# Who developed this Toolkit?

This Toolkit is an initiative of a partnership between WWF and Rabobank Chile to mitigate impacts and promote environmental and social improvements in the salmon industry. It was developed by the Consensus Building Institute (CBI), a non-profit organization with over two decades of experience helping communities, companies, governments and other actors address differences and work together through constructive dialogue processes.

The tools and guidance reflect upon the experience of CBI and WWF, based on a review of local and internationally available guidance and resources, as well as interviews with companies, community leaders and other stakeholders in Puerto Montt, Hornopirén and the surrounding areas.



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TOOLKIT AND GUIDANCE FOR RESPONSIBLE Y SALMON COMPANIES





To stop the degradation of the planet's natural environment and to build a future in which humans live in harmony whit nature.

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# **ASC CERTIFICATION**

salmon, with a 30% share of the global market. The industry

# What is the Toolkit?

This "Toolkit" seeks to help companies and communities address the social challenges associated with salmon production in southern Chile, in line with the social requirements of the ASC salmon standard. The Toolkit offers concrete ideas for improving the relationship between companies and communities, working together, and generating sustainable relationships.

# Who is the Toolkit directed towards?

The guidance and tools provided in the Toolkit are directed at salmon companies that are interested in generating a long-term involvement in the development of the territories in which they operate, grounded in the requirements of the ASC standard.

The guidelines and tools refer typically to individual salmon farms, as this is the scale utilized for ASC certification. Nevertheless, the guidance provided in the Toolkit can also promote broader scale initiatives, with a focus on landscapes, to address territory-wide impacts and promote collective initiatives that involve multiple companies.

# What does the ASC standard say about social issues?

Principle 7 of the ASC standard, which seeks to promote environmentally and socially responsible production, requires that salmon farms "be a good neighbor and conscientious citizen." To comply with this principle, farms must demonstrate that they interact proactively with communities, do not restrict access to resources needed by communities, and also respect indigenous communities.

# What is in the Toolkit?

The Toolkit describes a transformation toward a state of improved practices that support the type of community-company interaction contemplated in the ASC standard. This transformation involves 6 dimensions that push the industry to become more participatory, more collaborative and more systematic in its engagement with communities. In order to help companies make progress on each of these 6 dimensions, the Toolkit offers guidance and/or concrete tools, as well as links to additional tools and the communities. nal resources

# Transformation toward a state of responsible practices



# DIMENSIONS

# 1. SELF-DIAGNOSIS AND INTERNAL CAPACITY

# 2. WORKING TOGETHER TO IDENTIFY AND **MONITOR IMPACTS**

# 3. WORKING TOGETHER TO PRIORITIZE SOCIAL INVESTMENT

- 4. GRIEVANCE MECHANISMS
- 5. BUILDING AGREEMENTS
- 6. IDENTIFYING INDIGENOUS COMMUNITIES AND **GENERATING SOCIO-CULTURAL UNDERSTANDING**

# There is little reflection and/or internal capacity within the company to address social issues

# There is little interaction

Only reactive investments are made

# There are few channels for addressing complaints/issues

place to reach agreements company with communities

There is little interaction due to a lack of knowledge of intercultural aspects

# There is an internal

diagnosis and improved internal capacity

# There is more transparency between companies and communities to understand around the impacts of salmon farming; open the negative impacts from salmon farming and/or participatory meetings are held with stakeholders

**Investments are prioritized** and teams are professionalized; measurable efforts exist

# **Communication channels** are open

The are no mechanisms in Ad hoc initiatives by the

on indigenous communities,

## There is specialized capacity and professionals in the field to address social aspects; creation of new specialized roles and site managers are aligned with the company's social policies

There are alliances between communities, the company and other actors, to identify, monitor, and manage impacts and opportunities

### Social investment priorities are jointly defined and are aligned with the local vision for sustainable territorial development; move towards collaborative efforts

There are mechanisms, recognized by communities, that permit a systematic approach to addressing

Structured processes for co-constructing and generating formal agreements to resolve conflicts

There are established criteria for understanding impacts

Capacities are in place to develop a responsible interaction with indigenous communities, based interaction with indigenous communities, based on which are recognized as a key stakeholder annuments of actions that a recognized by both parties and seek to ensure the annuments of actions taken agreed upon criteria and cultural conditions that are

# **GUIDANCE AND TOOLS**

- Guidelines for identifying area of influence, impacts and
- Guidelines to analyze the company's internal capacity.
  Guidelines to analyze a company's internal capacity.
- Links to additional tools.
- Guidance: Guiding principles for public participation. Tool: Stakeholder assessment.
- Tool: Joint fact finding (including participatory monitoring). Links to additional tools.
- Guidance: Guiding principles for public participation.
- Guidelines for supporting sustainable local development. Tool: Life plans for communities.
- Links to additional tools.
- Tool: Grievance mechanisms.
- Links to additional tools.
- Framework for building agreements.
- Links to additional tools
- Additional considerations for Indigenous Peoples Guidance: Free, Prior and Informed Consent