



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made on the 6th March 2020

BETWEEN

The North Atlantic Seafood Forum, Bergen Norway, hereafter named NASF

AND

The International Organisation for Women in the Seafood Industry, hereafter named WSI

About the signatories

The NASF is the world's largest annual seafood business conference, offering leaders and top executives of the seafood industry a unique opportunity to meet and get insights and business updates on the latest innovations in all important aspect of this globalised industry. Every year, close to 900 professionals representing more than 350 companies from around 30 countries attend this global event.

WSI is a global Not-for-Profit organisation raising awareness of private and public seafood leaders, and all influencers about gender inequalities and its impacts, sometimes dramatic on individuals, communities and the industry. WSI works as an eye opener on this complex issue.

Background

The seafood industry culture is still very traditional and male dominated, with a low proportion of women sitting at corporate boards (<10%).

NASF, which invites some 100 speakers each year is characterised by a very moderate proportion of female speakers, 19% in 2017 and 21% in 2020. NASF understands that chances of public exposure should be given to a large spectrum of highly talented female speakers without weakening the excellence of the event.

NASF and WSI agrees that the seafood industry is facing new challenges and require new talents. Both parties gather to create effective and sustainable change and promote a progressive and inclusive culture in fisheries, aquaculture and the seafood processing industry.

Therefore the two parties agree to cooperate as follow:

Article 1: Objective

The two parties agree to cooperate on the area of increasing the representation of women invited as speakers at the global conference NASF. NASF will target the goal of 40% of female speakers by 2025. United Nation's goal no. 5 out of 17 Sustainable development goals is about gender equality and NASF see this goal as a necessary foundation for developing the NASF conference further in towards a peaceful, prosperous and sustainable world. Goal no. 5 will be a part of our discussion in our coming sustainability workshops.

NASF will raise the awareness among seafood leaders on gender equality, when planning and executing the NASF program. We will strive to reach 40% female speakers not only as an overall target for the conference but also on seminar level.

Article 2: Behind the intentions

This MoU shall be brought to the attention of both organisations' network. NASF will inform his staff, supporters, promoters and sponsors about this MoU. WSI will inform her allies, recipients of its newsletter and network (Twitter, LinkedIn). The national and international newsmagazines and media will be informed of this alliance

Article 3: Implementation

Every year until 2025, the signatories of the MoU will track progress and will consider what should be done to make sure the objective will be met.

Made in Bergen on March the 6th, 2020

Johan Kvalheim, NASF Managing Director



Marie Christine Monfort, WSI President

