8 STEPS TO SUCCESS
Responsible Recruitment in the Seafood Sector

**COMMIT**
Demonstrate corporate investments in responsible recruiting practices through a public, time-bound commitment to the Employer Pays Principles.

**LEARN**
Use the ILO General Principles and Guidelines for Fair Recruitment to understand the definition of recruitment fees and related costs.

**ASSESS**
Ask questions about and gather data on where and how workers throughout your supply chains are recruited.

**BUILD CAPACITY**
Engage suppliers, research, pilot, and support responsible recruitment projects.

**COLLABORATE**
Partner with worker representatives, local stakeholders, and private sector partners to inform programs and sustain impact.

**REMEDiate**
Reimburse recruitment-related costs paid by workers. Remedy other grievances identified by employees and job seekers during recruitment.

**ITERATE**
Evaluate and continuously improve business processes that support responsible recruitment standards and the Dhaka Principles for Migration with Dignity.

**COMMUNICATE**
Stay transparent about responsible practices to demonstrate leadership and accountability.

Learn more about responsible recruitment