



Annexure 1

Human Rights Commitment Form

Karnataka State Small Pelagic Purse Seine Fisheries – FIP Commitment to Responsible Labor Practices

This declaration confirms the commitment of vessel owners, fishers, and fishmeal factory members to uphold responsible labor practices and human rights in the fishery sector.

Participant Details

Name of Vessel / Company: _____

Name of Owner / Representative: _____

Fishing Vessel Registration Number: _____

Association / Organization: _____

Contact Details: _____

Date: _____

Commitment Declaration

I hereby confirm that the operations of my fishing vessel / company follow responsible labor practices and comply with applicable fisheries and labor regulations. I commit to the following principles:

- No child labor shall be employed.
- No forced, bonded, or unpaid labor shall be used.
- All workers will be treated with dignity and respect.
- Workers will receive fair wages as agreed.
- Safe and healthy working conditions will be maintained.
- Workers have the right to report grievances without fear of retaliation.



Karnataka State FIP

Small Pelagic Purse Seine Fisheries

+91 99020 48773

I acknowledge that these commitments support the implementation of responsible fisheries management under the **Karnataka State Fishery Improvement Project (FIP)**.

Signature of Owner / Representative: _____

Name: _____

Date: _____

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YASHASWI FISH MEAL AND OIL COMPANY

No. 9 - 184B, Post Pithrody, Udyavara,
Udupi District & Taluk, Karnataka, India - 574 118.

Branch 2

Plot No. IP-25A, Mangalore SEZ, Permude Village,
Mangalore, Dakshina Kannada, Karnataka, India - 574 509.



Annexure 2

Fisher Grievance Mechanism Procedure

Karnataka State Small Pelagic Purse Seine Fisheries – FIP

1. Purpose

This grievance mechanism provides a simple and accessible system for fishers, vessel crew members, and other stakeholders to report concerns related to labor conditions, wages, safety, or human rights issues.

2. Reporting Channels

Fishers may report grievances through the following channels:

- Contact person at the Fisheries Association
- Telephone hotline / designated contact number
- Written complaint submitted to the Fisheries Association office
- Reporting during association meetings

3. Grievance Recording

All complaints will be recorded in the grievance register with the following information:

Date Name of Complainant (Optional) Nature of Complaint Action Taken Status

4. Resolution Process

1. The Fisheries Association will receive and record the complaint.
2. The issue will be reviewed by the responsible representatives.
3. Relevant stakeholders may be consulted if necessary.
4. Appropriate corrective actions will be taken.
5. The complainant will be informed about the outcome where possible.



5. Confidentiality

All grievances will be handled confidentially to protect the identity and safety of the complainant.

6. Monitoring

The grievance register will be reviewed annually as part of the **FIP social responsibility monitoring process**.

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Annexure 3

Annual Labor Monitoring Template

Karnataka State Small Pelagic Purse Seine Fisheries – FIP

Fishery: Small Pelagic Purse Seine Fisheries – Karnataka

Reporting Year: _____

Summary of Labor Monitoring

Total Grievances Reported Nature of Issues Actions Taken Status / Outcome

Monitoring Notes

Provide a brief summary of the labor-related grievances reported during the year, actions taken by the fisheries association or responsible authorities, and improvements made to social responsibility practices.

Prepared By

Name: _____

Organization: _____

Designation: _____

Date: _____

Signature: _____