

HIGH LEVEL ACTION PLAN OF THE INTERNATIONAL SEABED AUTHORITY AND PRIORITIES FOR THE 2019-2023 PERIOD

1. The International Seabed Authority's Strategic Plan for the period 2019-2023 (ISBA/24/A/10) includes nine strategic directions to enable the Authority to realise its mission objectives. In order for the Authority to effectively address those strategic objectives, a High-Level Action Plan has been developed which identifies the actions required and provides the linkage between the Authority's strategy and the work of the various organs of the Authority.
2. The High-Level Action Plan thus identifies the high-level actions necessary to achieve the strategic objectives in the Strategic Plan, as well as the priorities for the period 2019-2023 in response to those identified actions.
3. The progress of the Authority towards fulfilling its aims and objectives will be monitored against the planned outputs for the biennium.

TABLE 1: STRATEGIC DIRECTIONS AND CORRESPONDING HIGH-LEVEL ACTIONS (HLAs)

No.	Strategic Direction	High-level Action
1	Realize the role of the Authority in a global context	
1.1	Align its programmes and initiatives towards the realization of those Sustainable Development Goals which are relevant to its mandate.	<p>1.1.1 Adjust its programmes and initiatives to contribute effectively to the achievement of goals and targets of the 2030 Agenda and in particular, SDG 14.</p> <p>1.1.2 Keep under review the adequacy of the programmes and initiatives of ISA with the goals and targets of the 2030 Agenda and in particular, SDG 14.</p>
1.2	Establish and strengthen strategic alliances and partnerships with relevant subregional, regional and global organizations with a view to more effective cooperation in the conservation and sustainable use of ocean resources, consistent with the United Nations Convention on the Law of the Sea and international law, including the pooling of resources and funding, where appropriate, in particular in connection with marine scientific research, to avoid the duplication of efforts and to benefit from synergies.	<p>1.2.1 Establish partnerships to foster cooperation with the United Nations, including through UN-Oceans coordination mechanism, on matters of mutual interest, as well as provide relevant input/guidance.</p> <p>1.2.2 Establish partnerships to foster cooperation with relevant international organizations on matters of mutual interest, as well as provide relevant input/guidance.</p> <p>1.2.3 Consider issues under the Convention and international law relevant to the role of the ISA.</p> <p>1.2.4 Promote and raise awareness of the role and specific mandate of ISA for the conservation and sustainable use of ocean resources and marine biodiversity.</p>
1.3	Build a comprehensive and inclusive approach to the development of the common heritage for the benefit of mankind as a whole that balances the three pillars of sustainable development	1.3.1 Ensure that activities in the Area are carried out for the benefit of mankind as a whole.
1.4	Promote the effective and uniform implementation of the international legal regime of the Area, including the Authority's rules, regulations and procedures, and pay particular attention to the needs of developing States.	1.4.1 Actively engage with Members to achieve effective and uniform implementation of relevant legal instruments and provide interpretation and

		clarification if requested.
		1.4.2 Identify specific challenges faced by developing States and recommend ways and means to address them.
1.5	Strengthen cooperation and coordination with other relevant international organizations and stakeholders in order to promote mutual “reasonable regard” between activities in the Area and other activities in the marine environment and to effectively safeguard the legitimate interests of members of the Authority and contractors, as well as other users of the marine environment.	1.5.1 Promote and strengthen dialogue between States, relevant international organizations and stakeholders in order to promote practical tools for mutual “reasonable regard” to accommodate activities in the Area and other activities in the marine environment.
2	Strengthen the regulatory framework for activities in the Area	
2.1	Adopt rules, regulations and procedures covering all phases of deep sea mineral exploration and exploitation on the basis of best available information and in line with the policies, objectives, criteria, principles and provisions set out in the Convention and the 1994 Agreement.	2.1.1 Promote the adoption of rules, regulations and procedures covering all phases of deep sea mineral activities 2.1.2 Monitor and keep under review rules, regulations and procedures to ensure that they are consistent with the policies, objectives, criteria, principles and provisions set out in the Convention and the 1994 Agreement.
2.2	Ensure that the rules, regulations and procedures governing mineral exploitation incorporate best practices for environmental management and are underpinned by sound commercial principles in order to promote investment on a “level playing field”.	2.2.1 Keep under review rules, regulations and procedures governing mineral exploitation to ensure that they incorporate good industry practice and best practices for environmental management
2.3	Ensure that the legal framework for activities in the Area is adaptive and responsive to new technology, information and knowledge and advances in international law relating to the Area, in particular in connection with international law rules on responsibility and liability.	2.3.1 Monitor developments and keep under review the adequacy of the legal framework for activities in the Area.
2.4	Ensure that the regulatory framework gives due consideration to and promotes the participation of developing States in activities in the Area in accordance with the Convention and the 1994 Agreement.	2.4.1 Keep under review the regulatory framework to ensure that it gives due consideration to and promotes the participation of developing States in activities in the Area
2.5	Advance the development of the regulatory framework for activities in the Area, taking into account trends and developments relating to deep seabed mining activities, including objective analysis of world metal market conditions and metal prices, trends and prospects, through a predictable process with clear timelines, based on consensus, and that allows for stakeholder input in appropriate ways.	2.5.1 Undertake regular economic assessments and analysis of world metal market conditions and metal prices, trends and prospects.
2.6	Conduct a study of the potential impact of mineral production from the Area on the economies of developing land-based producers of those minerals that are likely to be most seriously affected, with a view to minimizing their difficulties and assisting them in their	2.6.1 Identify the potential impact of mineral production from the Area on the economies of developing land-based producers.

	economic adjustment, taking into account the work done in this regard by the Preparatory Commission for the International Seabed Authority and for the International Tribunal for the Law of the Sea (1994 Agreement, annex, sect. 1 (5) (e)), and develop possible criteria for economic assistance.	
3	Protect the marine environment	
3.1	Progressively develop, implement and keep under review an adaptive, practical and technically feasible regulatory framework, based on best environmental practices, for the protection of the marine environment from harmful effects which may arise from activities in the Area.	<p>3.1.1 Develop the regulatory framework for the protection of the marine environment from harmful effects which may arise from activities in the Area.</p> <p>3.1.2 Implement the regulatory framework for the protection of the marine environment from harmful effects which may arise from activities in the Area.</p> <p>3.1.3 Keep under review the regulatory framework for the protection of the marine environment from harmful effects which may arise from activities in the Area.</p> <p>3.1.4 Keep under review best environmental practices and monitor developments in best available techniques.</p>
3.2	Develop, implement and keep under review regional environmental assessments and management plans for all mineral provinces in the Area where exploration or exploitation is taking place to ensure sufficient protection of the marine environment as required by, inter alia, article 145 and Part XII of the Convention.	<p>3.2.1 Develop regional environmental assessments and management plans for all mineral provinces in the Area where exploration or exploitation is taking or will take place.</p> <p>3.2.2 Facilitate implementation, in cooperation with contractors, sponsoring States and other relevant stakeholders, regional environmental management plans for all mineral provinces in the Area where exploration or exploitation is taking or will take place.</p> <p>3.2.3 Keep under review the implementation of the regional environmental management plans, including challenges and constraints, for all mineral provinces in the Area where exploration or exploitation is taking or will take place.</p> <p>3.2.4 Encourage and facilitate strategic partnerships to support the work of ISA in developing, implementing and keeping under review regional environmental assessment and management plans.</p>

<p>3.3</p>	<p>Ensure public access to environmental information, including environmental information from contractors, and participation by stakeholders, as appropriate</p>	<p>3.3.1 Facilitate public access to non-confidential environmental information</p> <p>3.3.2 Encourage participation by stakeholders in the development and review of the regulatory framework adopted for the protection of the marine environment.</p>
<p>3.4</p>	<p>Develop scientifically and statistically robust monitoring programmes and methodologies to assess the potential risk for activities in the Area to interfere with the ecological balance of the marine environment.</p>	<p>3.4.1 Establish robust monitoring programmes and methodologies to assess the potential risks/impacts for activities in the Area to interfere with the ecological balance of the marine environment.</p> <p>3.4.2 Keep under review the adequacy of the monitoring programmes and methodologies.</p> <p>3.4.3 Encourage and facilitate strategic partnerships to support the work of ISA in developing robust monitoring programmes and methodologies.</p>
<p>3.5</p>	<p>Develop appropriate regulations, procedures, monitoring programmes and methodologies to prevent, reduce and control pollution and other hazards to the marine environment, as well as interference with the ecological balance of the marine environment, prevent damage to the flora and fauna of the marine environment and implement the relevant requirements relating to the protection of the marine environment as contained in Part XII of the Convention.</p>	<p>3.5.1 Monitor, through cooperation with contractors, sponsoring States and other stakeholders, pollution and hazards to the marine environment from seabed activities undertaken in the Area.</p> <p>3.5.2 Keep under review regulations, procedures, monitoring programmes and methodologies to prevent, reduce and control pollution and other hazards to the marine environment, as well as interference with the ecological balance of the marine environment; to prevent damage to the flora and fauna of the marine environment.</p> <p>3.5.3 Implement the relevant requirements relating to the protection of the marine environment as contained in Part XII of the Convention.</p> <p>3.5.4 Encourage and facilitate strategic partnerships to support the work of ISA in developing regulations, procedures, monitoring programmes and methodologies.</p>

4	Promote and encourage marine scientific research in the Area	
4.1	Continue to promote and encourage the conduct of marine scientific research with respect to activities in the Area, with particular emphasis on research related to the environmental effects of activities in the Area.	<p>4.1.1 Actively promote and encourage the conduct of marine scientific research in the Area.</p> <p>4.1.2 Promote and encourage research related to the environmental effects of activities in the Area.</p> <p>4.1.3 Establish strategic alliances and partnerships with governments, international organizations, contractors, and other relevant stakeholders to advance research related to the environmental effects of activities in the Area.</p>
4.2	Collect and disseminate the results of research and analysis, when available.	<p>4.2.1 Enhance collection, compilation, analysis and synthesis of research results and analysis in particular from contractors.</p> <p>4.2.2 Ensure dissemination of research results and analysis, when available, in a timely manner.</p>
4.3	Strengthen and, as appropriate, establish strategic alliances and partnerships with relevant subregional, regional and global organizations, including the Intergovernmental Oceanographic Commission of UNESCO, IAEA and the International Hydrographic Organization and collaborative programmes such as JPI Oceans, to share data and information in an open and transparent manner, avoid the duplication of efforts and benefit from synergies, for example, by aligning with the United Nations Decade of Ocean Science for Sustainable Development, which will address knowledge gaps to be identified by the First Global Integrated Marine Assessment (World Ocean Assessment I).	<p>4.3.1 Establish and enhance partnerships for improved sharing of data and information</p> <p>4.3.2 Raise awareness on the ISA database as the primary data repository for data and information related to the deep-seabed and associated water column, and its potential contribution to the advancement of global knowledge and understanding of the deep sea, including in the context of the UN Decade of Ocean Science for Sustainable Development</p> <p>4.3.3 Build-up, enhance and expand the ISA database and facilitate the production of data analysis and synthesis, through partnerships with various scientific partners..</p>
4.4	Be proactive in engaging with the international scientific community through workshops and sponsored publications and by promoting access to non-confidential information and data, in particular those data relating to the marine environment.	<p>4.4.1 Promote and strengthen partnerships with the international scientific community in the organization and delivery of workshops and technical publications.</p> <p>4.4.2 Promote and facilitate access to non-confidential information and data, including those related to the marine environment.</p>
4.5	Compile summaries of the status of environmental baseline data and develop a process to assess the environmental implications of activities in the Area (Convention, art. 165 (2) (d)).	4.5.1 Compile summaries of the status of environmental baseline data.

		4.5.2 Disseminate and publish the results of the assessment on the environmental implications of activities in the Area.
5	Build capacity for developing States	
5.1	Ensure that all capacity-building programmes and measures and their delivery are meaningful, tangible, efficient, effective and targeted at the needs of developing States, as identified by developing States.	5.1.1 Facilitate identification of needs of developing States in general, and of SIDS, LDCs and LLDCS in particular, by the developing States. 5.1.2 Adjust capacity-building programmes as needed to meet the needs of developing States. 5.1.3 Undertake regular assessment of the effectiveness and relevance of capacity-building programmes and initiatives delivered by ISA.
5.2	Seek and maximize funding opportunities for the Endowment Fund for Marine Scientific Research in the Area and its beneficiaries, together with participation in global financing mechanisms.	5.2.1 Promote and strengthen partnerships with governments, international organizations and private sector to maximize funding opportunities and in-kind contributions for the Endowment Fund for Marine Scientific Research in the Area and its beneficiaries. 5.2.2 Participate in global financing mechanisms to foster funding opportunities for the Endowment Fund for Marine Scientific Research in the Area and its beneficiaries.
5.3	Enable capacity-building measures to be mainstreamed into relevant initiatives.	5.3.1 Promote, prioritize and implement capacity-building measures in all projects and activities, as practicable possible, implemented by ISA, alone and in partnership.
5.4	Build on the achievements of contractor training programmes and assess their long-term impact on capacity-building.	5.4.1 Undertake regular assessment of contractor training programmes and their long-term impact on capacity-building. 5.4.2 Facilitate the adjustment of contractor training programmes to meet the needs of developing States.
6	Ensure fully integrated participation by developing States	
6.1	Continue to promote and seek opportunities for fully integrated participation by developing States in the implementation of the regime for the Area, paying special attention to the needs of land -locked and geographically disadvantaged States, small island developing States and the least developed countries.	6.1.1 Consider measures to increase participation of developing States in the implementation of the regime of the Area. 6.1.2 Identify and address the needs of developing States in the implementation of the regime of the

		Area.
6.2	Undertake a review of the extent of the participation by developing States in the Area, identify and understand any specific barriers to such participation and address them accordingly, including through targeted outreach and partnerships	No HLA
6.3	In cooperation with States parties, initiate and promote measures providing opportunities to personnel from developing States for training in marine science and technology and for their full participation in activities in the Area (Convention, art. 144 (2) (b)).	6.3.1 Identify training opportunities for personnel from developing States in marine science and technology 6.3.2 Actively promote partnerships with governments, contractors and international organizations to maintain and develop training opportunities for personnel from developing States. 6.3.3 Identify and develop measures to strengthen the role of women in deep-seabed related activities and in particular, in deep-seabed research.
6.4	Carry out a detailed resource assessment of the reserved areas that are available to the Enterprise and developing States.	No HLA
6.5	Identify possible approaches to the independent operation of the Enterprise in a way that meets the objectives of the Convention and the 1994 Agreement while taking into account that the Enterprise lacks capital and is limited to operating through joint ventures.	6.5.1 Identify possible approaches to the independent operation of the Enterprise.
7	Ensure equitable sharing of financial and other economic benefits	
7.1	Adopt and apply in a transparent manner rules, regulations and procedures for the equitable sharing of financial and other economic benefits derived from activities in the Area.	7.1.1 Develop and implement rules, regulations and procedures for the equitable sharing of financial and other economic benefits derived from activities in the Area.
8	Improve the organizational performance of the Authority	
8.1	Strengthen its institutional capacity and functioning through the allocation of sufficient resources and expertise to deliver its work programmes.	8.1.1 Identify opportunities to strengthen management culture, reduce risk and introduce best practice by planning, development and implementation of organization reforms. 8.1.2 Develop and maintain a risk management framework. 8.1.3 Implement human resources policies that will attract and retain talents to strengthen institutional capacity of ISA.

		8.1.4 Provide, as practicable as possible, capacity development for staff to ensure that skills and aptitudes meets the evolution and emerging needs of member states
		8.1.5 Develop, implement, enhance, support and manage information systems as well as standard operating procedures in support of a knowledge and information-based organization.
		8.1.6 Explore the needs and necessary institutional adjustments to accompany the evolution of ISA in a constant state of production from the Area.
8.2	Ensure a fuller, more active and more informed participation by members of the Authority and other stakeholders through the adoption of working methods that are focused, targeted and effective and delivered under enhanced conditions of transparency and accountability, leading to a more inclusive approach to decision-making.	8.2.1 Further encourage the active participation of members and relevant stakeholders to achieve ISA's mission objectives through cooperation and collaboration.
		8.2.2 Implement and keep under review working methods and processes in the organs of the Authority.
8.3	Keep work programmes and working methodologies under review such that they achieve the objectives set by members of the Authority within a reasonable time frame and in a cost-effective manner through improved planning and management.	8.3.1 Adopt, implement and keep under review measures for the effective, efficient and transparent utilization and management of ISA's resources.
8.4	Assess long-term options for funding its operations.	8.4.1 Identify long-term options for sustainable financing of ISA's operations.
		8.4.2 Undertake regular assessment of long-term options for funding ISA's operations.
		8.4.3 Actively promote and encourage contributions from governments, international organizations, contractors and other stakeholders to develop and enhance impact of the ISA's operations.
9	Commit to transparency	
9.1	Communicate information about its work in a timely and cost-effective manner.	9.1.1 Enhance ISA's public outreach programme.
		9.1.2 Raise awareness of the role of ISA in global ocean governance and for the implementation of the 2030 Agenda.

9.2	Ensure access to non-confidential information.	9.2.1 Promote and enhance the availability of, and access to, non-confidential information and, in particular, consider wider dissemination of information, analysis and decisions relating to the work of ISA especially through the ISA database.
9.3	Adopt clear, open and cost-effective working practices and procedures and ensure that the chain of responsibility and accountability of all relevant actors is fully understood and properly managed in the development, implementation and enforcement of technical, environmental, operational, scientific and safety regulations and standards for activities in the Area.	<p>9.3.1 Raise awareness of the “chain of responsibility and accountability” concept among all stakeholders.</p> <p>9.3.2 Develop clear, open and cost-effective working practices and procedures to ensure that the “chain of responsibility and accountability” concept is properly managed in the development, implementation and enforcement of technical, environmental, operational, scientific and safety regulations and standards for activities in the Area.</p> <p>9.3.3 Keep under review the effectiveness of working practices and procedures</p>
9.4	Build a stakeholder communications and consultation strategy and platform which facilitates open, meaningful and constructive dialogue, including on stakeholder expectations.	<p>9.4.1 Promote the adoption of a Communications and engagement strategy</p> <p>9.4.2 Actively engage relevant stakeholders in the work of ISA, as appropriate.</p>

TABLE 2: HIGH-LEVEL ACTIONS (HLAs) AND RELATED OUTPUTS

No.	HLA	Outputs for 2019-2023				
		Description	Target completion year	Organ(s) responsible	Associated organ(s)	Coordinating organ(s)
SD1: Realize the role of the Authority in a global context						
1.1.1	Adjust its programmes and initiatives to contribute effectively to the achievement of goals and targets of the 2030 Agenda and in particular, SDG 14.	(i) Report on programmes and initiatives contributing to the achievement of relevant goals and targets of Agenda 2030.	Annually	Secretariat		
1.1.2	Keep under review the adequacy of the programmes and initiatives of ISA with the goals and targets of the 2030 Agenda and in particular, SDG 14.	(i) Assessment and review of the programmes and initiatives of ISA against achievement of relevant goals and targets of Agenda 2030.	Every two years	Secretariat		
1.2.1	Establish partnerships to foster cooperation with the United Nations including through UN-Oceans coordination mechanism on matters of mutual interest, as well as provide relevant input/guidance.	(i) Report on the contribution of ISA to the work of the UN on matters of mutual interest	Annually	Assembly	Secretariat	
		(ii) Consider request for Observer status in accordance with Art.82(1)(d) of the rules of procedure of the Assembly from international organizations.	Annually	Assembly		
		(iii) Explore opportunities for establishing MoU or any other relevant agreement to foster cooperation between ISA and UN	Annually	Assembly	Secretariat	
1.2.2	Establish partnerships to foster cooperation with other international bodies on matters of mutual interest, as well as provide relevant input/guidance.	(i) Report on the contribution of ISA to the work of relevant international and regional organizations.	Annually	Secretariat		
		(ii) Consider request for Observer status in accordance with Art.82(1)(a),(b),(c) of the rules of procedure of the Assembly from international organizations.	Annually	Assembly		

		(iii) Explore opportunities for MoU and other relevant agreement to foster cooperation between ISA and international and regional organizations.	Annually	Secretariat		
1.2.3	Consider issues under the Convention and international law relevant to the role of ISA.	(i) Provide advice and guidance on issues relevant to the mandate of ISA and implementation of relevant legal instruments.	Continuous	Assembly	Secretariat	
1.2.4	Promote and raise awareness of the role and specific mandate of ISA for the conservation and sustainable use of ocean resources and marine biodiversity.	(i) Participate and contribute to the discussion of the IGC convened pursuant to UNGA UNGA Resolution 72/249 with a view of drawing awareness on the mandate and role of ISA.	Continuous	Secretariat		
		(ii) Report on the contribution of ISA to the discussion of the IGC convened pursuant to UNGA Resolution 72/249 and highlight elements of particular interest as well as potential concerns in relation to the existing legal regime of the Area and the mandate of ISA.	Annually	Assembly	Secretariat	
		(iii) Increase general awareness and understanding of the legal regime in place through which ISA contribute to the conservation and sustainable use of ocean resources and marine biodiversity.	Continuous	Secretariat		
1.3.1	Ensure that activities in the Area are carried out for the benefit of mankind as a whole.	No output against this HLA.	Continuous	Assembly		
1.4.1	Actively engage with Members to achieve effective and uniform implementation of relevant legal instruments and provide interpretation and clarification if requested.	(i) Promote and encourage ratification of 1994 Agreement.	Continuous	Assembly		
		(ii) Promote and encourage ratification of Protocol on the privileges and immunities of ISA.	Continuous	Assembly	Secretariat	
		(iii) Report on the status of national legislation relating to deep seabed mining and related matters.	continuous	Council	Secretariat	

1.4.2	Identify specific challenges faced by developing States and recommend ways and means to address them.	(i) Report on the specific challenges faced by developing States to implement relevant international legal instruments governing activities in the Area.	2020	Assembly	Secretariat	
		(ii) Recommend specific measures to address specific challenges identified	2020	Assembly	Secretariat	
1.5.1	Promote and strengthen dialogue between States, relevant international organizations and stakeholders in order to promote practical tools for mutual “reasonable regard” to accommodate activities in the Area and other activities in the marine environment.	(i) Develop practical tools to facilitate the implementation of “due regard”.	continuous	Assembly		
SD 2 : Strengthen the role of the Authority in a global context						
2.1.1	Promote the adoption of rules, regulations and procedures covering all phases of deep sea mineral activities.	(i) Facilitate review of the Council’s inputs to the draft exploitation regulations and comments received from stakeholders.	2019	Council	Secretariat	
		(ii) Facilitate consultation and review of available options to be taken into consideration to decide on the financial model.	2019	Secretariat	Council	LTC, FC
		(iii) Review of possible operating framework for the review, development and integration of standards and guidelines.	2019	Secretariat	Council	LTC
		(iv) Facilitate development of accompany commentary by LTC for consideration by the Council.	continuous	Secretariat	LTC	
		(v) Provide revised draft exploitation regulations for the Council’s examination.	2019	Secretariat	Council	
2.1.2	Monitor and keep under review rules, regulations and procedures to ensure that they are consistent with the policies, objectives, criteria, principles and provisions set out in the Convention and the 1994 Agreement.	(i) Examine and report on cases of non-compliance by contractors.	continuous	Secretariat	Council	LTC
		(ii) Recommend measures to promote compliance in the future, of contractors.	2019	Council	Secretariat	LTC
2.2.1	Keep under review rules, regulations and procedures governing mineral	No output against this HLA.	Continuous	Council	LTC	

	exploitation to ensure that they incorporate good industry practice and best practices for environmental management					
2.3.1	Monitor developments and keep under review the adequacy of the legal framework for activities in the Area.	(i) Undertake periodic review of the international regime of the Area pursuant to Art.154 of the Convention.	2022	Assembly		
		(ii) Make recommendations based on findings of periodic review to enable improvement of the operation of the regime.	2022	Assembly		
2.4.1	Keep under review the regulatory framework to ensure that it gives due consideration to and promotes the participation of developing States in activities in the Area	No output against this HLA.	Continuous	Assembly		
2.5.1	Undertake regular economic assessments and analysis of world metal market conditions and metal prices, trends and prospects.	(i) Consider findings of the economic assessment and analysis of world metal market conditions and metal prices, trends and prospects.	2020	Council	Secretariat	
2.6	Identify the potential impact of mineral production from the Area on the economies of developing land-based producers.	(i) Study on the potential impact of mineral production from the Area on the economies of developing land-based producers.	2020	Secretary	Council	LTC
SD 3: Protect the marine environment						
3.1.1	Develop the regulatory framework for the protection of the marine environment from harmful effects which may arise from activities in the Area.	(i) Examine application of the precautionary approach to activities in the Area.	2019	Council	Secretariat	LTC
		(ii) Consider a mechanism for the involvement and the selection of independent competent experts under the draft exploitation regulations.	2019	Council	Secretariat	LTC
		(iii) Develop Guidance for contractors in establishing impact and preservation reference zones.	2020	LTC	Council	
		(iv) Examine an outline inspection mechanism, including for the appointment of inspectors.	2019	Council		

3.1.2	Implement the regulatory framework for the protection of the marine environment from harmful effects which may arise from activities in the Area.	(i) Consideration of a mechanism and procedure for the independent review of environmental plans and performance assessment under the draft exploitation regulations.	2019	Council	LTC	Secretariat
3.1.3	Keep under review the regulatory framework for the protection of the marine environment from harmful effects which may arise from activities in the Area.	Review annual reports submitted by contractors.	Continuous	Council	Secretariat	
3.1.4	Keep under review best environmental practices and monitor developments in best available techniques.	No output against this HLA.	Continuous	Council	LTC	
3.2.1	Develop regional environmental assessments and management plans for all mineral provinces in the Area where exploration or exploitation is taking or will take place.	(i) Implementation of ISA's strategy for the development of REMPs.	2020	Council	Secretariat	
		(ii) Develop and implement standardized approach for the design and development of REMPs.	2020	Secretariat	Council	
		(iii) Report on the progress of the implementation of ISA REMP Programme.	Annually	Secretariat	Council	LTC
		(iv) Prepare regional environmental assessments compiling the relevant scientific information in support of the development of REMPs.	2020	LTC	Council	
		(v) Adopt REMPs for all mineral provinces where exploration and exploitation is taking place.	2023	Council	LTC	
3.2.2	Facilitate implementation, in cooperation with contractors, sponsoring States and other relevant stakeholders, regional environmental management plans for all mineral provinces in the Area where exploration or exploitation is taking or will take place.	No output against this HLA.	2023	Council	Assembly	LTC
3.2.3	Keep under review regional environmental assessments and management plans for all mineral	(i) Review of the implementation of the EMP for CCZ.	2023	Council	LTC	Secretariat
		(ii) Recommend specific measures	2023	LTC	Council	Secretariat

	provinces in the Area where exploration or exploitation is taking place.	to address issues identified in REMP's Review.				
		(iii) Review effectivity of existing APEIs and consider designation of additional APEIs.	2020	LTC	Council	Secretariat
3.2.4	Encourage and facilitate strategic partnerships to support the work of ISA in developing, implementing and keeping under review regional environmental assessment and management plans.	No output against this HLA.	Continuous	Assembly	Council	
3.3.1	Facilitate public access to non-confidential environmental information	(i) Develop procedures and mechanisms to facilitate access to non-confidential environmental information.	2019	Secretariat		
		(ii) Ensure availability and access to non-confidential environmental information through ISA database.	Continuous	Secretariat		
3.3.2	Encourage participation by stakeholders in the development and review of the regulatory framework adopted for the protection of the marine environment.	(i) Develop procedures and mechanisms to facilitate consultation of stakeholders.	2020	Secretariat	Council, LTC	
		(ii) Ensure availability of submissions received in response to public consultation launched on draft exploitation regulations, from all stakeholders on ISA website.	Continuous	Secretariat		
3.4.1	Establish robust monitoring programmes and methodologies to assess the potential risks/impacts for activities in the Area to interfere with the ecological balance of the marine environment.	(i) Develop recommendations for the guidance of contractors for testing mining components or other activities requiring an environmental impact assessment during exploration.	2019	LTC	Council	
		(ii) Develop recommendations for the guidance of contractors on the process to be followed for an environmental impact assessment of a mining test.	2019	LTC	Council	
3.4.2	Keep under review the adequacy of the monitoring programmes and methodologies.	(i) Review of environmental impact assessments for the testing of collector components in the exploitation areas.	2019	LTC	Council	Secretariat
		(ii) Review the recommendations for the guidance of contractors for the	2019	LTC		

		assessment of the possible environmental impacts arising from exploration from marine minerals in the Area.				
3.4.3	Encourage and facilitate strategic partnerships to support the work of ISA in developing robust monitoring programmes and methodologies.	No output against this HLA.	Continuous	Assembly	Council	
3.5.1	Monitor pollution, through cooperation with contractors, sponsoring states and other stakeholders, and hazards to the marine environment from seabed activities undertaken in the Area.	(i) Develop standards and guidelines for monitoring and ensuring risk assessments.	2022	LTC	Council	Secretariat
		(ii) Issue periodically a publicly available environmental quality status report of mineral provinces where exploration is taking place.	2023	LTC	Council	Secretariat
3.5.2	Keep under review regulations, procedures, monitoring programmes and methodologies to prevent, reduce and control pollution and other hazards to the marine environment, as well as interference with the ecological balance of the marine environment; to prevent damage to the flora and fauna of the marine environment.	No output against this HLA	Continuous	LTC	Council	
3.5.3	Implement the relevant requirements relating to the protection of the marine environment as contained in Part XII of the Convention.	(i) Compilation of relevant guidelines relating to the development and management of marine protected areas beyond national jurisdictions.	2019	Secretariat	LTC	
3.5.4	Encourage and facilitate strategic partnerships to support the work of ISA in developing regulations, procedures, monitoring programmes and methodologies.	No output against this HLA.	Continuous	Assembly	Council	
SD 4: Promote and encourage marine scientific research in the Area						
4.1.1	Actively promote and encourage the conduct of marine scientific research with respect to activities in the Area.	(i) Build collaborative initiatives to strengthen marine scientific research infrastructures in the Area	continuous	Assembly		
4.1.2	Promote and encourage research	(i) Facilitate long-term observation	continuous	Assembly		

	related to the environmental effects of activities in the Area.	programmes for environmental monitoring and development of environmentally sound technologies in the Area				
4.1.3	Establish strategic alliances and partnerships with governments, international organizations, contractors, and other relevant stakeholders to advance research related to the environmental effects of activities in the Area.	(i) Create a collaborative network of scientific institutions to support collection, analyses and archive of environmental information and development of long-term observation systems.	2019	Secretariat		
4.2.1	Enhance collection, compilation, analysis and synthesis of research results and analysis in particular from contractors.	(i) Facilitate standardized approaches for taxonomic identification among contractor.	2020	Secretariat		
4.2.2	Ensure dissemination of research results and analysis, when available, in a timely manner.	(i) Collection and dissemination of environmental baseline data collected by contractors.	2019	Secretariat		
		(ii) Implementation of ISA's Data Management strategy.	2019	Secretariat		
		(iii) Expand taxonomic atlases for deep-seabed and water column organisms.	Continuous	Secretariat		
4.3.1	Establish and enhance partnerships for improved sharing of data and information	(i) Integration of non-confidential environmental information with IOC-UNESCO Ocean Biogeographic Information System	2019	Council	Secretariat	
4.3.2	Raise awareness on the ISA database as the primary data repository for data and information related to the deep-seabed and associated water columns, and its potential contribution to the advancement of global knowledge and understanding of the deep sea, including in the context of the UN Decade of Ocean Science for Sustainable Development	(i) Launch of ISA database.	2019	Secretariat		

4.3.3	Build-up, enhance and expand the ISA database and facilitate the production of data analysis and synthesis, through partnerships with various scientific partners.	(i) Develop data visualization tools for multiple stakeholders	Continuous	Secretariat		
4.4.1	Promote and strengthen partnerships with the international scientific community in the organization and delivery of workshops and technical publications.	(i) Co-organize workshops for scientific data synthesis of environmental information and assessment of data gaps from different mineral provinces	2019	Secretariat		
4.4.2	Promote and facilitate access to non-confidential information and data, including those related to the marine environment.	(i) data requests from external users	2019	Secretariat		
4.5.1	Compile summaries of the status of environmental baseline data.	(i) Perform periodic (5-year) reviews on status of environmental baseline data	2023	LTC	Secretariat	
4.5.2	Disseminate and publish the results of the assessment on the environmental implications of activities in the Area.	(i) Publish technical reports on environmental risk assessment from activities in the Area	2020	Secretariat		
SD 5: Build capacity for developing States						
5.1.1	Facilitate identification of needs of developing States in general, and of SIDS, LDCs and LLDCS in particular, by the developing States.	(i) Report on initiatives developed to facilitate identification of needs of developing States.	2020	Secretariat		
		(ii) Input on identifying emerging needs of developing States in general, and of SIDS, LDCs and LLDCS in particular, by the developing States.	2020	Secretariat		
		(iii) Develop capacity-building strategy for ISA that addresses the needs identified by developing States.	2020	Secretariat	Assembly	
5.1.2	Adjust capacity-building programmes as needed to meet the needs of developing States.	(i) Make adjustment to address needs identified by developing States.	2020	Secretariat		
		(ii) Recommend specific measures to address needs identified by developing States.	2020	Secretariat		
5.1.3	Undertake regular assessment of the effectiveness and relevance of capacity-	(i) Report on key findings of the assessment undertaken.	2020	Secretariat	Assembly	

	building programmes and initiatives delivered by ISA.	(ii) Recommend specific measures to improve the delivery of capacity-building programmes and measures delivered by ISA.	2020	Secretariat	Assembly	
5.2.1	Promote and strengthen partnerships with governments, international organizations and private sector to maximize funding opportunities and in-kind contributions for the Endowment Fund for Marine Scientific Research in the Area and its beneficiaries.	(i) Report on partnership established to maximise funding opportunities for the Endowment Fund for Marine Scientific Research in the Area and its beneficiaries.	Annually	Secretariat	Assembly	
5.2.2	Participate in global financing mechanisms to foster funding opportunities for the Endowment Fund for Marine Scientific Research in the Area and its beneficiaries.	No output against this HLA.	Continuous	Secretariat		
5.3.1	Promote, prioritize and implement capacity-building measures in all projects and activities, as practicable possible, implemented by ISA, alone and in partnership.	(i) Ensure dissemination and access to all information on capacity-building opportunities available on ISA website.	Continuous	Secretariat		
		(ii) Ensure that all ISA projects and activities, as practicable as possible, contain a dedicated capacity-building component.	Continuous	Continuous		
		(iii) Develop and implement measures and process that ensure selection of best qualified candidates.	Continuous	Secretariat		LTC
		(iv) Promote and develop excellence in deep sea research of young scientists and researchers from developing States through the ISA's SG Award.	Continuous	Secretariat		
5.4.1	Undertake regular assessment of contractor training programmes and their long-term impact on capacity-building.	(i) Analysis of long-term impact of contractor training programmes.	2020	Secretariat	Assembly	
		(ii) Recommend measures to improve impact of contractor training programmes.	2020	Secretariat	Assembly	
5.4.2	Facilitate the adjustment of contractor	(i) Identify, in partnership with	2021	Secretariat	Assembly	LTC

	training programmes to meet the needs of developing States.	contractors, options for the adjustment of contractor training programmes.				
		(ii) Develop cost-effective measures to improve the delivery of contractor training programme.	2020	Secretariat	Council	LTC
SD 6: Ensure fully integrated participation by developing States						
6.1.1	Consider measures to increase participation of developing States in the implementation of the regime of the Area.	(i) Identify measures to increase participation of developing States in the work of ISA.	2020	Secretariat	Assembly	
		(ii) Identify measures to increase participation of developing States in marine scientific programmes carried out in the Area.	2020	Secretariat	Assembly	
6.1.2	Identify and address the needs of developing States in the implementation of the regime of the Area.	(i) Identify needs of developing States to implement effectively and efficiently the regime of the Area.	2023	Assembly		
		(ii) Identify measures to improve implementation of the regime of the Area by developing States.	2023	Assembly		
6.2	No HLA					
6.3.1	Identify training opportunities for personnel from developing States in marine science and technology	(i) Develop network of entities providing training opportunities for developing States.	2020	Secretariat		
		(ii) Promote and facilitate establishment of regional centres of excellence for strengthening capacities of developing States.	Continuous	Assembly	Secretariat	
		(i) Establish and maintain database on trainees from developing States who have benefited from training opportunities.	Continuous	Secretariat		LTC
6.3.2	Actively promote partnerships with governments, contractors and international organizations to maintain and develop training opportunities for personnel from developing States.	(i) Facilitate selection of qualified candidates for training programmes under plans of work.	Continuous	Secretariat	LTC	Council
		(ii) Report on the implementation of training programmes.	Continuous	Secretariat	LTC	
6.3.3	Identify and develop measures to strengthen the role of women in dee-	(i) Report on the measures identified and/or developed that could be	2020	Secretariat	Assembly	

	seabed related activities and in particular, in deep-seabed research.	implemented by ISA to strengthen the role of women in deep-sea research.				
6.4	No HLA	(i) Report on detailed resources assessment of the reserved areas that are available to the enterprise and developing States.	2020	Secretariat		
6.5.1	Identify possible approaches to the independent operation of the Enterprise.	(i) Commission study on the operationalization of the Enterprise.	2019	Secretariat	Council, Assembly	LTC
		(ii) Commission report to the designated Special Representative of the Secretary-General for the Enterprise on the proposal by the Government of Poland for a joint venture with the Enterprise.	2019	Secretariat	Council	
		(iii) Facilitate development of a business proposal to facilitate the operation of a joint venture.	2019	Secretariat	Council	
		(iv) Establish voluntary trust fund for the purpose of providing the requisite funds related to the work of the Special Representative for the Enterprise.	2019	Secretariat	Council	
SD 7: Ensure equitable sharing of financial and other economic benefits						
7.1.1	Develop and implement rules, regulations and procedures for the equitable sharing of financial and other economic benefits derived from activities in the Area.	(i) Study on the equitable sharing of financial and other economic benefits from deep-seabed mining.	2019	Secretariat	FC	
SD8: Improve the organizational performance of the Authority						
8.1.1	Identify opportunities to strengthen management culture, reduce risk and introduce best practice by planning, development and implementation of organization reforms.	(i) Develop HLAP of ISA	2019	Secretariat	Assembly	
		(ii) Develop Secretariat's Business Plan.	2020	Secretariat		
		(iii) Develop and maintain good working environment based on strong management culture.	Continuous	Secretariat		
		(iv) Ensure excellence in the provision of administrative services by ISA.	Continuous	Secretariat		
		(v) Ensure compliance with UN security and safety policies.	Continuous	Secretariat		
		(vi) Recommend alternative methodology	2019	Secretariat	FC	

		benefiting from the ongoing implementation of IPSAS in the accounting of the Secretariat.				
		(vii) Report exact cost for the supervision and administration of the contracts for exploration.	Continuous	Secretariat	FC	
8.1.2	Develop and maintain a risk management framework.	(i) Review the secretariat Risk Management Exercise for the 2019-2020 biennium.	2020	Secretariat		
		(ii) Establish Risk Register and Business Continuity Plan for ISA.	2020	Secretariat		
8.1.3	Attract and retain talents to strengthen institutional capacity of ISA.	(i) Ensure performance of recruitment process.	Continuous	Secretariat		
8.1.4	Provide, as practicable as possible, capacity development for staff to ensure that skills and aptitudes meets the evolution and emerging needs of member states	(i) Enhance ISA capacity through professional development and learning.	Continuous	Secretariat		
		(ii) Allocate necessary resources to support capacity development for staff.	2020	Council	FC	
8.1.5	Develop, implement, enhance, support and manage information systems as well as standard operating procedures in support of a knowledge and information-based organization.	(i) Develop, implement and keep under review Communications and Information Technology services to ensure efficient delivery of services by ISA.	Continuous	Secretariat		
		(ii) Endorse proposal for the development, maintenance and enhancement of Communications and Information Technology services (secured access, website,...)	2020	Council	FC	
8.1.6	Explore the needs and necessary institutional adjustments to accompany the evolution of ISA in a constant state of production from the Area.	(iii) Report identifying the needs and necessary adjustments to accompany the evolution of ISA	Annually	Assembly	Secretary	
8.2.1	Further encourage the active participation of members and relevant stakeholders to achieve ISA's mission objectives through cooperation and collaboration.	(i) Develop and keep under review guidelines and criteria on the application process and participation of observers.	2019	Assembly	Secretariat	
		(i) Develop measures and mechanisms to encourage contribution of members and relevant stakeholders to the programmes, projects and initiatives of	Continuous	Secretariat		

		ISA				
8.2.2	Implement and keep under review working methods and processes in the organs of the Authority.	(i) Report of the Secretary-General on the implementation of the decision of the Council.	Annually	Secretariat		
		(ii) Report of the Chair of the LTC on the work of the Commission.	Annually	LTC		
		(iii) Review ISA Staff Rules and Regulations as needed to follow recommendations of ICSC.	Continuous	Assembly		Secretariat
		(iv) Review Financial Rules and Regulations as needed.	Continuous	Assembly, Council	FC	Secretariat
		(v) Revised guidelines on organization and method of work as needed.	Continuous	Secretariat		
8.3.1	Adopt, implement and keep under review measures for the effective, efficient and transparent management and utilization of ISA's resources.	(i) Ensure proactive communication and engagement with member States on status of assessed contributions.	Continuous	Secretariat		
		(ii) Ensure timely submission of financial reports.	Continuous	Secretariat	FC	Council, Assembly
		(iii) Report on the status of the various voluntary trust funds.	Continuous	Secretariat	FC	Council, Assembly
		(iv) Introduction of Result Based Budget (RBB).	2020	Secretariat	FC	
		(v) Report and recommendations of Finance Committee	Continuous	FC	Council	Assembly
8.4.1	Identify long-term options for sustainable financing of ISA's operations.	(i) Analysis and recommendations on long-term option for sustainable financing of ISA's operations.	2020	FC		
		(ii) Develop Resource Mobilization Strategy for ISA.	2020	Secretariat		
8.4.2	Undertake regular assessment of long-term options for funding ISA's operations.	(i) Report on potential for long-term options for funding ISA's operations.	2020	Secretariat	FC	
8.4.3	Actively promote and encourage contributions from governments, international organizations, contractors and other stakeholders to develop and enhance impact of the ISA's operations.	(i) Report on strategic partnerships established to support ISA's programmes and activities.	Annually	Secretariat	Assembly	

SD9: Commit to transparency						
9.1.1	Enhance ISA's public outreach programme.	(i) Organize informational workshops to draw awareness on ISA's role and mandate as well as benefits associated with the sustainable development of deep-seabed resources.	Continuous	Secretariat		
		(ii) Develop communications tools (briefing papers, technical studies...) to support outreach activities.	Continuous	Secretariat		
		(iii) Develop communications activities to celebrate contribution of twenty-five years of work of ISA to the implementation of the Convention, strengthening of ocean governance and implementation of sustainable development agenda.	2019	Secretariat		
		(iv) Report on the activities undertaken by ISA to increase public outreach.	Annually	Secretariat	Assembly	
9.1.2	Raise awareness of the role of ISA in global ocean governance and for the implementation of the 2030 Agenda.	(i) Strategically position ISA in international meetings and forum to draw awareness of the role of ISA in global ocean governance and for the implementation of the 2030 Agenda.	Continuous	Secretariat		
9.2.1	Promote and enhance the availability of, and access to, non-confidential information and, in particular, consider wider dissemination of information, analysis and decisions relating to the work of ISA especially through the ISA database.	(i) Explore with contractors the possibility of making contracts for exploration and associated programmes of activities publicly available.	2019	Council	Secretariat	
		(ii) Develop new website for ISA that meet the needs of member States and other relevant stakeholders.	2019	Secretariat		
		(iii) Ensure ISA's website is regularly updated and provides necessary information ahead of time	Continuous	Secretariat		
		(iv) Ensure publication of workshop reports and technical studies in a timely effective manner	Continuous	Secretariat		
		(v) Maintain and develop the Satyan Nandan Library as a primary source for	Continuous	Secretariat		

		information on deep seabed mining and international law of the sea				
9.3.1	Raise awareness of the “chain of responsibility and accountability” concept among all stakeholders.	No output against this HLA.				
9.3.2	Develop clear, open and cost-effective working practices and procedures to ensure that the “chain of responsibility and accountability” concept is properly managed in the development, implementation and enforcement of technical, environmental, operational, scientific and safety regulations and standards for activities in the Area.	(i) Undertake periodic review of the implementation of approved plans of work for exploration.	Annually	Secretariat		
		(ii) Report on the status of contracts for exploration and related matters including information on the periodic review of the implementation of approved plans of work for exploration.	Annually	Council	LTC	Secretariat
		(iii) Encourage contractors to provide detailed programme of activities for five-year period that includes clear objectives.	Continuous	Council	LTC	Secretariat
		(iv) Develop framework for establishing registry of contracts in accordance with best international practice.	2020	Secretariat		
		(v) Organize contractor meeting to ensure dialogue between ISA and contractors, monitor implementation of training programmes and encourage contractors to share relevant data and information on ISA database.	Annually	Secretariat		
9.3.3	Keep under review the effectiveness of working practices and procedures	No output against this HLA.	Continuous	Secretariat		
9.4.1	Promote the adoption of a Communications and stakeholders engagement strategy.	(i) Develop and implement Communications and Stakeholders Engagement Strategy	2019	Secretariat		
		(ii) Consider request for Observer status in accordance with Art.82(1),(e) of the rules of procedure of the Assembly from non-governmental organizations.	Annually			
9.4.2	Actively engage relevant stakeholders in	(i) Develop procedures and	2019	Secretariat		

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	the work of ISA, as appropriate.	mechanisms to engage relevant stakeholders in the work of ISA.				
		(ii) Facilitate consultation with relevant stakeholders in the development of draft exploitation regulations	Continuous			
		(iii) Consider implications for LTC to holding open meetings and how such meetings could be structured to facilitate meaningful input and exchanges in respect of particular subjects.	2019	LTC	Council	Secretariat