishery resources.</li> </ul>
<b>Additional sector disclosures</b>		
Describe the criteria used to determine operations where land tenure and access to natural resources cannot be assured or are at risk and the countries identified that meet the criteria.		
List the operations and suppliers whose rights associated with land tenure and access to natural resource cannot be assured or are at risk.		
List affected and potentially affected rights holders due to the organization's use of land and natural resources (e.g., indigenous peoples, local communities, and types of workers in or around the organization's locations of operation).		
Report the number, size, and percentage of operational sites owned, leased, and managed where violations of any tenure rights, including customary, collective, and informal tenure rights, occurred.		

**905 References and resources**

906 The additional intergovernmental instruments and references used to develop this topic description,  
 907 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 908 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 82.

## 909 2.14 Rights of indigenous peoples

910 **Indigenous peoples have both collective and individual rights, as set out in UN Declaration on**  
911 **the Rights of Indigenous Peoples and other international human rights instruments.**

912 **Indigenous peoples are considered a vulnerable group that could experience negative impacts**  
913 **as a result of an organization's activities more severely than the general population. This topic**  
914 **covers impacts on the rights of indigenous peoples.**

915 Fundamental rights of self-determination and non-discrimination mandate equal respect for  
916 indigenous peoples' collective rights, including those concerning property, as well as their individual  
917 rights. Indigenous peoples find deep cultural and spiritual value in their lands and territories, and often  
918 depend on natural resources for subsistence. These communities frequently lack formal collective  
919 ownership rights over the land and resources they customarily own, occupy, or use. Their customary  
920 land, territory, and resource rights are communal and collective, meaning they independently govern  
921 their lands, fisheries, and forests through collective communal participation. Customary rights – a  
922 cornerstone of the rights of indigenous peoples under international law – are frequently not  
923 recognized in practice, leading to rights violations.

924 Many indigenous fishing communities also face challenges because their rights to use fishery  
925 resources are of a customary or traditional nature. These communities consume several times more  
926 fish than average because they rely on it as their main source of food. Fish also has a central role in  
927 their cultures and traditional practices. Degradation of local aquatic and coastal natural ecosystems,  
928 overfishing, stocks depletion, competition for catch, and impacts on access to fish associated with  
929 commercial fishing operations can threaten indigenous peoples' livelihoods and traditional fishing  
930 practices.

931 When agriculture, aquaculture, and fishing operations expand into indigenous peoples' territories  
932 without obtaining free, prior, and informed consent, their rights to land and natural resources and their  
933 human rights are violated. Indigenous communities may be forcibly removed from their homes, farms,  
934 and forests to clear space for sectors' activities. Conflicts involving indigenous peoples and  
935 organizations in the agriculture, aquaculture, and fishing sectors are on the rise, leading to  
936 discrimination, displacement, loss of livelihood, income insecurity. In extreme cases, such conflicts  
937 have led to threats, intimidation, violence, and loss of life.

938 When disputes take place, indigenous communities regularly lack legal support and access to  
939 remedy. This can lead to unfair compensation for lost land access and natural resources, income  
940 insecurity, marginalization of indigenous communities, and other severe impacts on human rights.

941 Natural ecosystem conversion can irreversibly damage traditional activities, such as hunting, fishing,  
942 and farming, thus threatening indigenous peoples' livelihoods and survival. Water impacts caused by  
943 agriculture and aquaculture organizations can jeopardize their ability to practice traditional agriculture  
944 and limit indigenous people's water access and use. Impacts from waste, including hazardous waste  
945 from pesticides, can lead to pollution and contamination of indigenous land and natural resources,  
946 negatively affecting the right to health and food security.

947 Because of the close relationship with environment and dependence on natural resources, indigenous  
948 peoples are particularly affected by climate change. They are forced adapt their farming and fishing  
949 practices and lifestyles to extreme weather events, change in availability of traditional food sources,  
950 and decreased crop yields. Climate change can further exacerbate the vulnerability of indigenous  
951 communities and impacts on their human rights (see 2.3 *Biodiversity* and 2.2 *Climate adaptation and*  
952 *resilience*).

953 **What to report**

954 If the organization has identified rights of indigenous peoples as a material topic, this section lists the  
 955 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 956 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	Describe the approach to free, prior, and informed consent and the other rights as set out in the UN Declaration on the Rights of Indigenous Peoples and the International Labour Organization Convention 169 'Indigenous and Tribal Peoples'.
<b>Topic Standards disclosures</b>		
<a href="#">GRI 411: Rights of Indigenous People 2016</a>	Disclosure 411-1 Incidents of violations involving rights of indigenous peoples	

957 **References and resources**

958 [GRI 411: Rights of Indigenous People 2016](#) lists authoritative intergovernmental instruments and  
 959 other sources relevant to reporting on this topic.

960 The additional intergovernmental instruments and references used to develop this topic description,  
 961 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 962 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 83.



963 **2.15 Non-discrimination and equal opportunity**

964 **Freedom from discrimination is a human right and a fundamental right at work. Discrimination**  
965 **can impose unequal burdens on individuals or deny them opportunities instead of treating**  
966 **them fairly and on the basis of individual merit. Discrimination can occur on the grounds of**  
967 **race, color, sex, religion, political opinion, national extraction, social origin, age, disability,**  
968 **migrant status, and/or gender. This topic covers impacts from discrimination and an**  
969 **organization’s practices related to equal opportunity.**

970 Many agriculture, aquaculture, and fishing workers are self-employed, informally employed, and do  
971 not have job security. These categories of workers often lack adequate labor standards and face  
972 discrimination. For example, seasonal and casual workers might not enjoy the same rights or  
973 treatment when it comes to work of equal value, benefits, and paid leave.

974 The agriculture, aquaculture, and fishing sectors commonly use migrant labor, including temporary  
975 migrant labor. Because of their migrant status, migrant workers and their families may face  
976 discriminatory practices when it comes to remuneration, provision of healthcare, and employment  
977 protection. In fishing, vessel crews are typically subject to discriminatory pay based on nationality.  
978 Undocumented migrant workers can be even more vulnerable to labor abuses (see 2.16 *Forced labor*  
979 and 2.20 *Employment practices*).

980 For indigenous workers, characteristics that deviate from the majority group’s social practices, such  
981 as what languages they speak or what clothing they wear, can lead to employment discrimination in  
982 the sectors. Indigenous women can face discrimination on the grounds of both ethnicity and gender.

983 In many countries, people living in rural areas – including smallholder farmers, landless workers, and  
984 communities living from traditional agriculture, aquaculture, and fishing activities – can experience  
985 discriminatory treatment. For example, they may inherit historic inequality in accessing land or be  
986 pushed to remote and less fertile lands, thus lacking opportunities to provide for themselves. As a  
987 consequence, people from these groups can be more vulnerable to labor exploitation and human  
988 rights violations.

989 Gender discrimination often disadvantages women working in agriculture, aquaculture, and fishing.  
990 Discrimination may be reflected in women’s poorer working conditions, unequal opportunities, and  
991 lower wages than those of men. Women are more frequently involved in lower-paid or less secure  
992 forms of employment, such as seasonal, casual, or part-time. Women are also likelier to perform what  
993 sectors may characterize as ‘light work’, such as spraying pesticides in agriculture, which is deemed  
994 work of lower value. In fishing, women play crucial roles throughout the value chain, working for both  
995 commercial and small-scale fisheries, though in most of the world, women are less involved in  
996 offshore and long-distance capture fishing, which usually pays more.

997 Women rarely get to be involved in cooperatives and farmer organizations. This means that their  
998 access to processing facilities, improved technologies, and agricultural inputs, such as seeds,  
999 fertilizers, and machinery, can be much more limited than that of men. Women may then receive  
1000 lower earnings and have smaller yields despite working more hours per year than men.

1001 Discrimination against women in the agriculture, aquaculture, and fishing sectors can also include  
1002 gender-based violence and harassment. Seasonal work and informal work arrangements can render  
1003 women even more vulnerable to sexual violence and other abuses.

1004 **WOMEN’S RIGHTS**

1005 The majority of economically active women in low-income countries work in agriculture. In many  
1006 countries, women do not have the same rights as men or, even if they do legally, the rights go  
1007 unrecognized. These include rights to buy, sell, or inherit land; to open a savings account or borrow  
1008 money; to sign a contract; and to sell their produce.

1009 Traditional gender roles can restrict women’s freedom of movement and prevent them from bringing  
1010 their produce to market or leaving their villages without the permission of male relatives. Social  
1011 conventions and gender norms often regard women’s work activities and output as part of their  
1012 traditional caretaking role rather than as participation in the market economy, thus underestimating  
1013 their economic contribution. Women in these situations do not enjoy the right to the same decent  
1014 standard of living as men.

I015 Women can also be denied their rights when it comes to maternity protection. Benefits such as  
 I016 maternity leave and childcare allowance might be inaccessible for women in the agriculture,  
 I017 aquaculture, and fishing sectors. As a result, they might be pressed to hide or terminate their  
 I018 pregnancies.

I019 **What to report**

I020 If the organization has identified non-discrimination and equal opportunity as a material topic, this  
 I021 section lists the disclosures that have been identified as relevant for reporting on the topic by the  
 I022 agriculture, aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 405: Diversity and Equal Opportunity 2016</a>	Disclosure 405-1 Diversity of governance bodies and employees	
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	– Report the ratio of <u>basic salary</u> and <u>remuneration</u> of women to men for workers (excluding employees).
<a href="#">GRI 406: Non-discrimination 2016</a>	Disclosure 406-1 Incidents of discrimination and corrective actions taken	

I023 **References and resources**

I024 [GRI 405: Diversity and Equal Opportunity 2016](#) and [GRI 406: Non-discrimination 2016](#) list  
 I025 authoritative intergovernmental instruments and other sources relevant to reporting on this topic.

I026 The additional intergovernmental instruments and references used to develop this topic description,  
 I027 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 I028 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 84.

1029 **2.16 Forced labor**

1030 **Forced labor is work or service which is exacted under the menace of penalty and for which a**  
 1031 **person has not offered themselves voluntarily. Freedom from forced labor is a fundamental**  
 1032 **right at work.**

1033 The International Labour Organization (ILO) has identified the agriculture, aquaculture, and fishing  
 1034 sectors as highly susceptible to forced labor. Forced labor has been documented in the supply chains  
 1035 of most agricultural products. The sector is labor-intensive and has increased demand for seasonal  
 1036 workers, often filled by recruitment agencies.

1037 Agriculture, aquaculture, and fishing workers are unlikely to be unionized, often earn less, and have  
 1038 fewer skills than workers in other sectors. National labor laws do not always extend labor protections  
 1039 to smallholder agricultural workers, small-scale fishers, or the seasonal and casual workers commonly  
 1040 employed in the sector, leaving them vulnerable to forced labor (see 2.20 *Employment practices*).  
 1041 These workers can face abusive labor practices, non-payment or late payment of wages, restrictions  
 1042 on the freedom of movement, violence, threats, and human trafficking.

1043 Forced labor in crop and animal production can take place on plantations and farms, which are often  
 1044 located in low-income rural areas, exacerbating the likelihood of forced labor. Agriculture,  
 1045 aquaculture, and fishing workers can become indebted to their employers due to fees owed for job  
 1046 access or getting accommodations; additionally, employers can use debt bondage to prevent workers  
 1047 from leaving.

1048 Migrant workers, who often fill the need for labor in the sectors, are likelier to work under conditions of  
 1049 coercion and involuntariness. They may have their passports or identification documents taken away  
 1050 from them. Undocumented migrant workers can also be forced or coerced into illegal farming or  
 1051 fishing operations, carrying high risks for their health and safety.

1052 Eliminating forced labor and enforcing workers' rights can require additional effort in the fishing sector,  
 1053 because fishing vessels regularly operate offshore or under the flag of a country far removed from  
 1054 where they are fishing. Fishing workers may be migrants from lower-income countries and can often  
 1055 be working without an employment contract. The fishing sector also regularly relies on recruitment  
 1056 agencies to procure workers, often operating with little oversight from regulatory bodies.

1057 Fishing operations increasingly serve the global market. The pressure to deliver higher volumes of  
 1058 product while keeping labor costs low can contribute to the likelihood of abusive labor practices and  
 1059 forced labor.

1060 **What to report**

1061 If the organization has identified forced labor as a material topic, this section lists the disclosures that  
 1062 have been identified as relevant for reporting on the topic by the agriculture, aquaculture, and fishing  
 1063 sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 409: Forced or Compulsory Labor 2016</a>	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	

I064 **References and resources**

I065 [GRI 409: Forced or Compulsory Labor 2016](#) lists authoritative intergovernmental instruments and  
I066 other sources relevant to reporting on this topic.

I067 The additional intergovernmental instruments and references used to develop this topic description,  
I068 as well as further resources that may be helpful for understanding and reporting on the topic by the  
I069 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 84.

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I 070 **2.17 Child labor**

I 071 **Child labor is work that ‘deprives children of their childhood, their potential and their dignity,**  
I 072 **and that is harmful to their physical or mental development including by interfering with their**  
I 073 **education. Freedom from child labor is a fundamental human right.**

I 074 Across all sectors, agriculture, aquaculture, and fishing have the highest share of child labor. More  
I 075 than two thirds of the world’s child workers are in the agriculture, aquaculture, and fishing sectors;  
I 076 among those aged five to 11, this share is even higher.<sup>8</sup> Most children work unpaid in family farming,  
I 077 less than one third are paid workers. In some parts of the world, child labor may be socially  
I 078 acceptable or expected, contributing to the propagation of the practice.

I 079 In low-income countries families might rely on the income of a working child. Families can also involve  
I 080 their children in work when they cannot afford the cost of hiring additional labor. This does little to lift a  
I 081 family out of poverty and can have negative impacts on the child’s potential to grow and develop.

I 082 Large parts of the agriculture, aquaculture, and fishing sectors involve informal work, which increases  
I 083 the likelihood of child labor and the ease with which children are hired. Child workers are paid less  
I 084 than adults but might have higher productivity, which some employers find financially advantageous.

I 085 Seasonal migration presents additional risks of child labor. Seasonal workers and migrant families  
I 086 may bring their children with them to work. The nature of seasonal work in agriculture, particularly  
I 087 harvesting, raises the likelihood of children being removed from school in order to work, which  
I 088 threatens their right to education. If schooling is interrupted or even if children have access to  
I 089 schooling at their destination, it can be difficult for them to rejoin their formal education system upon  
I 090 return from work. Education is an important means to keep children out of child labor, especially in  
I 091 rural areas.

I 092 Children working in agriculture, aquaculture, and fishing frequently perform tasks suited only for  
I 093 adults. These tasks and other forms of hazardous work are likely to put their health or development at  
I 094 risk. In the agriculture sector, for example, child workers can be tasked with applying pesticides.  
I 095 Pesticides can be extremely dangerous for children, as their bodies are highly vulnerable to toxins;  
I 096 chronic exposure to pesticides can lead to childhood cancers, poor cognitive processes, and  
I 097 development issues. Children may also have to operate dangerous tools, for example, when working  
I 098 as sugarcane cutters.

I 099 In animal production, children may be designated to take care of animals and perform labor-intensive  
I 100 tasks. Because animal production activities are ongoing – involving cleaning animals and their  
I 101 housing, collecting water, feeding, and milking – children can rarely combine this type of work with  
I 102 schooling.

I 103 In aquaculture and fishing, children are engaged to work throughout the supply chain, catching fish  
I 104 and sea products, processing, and selling. Fishing communities often have few sources of income,  
I 105 and child labor is frequently used to provide subsistence. Children might be subjected to the common

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<sup>8</sup> U.S. Department of Labor. [A 2018 List of Goods Produced by Child Labor or Forced Labor](#). 2018, p.11-14: Child labor in crop production has been documented in cases involving bananas in Belize, Brazil, Ecuador, Nicaragua, and the Philippines; beans in Mexico and Paraguay; citrus in Belize and Turkey; cocoa in Brazil, Cameroon, Ghana, Guinea, and Sierra Leone; coffee in Brazil, Colombia, Costa Rica, Dominican Republic, El Salvador, Guatemala, Guinea, Honduras, Kenya, Mexico, Nicaragua, Panama, Sierra Leone, Tanzania, Uganda, and Vietnam; rice in Brazil, Dominican Republic, Kenya, the Philippines, Uganda, and Vietnam. Child labor in animal production has been documented in cases involving beef in Brazil; cattle in Chad, Costa Rica, El Salvador, Ethiopia, Lesotho, Mauritania, Namibia, Uganda, and Zambia. Child labor in aquaculture has been documented in cases involving fish in Brazil, Cambodia, Kenya, Paraguay, Peru, Philippines, Uganda, Vietnam, and Yemen; and shellfish in El Salvador and Nicaragua; and shrimp in Bangladesh and Cambodia.

1106 hazardous working conditions in these sectors, in fishing this includes working long hours and  
 1107 nightshifts.  
 1108 A quarter of child workers fall victim to forced labor (see 2.16 *Forced labor*). This can happen when,  
 1109 for example, labor brokers recruit and force them to travel far from home. In cases of debt bondage to  
 1110 an employer, parents might have their children work alongside themselves. The International Labour  
 1111 Organization (ILO) identifies hazardous child labor and forced child labor as worst forms of child labor.

1112 **What to report**

1113 If the organization has identified child labor as a material topic, this section lists the disclosures that  
 1114 have been identified as relevant for reporting on the topic by the agriculture, aquaculture, and fishing  
 1115 sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 408: Child Labor 2016</a>	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	

1116 **References and resources**

1117 [GRI 408: Child Labor 2016](#) lists authoritative intergovernmental instruments and other sources  
 1118 relevant to reporting on this topic.

1119 The additional intergovernmental instruments and references used to develop this topic description,  
 1120 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 1121 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 85.

1122 **2.18 Freedom of association and collective bargaining**

1123 **Freedom of association and collective bargaining include the rights of employers and workers**  
 1124 **to form, join, and run their own organizations without prior authorization or interference as**  
 1125 **well as the right of workers to collectively negotiate working conditions and terms of**  
 1126 **employment. Freedom of association and collective bargaining are fundamental rights at work.**

1127 Many agriculture, aquaculture, and fishing workers' rights to freedom of association and collective  
 1128 bargaining remain at risk. In many countries, workers in these sectors are still denied their rights to  
 1129 organize and bargain collectively.

1130 Low income, informal employment, family labor, migrant, seasonal, and casual work as well as  
 1131 asymmetric power of employees – all of which are common in the agriculture, aquaculture, and fishing  
 1132 sectors – create barriers to exercising the right to freedom of association and collective bargaining.  
 1133 This can exacerbate impacts on workers who already face increased work-related vulnerabilities and  
 1134 isolation (see 2.20 Employment practices).

1135 While it is more common for workers in large commercial agriculture, aquaculture, and fishing  
 1136 operations to be represented by trade unions and covered by collective agreements, still only a small  
 1137 percentage of workers in these sectors are organized. Trade unions have reported restrictions being  
 1138 placed on temporary workers or workers employed by their suppliers to effectively access the same  
 1139 rights as employees. Organizations preventing unionization of workers in the sectors is a recurring  
 1140 issue. Other negative impacts on unions include their members' exposure to intimidation, violence,  
 1141 and assassination of leaders.

1142 Seasonal workers might find it hard to join unions due to their short-term employment. In some cases,  
 1143 trade union leaders have reported that organizations purposely hire workers on short-term contracts  
 1144 or outsource jobs, so the workers are unable to join trade unions. Migrant workers can be even more  
 1145 vulnerable in this regard, as they can be explicitly banned from joining national unions of countries  
 1146 where they work.

1147 According to the International Labour Organization (ILO), all workers – including self-employed  
 1148 persons, smallholder farmers, small-scale fishers, and those working in the informal economy –  
 1149 should enjoy the right to freedom of association and collective bargaining.

1150 **What to report**

1151 If the organization has identified freedom of association and collective bargaining as a material topic,  
 1152 this section lists the disclosures that have been identified as relevant for reporting on the topic by the  
 1153 agriculture, aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 407: Freedom of Association and Collective Bargaining 2016</a>	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	



1154 **References and resources**

1155 *GRI 407: Freedom of Association and Collective Bargaining 2016* lists authoritative intergovernmental  
1156 instruments and other sources relevant to reporting on this topic.

1157 The additional intergovernmental instruments and references used to develop this topic description,  
1158 as well as further resources that may be helpful for understanding and reporting on the topic by the  
1159 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 86.

Exposure draft for public comment

## 1160 2.19 Occupational health and safety

1161 **Healthy and safe work conditions are recognized as a human right. Occupational health and**  
1162 **safety include prevention of physical and mental harm and promotion of workers' health. This**  
1163 **topic covers impacts related to workers' health and safety.**

1164 Agriculture, aquaculture, and fishing are considered two of the most hazardous sectors, with high  
1165 numbers of work-related accidents and ill health each year. Aquaculture workers also regularly  
1166 contend with hazardous working conditions. Work-related hazards associated with agriculture,  
1167 aquaculture, and fishing include:

- 1168 - handling dangerous machinery, tools, and vehicles;
- 1169 - working in close proximity to people and/or animals, which can heighten risk of exposure to  
1170 infectious diseases;
- 1171 - exposure to excessive noise and vibration causing hearing and other sensory problems;
- 1172 - slips, trips, and falls from heights;
- 1173 - working with animals considerably heavier than the worker; lifting heavy weights; and other  
1174 work giving rise to musculoskeletal disorders;
- 1175 - exposure to dust and potentially harmful organic substances, chemicals, and infectious  
1176 agents;
- 1177 - exposure to extreme temperatures and inclement weather, which can cause hypothermia;
- 1178 - falls overboard, drowning;
- 1179 - attacks by wild animals.

1180 Because workers in agriculture, aquaculture, and fishing often live where they work, occupational  
1181 health and safety impacts can also be associated with workers' living conditions. Adequate working  
1182 and living conditions in the context of agriculture, aquaculture and fishing concern access to potable  
1183 drinking water, quantity and quality of food provision, hygiene, sanitation, and appropriate  
1184 accommodations and sleeping quarters. The right to sanitation entitles workers have safe, hygienic,  
1185 and socially acceptable access to sanitation.

1186 In the agriculture sector, farmers may work long hours and many consecutive days, especially when  
1187 harvesting crops. Workers may lack personal protection equipment, which is not always available in  
1188 all countries. Lack of access to sanitation and hygiene facilities can increase the risk of contracting  
1189 infectious diseases for workers and their children who often accompany them.

1190 Workers and their families can be exposed to pesticides and other chemical substances used in  
1191 agriculture (see 2.12 *Local communities*). Exposure to pesticides by children living on farms and  
1192 plantations can be more dangerous than for adults. If children work alongside their families, they can  
1193 also be exposed to pesticides directly (see 2.17 *Child labor* and 2.6 *Pesticides use*).

1194 In many countries, injury and fatality rates in the fishing sector are much higher than average. Fishing,  
1195 particularly far offshore, is considered one of the most dangerous occupations. Vessel disasters and  
1196 falls overboard pose the greatest safety risks and are the sector's leading causes of fatalities.

1197 Vessel safety risks vary, and can be linked to weather, lack of weather warning systems, or loss of  
1198 power due to engine failure or inadequate maintenance levels. In some cases, fishing management  
1199 can involve strategies, such as putting limits on fishing time and area, that could lead to fishers taking  
1200 more risks. Most fishing vessels fall outside of size parameters prescribed by international safety  
1201 regulations. Small-scale fishers operate millions of fishing vessels that vary in degree of  
1202 sophistication. Frequently, small-scale fishing vessels prove unsuitable for the conditions in which  
1203 they are used, such as for carrying considerable amounts of fish, or for sailing far offshore.

1204 Vessel safety standards address risks related to general safety, such as fire safety, lighting, and  
1205 ventilation as well as personal safety, vessel stability, and survival at sea. Safety training specific to  
1206 vessel safety can help prevent vessel disasters, while compliance with safety standards can help  
1207 prevent loss of life. Insurance schemes can be used to protect fishers, considering the high level and  
1208 many types of risks associated with fishing, such as death, work-related accidents, and ill health.

1209 Catching, sorting, and storing fish also often require manipulation of dangerous tools, such as knives  
1210 and hooks. When fish are manually beheaded, gutted, skinned, or filleted, it is common for workers to

- I211 experience cuts and loss of fingers. Bites, stings, and tail kicks by fish and other marine animals can  
 I212 also lead to injuries. In the case of illness or injury offshore, professional medical care might be  
 I213 unavailable or difficult to access or medical evacuation may not be an option.
- I214 Fishing can involve long hours at sea, far offshore. Workers on fishing vessels can also be subjected  
 I215 to lack of rest due to understaffing onboard, which can pose additional health and safety risks.  
 I216 Because workers can reside aboard fishing vessels for long periods of time, any living condition  
 I217 issues can also have impacts on them when they are off shift. Levels of crewing and daily and weekly  
 I218 rest can also affect their health and safety. Sometimes fishers can face difficulties in taking shore  
 I219 leave, being unable to get off their vessels at foreign ports.
- I220 Fishers as a category of seafarers can be at risk of being abandoned without pay or repatriation by  
 I221 vessel owners (see 2.20 *Employment practices*). Abandoned fishers may remain aboard vessels  
 I222 without pay, regular food supplies, and medical care. Documented cases show some abandonment  
 I223 lasting for many months. Abandonment can have health and safety impacts, including harm to mental  
 I224 health caused by keeping people in a state of high uncertainty.
- I225 Illegal fishing operations can also impact worker health and safety due to lack of safety norms and  
 I226 inspection. Operating in contested waters can pose additional risks. Addressing illegal, unreported,  
 I227 and unregulated (IUU) fishing in supply chains can help eliminate factors leading to compromised  
 I228 health and safety standards (see 2.23 *Supply chain traceability*).

I229 **What to report**

- I230 If the organization has identified occupational health and safety as a material topic, this section lists  
 I231 the disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 I232 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 403: Occupational Health and Safety 2018</a>	Disclosure 403-1 Occupational health and safety management system	
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	
	Disclosure 403-3 Occupational health services	
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	
	Disclosure 403-5 Worker training on occupational health and safety	
	Disclosure 403-6 Promotion of worker health	
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	

	Disclosure 403-8 Workers covered by an occupational health and safety management system	
	Disclosure 403-9 Work-related injuries	
	Disclosure 403-10 Work-related ill health	

I233 **References and resources**

I234 *GRI 403: Occupational Health and Safety 2018* lists authoritative intergovernmental instruments and  
I235 other sources relevant to reporting on this topic.

I236 The additional intergovernmental instruments and references used to develop this topic description,  
I237 as well as further resources that may be helpful for understanding and reporting on the topic by the  
I238 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 86.

I239 **2.20 Employment practices**

I240 **Employment practices refer to an organization’s approach to job creation, terms of**  
I241 **employment and working conditions for its workers. This topic also covers the employment**  
I242 **and working conditions in an organization’s supply chain.**

I243 An employment relationship is a legal relationship between a worker and an organization that confers  
I244 rights and obligations to both parties. In the agriculture, aquaculture, and fishing sectors, informal  
I245 employment, when work is performed without a signed agreement, is a common practice. Many  
I246 workers do not have an employment contract, and their working time and other terms of employment  
I247 are not defined, leading to work going undeclared. Undeclared work is an illegitimate labor practice,  
I248 which violates labor and tax laws and may leave workers without legal protection and employment  
I249 benefits.

I250 Where formal arrangements exist, a lack of transparency can still surround daily hours, pay rates, and  
I251 working conditions. For example, workers in the fishing sector can face unspecified, unjustified, or  
I252 nontransparent deductions from their pay; employers might withhold a portion of pay to cover various  
I253 costs, such as for recruitment fees, food supplies and water, accommodations, taking leave to rest, or  
I254 transferring pay to workers’ families. Workers can also be employed via temporary or daily contracts  
I255 on an ongoing basis, which denies their due benefits.

I256 Employment arrangements in these sectors and related supply chains can be complex and involve a  
I257 wide range of actors. Agriculture, aquaculture, and fishing organizations may rely on workers who are  
I258 engaged directly, through recruitment agencies, and/or by suppliers. While recruitment agencies fulfill  
I259 the sectors’ demands, documented cases show that fundamental principles and rights at work are  
I260 regularly violated. Workers can face unjustified recruitment fees, unlawful employment conditions, and  
I261 restrictions on terminating their engagement. Unethical employment and recruitment practices in the  
I262 sectors can also increase worker vulnerability and lead to exploitation.

I263 Fair or ethical recruitment means hiring workers lawfully and in a fair, transparent manner that  
I264 respects their dignity and human rights. Ethical recruitment is characterized by:

- I265 - recruitment fees being borne by the employer;
- I266 - respect for freedom of movement;
- I267 - transparent employment terms and conditions;
- I268 - confidentiality and data protection;
- I269 - access to remedy.

I270 Migrant workers often fill the need for labor in agriculture, aquaculture, and fishing. Migrant workers  
I271 can be in a full-time, seasonal, or temporary employment relationship. Migrant status, language, and  
I272 communication barriers commonly leave migrant workers disadvantaged in terms of remuneration,  
I273 housing, and social and medical protection.

I274 **MIGRANT WORKERS**

I275 Migrant workers can be particularly vulnerable to unethical practices and abuse. They are likelier to  
I276 face pay discrimination and worse employment terms because they depend on employers or  
I277 recruitment agencies for job and work permits.

I278 Migrant workers can be made to pay a fee to access jobs in the agriculture, aquaculture, and fishing  
I279 sectors and to hand over identity documents, which prevents them from leaving employers. Such  
I280 practices make migrant workers fall victim to bonded or forced labor, labor exploitation as well as  
I281 human trafficking (see 2.16 *Forced labor*).

I282 Ethical recruitment practices imply a fee-free model of recruitment and reimbursement of fees to  
I283 migrant workers if not employed directly. Transparent employment terms and conditions for migrant  
I284 workers also provide for the accessibility of an employment contract, for example, by translating it into  
I285 a local language understood by workers.

I286 International labor standards expect workers in the agriculture, aquaculture, and fishing sectors to  
I287 have decent conditions of work, including accommodations, food, transportation to and from  
I288 workplace, and accident insurance, where applicable. For fishers, international labor and maritime

I289 standards specify the right to repatriation in case of abandonment, including an insurance that should  
 I290 be part of employment terms.

I291 **What to report**

I292 If the organization has identified employment practices as a material topic, this section lists the  
 I293 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 I294 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	<ul style="list-style-type: none"> <li>- Describe the policies on ethical recruitment, including if these policies require that no fees or other charges for recruitment or placement be borne directly or indirectly, in whole or in part, by the worker.</li> <li>- Report the recommendations included in clause 1.2 in <a href="#">GRI 401: Employment 2016</a>.</li> </ul>

I295 **References and resources**

I296 [GRI 401: Employment 2016](#) lists authoritative intergovernmental instruments and other sources  
 I297 relevant to reporting on this topic.

I298 The additional intergovernmental instruments and references used to develop this topic description,  
 I299 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 I300 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 87.

I301 **2.21 Living income**

I302 **Living income refers to an income sufficient to afford a decent standard of living for all**  
I303 **household members, including a nutritious diet, clean water, decent housing, education,**  
I304 **healthcare, among other essential needs, plus extra funds for emergencies and saving. This**  
I305 **topic covers the organization’s approaches to worker compensation in the context of whether**  
I306 **it provides for living income.**

I307 As recognized by the Universal Declaration of Human Rights, all workers have a right to just and  
I308 favorable remuneration that ensures, for themselves and their families, an existence worthy of human  
I309 dignity. Lack of living income can lead to poverty, malnutrition, limited access to basic services, and  
I310 marginalization. Ensuring living income for workers includes paying self-employed farmers and fishers  
I311 a fair price for their produce so they can afford a decent standard of living and/or paying a living wage  
I312 to workers employed directly.

I313 Workers in agriculture, aquaculture, and fishing are more than four times likelier to be in poverty than  
I314 those in other sectors. For wage workers, a legally set minimum wage can sometimes be used as a  
I315 proxy for living income, however living income is calculated based on requirements for a decent  
I316 standard of living and can be higher than the minimum wage. In many countries, workers in the  
I317 agriculture, aquaculture, and fishing sectors fall outside of national minimum wage regulations or are  
I318 subject to sector-specific minimum wage rates, lower than those applied to other categories of  
I319 workers. A high spread of informal employment in these sectors also poses a major barrier for the  
I320 enforcement of wage norms.

I321 Workers in agriculture, aquaculture, and fishing can be compensated in various ways – for example,  
I322 in-kind payment of a share of their catch or harvest or through bonuses and piece rates – which can  
I323 make them more vulnerable to under-compensation. While international labor standards do not set a  
I324 specific threshold for in-kind payments, many national jurisdictions prohibit them above a certain  
I325 threshold. The International Labour Organization (ILO) has also questioned the value and fairness of  
I326 in-kind payments exceeding 50% of wages, considering this practice to limit workers’ financial  
I327 income.<sup>9</sup>

I328 Many fishers and farmers are categorized as self-employed workers because they receive wages but  
I329 are compensated according to their supply of production. Protections specifically for this type of  
I330 worker might not exist. Their incomes can be contingent on the individuals’ negotiating power,  
I331 production levels, and prices, which may be subject to volatile or unfavorable market forces. These  
I332 prices can be set without accounting for possible losses in produce due to weather events, plant and  
I333 animal diseases, or any other unforeseen circumstances that reduce production. Organizations can  
I334 also cause impacts on their suppliers through procurement practices, including the lead times they  
I335 specify, which may be overly restrictive.

I336 Lack of living income can lead to numerous environmental and social impacts. For example, farmers  
I337 facing economic pressures may apply high levels of fertilizers or pesticides in an attempt to increase  
I338 yields. Farmers and fishers can also be pressed to cut production costs by lowering their workers’  
I339 wages or relying on poor labor practices such as exploitation, illegal migrant labor, or child labor. Lack  
I340 of living income also limits the ability of producers to invest in more efficient or sustainable production  
I341 methods, which can further impact their access to markets, income, and livelihoods. In some cases,  
I342 this can be conducive to illegal clearing of forests or illicit farming or fishing activities.

I343

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<sup>9</sup> ‘While no conventions or recommendations fix a specific threshold for payments in kind, the ILO Committee of Experts has expressed doubt concerning payment in kind that exceeds 50% of the wage’, [Chapter 1: What is a minimum wage: 1.6 Payment in kind - ILO](#), see also International Labour Conference, 91st Session, 2003, [Protection of Wages](#), 2003.



1344 **What to report**

1345 If the organization has identified living income as a material topic, this section lists the disclosures that  
 1346 have been identified as relevant for reporting on the topic by the agriculture, aquaculture, and fishing  
 1347 sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	<ul style="list-style-type: none"> <li>- Describe the commitments of the organization related to providing a living income or paying a living wage;</li> <li>- Describe the methodology used for defining living income or living wage at significant locations of operation and if this has involved a consultation with and participation of local stakeholders, including trade unions and employer organizations;</li> <li>- Describe the approach to in-kind payments, including the maximum percentage of remuneration paid in kind per location of operation;</li> <li>- Describe how sourcing, pricing, and remuneration policies take living income or living wage into account, including how living income is considered when commodity prices are set by the organization.</li> </ul>
<b>Additional sector disclosures</b>		
Report the percentage of <u>employees</u> and other workers covered by collective bargaining agreements in place that have terms related to wage levels and frequency of wage payments at significant locations of operation.		
Report the percentage of employees and other workers paid above living wage, with a breakdown by gender.		
Describe the tools and systems used to monitor wages paid by suppliers.		

1348 **References and resources**

1349 The intergovernmental instruments and references used to develop this topic description, as well as  
 1350 further resources that may be helpful for understanding and reporting on the topic by the agriculture,  
 1351 aquaculture and fishing sectors are listed in the Bibliography on page 89.

1352 **2.22 Economic inclusion**

1353 **Economic inclusion concerns an organization’s impacts on the productive potential of**  
 1354 **workers and suppliers. By supporting rural workers and suppliers, an organization can**  
 1355 **contribute to economic development in rural areas. This topic covers ways that organizations**  
 1356 **can contribute to economic inclusion, which can include supporting small or medium-sized**  
 1357 **suppliers, their productivity and access to markets.**

1358 The agriculture sector includes 500 million smallholder farmers, producing up to 80% of all agricultural  
 1359 products in some regions. Small fishing vessels represent over 80% of the world’s total fishing fleet  
 1360 and provide employment to nearly two thirds of the total workforce of the sector in some countries. At  
 1361 the same time, as much as 80% of the world’s poor live and work in rural areas because of poor  
 1362 infrastructure, lack of knowledge and technology, limited capacity to produce, or limited access to  
 1363 markets and financial services.

1364 Agriculture, aquaculture, and fishing organizations can improve the economic inclusion of small  
 1365 producers from whom they source their products through creating sustained demand, providing  
 1366 capital, building skills and knowledge, and strengthening access to markets. For example, contract  
 1367 farming – when an organization enters into forward agreements with farmers to purchase their  
 1368 products – can enhance the productive capacity and market access of small producers. In such  
 1369 agreements, organizations can commit to providing inputs, such as seeds, fertilizers, capital, and  
 1370 knowhow. Contract farming agreements need to be executed in a way that avoids leaving producers  
 1371 in debt or dependency.

1372 Agriculture, aquaculture, and fishing organizations can contribute to enabling farmers and fishers to  
 1373 access financial services or provide support to rural financial institutions. Organizations can facilitate  
 1374 formalizing enterprises by farmers and fishers through arrangements that encourage collective  
 1375 benefits, such as developing cooperatives.

1376 Agriculture, aquaculture, and fishing organizations can also contribute to economic inclusion through  
 1377 developing infrastructure, building roads, ports, or canals in areas otherwise unserved. The impacts of  
 1378 infrastructure investment can extend beyond the organization’s scope and facilitate access to  
 1379 transportation, energy, sanitation, and other services for people living and working in rural areas.

1380 **What to report**

1381 If the organization has identified economic inclusion as a material topic, this section lists the  
 1382 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 1383 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	– Describe the actions taken to identify and adjust the procurement practices of the organization that cause or contribute to negative impacts in the <u>supply chain</u> including: <ul style="list-style-type: none"> <li>○ how engagement with <u>suppliers</u> is used to identify procurement practices that cause or contribute to negative impacts in the supply chain;</li> <li>○ actions taken to adjust payment policies and procedures.</li> </ul>

		<p>– Describe policies and practices used to promote economic inclusion when selecting and engaging with <u>workers</u> and suppliers.</p> <p><i>Note: These recommendations are based on the guidance to clause 1.1 in <a href="#">GRI 204: Procurement Practices 2016</a>.</i></p>
<b>Topic Standards disclosures</b>		
<a href="#">GRI 203: Indirect Economic Impacts</a>	Disclosure 203-1 Infrastructure investments and services supported	
	Disclosure 203-2 Significant indirect economic impacts	

1384 **References and resources**

1385 The intergovernmental instruments and references used to develop this topic description, as well as  
 1386 further resources that may be helpful for understanding and reporting on the topic by the agriculture,  
 1387 aquaculture and fishing sectors are listed in the Bibliography on page 89.

1388 **2.23 Supply chain traceability**

1389 **Traceability is the ability to trace the source, origin, or production conditions of raw materials**  
1390 **and production inputs purchased.<sup>10</sup> Traceability provides a way to identify and avoid potential**  
1391 **negative impacts associated with an organization’s products as well as to demonstrate**  
1392 **adherence to organizations’ sustainability commitments.**

1393 Agriculture, aquaculture, and fishing organizations may source their products and procure animal feed  
1394 from multiple farms, mills, plantations, waters, or hatcheries. The sectors’ supply chains can be  
1395 complex, crossing international borders. Production conditions can differ highly across countries,  
1396 causing diverse impacts on the economy, environment, and people, including impacts on their human  
1397 rights. Production in the sectors can also involve informal operations, where impacts often go  
1398 undocumented. Supply chain mapping allows to identify the actors in an organization’s supply chain  
1399 and the relationships among them, offering a basis for traceability.

1400 Traceability mechanisms enable organizations to know the origins of their products and identify  
1401 impacts they may be involved with via their business relationships. These mechanisms serve to  
1402 protect public health and ensure compliance with food safety policies by, for example, mitigating  
1403 negative impacts in cases of urgent product recalls over food safety concerns and outbreaks of  
1404 disease in animals.

1405 Organizations in animal production and aquaculture can have significant impacts associated with  
1406 animal and fish feed they source and are thus expected to trace feed ingredients. Feed in  
1407 aquaculture can come from fish caught in the wild, contributing to overfishing. Plant-based feed  
1408 includes wheat, rice, and soy; almost 80% of the world’s soybean crop is used as animal feed, and in  
1409 many areas, it is associated with deforestation and conversion.<sup>11</sup>

1410 Eliminating or reducing deforestation or other forms of natural ecosystem conversion in the value  
1411 chain requires tracing the origin of products to farms, plantations, or smallholder organizations,  
1412 notably in jurisdictions with deforestation or conversion risks and in the absence of other supply chain  
1413 control mechanisms, such audits or certification. In the fishing sector, traceability is required to ensure  
1414 sustainability of fishery resources and legality of fishing operations.

1415 **ILLEGAL, UNREPORTED, AND UNREGULATED FISHING**

1416 Some estimates indicate that up to 30% of fish sourced globally comes from illegal, unreported, and  
1417 unregulated (IUU) fishing. IUU fishing includes fishing without a license, exceeding fishing quotas,  
1418 capturing undersized fish or endangered species, using unauthorized fishing gear, fishing in restricted  
1419 or protected marine areas or inshore waters reserved for local artisanal fishers, and unauthorized  
1420 transfer of catch from one vessel to another.

1421 IUU fishing is a threat to marine ecosystems and biodiversity because of its potential impacts on the  
1422 sustainability of fishing stocks. Traceability is a fundamental tool against IUU fishing. Certified  
1423 fisheries, fisheries improvement projects, or robust monitoring, control, and surveillance (MCS)  
1424 measures can also provide some level of assurance against IUU fishing.

1425 Traceability also facilitates transparency of value created at each stage of the value chain and how  
1426 the value is distributed among producers. Knowing this information is relevant for establishing  
1427 purchasing prices for agriculture, aquaculture, and fishing products that provide for living income to  
1428 workers, farmers, and fishers (see 2.21 *Living income*).

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<sup>10</sup> The definition is based on the [GRI 204: Procurement practices 2016](#).

<sup>11</sup> To illustrate, only 19% of the soy consumed in the European Union can be traced to producers who do not increase deforestation; IDH The Sustainable Trade Initiative, [European Soy Monitor](#), 2020.

1429 Tracing the origins of products can be challenging, and traceability across the agriculture, fishing, and  
 1430 aquaculture sectors is unevenly implemented. Organizations that source agriculture, aquaculture, or  
 1431 fishing products might, depending on the product, be able to trace each to its original source or a  
 1432 certain geographic area. Suppliers may also have certifications and assurance schemes that link  
 1433 products to production sites with known environmental, economic, and social performance records,  
 1434 known as low-risk jurisdictions. While some certification mechanisms might support traceability,  
 1435 traceability remains the responsibility of the organization.

1436 **What to report**

1437 If the organization has identified supply chain traceability as a material topic, this section lists the  
 1438 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 1439 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	<ul style="list-style-type: none"> <li>- Describe the rationale and methodology for tracing the source, origin, or production conditions of raw materials and production inputs purchased.</li> </ul> <p><i>Note: This recommendation is based on the guidance to clause 1.1 in <a href="#">GRI 204: Procurement Practices 2016</a>.</i></p> <p>The following additional sector recommendations are for organizations in the fishing sector:</p> <ul style="list-style-type: none"> <li>- Describe the policies, assurance, and risk assessment processes of the organization related to risks of illegal, unreported, and unregulated (IUU) fishing;</li> <li>- List collaborations intended to help address illegal, unreported, and unregulated (IUU) fishing that the organization participates in.</li> </ul>
<b>Additional sector disclosures</b>		
Describe the level of traceability in place for each product the organization sources, for example, if the product can be traced to the national, regional, or local level or a specific point of origin.		
Report the percentage of suppliers in the organization’s supply chain that are certified or undergoing improvement projects or assessment.		
Report the percentage of products verified as being in accordance with credible internationally recognized responsible production standards, according to standard or product. <ul style="list-style-type: none"> <li>- For organizations in the fishing sector, describe whether this includes chain of custody certification and complies with the Global Sustainable Seafood Initiative (GSSI);</li> <li>- For organizations in the agriculture and aquaculture sectors, describe whether certification includes farms, hatcheries, and feed mill levels.</li> </ul>		

I440 **References and resources**

I441 The intergovernmental instruments and references used to develop this topic description, as well as  
I442 further resources that may be helpful for understanding and reporting on the topic by the agriculture,  
I443 aquaculture and fishing sectors are listed in the Bibliography on page 90.

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1444 **2.24 Public policy and lobbying**

1445 **An organization can participate in public policy development, directly or through an**  
 1446 **intermediary organization, by means of lobbying and making financial or in-kind contributions**  
 1447 **to political parties, politicians, or causes. This topic covers an organization’s approach to**  
 1448 **public policy participation, and the impacts that can result from the influence an organization**  
 1449 **exerts in such participation.**

1450 Agriculture, aquaculture, and fishing organizations can be involved in public policy development –  
 1451 concerning environmental regulations, access to natural resources, labor laws, food safety, public  
 1452 health, and animal welfare on local, national, or international scales – and, in doing so, potentially  
 1453 exert significant influence. Transparency around lobbying activities and political contributions is crucial  
 1454 for understanding agriculture, aquaculture, and fishing organizations’ impacts related to public policy  
 1455 and lobbying.

1456 Agriculture, aquaculture, and fishing products can be subject to government price setting and  
 1457 subsidies or be affected by mandatory quotas, which can prompt organizations to lobby. In  
 1458 agriculture, documented cases show how large agricultural organizations may lobby to postpone legal  
 1459 requirements for rotating crops and to prevent penalties for inadequate use of land. Agriculture lobby  
 1460 activities can also target approvals of genetically modified organisms (GMOs) and pesticides.  
 1461 Lobbying activities can have an impact on farmers’ access to technology and genetic resources, such  
 1462 as seeds from genetically heterogeneous varieties, including traditional crops.

1463 In animal production, lobbying can inhibit public policy development that deals with livestock’s  
 1464 negative impacts on the environment. In many countries, livestock products – particularly dairy and  
 1465 beef – are heavily subsidized due to the influence that livestock organizations exert. These subsidies  
 1466 can facilitate supply of animal products at prices that do not cover costs to the environment but are  
 1467 enabled expressly through lobbying. Lobbying can also prevent stricter standards of animal welfare.

1468 In fishing, organizations can influence allowable catch and quota regulations, including international  
 1469 trade negotiations and inter-country agreements on fishing quotas. Locally, lobbying can sway  
 1470 attempts to limit catch in order to preserve fishing stocks (see 2.26 *Anti-corruption*).

1471 **What to report**

1472 If the organization has identified public policy and lobbying as a material topic, this section lists the  
 1473 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 1474 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 415: Public Policy 2016</a>	Disclosure 415-1 Political contributions.	

1475 **References and resources**

1476 [GRI 415: Public Policy 2016](#) lists authoritative intergovernmental instruments and other sources  
 1477 relevant to reporting on this topic.

1478 The additional intergovernmental instruments and references used to develop this topic description,  
 1479 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 1480 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 90.



1481 **2.25 Anti-competitive behavior**

1482 **Anti-competitive behavior refers to actions that can result in collusion with potential**  
 1483 **competitors, with the purpose of limiting the effects of market competition. This can include**  
 1484 **fixing prices or coordinating bids, creating market or output restrictions, imposing geographic**  
 1485 **quotas, and allocating customers, suppliers, geographic areas, or product lines. This topic**  
 1486 **covers impacts as a result of anti-competitive behavior.**

1487 Many agriculture, aquaculture, and fishing products are purchased from producers and traded by only  
 1488 a limited number of organizations. In situations of limited market options, traders and buyers can exert  
 1489 significant market power.

1490 Anti-competitive agreements between agriculture, aquaculture, and fishing organizations can lead to  
 1491 setting purchasing prices for products below those in a competitive market as well as restrictions on  
 1492 the product volumes. Many producers in agriculture, aquaculture, and fishing sectors are smallholder  
 1493 farmers and small-scale fishers, often working in the informal sector and facing substantial barriers to  
 1494 access markets (see 2.22 *Economic inclusion*). Large organizations that source supplies from small  
 1495 producers can take advantage of information asymmetry and market fragmentation to limit their  
 1496 choices of whom to supply.

1497 Anti-competitive practices may render small producers in these sectors unable to cover their costs,  
 1498 achieve living income, or pay wages to their workers, resulting in economic exclusion and risk to  
 1499 livelihoods. Other actions that purposely limit effects of market competition can also cause small  
 1500 producers to lose their independence and be pressured into becoming subsidiaries of large  
 1501 multinational organizations. In some parts of the sectors, cartels have caused exclusion of small  
 1502 producers from international markets.

1503 Cooperatives or organizations with mandatory membership can affect market competition by requiring  
 1504 farmers and fishers to sell their products exclusively through them. While such arrangements can  
 1505 benefit producers, they can also pose anti-competitive concerns as limiting consumer’s choices, if  
 1506 cooperatives represent a major share of the sector’s productive capacity.

1507 **What to report**

1508 If the organization has identified anti-competitive behavior as a material topic, this section lists the  
 1509 disclosures that have been identified as relevant for reporting on the topic by the agriculture,  
 1510 aquaculture, and fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Additional sector disclosures</b>		
<a href="#">GRI 206: Anti-competitive Behavior 2016</a>	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	

1511 **References and resources**

1512 [GRI 206: Anti-competitive Behavior 2016](#) lists authoritative intergovernmental instruments and other  
 1513 sources relevant to reporting on this topic.

1514 The additional intergovernmental instruments and references used to develop this topic description,  
 1515 as well as further resources that may be helpful for understanding and reporting on the topic by the  
 1516 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 91.

1517 **2.26 Anti-corruption**

1518 **Anti-corruption refers to how an organization manages the potential of being involved in**  
 1519 **corruption. Corruption refers to practices such as bribery, facilitation payments, fraud,**  
 1520 **extortion, collusion, money laundering, and the offer or receipt of an inducement to do**  
 1521 **something that is dishonest or illegal.**

1522 Corruption in the agriculture, aquaculture, and fishing sectors can erode the capacity of governments  
 1523 to limit practices, such as deforestation and overfishing, increase the potential for impacts on workers  
 1524 and communities, and reduce government revenues. Organizations that engage in corruption can  
 1525 have an unfair advantage in competitive markets.

1526 Corruption in the agriculture, aquaculture, and fishing sector may be related to the use of land and  
 1527 other natural resources regulated by government agencies. It can take the form of, for example,  
 1528 bribes paid to officials to register land, acquire land information, or obtain permits to establish an  
 1529 operation (see 2.13 *Land and resource rights*). This can affect rights holders and lead to the  
 1530 displacement of communities, particularly in areas without secure land tenure.

1531 Corruption can also involve unduly benefiting from political reforms and land transactions, such as  
 1532 privatization of state-owned land, approval of zoning plans, and land expropriation, while ignoring  
 1533 legal mechanisms and causing impacts on people and ecosystems.

1534 Other examples of corruption in the sectors may include inducing officials to ignore illegal farming or  
 1535 fishing operations. Illegal farming operations can lead to loss of natural ecosystems when land is  
 1536 cleared. Corrupt practices in fishing can facilitate access agreements between organizations and  
 1537 officials of countries rich in fishery resources.

1538 Corrupt practices can also make illegal, unreported, and unregulated fishing (IUU) and exceeding  
 1539 quotas possible, which undermines sustainability of stocks. Fishers themselves might be involved in  
 1540 corruption in an attempt to get more catch. Records of type or volume of catch may be falsified, or  
 1541 authorities may be bribed to ignore or certify false records.

1542 Operating fishing vessels under flag of convenience or an unknown flag can also be associated with  
 1543 corruption when it is done with a view to bypass countries' legal restrictions.

1544 **What to report**

1545 If the organization has identified anti-corruption as a material topic, this section lists the disclosures  
 1546 that have been identified as relevant for reporting on the topic by the agriculture, aquaculture, and  
 1547 fishing sectors.

Standard	Disclosure	Additional sector recommendations
<b>Management of the topic</b>		
<a href="#">GRI 3: Material Topics 2021</a>	Disclosure 3-3 Management of material topics	
<b>Topic Standards disclosures</b>		
<a href="#">GRI 205: Anti-corruption 2016</a>	Disclosure 205-1 Operations assessed for risks related to corruption	
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	

1548 **References and resources**

1549 *GRI 205: Anti-corruption 2016* lists authoritative intergovernmental instruments and other sources  
1550 relevant to reporting on this topic.

1551 The additional intergovernmental instruments and references used to develop this topic description,  
1552 as well as further resources that may be helpful for understanding and reporting on the topic by the  
1553 agriculture, aquaculture and fishing sectors are listed in the Bibliography on page 91.

Exposure draft for public comment

## 1554 Glossary

1555 Please note: The glossary terms listed below are not part of the public comment review and are  
1556 included to aid the review of this Standard.

1557 This glossary provides definitions for terms used in this draft Standard. The organization is required to  
1558 apply these definitions when using the GRI Standards.

1559 The definitions included in this glossary may contain terms that are further defined in the complete  
1560 *GRI Standards Glossary*. All defined terms are underlined. If a term is not defined in this glossary or in  
1561 the complete *GRI Standards Glossary*, definitions that are commonly used and understood apply.

### 1562 anti-competitive behavior

1563 action of the organization or employees that can result in collusion with potential competitors, with the  
1564 purpose of limiting the effects of market competition

1565 Note: Examples of anti-competitive behavior actions can include fixing prices, coordinating bids,  
1566 creating market or output restrictions, imposing geographic quotas, or allocating customers, suppliers,  
1567 geographic areas, and product lines.

### 1568 basic salary

1569 fixed, minimum amount paid to an employee for performing his or her duties, excluding any additional  
1570 remuneration, such as payments for overtime working or bonuses

### 1571 benefit

1572 direct benefit provided in the form of financial contributions, care paid for by the organization, or the  
1573 reimbursement of expenses borne by the employee

1574 Note: Redundancy payments over and above legal minimums, lay-off pay, extra employment injury  
1575 benefit, survivors' benefits, and extra paid holiday entitlements can also be included as a benefit.

### 1576 business partner

1577 entity with which the organization has some form of direct and formal engagement for the purpose of  
1578 meeting its business objectives

1579 Examples: affiliates, business-to-business customers, clients, first-tier suppliers, franchisees, joint  
1580 venture partners, investee companies in which the organization has a shareholding position

1581 Note: Business partners do not include subsidiaries and affiliates that the organization controls.

### 1582 business relationships

1583 relationships that the organization has with business partners, with entities in its value chain including  
1584 those beyond the first tier, and with any other entities directly linked to its operations, products, or  
1585 services

1586 Note: Examples of other entities directly linked to the organization's operations, products, or services  
1587 are a non-governmental organization with which the organization delivers support to a local  
1588 community, or state security forces that protect the organization's facilities.

### 1589 carbon dioxide (CO<sub>2</sub>) equivalent

1590 measure used to compare the emissions from various types of greenhouse gas (GHG) based on their  
1591 global warming potential (GWP)

1592 Note: The CO<sub>2</sub> equivalent for a gas is determined by multiplying the metric tons of the gas by the  
1593 associated GWP.

1594 **child**

1595 person under the age of 15 years, or under the age of completion of compulsory schooling, whichever  
1596 is higher

1597 Note 1: Exceptions can occur in certain countries where economies and educational facilities are  
1598 insufficiently developed and a minimum age of 14 years applies. These countries of exception are  
1599 specified by the International Labour Organization (ILO) in response to a special application by the  
1600 country concerned and in consultation with representative organizations of employers and workers.

1601 Note 2: The ILO Convention 138, 'Minimum Age Convention', 1973, refers to both child labor and  
1602 young workers.

1603 **collective bargaining**

1604 all negotiations which take place between one or more employers or employers' organizations, on the  
1605 one hand, and one or more workers' organizations (trade unions), on the other, for determining  
1606 working conditions and terms of employment or for regulating relations between employers and  
1607 workers

1608 Note 1: Collective agreements can be at the level of the organization; at the industry level, in  
1609 countries where that is the practice; or at both.

1610 Note 2: Collective agreements can cover specific groups of workers; for example, those performing a  
1611 specific activity or working at a specific location.

1612 Note 3: This definition is based on the International Labour Organization (ILO) Convention 154,  
1613 'Collective Bargaining Convention', 1981.

1614 **community development program**

1615 plan that details actions to minimize, mitigate, or compensate for adverse social and/or economic  
1616 impacts, and/or to identify opportunities or actions to enhance positive impacts of a project on the  
1617 community

1618 **corruption**

1619 'abuse of entrusted power for private gain',<sup>12</sup> which can be instigated by individuals or organizations

1620 Note: In the GRI Standards, corruption includes practices such as bribery, facilitation payments, fraud,  
1621 extortion, collusion, and money laundering. It also includes an offer or receipt of any gift, loan, fee,  
1622 reward, or other advantage to or from any person as an inducement to do something that is  
1623 dishonest, illegal, or a breach of trust in the conduct of the enterprise's business.<sup>13</sup> This can include

1624 cash or in-kind benefits, such as free goods, gifts, and holidays, or special personal services provided  
1625 for the purpose of an improper advantage, or that can result in moral pressure to receive such an  
1626 advantage.

1627 **direct (Scope 1) GHG emissions**

1628 GHG emissions from sources that are owned or controlled by an organization

1629 Note 1: A GHG source is any physical unit or process that releases GHG into the atmosphere.

1630 Note 2: Direct (Scope 1) GHG emissions can include the CO<sub>2</sub> emissions from fuel consumption.

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<sup>12</sup> Transparency International

<sup>13</sup> These definitions are based on Transparency International, 'Business Principles for Countering Bribery', 2011.

1631 **discrimination**

1632 act and result of treating persons unequally by imposing unequal burdens or denying benefits instead  
1633 of treating each person fairly on the basis of individual merit

1634 Note: Discrimination can also include harassment, defined as a course of comments or actions that  
1635 are unwelcome, or should reasonably be known to be unwelcome, to the person towards whom they  
1636 are addressed.

1637 **disposal**

1638 any operation which is not recovery, even where the operation has as a secondary consequence the  
1639 recovery of energy

1640 Note 1: Disposal is the end-of-life management of discarded products, materials, and resources in a  
1641 sink or through a chemical or thermal transformation that makes these products, materials, and  
1642 resources unavailable for further use.

1643 Note 2: This definition comes from the European Union (EU), Waste Framework Directive, 2008  
1644 (Directive 2008/98/EC).

1645 **due diligence**

1646 process to identify, prevent, mitigate, and account for how the organization addresses its actual and  
1647 potential negative impacts

1648 Note: See [section 2.3 in GRI 1: Foundation 2021](#) for more information on 'due diligence'.

1649 **effluent**

1650 treated or untreated wastewater that is discharged

1651 Note: This definition is based on the Alliance for Water Stewardship (AWS), AWS International Water  
1652 Stewardship Standard, Version 1.0, 2014.

1653 **employee**

1654 individual who is in an employment relationship with the organization according to national law or  
1655 practice

1656 Note: This information is derived from the organization's own human resources system.

1657 **energy indirect (Scope 2) GHG emissions**

1658 GHG emissions that result from the generation of purchased or acquired electricity, heating, cooling,  
1659 and steam consumed by an organization

1660 **employee**

1661 individual who is in an employment relationship with the organization according to national law or  
1662 practice

1663 **exposure**

1664 quantity of time spent at or the nature of contact with certain environments that possess various  
1665 degrees and kinds of hazard, or proximity to a condition that might cause injury or ill health (e.g.,  
1666 chemicals, radiation, high pressure, noise, fire, explosives)

1667 **forced or compulsory labor**

1668 all work and service that is exacted from any person under the menace of any penalty and for which  
1669 the said person has not offered herself or himself voluntarily

1670 Note 1: The most extreme examples of forced or compulsory labor are slave labor and bonded labor,  
1671 but debts can also be used as a means of maintaining workers in a state of forced labor.

1672 Note 2: Indicators of forced labor include withholding identity papers, requiring compulsory deposits,  
1673 and compelling workers, under threat of firing, to work extra hours to which they have not previously  
1674 agreed.

1675 Note 3: This definition is based on International Labour Organization (ILO) Convention 29, 'Forced  
1676 Labour Convention', 1930.

1677 **freedom of association**

1678 right of employers and workers to form, to join and to run their own organizations without prior  
1679 authorization or interference by the state or any other entity

1680 **freshwater**

1681 water with concentration of total dissolved solids equal to or below 1,000 mg/L

1682 Note: This definition is based on ISO 14046:2014; the United States Geological Survey (USGS),  
1683 Water Science Glossary of Terms, [water.usgs.gov/edu/dictionary.html](http://water.usgs.gov/edu/dictionary.html), accessed on 1 June 2018; and  
1684 the World Health Organization (WHO), Guidelines for Drinking-water Quality, 2017.

1685 **global warming potential (GWP)**

1686 value describing the radiative forcing impact of one unit of a given GHG relative to one unit of CO<sub>2</sub>  
1687 over a given period of time

1688 Note: GWP values convert GHG emissions data for non-CO<sub>2</sub> gases into units of CO<sub>2</sub> equivalent.

1689 **governance body**

1690 committee or board responsible for the strategic guidance of the organization, the effective monitoring  
1691 of management, and the accountability of management to the broader organization and its  
1692 stakeholders

1693 **greenhouse gas (GHG)**

1694 gas that contributes to the greenhouse effect by absorbing infrared radiation

1695 **grievance mechanism**

1696 routinized process through which grievances can be raised and remedy can be sought

1697 Source: United Nations (UN), *Guiding Principles on Business and Human Rights: Implementing the*  
1698 *United Nations "Protect, Respect and Remedy" Framework*, 2011; modified

1699 Note: See [Guidance to Disclosure 2-25 in GRI 2: General Disclosures 2021](#) for more information on  
1700 'grievance mechanism'.

1701 **groundwater**

1702 water that is being held in, and that can be recovered from, an underground formation

1703 Note: This definition comes from ISO 14046:2014.

1704 **human rights**

1705 rights inherent to all human beings, which include, at a minimum, the rights set out in the *United*  
1706 *Nations (UN) International Bill of Human Rights* and the principles concerning fundamental rights set



1707 out in the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights*  
1708 *at Work*

1709 Note: See [Guidance to 2-23-b-i in GRI 2: General Disclosures 2021](#) for more information on 'human  
1710 rights'.

1711 **impact**

1712 effect the organization has or could have on the economy, environment, and people, including on their  
1713 human rights, which in turn can indicate its contribution (negative or positive) to sustainable  
1714 development

1715 Note 1: Impacts can be actual or potential, negative or positive, short-term or long-term, intended or  
1716 unintended, and reversible or irreversible.

1717 Note 2: See [section 2.1 in GRI 1: Foundation 2021](#) for more information on 'impact'.

1718 **indigenous peoples**

1719 indigenous peoples are generally identified as:

1720 tribal peoples in independent countries whose social, cultural and economic conditions distinguish  
1721 them from other sections of the national community, and whose status is regulated wholly or partially  
1722 by their own customs or traditions or by special laws or regulations;

1723 peoples in independent countries who are regarded as indigenous on account of their descent from  
1724 the populations which inhabited the country, or a geographical region to which the country belongs, at  
1725 the time of conquest or colonization or the establishment of present state boundaries and who,  
1726 irrespective of their legal status, retain some or all of their own social, economic, cultural and political  
1727 institutions.

1728 Note: This definition comes from the International Labour Organization (ILO) Convention 169,  
1729 'Indigenous and Tribal Peoples Convention', 1989.

1730 **infrastructure**

1731 facilities built primarily to provide a public service or good rather than a commercial purpose, and from  
1732 which an organization does not seek to gain direct economic benefit

1733 Note: Examples of facilities can include water supply facilities, roads, schools, and hospitals, among  
1734 others.

1735 **local community**

1736 individuals or groups of individuals living or working in areas that are affected or that could be affected  
1737 by the organization's activities

1738 Note: The local community can range from those living adjacent to the organization's operations to  
1739 those living at a distance.

1740 **material topics**

1741 topics that represent the organization's most significant impacts on the economy, environment, and  
1742 people, including impacts on their human rights

1743 Note: See [section 2.2 in GRI 1: Foundation 2021](#) and [section 1 in GRI 3: Material Topics 2021](#) for  
1744 more information on 'material topics'.

1745 **mitigation**

1746 action(s) taken to reduce the extent of a negative impact

1747 Note: The mitigation of an actual negative impact refers to actions taken to reduce the severity of the  
1748 negative impact that has occurred, with any residual impact needing remediation. The mitigation of a

1749 potential negative impact refers to actions taken to reduce the likelihood of the negative impact  
1750 occurring.

1751 **occupational health and safety management system**

1752 set of interrelated or interacting elements to establish an occupational health and safety policy and  
1753 objectives, and to achieve those objectives

1754 Note: This definition comes from the International Labour Organization (ILO), Guidelines on  
1755 Occupational Safety and Health Management Systems, ILO-OSH 2001, 2001.

1756 **operation with significant actual or potential negative impacts on local communities**

1757 an operation, considered alone or in combination with the characteristics of local communities, that  
1758 has a higher than average potential of negative impacts, or actual negative impacts, on the social,  
1759 economic or environmental well-being of local communities

1760 Note: Examples of negative impacts on local communities can include impacts to local community  
1761 health and safety.

1762 **other indirect (Scope 3) GHG emissions**

1763 indirect GHG emissions not included in energy indirect (Scope 2) GHG emissions that occur outside  
1764 of the organization, including both upstream and downstream emissions

1765 **parental leave**

1766 leave granted to men and women employees on the grounds of the birth of a child

1767 **preparation for reuse**

1768 checking, cleaning, or repairing operations, by which products or components of products that have  
1769 become waste are prepared to be put to use for the same purpose for which they were conceived

1770 **recycling**

1771 reprocessing of products or components of products that have become waste, to make new materials

1772 Note: This definition is based on the United Nations Environment Programme (UNEP), Basel  
1773 Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal,  
1774 1989.

1775 **remuneration**

1776 basic salary plus additional amounts paid to a worker

1777 Note: Examples of additional amounts paid to a worker can include those based on years of service,  
1778 bonuses including cash and equity such as stocks and shares, benefit payments, overtime, time  
1779 owed, and any additional allowances, such as transportation, living and childcare allowances.

1780 **remedy / remediation**

1781 means to counteract or make good a negative impact / provision of remedy

1782 Examples: apologies, restitution, restoration, rehabilitation, financial or non-financial compensation,  
1783 and punitive sanctions (whether criminal or administrative, such as fines), prevention of harm through  
1784 injunctions or guarantees of non-repetition

1785 **renewable energy source**

1786 energy source that is capable of being replenished in a short time through ecological cycles or  
1787 agricultural processes

1788 Note: Renewable energy sources can include geothermal, wind, solar, hydro, and biomass.

1789 **reporting period**

1790 specific time period covered by the reported information

1791 Examples: fiscal year, calendar year

1792 **scope of GHG emissions**

1793 classification of the operational boundaries where GHG emissions occur

1794 Note 1: Scope classifies whether GHG emissions are created by an organization itself, or are created  
1795 by other related organizations, for example electricity suppliers or logistics companies.

1796 Note 2: There are three classifications of Scope: Scope 1, Scope 2 and Scope 3.

1797 Note 3: The classification of Scope derives from the World Resources Institute (WRI) and World  
1798 Business Council for Sustainable Development (WBCSD), 'GHG Protocol Corporate Accounting and  
1799 Reporting Standard', Revised Edition, 2004.

1800 **services supported**

1801 services that provide a public benefit either through direct payment of operating costs or through  
1802 staffing the facility or service with an organization's own employees

1803 Note: Public benefit can also include public services.

1804 **severity (of an impact)**

1805 The severity of an actual or potential negative impact is determined by its scale (i.e., how grave the  
1806 impact is), scope (i.e., how widespread the impact is), and irremediable character (how hard it is to  
1807 counteract or make good the resulting harm).

1808 Note: See [section 1 in GRI 3: Material Topics 2021](#) for more information on 'severity'

1809 **significant air emission**

1810 air emission regulated under international conventions and/or national laws or regulations

1811 Note: Significant air emissions include those listed on environmental permits for an organization's  
1812 operations.

1813 **stakeholder**

1814 individual or group that has an interest that is affected or could be affected by the organization's  
1815 activities

1816 Examples: business partners, civil society organizations, consumers, customers, employees and  
1817 other workers, governments, local communities, non-governmental organizations, shareholders and  
1818 other investors, suppliers, trade unions, vulnerable groups

1819 Note: See [section 2.4 in GRI 1: Foundation 2021](#) for more information on 'stakeholder'.

1820 **supplier**

1821 entity upstream from the organization (i.e., in the organization's supply chain), which provides a  
1822 product or service that is used in the development of the organization's own products or services

1823 Examples: brokers, consultants, contractors, distributors, franchisees, home workers, independent  
1824 contractors, licensees, manufacturers, primary producers, sub-contractors, wholesalers

1825 Note: A supplier can have a direct business relationship with the organization (often referred to as  
1826 first-tier supplier) or an indirect business relationship.

1827 **supply chain**

1828 range of activities carried out by entities upstream from the organization, which provide products or  
1829 services that are used in the development of the organization's own products or services

1830 **surface water**

1831 water that occurs naturally on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs,  
1832 ponds, lakes, rivers, and streams

1833 Note: This definition is based on CDP, CDP Water Security Reporting Guidance, 2018.

1834 **sustainable development/sustainability**

1835 development that meets the needs of the present without compromising the ability of future  
1836 generations to meet their own needs

1837 Source: World Commission on Environment and Development, *Our Common Future*, 1987

1838 Note: In the GRI Standards, the terms 'sustainability' and 'sustainable development' are used  
1839 interchangeably.

1840 **temporary employee**

1841 employee with a contract for a limited period (i.e., fixed term contract) that ends when the specific  
1842 time period expires, or when the specific task or event that has an attached time estimate is  
1843 completed (e.g., the end of a project or return of replaced employees)

1844 **value chain**

1845 range of activities carried out by the organization, and by entities upstream and downstream from the  
1846 organization, to bring the organization's products or services from their conception to their end use

1847 Note 1: Entities upstream from the organization (e.g., suppliers) provide products or services that are  
1848 used in the development of the organization's own products or services. Entities downstream from the  
1849 organization (e.g., distributors, customers) receive products or services from the organization.

1850 Note 2: The value chain includes the supply chain.

1851 **vulnerable group**

1852 group of individuals with a specific condition or characteristic (e.g., economic, physical, political,  
1853 social) that could experience negative impacts as a result of the organization's activities more  
1854 severely than the general population

1855 Examples: children and youth; elderly persons; ex-combatants; HIV/AIDS-affected households;  
1856 human rights defenders; indigenous peoples; internally displaced persons; migrant workers and their  
1857 families; national or ethnic, religious and linguistic minorities; persons who might be discriminated  
1858 against based on their sexual orientation, gender identity, gender expression, or sex characteristics  
1859 (e.g., lesbian, gay, bisexual, transgender, intersex); persons with disabilities; refugees or returning  
1860 refugees; women

1861 Note: Vulnerabilities and impacts can differ by gender.

1862 **waste**

1863 anything that the holder discards, intends to discard, or is required to discard

1864 Note 1: Waste can be defined according to the national legislation at the point of generation.

1865 Note 2: A holder can be the reporting organization, an entity in the organization's value chain  
1866 upstream or downstream (e.g., supplier or consumer), or a waste management organization, among  
1867 others.

1868 Note 3: This definition is based on the United Nations Environment Programme (UNEP), Basel  
1869 Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal,  
1870 1989.

1871 **waste disposal method**

1872 method by which waste is treated or disposed of

1873 Note: Waste disposal methods can include composting, reuse, recycling, recovery, incineration,  
1874 landfill, deep well injection, and on-site storage.

1875 **water consumption**

1876 sum of all water that has been withdrawn and incorporated into products, used in the production of  
1877 crops or generated as waste, has evaporated, transpired, or been consumed by humans or livestock,  
1878 or is polluted to the point of being unusable by other users, and is therefore not released back to  
1879 surface water, groundwater, seawater, or a third party over the course of the reporting period

1880 Note 1: Water consumption includes water that has been stored during the reporting period for use or  
1881 discharge in a subsequent reporting period.

1882 Note 2: This definition is based on CDP, CDP Water Security Reporting Guidance, 2018.

1883 **water stress**

1884 ability, or lack thereof, to meet the human and ecological demand for water

1885 Note 1: Water stress can refer to the availability, quality, or accessibility of water.

1886 Note 2: Water stress is based on subjective elements and is assessed differently depending on  
1887 societal values, such as the suitability of water for drinking or the requirements to be afforded to  
1888 ecosystems.

1889 Note 3: Water stress in an area may be measured at catchment level at a minimum.

1890 Note 4: This definition comes from the CEO Water Mandate, Corporate Water Disclosure Guidelines,  
1891 2014.

1892 **worker**

1893 person that performs work for the organization

1894 Examples: employees, apprentices, interns, self-employed persons, and persons working for  
1895 organizations other than the reporting organization, such as for suppliers

1896 Note: In the GRI Standards, in some cases it is specified whether a particular subset of workers is  
1897 required to be used.

1898 **work-related hazard**

1899 source or situation with the potential to cause injury or ill health

1900 Note 1: Hazards can be:

1901 physical (e.g., radiation, temperature extremes, constant loud noise, spills on floors or tripping  
1902 hazards, unguarded machinery, faulty electrical equipment);

1903 ergonomic (e.g., improperly adjusted workstations and chairs, awkward movements, vibration);

1904 chemical (e.g., exposure to solvents, carbon monoxide, flammable materials, or pesticides);

1905 biological (e.g., exposure to blood and bodily fluids, fungi, bacteria, viruses, or insect bites);

1906 psychosocial (e.g., verbal abuse, harassment, bullying);

1907 related to work-organization (e.g., excessive workload demands, shift work, long hours, night work,  
1908 workplace violence).

1909 Note 2: This definition is based on International Labour Organization (ILO) Guidelines on  
1910 Occupational Safety and Health Management Systems from 2001 and ISO 45001:2018.

1911 **work-related incident**

1912 occurrence arising out of or in the course of work that could or does result in injury or ill health

1913 Note 1: This definition is based on ISO 45001:2018.

1914 Note 2: Incidents might be due to, for example, electrical problems, explosion, fire; overflow,  
1915 overturning, leakage, flow; breakage, bursting, splitting; loss of control, slipping, stumbling and falling;  
1916 body movement without stress; body movement under/with stress; shock, fright; workplace violence  
1917 or harassment (e.g., sexual harassment).

1918 Note 3: An incident that results in injury or ill health is often referred to as an 'accident'. An incident  
1919 that has the potential to result in injury or ill health but where none occurs is often referred to as a  
1920 'close call', 'near-miss', or 'near-hit'.

1921 **work-related injury or ill health**

1922 negative impacts on health arising from exposure to hazards at work

1923 Note 1: This definition is based on the International Labour Organization (ILO), Guidelines on  
1924 Occupational Safety and Health Management Systems, ILO-OSH 2001, 2001.

1925 Note 2: 'Ill health' indicates damage to health and includes diseases, illnesses, and disorders. The  
1926 terms 'disease', 'illness', and 'disorder' are often used interchangeably and refer to conditions with  
1927 specific symptoms and diagnoses.

1928 Note 3: Work-related injuries and ill health are those that arise from exposure to hazards at work.  
1929 Other types of incident can occur that are not connected with the work itself. For example, the  
1930 following incidents are not considered to be work related:

- 1931 • a worker suffers a heart attack while at work that is unconnected with work;
- 1932 • a worker driving to or from work is injured in a car accident (where driving is not part of the  
1933 work, and where the transport has not been organized by the employer);
- 1934 • a worker with epilepsy has a seizure at work that is unconnected with work.

1935 Note 4: Traveling for work: Injuries and ill health that occur while a worker is traveling are work related  
1936 if, at the time of the injury or ill health, the worker was engaged in work activities 'in the interest of the  
1937 employer'. Examples of such activities include traveling to and from customer contacts; conducting  
1938 job tasks; and entertaining or being entertained to transact, discuss, or promote business (at the  
1939 direction of the employer).

1940 Working at home: Injuries and ill health that occur when working at home are work related if the injury  
1941 or ill health occurs while the worker is performing work at home, and the injury or ill health is directly  
1942 related to the performance of work rather than the general home environment or setting.

1943 Mental illness: A mental illness is considered to be work related if it has been notified voluntarily by  
1944 the worker and is supported by an opinion from a licensed healthcare professional with appropriate  
1945 training and experience stating that the illness is work related.

1946 For more guidance on determining 'work-relatedness', see the United States Occupational Safety and  
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