

ASC Audit Report

Tilapia Pangasius Initial Surveillance Recertification

Name client / Cliente:	PRODUMAR S.A.
Client number / numero de cliente:	814385
Name contact person / Persona de contacto	Eduardo Reyes
Address client / Dirección:	Km 8 Via Duran Tambo
Telephone, fax, e-mail	+593 4 6010054 ereyes@produmar.com
Certificate code / Código de certificado	
Date of issue of certificate / fecha de emision de certificado	10-12-12
Date and length of audit / fecha y duración de la auditoria	29, 30 , 31- August 2012 29, 30 , 31-Agosto 2012
Audit Team / Equipo auditor	Efraín Calderon, Principles 1 to 6 Kenlly Mora Vargas, Principle 7
Inspected unit (s)	Produmar S.A. tilapia farm.
Number and % of members evaluated (in case of group certification)	N/A
Issued by	Control Union Peru SAC
Address	Av. Dos de Mayo 1205, San Isidro. Lima, Perú
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Certifier	Pilar Kuriyama
Date	10-12-12
Signature	



1. METHODOLOGY / METODOLOGIA

Control Union Peru (CUP), a member of the Control Union World Group is an international inspection and certification body and is accredited by ASI on behalf of the Aquaculture Stewardship Council (ASC) to carry out inspection and certification according to the ASC farm certification standards.

Control Union Peru, miembro de Control Union World Group es organismo de inspección y certificación internacional y esta acreditado por ASI en representación del Aquaculture Stewardship Council (ASC) para realizar inspección y certificación de acuerdo a los estándares ASC para fincas.

CUP performs inspection and certification in the fields of FSC, organic production, input, Sustainable Textile production, GLOBALGAP, HACCP, BRC, GMP and GTP.

CUP realiza inspecciones y certificaciones para programas como FSC, producción orgánica, insumos, Producción de textiles sostenible, GLOBALGAP, HACCP, BRC, GMP y GTP.

Audits and certification is carried out in conformity with the procedures as laid down in the Procedure Manual and the program manual for the auditor and certifier. During the audit the qualified CU auditors use standardized audit forms to record their findings.

Auditorias y certificación son realizadas en conformidad con los procedimientos como se establece en el manual de procedimientos y de programa para el auditor y certificador. Durante la auditoria auditores calificados de CU usan formatos estandarizados para registrar los hallazgos.

Based on the information provided by the auditor and by the client, the certifier reviews and evaluates all information and certifies the products when all conditions of the regulations are fulfilled. The result of the evaluation is documented in Chapter 7. Audit work by the auditor and certification by the certifier are clearly separated activities.

Basado en la información provista por el auditor y por el cliente, el certificador revisa y evalúa toda la información y certifica los productos cuando todas las condiciones de las regulaciones son cumplidas. El resultado de la evaluación es documentado en el capítulo 7. El trabajo de auditoria por el auditor y de certificación por el certificados son actividades claramente separadas.

2. REPORT

This certification report is made in accordance with the ASC Certification and Accreditation requirements, Version 1.0, Annex C.

Este reporte de certificación es realizado de acuerdo con los requerimientos de certificación y acreditación ASC version 1.0, anexo C

2.1 Background of the assessed company and description of the management system:

Produmar is an aquaculture operation working with tilapia since 1997 and was a shrimp farm. Is located at Km 8 via Duran Tambo, Durán, Guayas province, Ecuador. The species of tilapia cultured are hybrids of *Oreochromis sp.* The farm grow shrimp next to the tilapia in a polyculture system.

Produmar es una finca de producción acuícola que trabaja con tilapia desde 1997 y era una finca camaronesa. Esta localizada en el Km 8 via Durán Tambo, Durán, Provincia del Guayas. Las especies de tilapia cultivadas son híbridos de



Oreochromis sp. La finca cria camarones junto con las tilapias en un sistema de policultivo.

In the same location of the grow out Produmar has a hatchery that provide the complete stock of tilapia seedlings needed for this farm. The hatchery works with fertilized eggs collection from female broodstock and hatch under controlled conditions

En la misma ubicación de engorde Produmar tiene un hatchery que provee de todo el stock completo de alevines para esta finca. El hatchery opera con recolección de huevos fertilizados de las hembras y eclosión bajo condiciones controladas.

The production cycle has 4 stages, breeding ponds, reversion tanks, pre-grow out and grow out.

El ciclo de producción tiene 4 etapas, piscinas de reproducción, tanques de reversion, preengorde y engorde.

The principal markets of final products are the United States and European community.

El principal mercado de los productos finales son Estados Unidos y la comunidad Europea.

Produmar is certified under GlobalGAP, Best Aquaculture Practices BAP, and in 2011 obtained a Compliance Letter for the International Standards for Responsible Tilapia Aquaculture, ISRTA, that was the standard developed by the Tilapia Aquaculture Dialogs and now handled by ASC.

Produma esta certificado bajo Mejores prácticas de acuicultura BAP, Globalgap acuicultura y en 2011 obtuvieron una Carta de Cumplimento para el Estandard Internacional para la Acuicultura de Tilapia Responsable, ISRTA, que fue el standard desarrollado por el Tilapia Aquaculture Dialog y que ahora es manejado por ASC.

All this certification schemes make the Produmar's management system well structured and documented, all the requirements of the ASC tilapia standard are linked to production protocols, specific forms and records and a responsible management members. Additionally Produmar includes the ASC tilapia standard in their annual internal audits plan.

Todos estos esquemas de certificación hacen que el sistema de gestión sea bien estructurado y documentado, todos los requerimientos del standard ASC de tilapia estan relacionados a protocolos de producción, formatos y registros específicos y a un miembro de la administración responsable. Adicionalmente Produmar incluye la norma ASC tilapia dentro de su plan de auditorias internas anuales.

Produmar operates with a water recirculation system, that means that the discharges from the ponds are collected in a common channel, go through sedimentation ponds and then is re pumped again to the main inlet channel. This system allows Produmar to stabilize the culture conditions and minimize the abstraction and discharges to the receiving water body.

Produmar opera con un sistema de recirculación de agua, lo que significa que las descargas de los estanques se recogen en un canal común, van a través de unos estanques de sedimentación y luego se vuelve a bombear de nuevo al canal de entrada principal. Este sistema permite a Produmar estabilizar las condiciones de cultivo y reducir al mínimo la abstracción y las descargas al cuerpo de agua receptor.



Next to Produmar there is small population called La Union, its habitants access to the town through Produmar farm or by boat, almost 50 workers in the farm come from La Unión.

Al lado hay Produmar pequeña población llamada La Unión, sus habitantes el entran a la población a través de Produmar granja o en barco, casi 50 trabajadores de la finca proceden de La Unión.

2.2 Summary

The scope of this audit is: Tilapia, single site.

The applicable standards are: ASC Tilapia standard v 1.0, ASC tilapia audit guide 1.0 and the ASC certification and accreditation requirements v 1.0.

El alcance de esta auditoria es: Tilapia, sitio individual

Los estándares aplicables son: Estandard de tilapia ASC v 1.0, Guia de auditoria ASC tilapia 1.0 y Requerimientos de certificación y acreditación ASC v 1.0

2.3 Decision

A certificate will be issued for Produmar S.A. once CUP receives evidence for corrective action plans for minor nonconformities.

Se emitirá un certificado para Produmar S.A. una vez que CUP reciba evidencia de planes de acción correctiva para no conformidades menores.

2.4 Audit background

• **Author(s) / Autor:** Efraín Calderón Payares

• **Audit dates / fechas de auditoria:**

29-08-12: Opening meeting, social audit, workers interviews and field inspection to the farm.

Reunion de apertur, auditoria social, entrevistas con trabajadores e inspección de campo de la finca

30-08-12: Field inspection to the farm, social principle document review.

Inspección de campo de la finca , revision documentaria de principio social.

31-08-12: Principles 1 to 6 document review and closing meeting.

Revisión documentaria de principios 1 a 6, reunion de cierre.

• **Report finished at / reporte finalizado en:**

22-10-12

• **Report reviewed at / reporte revisado en:**

25-10-12

• **Date of the certification decision:**

• **Persons involved in the audit:**

Eduardo Reyes: Production manager / *Gerente producción*



Hamilton Suarez: Hatchery manager / *gerente hatchery*

Karina Ponce: Genetic manager / Gerente Genética

Lenín Sanchez: Human Resources Manager / Gerente Recursos Humanos

Freima Martínez: La Union School director / Directora de la escuela de la Unión

Jacinto Torres: La Union commune president / Presidente de Comuna La Unión

• **Audited activities / Actividaes auditadas**

- Grow out Harvest / Cosecha de engorde
- Fish movement / Movimientos de peces
- Feeding / Alimentación
- Water sampling of receiving water body at RWRP, RWFA, RWFO / Muestreo de cuerpo de agua receptor en RWRP, RWFA, RWFO.
- Death fish disposal / Eliminación de mortalidades.
- Predator scaring / Ahuyentamiento de predadores

• **Stakeholder participation / Participación de partes interesadas:**

No participation of stakeholders after the announcement of the audit and before audit.

No hubo participación de partes interesadas despues del anuncio de la auditoria y antes de la auditoria.

• **Previous Audits (if applicable) / Auditorias anteriores (si aplica):**

First audit / Primera auditoria

• **Other activities / Otras actividades:**

Audit announcement / anuncio de auditoria: 10-06-12

Pre-audit info desk review / Revisión de información pre-auditoría: 15-08-12

Written notification to stakeholders / Notificación escrita a partes interesadas: 17-08-12

2.5 Scope / Alcance

ASC standard version / Version de norma ASC: ASC Tilapia standard v 1.0, ASC Tilapia audit guide v 1.0.

Species / Especies: Tilapia hybrids, Oreochromis spp

Certification Unit / unidad de certificación:

<i>Production Unit name</i>	<i>Production Unit number</i>	<i>Address and geographical positions</i>	<i>Receiving water</i>
Produmar S.A. Single site	PRD 021587	Km 8 via Durán Tambo S 02°14.309' W 079°49.707' S 02°14.555' W 079° 46.531' S 02°15.728' W 079°46.398' S 02° 15.5475' W 079°49.563'	Río Guayas

Receiving water:



The receiving water is the Guayas River, this is an estuary system influenced by tides and salinity from the sea. The sediment load in the river is high with secchi disk lectures from 3 to 10 cm.

El agua receptor es el río Guayas, este es un sistema de estuario influenciado por las mareas y la salinidad del mar. La carga de sedimentos en el río está alto, con lecturas de disco Secchi de 3 a 10 cm.

The selections of the RWRP, RWFO and RWFA is simple: upstream, farm discharge and downstream. As mentioned the farm operates with a recirculation system where discharges are minimal and get bigger in rainy season

La selection of the RWRP, RWFO and RWFA es simple: aguas arriba, descarga de la finca y aguas abajo. Como se mencionó la finca opera un sistema de recirculación donde las descargas son mínimas y se hacen más grandes en la época lluviosa.

2.6 Description of the start of the Chain of Custody.

The tilapia products from Produmar S.A. are eligible to carry the ASC ecolabel and to enter into further certified chains of custody.

Los productos de tilapia de Produmar S.A. son elegibles de llevar la ecoetiqueta ASC y de entrar en siguientes cadenas de custodia certificadas.

Considerations for the decision / Consideraciones para la decisión:

- Tracking, tracing and segregation systems within the aquaculture operation / Sistemas de rastreo, trazabilidad y segregación dentro de la explotación acuícola:

Only certified product will be produced at Produmar and no inputs of non certified products from external sources at farm level, the dispatch documents show Produmar as origin.

Solo productos certificados serán producidos en Produmar y no se tienen ingresos de productos no certificados de Fuentes externas a nivel de finca, los documentos de despacho muestran a Produmar como origen.

- Use of transshipment / Uso de trasbordo

Transshipment not practiced, fish is loaded into oxygenated tanks and doors sealed until the arrival to processing plant.

No se practica trasbordo, los peces son cargados en tanques oxigenados y las puertas selladas hasta su arribo a la planta de proceso.

- Eligible operators and point(s) of landing / Operadores elegibles y puntos de desembarque:

The transportation is made by owned or subcontracted trucks that transport the tilapia alive in tanks with numbered seals to a only processing plant (Tropack S.A.)

El transporte se realiza mediante camiones propios o subcontratados que llevan la tilapia viva en tanques con sellos numerados a una unica planta de proceso (Tropack S.A.)

- Opportunity of substitution of certified with non-certified product within the unit of certification./ Oportunidad de substitución de product certificado con product no certificado dentro de la unidad de certificación

There is not opportunity of substitution, only certified products will be produced by the legal entity and there are no more tilapia producers in the surroundings.



No existe oportunidad de substitución , la entidad legal solo producirá productos certificados y no existen productores de tilapia en las cercanías.

- Point from which Chain of Custody certification is required./ Punto donde se requiere certificación de cadena de custodia.

The MSC chain of Custody certification for ASC products is required at the point of download at processing plant after harvest and transportation

La certificación MSC cadena de custodia para productos ASC es requerida en el punto de entrega en la planta de proceso despues de la cosecha y transporte.

2.7 Evaluation results

See audit checklist 814385-ASC-2012-01-EC checklist.

Ver lista de verificación de auditoría 814385-ASC-2012-01-EC checklist

2.8 Findings.

PRINCIPLE 1: OBEY THE LAW AND COMPLY WITH ALL NATIONAL AND LOCAL REGULATIONS PRINCIPIO 1: OBEDECER LA LEY Y CUMPLIR CON TODAS LAS REGULACIONES NACIONALES Y LOCALES

All regulations related to aquaculture operations are complied as: National Fisheries Institute registration, Ministry Agreements, Environmental Management plan, water discharges sampling and property titles. The company is up to date with taxes obligations and property obligations. The internal labor and health and safety regulations are registered and approved by the competent authorities.

Todas las regulaciones relacionadas con las operaciones de acuicultura se cumplen como: Registro Instituto Nacional de Pesca, Acuerdos Ministeriales, estudio de impacto ambiental y plan de gestión ambiental, muestreo de agua y las descargas de títulos de propiedad. La empresa se encuentra al corriente de las obligaciones y deberes impuestos a la propiedad. El interior de trabajo y la salud y seguridad regulatons están registrados y aprobados por las autoridades competentes.

PRINCIPLE 2: MANAGE THE FARM SITE TO CONSERVE NATURAL HABITAT AND LOCAL BIODIVERSITY PRINCIPIO 2: MANEJAR LA FINCA PARA CONSERVAR EL HABITAT NATURAL Y BIODIVERSIDAD LOCAL

Pre audit information was sent and reviewed before the audit and a government publication establish the presence of tilapia in water bodies of the farm area since 1993. The Diurnal Difference of Dissolved Oxygen, DDDO have an average of -0,5% for the last 6 months and the audit value was -2% that complies with the standard. These negative values occur because in many lectures and during audit the oxygen concentration in the sunrise lecture was higher than the sunset lecture related to the effect of strong winds during the night.

Información preauditoria fue enviada y revisada antes de la auditoria y una publicación gubernamental establece la presencia de tilapia en la zona desde 1993. La diferencia diurnal de oxígeno disuelto, DDDO, tiene un promedio de -0,5% para los ultimos 6 meses y el valor de auditoria fue -2% que cumple con el standard. Estos valores negativos se producen porque en muchas lecturas y durante la auditoría la concentración de oxígeno en el amanecer fue mayor que la



concentración de oxígeno en la puesta del sol, relacionado con el efecto de fuertes vientos durante la noche.

The receiving water body is a oligotrophic estuarine system with a secchi disk lectures from 3 to 10 cm and at the audit was 3 cm.

El cuerpo de agua receptor es un sistema estuarino oligotrófico con un lecturas de disco secchi entre 3 y 10 cm y en la auditoria fue de 3 cm.

All values were inside the data set from January to July 2012, except conductivity that was above the data set, this is explained by the seasonal salinity variation from rainy to dry season, the salinity increases through the year between rainy seasons.

Todos los valores dentro del rango de valores del juego de datos desde enero a Julio del 2012, except la conductividad que estuvo por encima del rango de valores, esto se explica ppr la variación estacional de salinidad desde la estación lluviosa a la epoca seca, la salinidad se incementa a traves del año entre epocas lluviosas.

No evidence of wetlands conversion before or after 1999.

No se evidencio conversión de humedales antes o despues de 1999.

PRINCIPLE 3: CONSERVE WATER RESOURCES**PRINCIPIO 3: CONSERVAR RECURSOS ACUATICOS.**

All information for calculations about phosphorus and nitrogen from feed and fertilizers was available as feed producer declarations, invoices and consumption records. The phosphorus levels were under maximum values of the standard.

Toda la información para los calculos acerca del fósforo y nitrógeno de alimentos y fertilizantes estaba disponible tales como declaraciones de fabricante de balanceados, facturas y registros de consumo. Los niveles de fósforo estan por debajo de los máximos del standard.

PRINCIPLE 4: CONSERVE SPECIES DIVERSITY AND WILD POPULATIONS**PRINCIPIO 4: CONSERVAR LA DIVERSIDAD DE LAS ESPECIES Y LAS POBLACIONES SILVESTRES**

The farm takes the necessary measures to avoid escapes of cultured fish to the receiving water bodies as proper maintained screens at pond outlets, transportation that don't allow scapes and sampling of the efficiency of the outlet retention divices. The males percentage of fish avobe 200 g was 100%. No evidence of use of GMOs or lethal predator control.

La finca toma las medidas necesarias para evitar escape de los peces cultivados a las aguas receptoras tales como filtros de malla bien mantenidos en las descargas de los estanques, transporte que no permite escape de peces y muestreo de la eficiencia de las mallas en las descargas de los estanques. El porcentaje de machos por encima de 200g fue de 100%. No evidencia de uso de GMOs o control de depredadores letales.

Principle 5: USE RESOURCES RESPONSIBLY**Principio 5: USE LOS RECURSOS RESPONSABLEMENTE**

Produmar's feed provider is GISIS S.A an ABA by declaration letters explains that the source for fishmeal and fishoil is from Tuna by-products. GISIS S.A. and ABA



have traceability and sustainability policies. Produmar don't had available the commitments letters for future source of fishmeal and fish oil.

El proveedor de alimento balanceado de Produmar, GISIS S.A y ABA. mediante cartas de declaración explica que la fuente de harina y aceite de pescados de subproductos de atún. GISIS S.A y ABA. tienen políticas de trazabilidad y sostenibilidad. Produmar no tuvo disponibles las cartas de compromiso para la futura fuente de harina y aceite de pescado.

PRINCIPLE 6: MANAGE FISH HEALTH AND WELFARE IN AN ENVIRONMENTALLY RESPONSIBLE MANNER

PRINCIPIO 6: MANEJO DE LA SALUD Y BIENESTAR D ELOS PECES DE UNA MANERA RESPONSIBLE CON EL MEDIO AMBIENTE.

Produmar only give medicines treatments at hatchery stage, was evidenced the use of only allowed substances (in origin and destiny countries) under the guide of a Veterinarian Health Plan managed by qualified technicians and validated by a veterinarian. All treatments were related to a recorded pathology event

Produmar solo usa tratamientos con medicinas en la etapa de hatchery y alevinaje, se evidencia el uso de sustancias permitidas (en países de origen y destino) bajo la guía de un Plan Veterinario de Salud manejado por técnicos calificados y validado por un veterinario. Todos los tratamientos estuvieron relacionados con un evento patológico registrado.

The retention period for water in contact with male reversion hormones comply with the standard with the use of a water recirculation system.

El periodo de retención del agua en contacto con hormonas masculinas de reversion cumple con el estandard con el uso de un sistema de recirculación de agua.

The mortalities collection and disposal don't present risks of spread of pathogens internally or to natural water bodies.

La recolección y desecho de mortalidades no presenta riesgos de propagación de patógenos internamente o hacia los cuerpos de agua natural.

PRINCIPLE 7: BE SOCIALLY RESPONSIBLE

PRINCIPIO 7: SEA SOCIALMENTE RESPONSABLE

Were not found evidences of child labor, forced work, discrimination, deny of freedom of association or abusive disciplinary actions.

No se encontraon evidencias de trabajo infantil, trabajo forzado, discriminación, negación de la libertad de asociación o acciones disciplinarias abusivas.

The minimal wages, law benefits and social security affiliations are respected for all workers.

Los salarios mínimos, beneficios de ley y afiliación a la seguridad social son respetados para todos los trabajadores.

The health and safety of workers is guaranteed by a established system of accidents investigation, emergencies procedures and drills, provision of safety equipment and training.

La salud y seguridad de los trabajadores esta garantizada por un sistema establecido de investigación de accidentes, procedimientos de emergencia y simulacros, provision de equipos de seguridad y entrenamiento.

The relations with community are good by declaration at interviews with community members as President of La Unión Commune and local school teacher.



Las relaciones con la comunidad son buenas por declaración con miembros de la comunidad como el president de la Comuna La union y la profesora de la escuela local

There were minor non conformities related complaint response and communication of economical impacts.

Se tetectaron no conformidades menores relacionadas respuesta a quejas y comunicación de los impactos económicos a la comunidad.

2.8 Non-conformity report(s)

Were detected non conformities for the following standards, the details of the findings are in the audit checklist attached to this report:

Se detectaron las siguientes no conformidades para los siguientes estandares, los detalles de los hallazgos estan en la lista de verificación de auditoria adjunto a este reporte:

Standard item / Item del standard	Grading / Categoría	NC Status	Deadline / Fecha maxima para cierre
5.1.3	Minor Menor	Open / Abierta	31-08-13
5.1.4	Minor Menor	Open / Abierta	31-08-13
7.8.3	Minor Menor	Open / Abierta	31-08-13
7.10.2	Minor Menor	Open / Abierta	31-08-13

2.9 Confidential annexes

The information related to water sampling matrix and audit sampling results are maintained as confidential


La información relative a la matriz de muestreos de aguas y los resultados de las muestras de auditoria se mantienen como confidenciales.

Name and signature of authorized representative:

Position:

Date:



ASC audit checklist ASCASS-TIL.F01(01)		 Control Union Certifications Member of Control Union World Group
Reportnumber:	814335-ASC-2012-01-EC	
1.1 Client contact data		
CUC number: Codigo CUC:	814339	
Company name: Nombre de la comapania:	PRODUMAR S.A.	
Contact person: Persona de contacto:	EDUARDO REYES	
Address: Dirección:	Km 8 Via Duran Tambo	
Postal code: Codigo postal		
City: Ciudad:	DURAN	
Country: País:	ECUADOR	
Telephone number: Número de teléfono:	+593 4 6010054	
e-mail:	ereyes@produmar.com	
1.2 Audit information		
Date of last external audit : Fecha de ultima auditoria:	First audit / Primera auditoria	
Audit date : Fecha de auditoria:	29 to 31 /august/2012 29 a 31 /agosto/2012	
Lead auditor: Auditor lider:	Efrain Calderon Payares	
Audit team: Equipo auditor:	Auditor: Efrain Calderon (principles 1 to 6) Auditor: Kenly Mora (principle 7)	
Type audit : Tipo de auditoria	<u>Inicial</u>	
1.3 Scope of ASC		
Scope: ASC TILAPIA FARM	Standard Version: ASC TILAPIA STANDARD V 1.0, ASC TILAPIA AUDIT GUIDE VERSION 1.0, ASC CERTIFICATION REQUIREMENTS V1.0 Specie: <i>Oreochromis sp.</i>	
Production units		

	Company name	Address and GPS coordinates	Receiving water body	City	Country	Products
F-01	PRODUMAR S.A.	Km 8 Vía Duran-Tambo, Durán Ecuador S 02°14.309' W 079°49.707' S 02° 14.555' W 079° 46.531' S 02°15.728' W 079°46,398' S 02° 15.5475' W 079°49.563'	Guayas River Rio Guayas	Duran	Ecuador	Tilapia
Changes since last audit						
N/A First audit						
1.4 Other information						
Brand name of the company:			Products are sold to Tropicall Aquaculture Products			
Mention other existing certification schemes of licensee:			BAP, GlobalGAP			
Lead Auditor :			Company representative :			
signature			signature			

2. ASSESMENT OF ASC TILAPIA STANDARDS

Scope: Species of the Family Cichlidae commonly referred as Tilapia (*Oreochromis niloticus*, *O. mossambica*, *O. aureus* and *O. hybrids*)

Indicator	Compliance	COMMENTS
PRINCIPLE 1: OBEY THE LAW AND COMPLY WITH ALL NATIONAL AND LOCAL REGULATIONS		
1.1	<i>Evidence of legal compliance</i>	YES-NO-n/a Replace the compliance criteria with the audit findings and comments
1.1.1	Presence of documents proving compliance with local and national authorities on land and water use (e.g., permits, evidence of lease, concessions and rights to land and/or water use) Requirement: Yes Applicability: All Farms, Farm-Wide	a. Compliance with local laws regarding land and water Cumplimiento con leyes locales de suelo y aguas b. Ministry agreements 116 y 0128 and land titles available Acuerdos ministeriales 116 y 028 y títulos de propiedad disponibles c. Operation permits no. 075858, 24-11-11, environmental license 1674 and 1170, property titles available Permiso de funcionamiento No. 075958 , 24-11-11, Licencias ambientales: 1674, 1770, Títulos de propiedad disponibles d. Intersection certificate, 27-11-2009, describe that Produmar not intersects with protected areas Certificado de intersección 27-11-2009, describe que Produmar no interseca con áreas protegidas.
1.1.2	Presence of documents proving compliance with all tax laws Requirement: Yes Applicability: All Farms, Farm-Wide	a. Payment of land tax 31-01-12, Tax compliance certificate issued by SRI by website at 31-08-12 Pago de impuesto predial 31-01-12. Certificación de cumplimiento tributario emitido por SRI por medio de pagina web el 31-08-12. b. Knowledge verified with HHRR and management systems responsible Conocimiento verificado con RRHH y responsables de sistemas de gestion. c. RUC 0990576459001, INP register GR 522. RUC 0990576459001, registro INP GR 522.
1.1.3	Presence of documents proving compliance with all labor laws and regulations Requirement: Yes Applicability: All Farms, Farm-Wide	a. Internal Labor Regulation approved by approved by regional labor direction 14-12-2009, Internal Regulation of workers Health and Safety. Reglamento Interno de Trabajo aprobado por direccion regional del trabajo 14-12-2009, Reglamento Interno de Seguridad y Salud Laboral b. IESS inspection by SART (auditory system on work risk) Compliance of legal work code verified by Regional Labor Direction, file 341660, 29-06-12 Inspección IESS seguridad laboral SART (sistema de auditoria de riesgos del trabajo), Cumplimiento de obligaciones legales del codigo del trabajo verificadas Dirección regional del trabajo, expediente 341660, 29-06-12

1.1.4	<p>Presence of documents proving compliance with regulations or permits concerning water quality impacts. Requirement: Yes Applicability: All Farms, Farm-Wide</p>		<p>a. Environmental license includes the assessment of management plan regarding effluents impacts Licencia ambiental incluye la evaluación del plan de manejo ambiental con respect a impactos de los efluentes b. Estudio de impacto ambiental incluye los analisis iniciales de los parametros de efluentes Estudio de impacto ambiental incluye los analisis iniciales de los parametros de efluentes c. Effluents analysis 5-06-12, values comply with TULAS Book VI annex 1 Analisis de efluentes 5-06-12, valores cumplen con valores de TULAS Libro VI anexo 1</p>
2	MANAGE THE FARM SITE TO CONSERVE NATURAL HABITAT AND LOCAL BIODIVERSITY		
2.1	<i>Site information</i>		
2.1.1	<p>Site location, history and stewardship activities matrix located in Appendix 1, Table 1 is completed and validated Requirement: Yes Applicability: All Farms, Farm-Wide</p>	yes	<p>a. Complete Pre audit info received and verified at 17-08-12 Información complete y verificada el 17-08-12</p>
2.2	<i>Presence of natural or established tilapia species</i>		
2.2.1	<p>Demonstration that the tilapia species cultured is established^[1] and naturally reproducing in the receiving waters^[2], of the operation on or before 1 January 2008^[3] Requirement: Yes Applicability: All farm locations outside Africa (see 2.2.2), Farm-Wide</p>	yes	<p>a. Publication: Development and Environmentla problems in the Guayaquil Gulf Area, January 1996, establish the presence of tilapia in 1993. Author, Environmental Consulting Comission of the presidencia of Ecuador. Interview with zone fisherman in La Union town declares that from 1997 sees tilapia in the rivers and estuaries of the zone. Publicación: Desarrollo y Problematica Ambiental del Area del Golfo de Guayaquil, enero de 1996, establece la precencia de tilapias en 1993. Autor Comision Asesora Ambiental de la Presidencia de la Republica del Ecuador. Entrevistas con pescador de pueblo cercano La Union que declara que desde 1997 ve precencia de tilapia en los rios y esteros de la zona</p>
<p>^[1] "A non-indigenous species is considered established if it has a reproducing population within the basin, as inferred from multiple discoveries of adult and juvenile life stages over at least two consecutive years. Given that successful establishment may require multiple introductions, species are excluded if their records of discoveries are based on only one or a few non-reproducing individuals whose occurrence may reflect merely transient species or unsuccessful invasions." (National Oceanic and Atmospheric Administration)</p>			

^[2] "Receiving water" is defined as all distinct bodies of water that receive runoff or waste discharges, such as streams, rivers, ponds, lakes and estuaries (adapted from World Health Organization). This does not include farm-constructed water courses, impoundments or treatment facilities (settling ponds, oxidation lagoons, compost pits, etc).

^[3] Where there are no-discharge systems, or no discharge from farm into receiving waters, standards 2.2.1 and 2.2.2 are not applicable.

2.2.2	<p>In Africa, demonstration that the tilapia species and strain cultured is established and naturally reproducing in the receiving waters of the operation on or before 1 January 2008 Requirement: Yes Applicability: Farms located in Africa only (see 2.2.1), Farm-Wide</p>	n/a	<p>a. N/A Farm in Ecuador N/A Finca en Ecuador</p>
2.3	<i>The effects of eutrophication</i>		
2.3.1	<p>The percent change in diurnal dissolved oxygen of receiving waters relative to dissolved oxygen at saturation for the water's specific salinity and temperature Requirement: ≤ 65% Applicability: All Farms, Farm-Wide</p>		<p>a. DDDO submitted with pre-audit info from January to August 2012 DDDO enviados con la información pre auditoria desde enero a agosto 2012 b. Equipment was calibrated before starting lectures Equipo fue calibrado antes de empezar las mediciones c. Oxygenmeter used allows to do the calibration of salinity and height Oxigenometro usado permite calibración de salinidad y altura d. Monthly DDDO from January to August available. DDDO mensual de enero a agosto disponible e. Mean DDDO is -0.5%. As happened during audit, is usual that Guayas river (receiving water) increase the oxygen concentration at night because lower temperatures than day and strong winds effect. DDDO promedio es -0.5%. Como sucedio durante la auditoria, es usual que el río Guayas (cuerpo receptor) incremente la concentración de oxígeno en la noche debido a temperaturas mas bajas que en el día y efecto de fuertes vientos. f. DDDO range of data from -2% to 4%. Audit values were: Sunset saturation: 78% Sunrise saturation: 80% Audit DDDO is -2% Rango de datos DDDO desde -2% a 4%. Los valores de auditoria fueron: Saturación atardecer: 78% Saturación amanecer: 80%</p>

			DDDO auditoria es -2%
2.4	<i>Water quality in oligotrophic receiving waters</i>		
2.4.1	Secchi disk visibility ^[4] limit above which production is not certifiable Requirement: 10 meters Applicability: All Farms, Farm-Wide		a. Annual range is from 1 to 10 cm Promedio anual es de 1 a 10 cm b. Audit value 3 cm Valor de auditoria 3 cm c. Audit value was inside data range Valor de auditoria estuvo dentro del rango de datos
2.4.2	Compliance with standards 2.4.3. & 2.4.4. when Secchi disk visibility ^[4] ≤ 5.0 meters Requirement: Yes Applicability: All Farms, Farm-Wide		a. Annual mean and audit value was under 5 m, standards 2.4.3 and 2.4.4 are not applicable Promedio anual y valor de auditoria estuvo por debajo de los 5 m, estandares 2.4.3 y 2.4.4 y no son aplicables.
2.4.3	Total phosphorus concentration limit in receiving waters ^[4] Requirement: ≤ 20 µg/L Applicability: All Farms, Farm-Wide	n/a	a. N/A secchi disk is under 5 m N/A disco secchi es menor a 5m
2.4.4	Chlorophyll a concentration limit in receiving waters ^[4] Requirement: ≤ 4.0 µg/L Applicability: All Farms, Farm-Wide	n/a	a. N/A secchi disk is under 5 m N/A disco secchi es menor a 5m
^[4] Measurements shall be taken at the Receiving Water Farm Afar (RWFA) sampling station. See Appendix II for RWFA definition.			
2.5	<i>Receiving water monitoring</i>		

2.5.1	<p>Receiving water quality monitoring matrix completed and validated (Appendix II) Requirement: Yes (6 months data, pre-audit, required) Applicability: All Farms, Farm-Wide</p>		<p>a. Data set of 6 months received with preaudit info Set de datos de 6 meses recibido con información pre-auditoria b. Required parameters and monthly frequency complied Se cumplen parámetros requeridos y frecuencia mensual c. Equipment was calibrated Equipo fue calibrado d. Water samples were taken and sent to Grupo Quimico Marcos e Inspectorate, for all parameters required by standard, samples taken at sunset DO lectures Muestras de agua tomadas y enviadas a Grupo Químico Marcos, para todos los parámetros requeridos por el standard, muestras tomadas al atardecer en toma de OD. e. All values were inside the data set from January to July 2012, except conductivity that was above the data set, this is explained by the seasonal salinity variation from rainy to dry season, the salinity increases through the year between rainy seasons. Todos los valores dentro del rango de valores del juego de datos desde enero a Julio del 2012, except la conductividad que estuvo por encima del rango de valores, esto se explica ppr la variación estacional de salinidad desde la estación lluviosa a la epoca seca, la salinidad se incementa a traves del año entre epocas lluviosas.</p>
2.6	<i>Wetland conservation</i>		
2.6.1	<p>Hectares of allowable wetland^[5] conversion since 1999^[6] Requirement: 0 ha Applicability: All Farms, Farm-Wide</p>	yes	<p>a. No evidence of wetland conversion, closest wetland is Santay Island in Guayas river, RAMSAR wetland No evidencia de conversion de humedales, humedal mas cercano Isla Santay en el Río Guayas, humedal Ramsar b. No evidence of wetland conversion after 1999. No evidencia de conversion de humedales despues de 1999.</p>
<p>^[5] “Wetland is defined as lands where saturation with water is the dominant factor determining the nature of soil development and the types of plant and animal communities living in the soil and on its surface.” (United States Environmental Protection Agency)</p>			
<p>^[6] The year Ramsar contracting parties adopted strategic framework for the development of the Ramsar List</p>			
3	CONSERVE WATER RESOURCES		
3.1	<i>Nutrient utilization efficiency</i>		

<p>3.1.1</p>	<p>The total amount of phosphorus added to the culture system per metric ton of fish produced per year. Use equations from Appendix III. Requirement: ≤ 27 kg Applicability: All Farms, Unit of Certification Only</p>	<p>yes</p>	<p>a. Invoices for all type of feed available, random verification of invoices related to consumption of a determined period, information is coherent. Las facturas para todo tipo de alimento balanceado disponibles, verificación aleatoria de facturas relacionadas ala consume de un determinado period, información coherente. b. No purchases of fish. No compras de peces c. Invoices and transport documents to processing plant available. Facturas y documentos de transporte a planta de proceso disponibles d. Letter with declaration of phosphorus contents of each feed by Gisis and ABA Carta con declaración de contenidos de fósforo para cada alimento de Gisis y ABA e. Correct calculation of nitrogen contents Calculos de cantidades de fósforo correctos f. Phosphorus given to the system: 17,9 kg / MT Fosforo dado al sistema: 17,9 Kg / TM</p>
<p>3.1.2</p>	<p>The total amount of phosphorus released from the culture system per metric ton of fish produced per year. Phosphorus loading will be either calculated using equations from Appendix III or measured in effluent if there is post-culture treatment. Requirement: ≤ 20 kg Applicability: All farms, Unit of Certification Only</p>	<p>yes</p>	<p>a. Invoices for all type of feed available, random verification of invoices related to consumption of a determined period, information is coherent. Las facturas para todo tipo de alimento balanceado disponibles, verificación aleatoria de facturas relacionadas ala consume de un determinado period, información coherente. b. No purchases of fish. No compras de peces c. Invoices and transport documents to processing plant available. Facturas y documentos de transporte a planta de proceso disponibles d. Letter with declaration of phosphorus contents of each feed by Gisis and ABA Carta con declaración de contenidos de fósforo para cada alimento de Gisis y ABA e. Correct calculation of phosphorus contents Calculos de cantidades de fosforo correctos f. Phosphorus released: 10,29 kg / MT Fosforo liberado: 10,29 Kg / TM</p>

3.1.3	<p>Calculation and verification of the total amount of nitrogen applied to the culture system. Use equations from Appendix III. Requirement: Measured in kg nitrogen/mt fish/year Applicability: All Farms, Unit of Certification Only</p>	yes	<p>a. Invoices for all type of feed available, random verification of invoices related to consumption of a determined period, information is coherent. Las facturas para todo tipo de alimento balanceado disponibles, verificación aleatoria de facturas relacionadas ala consume de un determinado period, información coherente.</p> <p>b. No purchases of fish. No compras de peces</p> <p>c. Invoices and transport documents to processing plant available. Facturas y documentos de transporte a planta de proceso disponibles</p> <p>d. Letter with declaration of nitrogen contents of each feed by Gisis and ABA Carta con declaración de contenidos de nitrógeno para cada alimento de Gisis y ABA</p> <p>e. Correct calculation of nitrogen contents Calculos de cantidades de nitrógeno correctos</p> <p>f. Nitrogen given to the system: 78,57 kg / MT</p> <p>g. Nitrógeno dado al sistema: 78,57Kg / TM</p>
3.1.4	<p>Calculation and verification of the total amount of nitrogen released from the farming activity. Use equations from Appendix III. Requirement: Measured in kg nitrogen/mt fish/year Applicability: All Farms, Unit of Certification Only</p>	yes	<p>a. Invoices for all type of feed available, random verification of invoices related to consumption of a determined period, information is coherent. Las facturas para todo tipo de alimento balanceado disponibles, verificación aleatoria de facturas relacionadas ala consume de un determinado period, información coherente.</p> <p>b. No purchases of fish. No compras de peces</p> <p>c. Invoices and transport documents to processing plant available. Facturas y documentos de transporte a planta de proceso disponibles</p> <p>d. Letter with declaration of nitrogen contents of each feed by Gisis and ABA Carta con declaración de contenidos de nitrógeno para cada alimento de Gisis y ABA</p> <p>e. Correct calculation of nitrogen contents Calculos de cantidades de nitrógeno correctos</p> <p>f. Nitrogen released: 57,37 kg / MT</p> <p>g. Nitrógeno liberado: 57,37Kg / TM</p>
3.2	<i>Groundwater salinization</i>		

3.2.1	<p>Percent change in specific conductance of freshwater from a drilled well at the time of drilling and the time of audit. This is required when freshwater wells are used in combination with brackish surface water for the culture of tilapia. Freshwater aquifers are defined as having a specific conductance less than 1,300 $\mu\text{S}/\text{cm}$.</p> <p>Requirement: $\leq 10\%$ Applicability: Only farms where brackish water is used for tilapia culture, Farm-Wide</p>	n/a	<p><i>Only applicable if brackish water is used for the culture of tilapia (if surface water used is less than 1,300 $\mu\text{S}/\text{cm}$ or if initial well water measure is greater than 1,300 $\mu\text{S}/\text{cm}$ – standard is not applicable and no non-conformance issued)</i></p> <p>a. Water body is over 1300 uS/m, estuary system, salinity variation is seasonal. No se usan pozos en la producción. Cuerpo de agua esta sobre los 1300 uS/m, sistema de esturao, la variación de salinidad es estacional. No se usan pozos en la producción.</p>
4	CONSERVE SPECIES DIVERSITY AND WILD POPULATIONS		
4.1	<i>Escapes from aquaculture facilities</i>		
4.1.1	<p>Presence of net mesh or grills/screens, barriers on inlets and outlets of culture vessels (e.g., tanks, ponds and raceways), and mesh on all netted confinement units (e.g., cages and impoundments), appropriately sized to retain the stocked fish</p> <p>Requirement: Yes Applicability: All Farms, Farm-Wide</p>	yes	<p>a. Outlets with mesh screens in all stages and appropriate for fish size observed at site, according to procedure PRO-PRO 09 Descargas con filtros de malla in todos las etapas y apropiadas para el tamaño de los peces observadas en el sitio, de acuerdo al procedimiento PRO-PRO 09</p>
4.1.2	<p>Presence of net mesh, or grills/screens and permanent barrier inspection register recording dates, findings and actions taken, including mitigation or fish containment structure repairs</p> <p>Requirement: Yes</p>	yes	<p>a. Screens observed in good maintainace and clean Filtros observados en buen mantenimiento y limpios</p> <p>b. Reparation and inspection records available frm January 2012. Registros de reparación e inspección desde enero 2012 disponibles.</p>

	Applicability: All Farms, Farm-Wide		
4.1.3	Presence of trapping devices placed in effluent/drainage canals or in between cages to sample for escapees, and a record of findings and actions taken Requirement: Yes Applicability: All Farms, Farm-Wide	yes	a. Monthly assessment setting mesh bags in recirculation systems outlets, not scapes detected until now. Sampling system observed in operation during audit Evaluacion mensual de escapes colocando bolsos de malla en compuertas de sistema de recirculación, no se han detectado escapes de tilapia. Sistema de muestreo observado en operación durante la auditoria. b. Records available from January 2012 Registros disponibles desde Enero 2012
4.1.4	In cage culture systems, the minimum distance between the bottom of the cage and the bottom of the receiving waters where the cage is placed Requirement: ≥ 3.0 m Applicability: Cage systems only, Farm-Wide	n/a	<i>CAGE SYSTEMS ONLY</i> a. Pond System. Sistema de estanques
4.1.5	The minimum percentage of males or sterile fish in a culture unit Requirement: 95 % Applicability: Land-based systems only, Farm-Wide	yes	LAND-BASED SYSTEMS ONLY a. Pond I2 45 fish sampled, 0 females. Estanque I2, 45 peces muestreados, 0 hembras b. Pond D4, 54 fish sampled, 0 females. Estanque D4, 54 peces muestreados, 0 hembras c. Pond D5 27, 44 fish sampled, 0 females Estanque D5, 44 peces muestreados, 0 hembra d. 147 fish = 100% males 147 fish =100% machos
4.2	<i>Transporting live tilapia</i>		

4.2.1	Presence and evidence of use of fish transport containers that have no escape path for fish Requirement: Yes Applicability: All Farms, Farm-Wide	yes	a. Observed harvest and transference activities, tanks and containers have lids that are sealed for harvest and closed transference. Se observo actividades de cosecha y transferencia, los tanques tienen puertas que se sellan para la cosecha y se cierran para la transferencia. b. Escape ways in transportation not observed Vías de escape en la transportación no observadas.
4.3	<i>Transgenic fish</i>		
4.3.1	Allowance for the culture of transgenic tilapia Requirement: No (None allowed) Applicability: All Farms, Farm-Wide	yes	a. Invoices of first broodstock providers. Commercial GMOs are not available in Ecuador. Facturas de proveedores de primeros reproductores.. GMO comerciales no están disponibles en Ecuador b. No suspects of GMO tilapia No sospechas de tilapia GMO
4.4	<i>Predator control</i>		
4.4.1	Use of lethal ^[7] predator control Requirement: No (None allowed) Applicability: All Farms, Farm-Wide	yes	a. Predator control by scaring birds with a delta wings plane, no evidence of use of lethal methods Control de predadores por ahuyentamiento con un avion alas delta, no evidencia de uso de metodos letales.
<i>^[7] The use of lethal predator control is prohibited, unless a predator becomes impinged in netting and is required to be euthanized.</i>			
4.4.2	Mortality of IUCN Red Listed species Requirement: 0 (zero) Applicability: All Farms, Farm-Wide	yes	a. Use of net birds with appropriate size to prevent etaglement, no evidence of birds trapped in nets. Uso de mallas antipajaros con tamaño apropiado pra evitar atrapamiento. No se evidencio aves atrapadas en las mallas. b. No presence of red list species in the farm location. No presencia de especies en lista roja en la finca

5	USE RESOURCES RESPONSIBLY		
5.1	<i>Use of wild fish for feed (fishmeal and oil)</i>		
5.1.1	<p>Feed Fish Equivalence Ratio (FFER). See Appendix IV for feed calculations. Requirement: ≤ 0.8 Applicability: All Farms, Unit of Certification Only</p>	n/a	<p>a. Declaration letters from ABA and Gisis details that the source of fish meal in the compounds feed is from tuna sub products. No use of fish oil. b. Cartas de declaración de ABA y Gisis detallan que la fuente de harina de pescado en los alimentos compuestos es de subproductos de atún. No uso de aceite de pescado.</p>
5.1.2	<p>Allowance for the use of fishmeal and fish oil in tilapia feed containing products from fisheries that are listed on the IUCN's Red List or the species list maintained by the Convention on the International Trade of Endangered Species of Wild Fauna and Flora Requirement: None Applicability: All Farms, Unit of Certification Only</p>	n/a	<p>a. Declaration letters from ABA and Gisis details that the source of fish meal in the compounds feed is from tuna sub products. No use of fish oil. b. Cartas de declaración de ABA y Gisis detallan que la fuente de harina de pescado en los alimentos compuestos es de subproductos de atún. No uso de aceite de pescado.</p>
5.1.3	<p>Timeframe for producers to source feed containing fishmeal or fish oil originating from fisheries deemed sustainable by an ISEAL member's accredited certification scheme Requirement: 5 years following the date of ISRTA publication Applicability: All Farms, Unit of Certification Only</p>	No MENOR	<p>a. Commitment letters to comply with this standard and communication to providers not available. Cartas de compromiso de cumplir con este standard y comunicación a los proveedores no disponibles.</p>

5.1.4	<p>Prior to achievement of 5.1.3, the average FishSource score characterizing the fishery(ies) from which the fishmeal or fish oil is derived. See Appendix V for explanation of FishSource scoring. Requirement: ≥ 6.0 with no individual score < 6.0 or an N/A in the stock assessment category Applicability: All Farms, Unit of Certification Only</p>	<p>No MENOR</p>	<p>a. Commitment letter from providers to comply with this standard not available Carta de compromiso de proveedores de cumplir con este standard no disponibles</p>
5.2	<i>Preference for better feed manufacturers</i>		
5.2.1	<p>Timeframe for producers to provide evidence of preferential sourcing of feed products from feed manufacturers that have a sustainable sourcing policy for feed ingredients, and traceability of feed ingredients Requirement: 2 years following the date that the ISRTA are published Applicability: All Farms, Unit of Certification Only</p>	<p>yes</p>	<p>a. Feed Providers are ABA (Empagran) and Gisis (Expalsa) Proveedores de alimentos son ABA (Empagran) y Gisis (Expalsa) b. Quality control system policies including traceability and sustainability, available. Disponibles politicas del sistema de control de calidad que incluyen trazabilidad y sostenibilidad</p>
5.3	<i>Energy use</i>		

5.3.1	<p>Identification of the energy sources and calculation and verification of total energy used at the culture facility Requirement: Measured in kilojoules/mt fish/year Applicability: All Farms, Farm-Wide</p>	yes	<p>a. Energy sources: Diesel, Gasoline, Electricity. Fuentes de energía: Diesel, Gasolina, Electricidad b. Conversion calculations verified and correct Calculos de conversion verificados y correctos c. Energy used: 14.296.491 kJ/MT Energía utilizada: 14.296.491 kJ/TM</p>
6 MANAGE FISH HEALTH AND WELFARE IN AN ENVIRONMENTALLY RESPONSIBLE MANNER			
6.1 <i>Stocked tilapia recovery</i>			
6.1.1	<p>Percent recovery^[8] of fish stocked in production stages after they have attained a size of 100 grams Requirement: ≥ 65 Applicability: All Farms, Unit of Certification Only</p>	yes	<p><i>For prior 12-month period:</i> a. Stage were 100 g are reached: grow out, final stage Estadio donde los peces alcanzan 100 gr: engorde, etapa final b. The average stocking size in grow out is 65 g, to simplify the calculation and avoid the estimation of fish loss until 100g, Produmar take as start point for calculation the grow out fish stocking number against the fish harvest number, this means: <i>recovery % = (grow out stocking number / grow out harvest number) x 100</i> El peso promedio de siembra en engorde es 65 g, para simplificar los cálculos y evitar la estimación de pérdida de peces hasta los 100 g, Produmar toma como punto de inicio para los calculos el número de peces sembrados en el engorde frente al número de peces cosechados en el engorde, es decir: % de recobro= (numero de siembra en engorde / numero de cosecha en engorde) x 100 c. The result of 12 month grow out recovery is 71,2%. El resultado de la recuperación de 12 meses en engorde es 71,2% d. Alternative calculation accepted and verified. Cálculo alternativo aceptado y verificado</p>
^[8] Recovery does not include recruitment of tilapia resulting from reproduction within the culture system.			
6.2 <i>Chemicals</i>			

<p>6.2.1</p>	<p>Allowance for the use of chemicals and therapeutants for disease and pest control that are banned in the importing or producing country Requirement: None Applicability: All Farms, Farm-Wide</p>		<p>a. Contact list from chemical suppliers available Lista de contactos de proveedores de químicos disponibles</p> <p>b. Chemicals used, Oxitetracycline, Hidrogen peroxide, organic acids, probiotics, formaline Químicos usados, Oxitetraciclina, peroxide de hidrógeno, ácidos orgánicos, probióticos, formalina</p> <p>c. United States and EU Estados Unidos y Comunidad Europea</p> <p>d. Lists of banned substances included in procedure PRO-LAB 002 Lista de sustancias prohibidas incluidas en procedimiento PRO LAB 002</p> <p>e. Mandatory INP testing result 36554 and voluntary testing result 36244, both results showed no presence of banned substances or antibiotic residues Resultados mandatorios del INP 36554, analisis voluntarios 36244, ambos resultados muestran no presencia de sustancias prohibidas o residuos de antibióticos</p>
<p>6.2.2</p>	<p>Allowance for the prophylactic use of antibiotics, prior to any evidence of a disease problem Requirement: None Applicability: All Farms, Farm-Wide</p>	<p>yes</p>	<p>a. Total amount of antibiotic purchased from august 2011 to july 2012 available from invoices and storage inventory El total de antibióticos comprados de agosto 2011 a Julio 2012 disponibles desde facturas e inventario de bodega.</p> <p>b. Each treatment is recorded as an output from hatchery storage, this outputs were crosschecked with the diagnosis Cada tratamiento es registrado como un egreso de la bodega del hatchery, estos egresos fueron cruzados con los diagnósticos</p> <p>c. Each use is related to a diagnosed pathology, cross check of output records and diagnoses by date.. Cada uso esta relacionado a una patología diagnosticada, se cruzaron los egresos con los diagnósticos por fechas.</p> <p>d. The total amount between antibiotics used and purchases are coherent for the last 12 months. El total de antibióticos comprados y usados son coherentes entre si para los ultimos 12 meses.</p>
<p>6.2.3</p>	<p>Minimum hold time required before any water in which fish have been fed with feed containing methyl or ethyl testosterone can be released Requirement: ≥ 48 hours Applicability: All Farms, Farm-Wide</p>	<p>yes</p>	<p><i>Only if hatchery is at grow-out site (i.e. owned by grow-out facility and discharging into the receiving waters)</i></p> <p>a. All farm have recirculation system with minimal to none discharges to receiving waters, the hatchery were the reversion hormone is used has its independent recirculation system that if needed discharges to the main recirculation system, the time of flow from the location of hatchery to the potential discharge zone there are more than 48 hours of retention. Toda la finca se maneja con un sistema de recirculación con mínimas o no descargas al cuerpo de agua, el hatchery donde se usa la hormona de reversion tiene su sistema de recirculación independiente que si necesita las descargas se dirijen al systema de recirculación principal, el tiempo de flujo desde la ubicación del hatchery al potencial punto de descarga existen mas de 48 horas de retención</p>

6.2.4	<p>Health records proving all therapeutants were used or are being used as prescribed by a veterinary or accredited fish health professional Requirement: Yes Applicability: All Farms, Farm-Wide</p>	yes	<p>a. Antibiotics and treatments are used only at hatchery, by review of administration records all are related to a diagnosed pathology that is authorized by hatchery manager. Antibióticos y tratamientos son usados solo en el hatchery, por revisión de los registros de administración todos están relacionados con un diagnóstico patológico que es autorizado por el gerente del hatchery.</p> <p>b. Hatchery manager is Hamilton Suarez, biologist degree that include fish pathology. All treatments are based in a documented veterinary health plan. Gerente del hatchery es el biólogo Hamilton Suarez, su educación incluye patología de peces. Todos los tratamientos están basados en un plan veterinario de salud.</p>
6.2.5	<p>Calculation and verification of the total amount of each antibiotic (active ingredient) used per mt fish produced per year. Requirement: Measured in kilograms of active ingredient of individual antibiotic/mt of fish produced/year Applicability: All Farms, Farm-Wide</p>		<p>a. Calculations verified and correct according to purchases and administration records. Calculos verificados y correctos de acuerdo con las compras y registros de administración</p> <p>b. The antibiotic used is oxitetracycline, 0,004 Kg / MT El antibiótico usado es oxitetraciclina, 0,004 kg /TM</p>
6.3	Mortalities		
6.3.1	<p>Presence of records demonstrating that fish mortalities are removed consistently on a minimum daily basis Requirement: Yes Applicability: All Farms, Unit of Certification Only</p>	yes	<p>a. Mortality daily records available for the last 12 months, quantities are recorded by pond and by date. Registros de mortalidad diaria disponibles para los últimos 12 meses, cantidades registradas por estanque y por fecha.</p> <p>b. No evidence of rotten fish at ponds, interviewed pond workers explained the collection frequency and disposal mechanisms. No se evidencio peces en descomposición en los estanques, trabajadores de estanques entrevistados explicaron la frecuencia de recolección y los mecanismos de desecho.</p>
6.3.2	<p>Evidence proving acceptable disposal of dead fish, (i.e., landfill receiving receipts, sales receipts, permits or approvals for onsite burial, and assurance if converted to animal meals not destined for the culture of tilapia) Requirement: Yes</p>	yes	<p>a. Fish Mortality disposal is detailed in procedure PRO PRO 01 Procedimiento para la eliminación de mortalidades de peces es explicado en PRO PRO 01</p> <p>b. The disposal methods is in a burial that is treated with lime with each load and covered until is filled and another hole is done. The site selected is inside the farm and not ner to ponds or open waters. The site was inspected and no evidence of leaking or contamination. El metodo de disposición es mediante entierro que es tratado con cal para cada carga y cubierto hasta que se llene y se excave otro hoyo. El sitio seleccionado esta en la finca y no esta cerca de estanques o cuerpos de agua. El sitio fue inspeccionado y no se</p>

	Applicability: All Farms, Farm-Wide		encontro evidencia de lixciviación o contaminación
6.4	<i>Fish health management</i>		
6.4.1	<p>Presence and evidence of implementation of a fish health plan that is site-specific and contains effective methods for 1) Protecting the farm from introduction of pathogens, 2) Preventing the spread of pathogens within the farm and to the receiving waters and 3) Reducing the potential for development of disease resistance by ensuring responsible therapeutant use</p> <p>Requirement: Yes Applicability: All Farms, Farm-Wide</p>	Yes	<p>a. Veterinary Health plan is reviewed and approved by Veterinary Boris Ortiz, decision taking based in veterinary health plan by Hamilton Suerz, biologist. Veterinario Boris Ortiz, Toma de decision basadas en plan veterinario por Hamilton Suarez, Biologo</p> <p>b. Veterinary plan PRO HAT 08,22-10-1 Plan Veterinario PRO-Hat 08, 22-10-11</p> <p>c. Administration records show that treatments follow the veterinary health plan Registros de administración muestran que los tratamientos siguen el plan veterinario de salud.</p>

Social requirements of this Standard shall be audited by an individual who is a lead auditor in conformity with SAAS Procedure 200 section 3.1. (See ASC Farm Certification and Accreditation Requirements)				
7	BE SOCIALLY RESPONSIBLE			
7.1	Child labor			
7.1.1	<p>Number of incidences of child labor^[9]</p> <p>Requirement: 0 (zero)</p> <p>Applicability: All Farms, Farm-Wide</p>	yes	<p>a. By procedure to hire workers is necessary to have 18 years old or more to be an employee. This is indicated in the internal work rules indicates in the second chapter, article 9 the age. The minimum accepted is 18 years old. Also is mention in the Procedure for selection, hiring, wages policy, finishing contracts and association, rev. 1 from 01/Feb/2010, Code PRO-SEL-01-01.</p> <p>Por procedimiento para contratar a los trabajadores es necesario tener 18 años o más para ser un empleado. Esto se indica en el reglamento interno de trabajo en el segundo capítulo, el artículo 9.El mínimo aceptado es de 18 años de edad. También se menciona en el Procedimiento para la selección, contratación, política salarial, terminación de contratos y de asociación, rev. 1 desde 01/Feb/2010, Código PRO-SEL-01-01.</p> <p>b. As a monitoring system they have as a requirement to present the ID document to sign the contract.</p> <p>Como un sistema de control tienen como requisito el presentar el documento de identidad para firmar el contrato.</p> <p>c. In the company are not young workers.</p> <p>En la compañía no hay trabajadores jóvenes</p> <p>d. In the company are not children of migrant workers, the migrant workers move alone to work, stay in the work place for ten days and go to their homes 4 days.</p> <p>En la compañía no habitan niños de los trabajadores migrantes, estos llegan solos al trabajo por 10 días y van a sus casas por 4 días.</p>	
			<p>^[9] A "child" is defined as any person less than 15 years of age. A higher age would apply if the minimum age law stipulates a higher age for work or mandatory schooling. If, however, the local minimum age law is set at 14, in accordance with developing country exceptions under ILO Convention 138, the lower age will apply.</p>	
			<p>^[10] "Child labor" is defined as any work by a child younger than the age specified in the definition of a child, except for light work as provided for by ILO Convention 138, article 7.</p>	
7.2	Forced, bonded, compulsory labor			

7.2.1	<p>Number of incidences of forced^[11], bonded^[12] or compulsory labor Requirement: 0 (zero) Applicability: All Farms, Farm-Wide</p>	yes	<p>a. Is clearly indicate in the Procedure for selection, hiring, wages policy, finishing contracts and association, rev. 1 from 01/Feb/2010, Code PRO-SEL-01-01 where is define very clear the requirements for hire workers. Se indica claramente en el Procedimiento para la selección, contratación, política salarial, terminación de contratos y de asociación, rev. 1 de 01/Feb/2010, Código PRO-SEL-01-01 en el que se define muy claramente los requisitos para contratar trabajadores.</p> <p>b. Workers have the option to go out the work site. They just have to complete a record and leave in the main gate. Los trabajadores tienen la opción de salir del lugar de trabajo. Sólo tienen que completar un registro y dejar en la puerta principal.</p> <p>c. Workers to be hire just give copies of the ID and other regulatory documents, the company has a file for each employee with that copies. Los trabajadores que se contraten acaba de dar copias de la identificación y otros documentos normativos, la empresa cuenta con un archivo para cada empleado que las copias.</p> <p>d. Employees not have any deductions from their salaries different as regulatory ones. They do not have to pay dormitories, food, and amenities. Los empleados no tienen ninguna deducción de sus salarios diferentes como los normativos. Ellos no tienen que pagar residencias, alimentación, servicios.</p> <p>e. Employees do not have to stay in the company working to pay debts. Los empleados no tienen que permanecer en la empresa trabajando para pagar las deudas.</p>
	<p>^[11] "Forced (compulsory) labor" is defined as all work or service that is extracted from any person under the menace of any penalty for which a person has not offered him/ herself voluntarily or for which such work or service is demanded as a repayment of debt. "Penalty" can imply monetary sanctions, physical punishment, or the loss of rights and privileges or restriction of movement (e.g., withholding of identity documents).</p>		
	<p>^[12] "Bonded labor" is defined as when a person is forced by the employer or creditor to work to repay a financial debt to the crediting agency.</p>		
7.3	Discrimination in the work environment		

7.3.1	<p>Number of incidences of discrimination^[13] Requirement: 0 (zero) Applicability: All Farms, Farm-Wide</p>	yes	<p>a. In the company exists a Policy of Non Discrimination and Freedom of Hiring, date 19/07/2010, code P-RRHH-01, version 01. In that policy is mention that the company has not discriminatory practices to: hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, age or any other condition that may give rise. En la empresa existe una política de no discriminación y libertad de contratación, fecha 19/07/2010, el código P-RRHH-01, versión 01. En esa política se menciona que la empresa cuenta con prácticas no discriminatorias a: contratación, remuneración, acceso a la formación, promoción, despido o jubilación por motivos de raza, casta, origen nacional, religión, discapacidad, género, orientación sexual, afiliación sindical, afiliación política, edad o cualquier otra condición que pueda dar lugar.</p> <p>b. During the interviews workers always recognized that they have equal opportunities. In the company are hire 11 people with special conditions. Durante las entrevistas, los trabajadores siempre se reconoce que tienen igualdad de oportunidades. En la empresa se contrata a 11 personas con condiciones especiales.</p> <p>c. The protective for pregnant and lactating mothers is not applicable in the company because all workers are men; there are only some women in the management staff that receive the maternity leave as requested by legislation. La protección para las madres embarazadas y lactantes no es aplicable en la empresa porque todos los trabajadores son hombres, sólo hay algunas mujeres en el personal de gestión. Que reciben la licencia de embarazo como requiere la legislación</p> <p>d. Is mention in the Policy of Non Discrimination and Freedom of Hiring, the practices against HIV discrimination. Se menciona en la política de no discriminación y libertad de contratación, las prácticas contra la discriminación por el VIH.</p>
<p>^[13] "Discrimination" is defined as any distinction, exclusion, or preferences, which has the effect of nullifying or impairing equality of opportunity or treatment. Not all distinction, exclusion, or preference constitutes discrimination. For instance, a merit- or performance-based pay increase or bonus is not by itself discriminatory. Positive discrimination in favor of people from certain underrepresented groups may be legal in some countries.</p>			

7.3.2	Evidence of proactive anti-discrimination practice Requirement: Yes Applicability: All Farms, Farm-Wide	yes	<p>Current status:</p> <ul style="list-style-type: none"> a. The company has a clear procedure to manage any complaints from workers, including discrimination practices. La empresa cuenta con un procedimiento claro para manejar las quejas de los trabajadores, incluidas las prácticas de discriminación. b. All management staff receives specific training in the procedures, on diversity and non-discrimination. Al training is internal, done by the people in charge of Human Resources. Todo el personal de administración recibe una formación específica en los procedimientos, en la diversidad y la no discriminación. Al formación es interna, realizada por los responsables de Recursos Humanos. c. In the company works more than 40 people from the near community and the rest are migrants from other regions of the country. En la empresa trabaja más de 40 personas de la comunidad cercana y el resto son inmigrantes de otras regiones del país.
7.4	<i>Health and safety of workers</i>		
7.4.1	Percentage of workers trained in health and safety practices/ procedures/ policies Requirement: 100 % Applicability: All Farms, Farm-Wide	yes	<ul style="list-style-type: none"> a. The company has Internal Rules for Health and Safety, No. 713 DRTG-MMP-2010. Also is known by workers the Internal Rules of Work, 14.Dic.2009. La empresa cuenta con Reglamento Interno de Seguridad y Salud, N ° 713 DRTG-MMP- 2010. También es conocido por los trabajadores del Reglamento Interno de Trabajo, 14.Dic.2009. b. All workers and management staff know and practice the attention of emergencies as is indicate in the General Plan to Contingency and Emergency Response, 10-06-2010, document code PLC-SI-01-01. Having also the Plan to Answer and Manage Emergencies for Accidents and Incidents, PRO-SI-01-01, 13-feb-2010. Todos los trabajadores y los directivos conocen y practican la atención de situaciones de emergencia como se indica en el Plan General de Respuesta a Contingencias y Emergencias, 10-06-2010, documento de código PLC-SI-01-01. También tienen el Plan de Respuesta a Emergencias y Gestión de Accidentes e Incidentes, PRO-SI-01-01, 13-Feb-2010. c. All workers and the management staff participate in the trainings done by the Humans Resources department, where are include the Health, Safety and Emergencies Issues. Todos los trabajadores y el personal directivo participar en las capacitaciones realizadas por los seres humanos departamento de Recursos, donde se incluyen los temas de Salud, Seguridad y Emergencias. d. The chemicals store houses comply with all the legal and safety conditions. Las bodegas para los productos químicos se cumplen todas las condiciones legales y de seguridad

7.4.2	<p>Percentage of health- and safety-related accidents and violations recorded and mitigated through corrective actions. Requirement: 100 % Applicability: All Farms, Farm-Wide</p>	yes	<p>a. Company has all the records of accidents and incidents. All the lost days and the causes of accidents are recorded. The statistics of accidents are review by the Health and Safety Committee to find corrective actions. Compañía cuenta con todos los registros de accidentes e incidentes. Todos los días perdidos y las causas de los accidentes se registran. Las estadísticas de accidentes son la revisión por el Comité de Salud y Seguridad para encontrar medidas correctivas.</p> <p>b. For each accident is an investigation, as a result of it investigation they find the main cause and apply corrective actions to avoid it happens again. Por cada accidente es una investigación, como resultado de la investigación se encuentran la principal causa y aplicar acciones correctivas para evitar que vuelva a suceder.</p> <p>c. The responsible is Lenin Sanchez, he is and specialist in Health and Safety. El responsable es Lenin Sánchez, que es y especialista en Salud y Seguridad.</p>
7.4.3	<p>Employer responsibility and proof of insurance (accident/ injury) for employee costs in a job-related accident or injury when not covered under national law Requirement: 100 % Applicability: All Farms, Farm-Wide</p>	yes	<p>a. All workers are cover by the IESS (Instituto Ecuatoriano de Seguridad Social) this organization is the governmental institute to attend accidents and also general injuries of workers. For this institution the workers must give some money and the company the rest. Todos los trabajadores tienen cobertura por el IESS (Instituto Ecuatoriano de Seguridad Social), esta organización es la institución gubernamental para asistir a los accidentes y las lesiones también generales de trabajadores. Para esta institución los trabajadores tienen que dar un poco de dinero y la compañía de los demás.</p>
7.5	<i>Wages, overtime and working hours</i>		
7.5.1	<p>The percentage of employees who are paid fair and decent wages. Requirement: 100 % Applicability: All Farms, Farm-Wide</p>	yes	<p>a. The principal of equal pay for equal work is clear in the contracts, because everyone has defined their wages by working hours. El principio de la igualdad de remuneración por trabajo de igual valor es clara en los contratos, porque todo el mundo ha definido su salario por hora de trabajo</p> <p>b. The sample of workers, more than 26 in four different weeks of the year did not work more than 40 ordinary hours per week, as is indicated in the Ecuatorian Legislation. The money pays per working hour is the same that is defined by law. La muestra de trabajadores, más de 26 de cada cuatro diferentes semanas del año no trabajan más de 40 horas ordinarias semanales, como se indica en la Legislación Ecuatoriana. El dinero que paga por hora de trabajo es el mismo que se define por la ley.</p> <p>c. They have a Procedure to receive complaints and claims from intern and extern sources. Date: 03/06/2010; Code: PRO-SI-04-01. Tienen un procedimiento para recibir quejas y reclamaciones de fuentes interna y</p>


			<p>externa. Fecha: 03/06/2010, Código: PRO-SI-04-01. The basic wage always meet with the one indicated in the law, \$292 per month. d. El salario básico siempre cumplen con la indicada en la ley, \$ 292 por mes.</p>
7.5.2	<p>Incidences of abuse of working hours and/or overtime laws Requirement: 0 (zero) Applicability: All Farms, Farm-Wide</p>	yes	<p>a. The deductions applied in the workers´ wage are the ones permitted by the law. As IESS and debts in the bank. Las deducciones aplicadas en los salarios de los trabajadores son los permitidos por la ley. Como IESS y Debs en el banco.</p> <p>b. The way used to pay (bank deposit) is the most beneficial for workers, because using this way the families could have a debit card to obtain the money every week. La forma utilizada para pagar (depósito bancario) es el más beneficioso para los trabajadores, porque el uso de esta forma las familias podrían tener una tarjeta de débito para obtener el dinero cada semana.</p> <p>c. All the workers present in place are legally contract, and earn the complete salary. The apprentices figure is not present. Todos los trabajadores presentes en el lugar legalmente contratar, y ganar el sueldo completo. La cifra de aprendices no está presente.</p> <p>d. Every work knows how the company calculates the wages and received a document with the detail of all the hours earn and the deductions. This document is given to the workers before the bank deposit is done. Toda obra sabe cómo la empresa calcula los salarios y recibió un documento con el detalle de todas las horas que ganan y las deducciones. En este documento se da a los trabajadores ante el depósito bancario se hace.</p> <p>e. The employer pays using the basis of the government for the working hour value. El empleador paga con la base del gobierno para el valor de la hora de trabajo.</p> <p>f. Are identified 2 kinds of workers: a type stay in the company 10 days and have 4 free days; the others work 5 days and have 2 rest days. Se identifican dos tipos de trabajadores: una estancia tipo en la empresa de 10 días y tienen 4 días libres, y los otros trabajan 5 días y tienen 2 días de descanso.</p> <p>g. All the overtime hours are paid with a prime. Some workers exceed the 12 overtime per week. Todas las horas extras se pagan con un primo. Algunos trabajadores exceder el tiempo extra 12 por semana.</p> <p>h. During the interviews workers said that the overtime is always voluntary, they like to work it to obtain a better wage. Durante las entrevistas, dijo que los trabajadores de las horas extraordinarias es voluntaria, les gusta que trabajar para obtener un mejor salario.</p>
			<p>^[14] Labor-only contracting arrangement: The practice of hiring workers without establishing a formal employment relationship for the purpose of avoiding payment of regular wages or the provision of legally required benefits, such as health and safety protections</p>

			^[15] False Apprenticeship Scheme: The practice of hiring workers under apprenticeship terms without stipulating terms of the apprenticeship or wages under contract. It is a “false” apprenticeship if its purpose is to underpay people, avoid legal obligations, or employ children
7.6	Freedom of association and right to collective bargaining		
7.6.1	<p>Incidences of employees denied freedom to associate, ability to bargain collectively^[16] or denied access to representative(s) chosen by workers</p> <p>Requirement: 0 (zero) Applicability: All Farms, Farm-Wide</p>	yes	<p>a. Workers have the freedom to form and join any trade union, this is mention in the document know as: Declaration of Workers Freedoms, P-RRHH-03-01, 30-03-2011. Los trabajadores tienen la libertad de formar y afiliarse a cualquier sindicato, esto se menciona en el documento conocido como: Declaración de las Libertades trabajadores, P-RRHH-03-01, 30-03-2011.</p> <p>b. In the company is not identifying a trade union, and during the interviews with workers and with stakeholders was not mention the presence of Local Trade Unions. En la empresa no es la identificación de un sindicato, y durante las entrevistas con los trabajadores y con las partes interesadas no se menciona la presencia de los sindicatos locales.</p> <p>c. There is not a trade union in the site, if workers want to start an organization they can do it. No existe un sindicato en el lugar, si los trabajadores quieren empezar una organización que puede hacerlo.</p> <p>d. The communication of Declaration of Workers Freedoms, P-RRHH-03-01, 30-03-2011, is done with copies of the Declaration published in different places of the site. La comunicación de la Declaración de las Libertades trabajadores, P-RRHH-03-01, 30-03-2011, se lleva a cabo con ejemplares de la Declaración publicada en diferentes lugares del sitio.</p> <p>e. Trade unions does not exist in the site. Los sindicatos no existe en el sitio.</p>
			^[16] “Bargain collectively” is defined as a voluntary negotiation between employers and organizations of workers in order to establish the terms and conditions of employment by means of collective (written) agreements.
7.7	Disciplinary Actions		
7.7.1	<p>Incidences of abusive disciplinary actions</p> <p>Requirement: 0 (zero) Applicability: All Farms, Farm-Wide</p>	yes	<p>a. During interviews with workers they are clear and mention that the chiefs never apply corporal punishment, mental or physical coercion, or verbal abuse. Durante las entrevistas con trabajadores se menciona claramente que nunca los jefes aplican el castigo corporal, coerción mental o física o abuso verbal.</p> <p>b. The company has a policy to not apply deduction as disciplinary actions, P-RRHH-04-01, 30-03-2011, deleting the article 80 of the internal work rules, where were accepted this kind of sanctions. La empresa tiene una política de no aplicar la deducción como acciones disciplinarias, P-RRHH-04-01, 30-03-2011, eliminando el artículo 80 del reglamento</p>

			interno de trabajo, donde se aceptaban este tipo de sanciones.
7.7.2	Evidence of non-abusive disciplinary policies and procedures Requirement: Yes Applicability: All Farms, Farm-Wide	yes	a. The Internal Rules indicates the disciplinary actions. Chapter 12. These is published in the canteen and is known by all the workers. La Normativa Interna indica las acciones disciplinarias. Capítulo 12 Estos se publica en el comedor y es conocido por todos los trabajadores.
7.8	<i>Action response plans/policies</i>		
7.8.1	Evidence of implementation of a corrective action plan (updated annually) that addresses unintended problems associated with labor relations and internal monitoring of labor activities. Requirement: Yes Applicability: All Farms, Farm-Wide	yes	a. The company completes an internal audit on August 02, 2012. Done by Hamilton Suarez y Karina Ponce La empresa completa una auditoría interna on agosto 02, 2012.Hecho por Hamilton Suarez y Karina Ponce b. Workers are aware of some corrective actions done as the change of the working days versus the free ones. Los trabajadores son conscientes de algunas de las acciones correctivas realizadas como el cambio de los días de trabajo frente a los libres.
7.8.2	Evidence of implementation of an emergency action plan and annual (or more frequent) internal monitoring activities Requirement: Yes Applicability: All Farms, Farm-Wide	yes	a. To verify the effectiveness of the emergency plan was done an emergency drill on December 22, 2011 at 17:20 hours. The drills had a good result, and the evaluation is complete. Para verificar la eficacia del plan de emergencia se llevó a cabo un simulacro de emergencia el 22 de diciembre de 2011 a las 17:20 horas. Los ejercicios tuvieron un buen resultado, y la evaluación se ha completado. b. All workers with training in emergency management and the responsible of each area had an special training to be part of the emergency brigade. Todos los trabajadores con formación en gestión de emergencias y los responsables de cada área tenía un entrenamiento especial para ser parte de la brigada de emergencia.

7.8.3	<p>Evidence of implementation of a verifiable conflict resolution policy for conflicts and complaints tracked transparently, and proof that conflicts and complaints from employees are responded to within three months after being received.</p> <p>Requifement: Yes Applicability: All Farms, Farm-Wide</p>	No Minor	<p>a. The company has the Procedure to receive complains or claims internally or externally. PRO-SI-04-01, del 03-06-2010. La empresa cuenta con el Procedimiento para recibir quejas o reclamaciones internamente o externamente. PRO-SI-04-01, del 03/06/2010.</p> <p>b. Complaints records were reviewed and solutions for conflicts of salary mistakes were taken, however there is a complaint made by the workers about food taste that is not solved yet and have more than 3 months. Registros de quejas fueron revisados, y soluciones para resolver quejas de errors en el salario fueron tomadas, sin embargo hay una queja acerca del sabor de la comida que no ha sido resuelta aun y tiene más de 3 meses.</p> <p>c. The company has records of claims management, where the company applies the Procedure define. La empresa cuenta con un registro de gestión de siniestros, en los que la compañía aplica el Procedimiento de definir.</p> <p>d. Workers confirm the answer in some cases but nothing is solved about the food. Trabajadores confirmar la respuesta en algunos casos, pero nada se ha resuelto sobre la comida.</p>
7.9	<i>Living conditions for employees</i>		
7.9.1	<p>Evidence that living conditions are clean, sanitary and safe for habitation</p> <p>Requirement: Yes Applicability: All Farms, Farm-Wide</p>	yes	<p>a. The potable water has laboratory analysis the last ones were done by the Dr. Alfonso Blum Rojas Laboratory, on 01.Dic.2011, with good results and was done another on August 02, 2012 with the same good results. El agua potable tiene un análisis de laboratorio de las últimas fueron realizadas por el Dr. Alfonso Rojas Laboratorio Blum, el 01.Dic.2011, con buenos resultados y se hizo otro on agosto 02, 2012 con los mismos buenos resultados.</p> <p>b. The dormitories have great conditions: beds, whites, towels, toilet paper and pillow for every worker. Los dormitorios tienen grandes condiciones: camas, sábanas, toallas, papel higiénico y una almohada para cada trabajador.</p> <p>c. The ordinary waste is managed in the company having an internal waste area; the sanitary conditions in the living areas are excellent. La basura ordinaria se gestiona la empresa tiene un área interna de residuos, las condiciones sanitarias en las zonas de vida son excelentes.</p> <p>d. The dormitories are constructed with concrete, with good condition of windows, toilets, showers, roof and floor. Los dormitorios están construidos con hormigón, con buen estado de las ventanas, baños, duchas, techo y piso.</p>
7.10	<i>Community relations and interaction</i>		

7.10.1	<p>Evidence that farms are not inhibiting or restricting local community access to public land, freshwater resources or public fishing grounds Requirement: Yes Applicability: All Farms, Farm-Wide</p>	yes	<p>a. During the interviews with the people in the community La Union, they mention that the company always has an open mind to help them and to bring them the opportunity to cross trough the farm. Durante las entrevistas con la gente de la comunidad La Unión, mencionan que la empresa siempre tiene la mente abierta para ayudarles y les brindan la oportunidad de cruzar a través de la granja.</p>
7.10.2	<p>Evidence of implementation of a verifiable conflict resolution policy for conflicts and complaints tracked transparently, and proof that conflicts and complaints from communities are responded to within three months after being received Requirement: Yes Applicability: All Farms, Farm-Wide</p>	No MInor	<p>a. They include the community as an external source, so in they have claims they have access to the Procedure to receive complaints and claims from intern and extern sources. Date: 03/06/2010; Code: PRO-SI-04-01 Estos incluyen a la comunidad como una fuente externa, por lo que en ellos tienen derechos que tienen acceso al procedimiento para recibir quejas y reclamaciones de fuentes internos y externo. Fecha: 03/06/2010, Código: PRO-SI-04-01</p> <p>b. The company has a Social Responsibility program to benefit the community of La Union, located 2 km west fro from the company. La empresa cuenta con un programa de Responsabilidad Social en beneficio de la comunidad de La Unión, ubicado a 2 km al oeste lado a otro de la empresa.</p> <p>c. The company helps with roads, a wall to protect the community from the river floods, donate beds and also toys to the children. La compañía ayuda a las carreteras, un muro para proteger a la comunidad de las crecidas del río, donar camas y también juguetes para los niños.</p> <p>d and e. The assessment was finish on February 2012, identifying problems in the houses, drinking water, and feed of the people who live in the community near the company. La evaluación fue acabada en febrero de 2012, la identificando problemas en las viviendas, agua potable y alimentación de las personas que viven en la comunidad cercana a la empresa.</p> <p>e. The company has not communicated to the community the impacts of their activities. La compañía no ha comunicado a la comunidad los impactos de sus actividades.</p>

ASC audit checklist ASCASS-TIL.F01(01)		 Control Union Certifications Member of Control Union World Group	
Reportnumber:	814335-ASC-2012-01-EC		
3. Summary and Conclusion			
3.1 List of non-conformities			
ASC Tilapia standard Item	Description (major NC or Minor NC and findings)	NC status	Corrective action Plan and/or evidence
5.1.3 Minor / Menor Deadline: 30-08-13	Commitment letters to comply with this standard and communication to providers not available. Cartas de compromiso de cumplir con este standard y comunicación a los proveedores no disponibles.	Open	Commitment policies and communication to feed providers will be developed. Se realizarán políticas de compromiso y comunicación a proveedores de piensos.
5.1.4 Minor / Menor : Deadline: 30-08-13	Commitment letters to comply with this standard and communication to providers not available. Cartas de compromiso de cumplir con este standard y comunicación a los proveedores no disponibles.	Open	Commitment policies and communication to feed providers will be developed. Se realizarán políticas de compromiso y comunicación a proveedores de piensos.
7.8.3 Minor / Menor : Deadline: 30-08-13	Complaints records were reviewed and solutions for conflicts of salary mistakes were taken, however there is a complaint made by the workers about food taste that is not solved yet and have more than 3 months. Registros de quejas fueron revisados, y soluciones para resolver quejas de errores en el salario fueron tomadas, sin embargo hay una queja acerca del sabor de la comida que no ha sido resuelta aun y tiene más de 3 meses.	Open	Complaint procedure will be reviewed to check its scope. Food service provider will be notified and assessed for food quality. Se revisara el alcance del procedimiento de reclamos. El proveedor del servicio de alimentación sera notificado y evaluado en cuanto a la calidad de los alimentos.
7.10.2 Minor / Menor : Deadline: 30-08-13	The company has not communicated to the community the impacts of their activities. La compañía no ha comunicado a la comunidad los impactos de sus actividades.	Open	A workshop with La Union Community will be developed at December 21th 2012 to present company impacts. Se realizará un taller con la comunidad de La Union en diciembre 21 2012 para presentar los impactos de la compañía.
3.2 Mention all other units, which have been visited including storage rooms			

Chemical storages, feed warehouse, hatchery, water quality lab, main facility, workshops, transference, harvest, pumping stations, community la Union. Bodegas de químicos, bodegas de balanceados, alevinaje, laboratorio de calidad e agua, talleres, transferencia, cosecha, estaciones de bombeo, comunida la Union	
3.3 Mention products and samples if it has been taken during the inspection	
Water samples from RWRP, RWFO, RWFA Muestras de agua de RWRP, RWFO, RWFA	
3.4 Comments	
(Empty space for comments)	
3.5 Attachments to this report	
(Empty space for attachments)	
3.7 Summary and conclusion	
Does the farm comply with ASC Tilapia standard? YES NO	
4. Approval of the assessment report by Client	
Date: August 31th 2012 Auditor : Efrain Calderon signature	Date: 31th 2012 Company representative : Eduardo Reyes signature

5. Review of the assessment report by the certifier

Date: 7-12-12

Certifier : Pilar Kuriyama

signature