

# Restaurant Roundtable for Sustainability | Seafood Principles

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## Introduction

As members of the Restaurant Roundtable for Sustainability, we are committed to understanding and addressing the environmental and social issues related to our operations and supply chains. Seafood supply chains are complex and protecting the ecosystems and people that support them is critical to conserving oceans, seas, and marine resources, as well as to ensuring our own long-term commercial success.

Sourcing high-quality seafood harvested in a sustainable manner is important to us and strengthens the guest experience. We strive to make science-based procurement decisions that provide high-quality products for our customers and that result in improved environmental and social outcomes across seafood value chains. As individual members, we support many sustainable seafood standards, initiatives, and certification schemes and we believe that these efforts, combined with industry-wide collaboration, are critical to addressing seafood sustainability. To clarify and consolidate those efforts, the Restaurant Roundtable for Sustainability has established a set of seafood sustainability principles that we will use to collectively influence positive change in our shared supply chains.

### Defining “Sustainable Seafood”

The Restaurant Roundtable for Sustainability defines sustainable seafood as fish and other seafood that is caught, raised, processed, and transported in a way that aligns with the best-available science on ecosystem health, and that contributes to the well-being of workers and communities in the global seafood value chain.

Seafood is a broad term that encompasses many diverse species. Within a single species group there can be hundreds of subspecies that may present different environmental and social challenges. Recognizing this diversity, these principles are intended to be broad and flexible so that they can be universally applied and adapted to a species-specific approach as needed.

Our principles apply to all species, both farm-raised and wild-caught.

## CORE SEAFOOD SUSTAINABILITY PRINCIPLES

We believe the following three principles are key to creating a more sustainable global seafood value chain. Restaurant Roundtable for Sustainability members adopt these principles and encourage our suppliers to as well. We see these as complementary to our respective sustainable sourcing policies and believe they provide a unified foundation for collective and individual progress.

Our Core Seafood Sustainability Principles:

- Ethical Business Practices and Partnerships
- Ecosystems and Biodiversity
- Worker and Community Well-Being

**Ethical Business Practices and Partnerships:** We believe the integration of ethical policies and strong partnerships into existing business practices is key to ensuring long-term sustainability of seafood supply chains. We support diverse and inclusive supplier networks and are committed to forming close partnerships with our suppliers to achieve maximum impacts throughout the value chain. We also partner with industry stakeholders and nonprofit organizations to help drive change and transformation in seafood supply chains.

**Ecosystems and Biodiversity:** We understand the value of protecting the habitats that support marine life. We believe a healthy environment ensures seafood sustainability and enables our restaurants to continue to serve seafood for future generations to enjoy. For us, protection of ecosystems and biodiversity includes the following priority areas:

- **Conservation:** We encourage fishing practices that support habitat preservation and biodiversity conservation, and that promote the survival of target and non-target species. We promote sustainably managed fisheries and continuous improvement through the adoption of sustainable fishing and farming techniques. We also encourage suppliers to ensure that fish are farmed in good conditions and to adhere to stocking densities that promote healthy and natural behaviors in fish or shellfish and that allow surrounding ecosystems to thrive. We expect suppliers to consider the welfare of farm-raised fish and shellfish throughout their life cycle.
- **Antibiotics and Human Health:** We expect our suppliers to use antibiotics and chemicals judiciously in their production processes and in accordance with relevant regulatory requirements. We also expect our suppliers to reduce the use of antibiotics that are medically important to human health. To ensure healthy habitats and preserve biodiversity, we support efforts to reduce toxins that have a harmful effect on fragile aquatic ecosystems.

**Worker and Community Well-Being:** We believe the seafood industry should serve as a force for inclusive economic development. We encourage our suppliers to promote practices ensuring that the industry's growth benefits seafood industry workers and host communities—particularly the most vulnerable and disenfranchised of these, including women, migrant laborers, and ethnic minorities. To foster economic growth among workers and communities, we expect all suppliers to respect international human rights and labor standards, including at a minimum those articulated in the Universal Declaration of Human Rights and the International Labor Organization's Core Conventions. We prohibit the use of slavery, forced and child labor, and human trafficking in any form and require our suppliers to adhere to and comply with slavery, forced labor, and human trafficking laws, such as the UK Modern Slavery Act. We will work with our suppliers to ensure that they and their suppliers, contractors, and sub-contractors do not permit or engage in such practices and have management systems in place to identify, prevent, and address labor and human rights violations, including forced labor and human trafficking.

We also believe that all workers have the right to a safe and healthy work environment and we expect our suppliers to ensure adherence to applicable health and safety laws and regulations.

## APPROACH

To work towards these principles, the Restaurant Roundtable for Sustainability members will continue and strengthen approaches to seafood sustainability that are traceable and transparent, science-based, collaborative, and driven by continuous improvement.

- **Traceable and Transparent:** We value our guests' trust and understand their increasing interest in the origin of the seafood we serve. We also value other stakeholders' concerns regarding seafood sustainability. To build this trust, we believe in proactively engaging stakeholders and sharing our progress toward these principles. We recognize supply chain traceability is a valuable tool to build this trust and we encourage our suppliers to work with their partners to continuously improve traceability across all species and markets.
- **Science-Based:** A key tenet of our shared approach will be monitoring and reviewing the best available science on seafood sustainability to continually refine and improve our strategy. We will observe emerging technologies and scientific methodologies supporting production, harvesting, distribution methods, resource utilization, traceability, and the regulatory environment, and encourage our partners to test and embed them into business practices.
- **Collaborative:** Given the complexities of global seafood supply chains, we believe that we can advance sustainability by collaborating with stakeholders including suppliers, industry organizations, governments, civil society, marine scientists, and other seafood experts to continually evolve and improve our understanding. This collaboration includes an ongoing effort to build awareness of sustainable seafood issues and opportunities among our procurement teams, supply chain partners, vendors, employees, and guests. In addition, we encourage our suppliers to collaborate with initiatives that can support their own sustainable seafood journeys.
- **Continuous Improvement:** We recognize that seafood sustainability is a long-term journey and that real change takes time. We will therefore seek to demonstrate progress over time and will regularly evaluate the effectiveness of our approach. As part of our focus on continuous improvement, we will monitor and address emerging and evolving issues and opportunities, such as innovative new traceability technologies.

## ABOUT BSR

BSR is a global nonprofit organization that works with its network of more than 250 member companies and other partners to build a just and sustainable world. From its offices in Asia, Europe, and North America, BSR develops sustainable business strategies and solutions through consulting, research, and cross-sector collaboration. Visit [www.bsr.org](http://www.bsr.org) for more information about BSR's 25 years of leadership in sustainability.