

ASC Audit Report

Tilapia Pangasius Initial Surveillance Recertification

Name client / Cliente:	Aquacorporación Internacional
Client number / numero de cliente:	821448
Name contact person / Persona de contacto	Eduardo Garita
Address client / Dirección:	2.5 KM WEST FROM CEMETERY OF CAÑAS, PASO HONDO
Telephone, fax, e-mail	+506 26684000 agerencia@tilapia.com
Certificate code / Código de certificado	
Date of issue of certificate / fecha de emision de certificado	
Date and length of audit / fecha y duración de la auditoria	September 18 th , 19 th , 20 th .
Audit Team / Equipo auditor	Efraín Calderon, Principles 1 to 6 Kenlly Mora Vargas, Principle 7
Inspected unit (s)	Finca ACI, Finca La Pacifica, Finca El pelón
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:

Aquacorporación Internacional, ACI, is a Nile Tilapia (*Oreochromis niloticus*) producer located in Cañas and Liberia, Guanacaste Province, Costa Rica. The project has 3 production units: Finca ACI, Finca La Pacifica and Finca el Pelón. The 3 farms are under the same management system and resources as fingerlings, technical, management and quality staff.



Aquacorporación Internacional, ACI, es un productor de tilapia del Nilo (*Oreochromis niloticus*) ubicado en Cañas y Liberia, provincia de Guanacaste, Costa Rica. El proyecto consta de tres unidades de producción: Finca ACI, Finca La Pacífica y Finca el Pelón. Las tres granjas están bajo el mismo sistema de gestión y los comparten recursos com alevines, gestión técnica, y personal de calidad.

There are 2 hatcheries that are located in: Finca ACI that provides Finca ACI and Finca La Pacífica and in Finca El Pelón that provides fingerlings for only this farm.

Hay dos hatcheries que se encuentran en: Finca ACI que provee Finca ACI y Finca La Pacífica y en Finca El Pelón que provee alevines sólo para esta finca.

The receiving water bodies were defined per each unit and selected the 3 sampling points. The sampling is done by the same team.

Los cuerpos de agua receptores fueron definidos por cada unidad y seleccionó a los tres puntos de muestreo. El muestreo es realizado por el mismo equipo.

The water resource for the 3 units is provided by irrigation channels and only Finca ACI have a discharge directly to Rio Cañas, the other 2 farms discharges to the receiving water body through agriculture irrigation channels.

El recurso agua para las 3 unidades se proporciona a través de canales de riego y sólo Finca ACI tienen una descarga directa a Rio Cañas, los otros dos granjas descargan al cuerpo de agua receptor a través de canales de riego agrícola.

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: Estandar 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

Satisfactory actions plans were presented for minor NCs, ACI is recommended for the ASC certification

Planes de acción satisfactorios fueron presentados por las NC menores, ACI es recomendada para la certificación ASC

2.4 Audit background

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

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

18-09-12: Opening meeting, social audit, workers interviews and field inspection to the farm.

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

19-09-12: Field inspection to the farm, social principle document review.

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



20-08-12: 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:**

28-11-12

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

14-12-12

• **Date of the certification decision:**

31-12-12

• **Persons involved in the audit:**

Eduardo Garita: QMS manager / Gerente SGC

Evelyn Zuñiga: QMS assistant / Asistente SGC

Gustavo Ureña: Production manager / Gerente técnico

Andrés Riofrio: Veterinarian / Veterinario

Isanias Zuñiga: Cañas Major / Alcalde de Cañas

Carolina Gonzalez: Llano Verde Foundation / Fundación Llano Verde

• **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: 13-08-12

Pre-audit info desk review / Revisión de información pre-auditoría: 05-09-12

Written notification to stakeholders / Notificación escrita a partes interesadas: 10-09-12

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>
Finca ACI	PRD 041544	Cañas, Guanacaste 10°23'58.18"N 85° 6'41.55"O	Rio Cañas
Finca Pacifica	PRD 041548	Cañas, Guanacaste 10°28'6.82"N 85° 8'28.88"O	Rio Tenorio
Finca Pelon	PRD 041549	Liberia, Guanacaste 10°28'37.56"N 85°23'59.45"O	Rio Tempisque

Receiving water:

The receiving water bodies are fresh water rivers that have less than 10 m depth. Finca ACI discharge directly to Cañas river, the other two farms discharge to irrigation channels that finally discharges in rivers Tenorio and Tempisque.

Los cuerpos de agua receptores son ríos de agua dulce que tienen menos de 10 m de profundidad. Finca ACI descarga directamente al río Cañas, las otras dos granjas descargan a los canales de riego que finalmente descargan en los ríos Tempisque y Tenorio.

The selections of the RWRP, RWFO and RWFA is simple: upstream, farm or channel discharge and downstream.

La selection of the RWRP, RWFO and RWFA es simple: aguas arriba, descarga de la finca o canales y aguas abajo.

2.6 Description of the start of the Chain of Custody.

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

Los productos de tilapia de Aquacorporación 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 Aquacorporación and no inputs of non certified products from external sources at farm level, the dispatch documents show Aquacorporación as origin.

Solo productos certificados serán producidos en Aquacorporación y no se tienen ingresos de productos no certificados de Fuentes externas a nivel de finca, los documentos de despacho muestran a Aquacorporación 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 (Terrapez)
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 (Terrapez)
- 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 producira productos certificados y no existen productores de tilapia en las cercanias.
- 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 821448-ASC-2012-01-EC checklist.

Ver lista de verificación de auditoria 821448-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: Payment to SENARA water use and property documents. The company is up to date with taxes obligations and property obligations. The internal labor and health and safety regulations working according local laws.

Todas las regulaciones relacionadas con las operaciones de acuicultura se cumplan como: Pago al uso del agua SENARA y documentos de propiedad. La empresa se encuentra al corriente de las obligaciones y deberes impuestos a la propiedad. El Reglamento interno de trabajo y de salud y seguridad laboral operan según las leyes locales..

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 before 2008. The Diurnal Difference of Dissolved Oxygen, DDDO, have an average of ACI: 5,36 Pelon: 28,01 Pacifica 26,35 and the results during the audit were ACI: 5,4 Pelon: 19,09 Pacifica 31,02 that complies with the standard.

Información pre-auditoría fue enviado y revisado antes de la auditoría y una publicación del gobierno establece la presencia de tilapia en cuerpos de agua cercanos a las fincas antes de 2008. La diferencia diurna de oxígeno disuelto, DDDO, tienen un promedio de ACI: 5,36 Pelon: 28,01 26,35 Pacifica y los resultados durante la auditoría fueron ACI: 5,4 Pelon: 19,09 31,02 Pacifica que cumplen con la norma.

All water quality values were inside the data set from September 2011 to august 2012,

Todos los valores dentro del rango de valores del juego de datos desde enero a Julio del 2012

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 LETAL de depredadores.

Principle 5: USE RESOURCES RESPONSIBLY

Principio 5: USE LOS RECURSOS RESPONSABLEMENTE

Aquacorporación's feed provider are Biomar, Proveedora de Concentrados and Montes de Oro by declaration letters explains that the source for fishmeal and fishoil is from Tuna by-products for the feed used in grow out. For the first stages is used fishmeal and fish oil from fisheries of not threatened species.



Los proveedores de alimento balanceado de Aquacorporación son Biomar, Proveedora de concentrados y Montes de Oro. Mediante cartas de declaración explícita que la fuente de harina y aceite de pescado es de subproductos de atún para el engorde. Para las primeras etapas se utiliza harina y aceite de pescado de pesquerías de especies no amenazadas.

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.

Was evidenced the use of only allowed substances (in origin and destiny countries) under the guide of a Veterinarian Health Plan managed by qualified veterinarians. All treatments were related to a recorded pathology event

Se evidencio el uso de sustancias permitidas (en países de origen y destino) bajo la guía de un Plan Veterinario de Salud manejado por veterinarios calificados. 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 collection ponds with the enough volume.

El periodo de retención del agua en contacto con hormonas masculinas de reversion cumple con el estandard con el uso de estanques de colección con el volume suficiente.

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 insurance are respected for all workers.

Los salarios mínimos, beneficios de ley seguros 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 the Major of Cañas and Fondation Llano verde representatives.

Las relaciones con la comunidad son buenas por declaración con miembros de la comunidad como el Alcalde de Cañas y representante de la fundación Llano verde.



There were minor non conformities related to maximum working hours for a harvest crew and communication of economical impacts.

Se detectaron no conformidades menores relacionadas con la jornada maxima de trabajo de un equipo de cosecha y comunicaci3n de los impactos econ3micos 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 verificaci3n de auditoria adjunto a este reporte:

Standard item / Item del standard	Grading / Categoría	NC Status	Deadline / Fecha maxima para cierre
2.5.1	Minor Menor	Open / Abierta	16-09-13
7.5.2	Minor Menor	Open / Abierta	16-09-13
7.10.2	Minor Menor	Open / Abierta	16-09-13

2.9 Confidential annexes

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


La informaci3n 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:		821448-ASC-2012-01-EC				
1.1 Client contact data						
CUC number:		821448				
Company name:		Aquacorporación Internacional				
Contact person:		Eduardo Garita				
Address:		2.5 KM WEST FROM CEMETERY OF CAÑAS, PASO HONDO				
Postal code:						
City:		Cañas				
Country:		Costa Rica				
Telephone number:		+506 26684000				
e-mail:		agerencia@tilapia.com; egarita@tilapia.com				
1.2 Audit information						
Date of last external audit :		First audit				
Audit date :		October 18 th to 20 th 2012				
Full name of the lead auditor:		Efraín Calderón				
Audit team:		Auditor: Efraín Calderón (principles 1 to 6) Auditor: Kenlly Mora (principle 7)				
Type audit :		Announced / Unannounced Initial / Surveillance / Recertification				
1.3 Scope of ASC						
Scope: Farm		Standard Version: ASC tilapia standard 1.0 Specie: Tilapia (Oreochromis niloticus)				
Production units						
	Company name	Address and GPS coordinates	Receiving water body	City	Country	Products
F-01	Finca ACI	Cañas, Guanacaste 10°23'58.18"N 85° 6'41.55"O	Rio Cañas	Cañas	Costa Rica	Tilapia
F-02	Finca Pacífica	Cañas, Guanacaste 10°28'6.82"N 85° 8'28.88"O	Rio Tenorio	Cañas	Costa Rica	Tilapia
F-03	Finca Pelón	Liberia, Guanacaste 10°28'37.56"N 85°23'59.45"O	Rio Tempisque	Liberia	Costa Rica	Tilapia

Changes since last audit	
First audit	
1.4 Other information	
Brand name of the company:	Products are commercialized with Rainforest Aquaculture
Mention other existing certification schemes of licensee:	ISO 14000, ISO 9001, OSHAS 18000, BAP
Lead Auditor : Efrain Calderon	Company representative : Eduardo Garita
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	yes a. Payment to SENARA water use, proof of the 3 farms 2107, 20/08/2012 b. Trusts with Improsa Bank and Financial Consultants COFIN Madre Villa ACI and farm leases Pacifica and El Pelon. c. Revision in www.protectedplanet.com database of protected areas near farms, farms are not within protected areas. a. Pago al SENARA de uso de agua, comprobante de las 3 fincas 2107, 20-08-2012 b. Fideicomisos con Banco Improsa y con Consultores financieros COFIN Finca Madre ACI y contratos de arrendamiento de fincas La Pacífica y El Pelón. c. Revision en base de datos www.protectedplanet.com de areas protegidas cercanas a las explotaciones, fincas no se encuentran dentro de areas protegidas.
1.1.2	Presence of documents proving compliance with all tax laws Requirement: Yes Applicability: All Farms, Farm-Wide	yes a. Proof of having no outstanding obligations issued by tributaries of Guanacaste Tax Administration, 07/02/12 b. Receipt of payment of income tax and sales 12/03/29 09/12/17 c. Operating Permits veterinaries from MAG Villa ACI 019789-01 Villa Pacifica 074411-01 Finca El Pelon 074414-01 a. Constancia de no tener obligaciones tributaries pendientes emitida por Administración Tributaria de Guanacaste, 2-07-12 b. Recibos de pago de impuesto a la renta del 29-03-12 y ventas del 17-09-12 c. Permisos veterinaries de funcionamiento ante el MAG Finca ACI 019789-01 Finca Pacifica 074411-01 Finca El Pelon 074414-01

1.1.3	Presence of documents proving compliance with all labor laws and regulations Requirement: Yes Applicability: All Farms, Farm-Wide	yes	a. No inspections executed by labor competent authority, local laws compliance observed during audit. a. No Se se han realizado inspecciones por la autoridad competente laboral, cumplimiento con leyes locales observado durante auditoria.
1.1.4	Presence of documents proving compliance with regulations or permits concerning water quality impacts. Requirement: Yes Applicability: All Farms, Farm-Wide		a. Wastewater operational reports of all farms June-July 2012. b. Parameters Ministry of Health reported to meet maximum permissible according to the Rules of dumping and reuse wastewater 19/03/2007. c. All parameters are below the maximum residual limits. a. Reportes operacionales de aguas residuales de todas las fincas junio-julio 2012. b. Los parametros reportados a Ministerio de Salud cumplen con máximos permisibles de acuerdo a Reglamento de vertido y reuso de aguas residuales 19-03-2007. c. Todos los parametros esta por debajo de los limites máximos residuales.
2	MANAGE THE FARM SITE TO CONSERVE NATURAL HABITAT AND LOCAL BIODIVERSITY		
2.1	<i>Site information</i>		
2.1.1	Site location, history and stewardship activities matrix located in Appendix 1, Table 1 is completed and validated Requirement: Yes Applicability: All Farms, Farm-Wide	yes	a. Pre-audit information available and verified a. Información Pre-auditoria disponible y verificada
2.2	<i>Presence of natural or established tilapia species</i>		
2.2.1	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	yes	a. Document: Presence of tilapia, Oreochromis at the mouth of the Bebedero River, Gulf of Nicoya, Costa Rica. 1993. Bebedero River is were all 3 receiving water bodies goes. Testimony of Costa Rican Institute of Fisheries and Aquaculture, confirming that tilapia are situated on river reeds before 2008 a. Documento: Presencia de la tilapia, Oreochromis en la desembocadura del Río Bebedero, Golfo de Nicoya, Costa Rica. 1993. El río bebedero es donde los 3 cuerpos de agua desembocan. Testimonio de Instituto costarricense de pesca y acuicultura, confirmando que tilapias se encuantran en río cañas antes de 2008

^[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)

^[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. Farm in Costa Rica a. Finca en Costa Rica</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>	yes	<p>a. ACI Finca information available since September 2011, Farm Pacifica and Pelon from April to September 2012 b. Equipment calibrated before each measurement, c. equipment is adjusted with salinity and height. d. Available monitoring matrix Finca Pelon ddo from 7.4 to 59.5 average 28.1. Finca Pacifica ddo 8.9 to 61 average: 26.35. Farm ACI ddo 3.3 to 6.6 average 5.36. e. Ddo during audit: Finca Pelon 19.09 Finca Pacifica 31.02 Finca ACI: 5.4 a. Finca ACI información disponible desde septiembre del 2011, Finca Pelon y Pacifica desde abril hasta septiembre 2012 b. Equipos calibrados antes de cada medición, c. equipo se ajusta con salinidad y altura. d. Matriz de monitoreo disponible Finca Pelon DDDO desde 7.4 a 59.5 promedio 28.1. Finca</p>

			<p>Pacifica DDDO 8.9 a 61 promedio: 26.35. Finca ACI DDDO 3.3 hasta 6.6 promedio 5,36.</p> <p>e.DDDO durante auditoria:</p> <p>Finca Pelon 19.9</p> <p>Finca Pacifica 31.2</p> <p>Finca ACI : 5.4</p>
2.4	<i>Water quality in oligotrophic receiving waters</i>		
2.4.1	<p>Secchi disk visibility^[4] limit above which production is not certifiable</p> <p>Requirement: 10 meters</p> <p>Applicability: All Farms, Farm-Wide</p>	n/a	<p>a. Receiving water bodies with less than 10 m</p> <p>a. Cuerpos de agua receptor no tienen mas de 10 m</p>
2.4.2	<p>Compliance with standards 2.4.3. & 2.4.4. when Secchi disk visibility^[4] ≤ 5.0 meters</p> <p>Requirement: Yes</p> <p>Applicability: All Farms, Farm-Wide</p>	n/A	<p>a. Receiving water bodies with less than 10 m</p> <p>a. Cuerpos de agua receptor no tienen mas de 10 m</p>
2.4.3	<p>Total phosphorus concentration limit in receiving waters^[4]</p> <p>Requirement: ≤ 20 µg/L</p> <p>Applicability: All Farms, Farm-Wide</p>	n/A	<p>a. Receiving water bodies with less than 10 m</p> <p>a. Cuerpos de agua receptor no tienen mas de 10 m</p>
2.4.4	<p>Chlorophyll a concentration limit in receiving waters^[4]</p> <p>Requirement: ≤ 4.0 µg/L</p> <p>Applicability: All Farms, Farm-Wide</p>	n/a	<p>a. Receiving water bodies with less than 10 m</p> <p>a. Cuerpos de agua receptor no tienen mas de 10 m</p>

<p>^[4] Measurements shall be taken at the Receiving Water Farm Afar (RWFA) sampling station. See Appendix II for RWFA definition.</p>			
2.5	<p>Receiving water monitoring</p>		
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>No Minor / menor</p>	<p>a. Monthly monitoring data available from the three farms b. Matrix report verified with results analyzed parameters: DO, turbidity, conductivity, chlorophyll, soluble phosphate, nitrogen and total phosphorus. Monthly frequency. ACI Finca information available from September 2011 and Fiincas Pacifica and Pelon from April to September 2012. Samples for data ranges were not taken in the sunset measurements as indicated in the instructions of the standard: two hours before sunset. c. Samples are sent to independent laboratories and National University and Lambda d. Observed sampling and sent to independent laboratories Lambda and National University, and these samples were collected two hours before sunset. e. All values within the range of values of each parameter of the last 12 months. a. Datos de monitoreo mensual disponibles de las 3 fincas b. Matriz verificada con reporte de resultados parametros analizados: OD, Turbidez, Conductividad, Clorofila, Fosfato soluble, Nitrogeno y fosforo total. Frecuencia mensual. Finca ACI información disponible desde septiembre 2011 y de Finca pacifica y Pelon desde abril a septiembre 2012. Las muestras para los rangos de datos NO fueron tomadas en las mediciones de la tarde como es indicado en las instrucciones del standard: 2 horas antes del atardecer. c. Muestras son enviadas a laboratorios independientes Lambda y de Universidad Nacional d. Observado toma de muestras y enviadas a laboratorios independientes Lambda y Universidad Nacional, estas muestras ya fueron colectadas 2 horas antes del atardecer. e. Todos los valores de los analisis estan dentro del rango de los valores de cada parámetro de los ultimos 12 meses.</p>
2.6	<p>Wetland conservation</p>		
2.6.1	<p>Hectares of allowable wetland^[5] conversion since 1999^[6] Requirement: 0 ha Applicability: All Farms, Farm-Wide</p>	<p>yes</p>	<p>a. No evidence of conversion of wetlands, wetland nearest to the farm el Pelón is at 10 Km Ramsar Wetland Palo Verde, rice fields are between farm and wetland rice. a. No evidencia de transformación de humedales, humedal más cercano es a finca Pelon a 10 Km Humedal Ramsar Palo Verde, arrozales entre finca y humedal.</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	Nutrient utilization efficiency		
3.1.1	<p>The total amount of phosphorus added to the culture system per metric ton of fish produced per year. Use equations from Appendix III.</p> <p>Requirement: ≤ 27 kg 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 phosphorus contents of each feed and fertilizer by providers Carta con declaración de contenidos de fósforo para cada alimento y fertilizante de proveedores</p> <p>e. Correct calculation of phosphorus contents Calculos de cantidades de fósforo correctos</p> <p>f. Phosphorus given to the system: 18,5 kg / MT g. Fosforo dado al sistema: 18,5 Kg / TM</p>
3.1.2	<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.</p> <p>Requirement: ≤ 20 kg 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 phosphorus contents of each feed and fertilizer by providers Carta con declaración de contenidos de fósforo para cada alimento y fertilizante por proveedores</p> <p>e. Correct calculation of phosphorus contents Calculos de cantidades de fosforo correctos</p> <p>f. Phosphorus released: 11 kg / MT a. Fosforo liberado: 11 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 and fertilizer by providers Carta con declaración de contenidos de nitrógeno para cada alimento y fertilizante por proveedores</p> <p>e. Correct calculation of nitrogen contents Calculos de cantidades de nitrógeno correctos</p> <p>f. Nitrogen given to the system: 92,6 kg / MT g. Nitrógeno dado al sistema: 92,6 Kg / 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 Letter with declaration of nitrogen contents of each feed and fertilizer by providers Carta con declaración de contenidos de nitrógeno para cada alimento y fertilizante por proveedores</p> <p>d. Correct calculation of nitrogen contents Calculos de cantidades de nitrógeno correctos</p> <p>e. Nitrogen released: 71,4 kg / MT f. Nitrógeno liberado: 71,4 Kg / 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</p>	n/a	<p>a. Fresh water is used with aconductivity less than 1300 us/cm a. Agua dulce utilizada conductividad menor 1300 us/cm</p>

	<p>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: $\leq 10\%$</p> <p>Applicability: Only farms where brackish water is used for tilapia culture, Farm-Wide</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</p> <p>Applicability: All Farms, Farm-Wide</p>	yes	<p>a. Grids and caps present in audit</p> <p>b. Grids and caps size suitable according to fish size, study fish size relationship versus the mesh size and / or separation.</p> <p>a. Parrillas y gorros presentes en auditoria</p> <p>b. Tamaño de parrillas y gorros adecuados de acuerdo a tamaño de peces, Estudio de relacion tamaño de peces frente a tamaño de malla y/o parrilla</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> <p>Applicability: All Farms, Farm-Wide</p>	yes	<p>a. Field supervisors are responsible for reviewing and mesh grills.</p> <p>b. Records available since April 2012 repair orders and carrying out repair</p> <p>c. 6 months available information.</p> <p>a. Supervisores de campo encargados de revisar parrillas y mallas.</p> <p>b. Registros disponibles desde abril del 2012 de ordenes de reparación y realizacion de reparación</p> <p>c. Información de 6 meses disponibles.</p>

4.1.3	<p>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</p> <p>Requirement: Yes</p> <p>Applicability: All Farms, Farm-Wide</p>	yes	<p>a. Sampling devices was observed in operation, performed 12 random samples per farm</p> <p>b. Records available since April 2012. No scapes were recorded.</p> <p>c. 6 months of information available</p> <p>a. Se observo dispositivos de muestreo en operacion, se realizan 12 muestreos aleatorios por finca</p> <p>b. Registros disponibles desde abril 2012. No se han registrado escapes.</p> <p>c. 6 meses de informacion disponible</p>
4.1.4	<p>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</p> <p>Requirement: ≥ 3.0 m</p> <p>Applicability: Cage systems only, Farm-Wide</p>	n/a	<p><i>CAGE SYSTEMS ONLY</i></p> <p>a. Pond System</p> <p>a. Sistema de estanques</p>
4.1.5	<p>The minimum percentage of males or sterile fish in a culture unit</p> <p>Requirement: 95 %</p> <p>Applicability: Land-based systems only, Farm-Wide</p>	yes	<p>a. Aquacoporaación has 2 hatcheries, the ACI hatchery provides fingerlings to ACI and Pacifica, hatchery of Pelon to Pelon. Were sampled reversion levels of both hatcheries in ponds that have fish of more than 200g.</p> <p>b. ACI hatchery: 45+41 +41 fish sampled, all males</p> <p>c. Pelon hatchery: 54+48 +41 fish sampled, all males</p> <p>a. Aquacoporaación tiene 2 alevinajes, el alevinaje ACI provee alevines a ACI y Pacifica, alevinaje Pelón a Pelón. Se muestrearon los niveles de reversion de ambos alevinajes en estanques que tuvieran más de 200g, 3 estanques por cada alevinaje.</p> <p>b. Alevinaje ASI: peces muestreados 45+41+41, todos machos</p> <p>c. Alevinaje Pelón: peces muestreados 54+41+48, todos machos</p>
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. Harvest Activities were observed mobilization fish tanks has doors and are closed with numbered seals for shipment to the processing plant. b. Se observaron actividades de cosecha, tanques para movilización de peces tiene puertas que son cerradas con sellos numerados para su envío a planta de proceso.
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. Declaration of first 2 non GMO breeding lines acquired in January 2005 by Fishgen Philippines b. No suspicion of transgenic a. Declaración de no GMO de 2 primeras lineas de reproductores adquiridas en enero 2005 por Fishgen Filipinas b. No sospechas de transgénicos
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. Sacring by noise with fireworks, and bird netting b. No evidence of lethal removal methods a. Ahuyentamiento mediante ruido con bombetas, y mallas antipajaros b. No evidencia de metodos letales de eliminación
^[7] The use of lethal predator control is prohibited, unless a predator becomes impinged in netting and is required to be euthanized.			
4.4.2	Mortality of IUCN Red Listed species Requirement: 0 (zero) Applicability: All Farms, Farm-Wide	yes	a. No risks to endangered especies b. List of species red list provided by Ministry of environment Energy and Telecommunications, National System conservation areas, Jabiru Jabiru Mycteria and crocodile Cocodrilus acutus c. Bird mesh size are not a risk to birds, mesh size does not allow trapping. There were no other species trapped. a. No se encuentran riesgos para especies en peligro b. Lista de especies en lista roja proporcionada por Ministerio del ambiente Energia y Telecomunicaciones, sistema nacional de areas de conservacion, Jabiru Jabiru Mycteria y cocodrilo, Cocodrilus acutus c. Mallas antipajaros no son un riesgo para aves, tamaño de malla no permite atrapamiento. No se observaron otras especies que queden atrapadas.
5	USE RESOURCES RESPONSIBLY		

5.1		Use of wild fish for feed (fishmeal and oil)	
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>	yes	<p>a. Letters with declarations of species used for fishmeal and fish oil available b. Fishmeal and fish oil from fisheries only for the two first stages, grow out feed contains fishmeal from tuna by products. c. Quantities of feed invoices and verified with quantity of fish produced by invoices and transportation bills d. FFERm: 0.02 e. FFERo: 0.1 a. Cartas con declaraciones de especies utilizadas para harina y aceite de pescado disponibles b. Harina y aceite de pescado proveniente de pesquerías solo en alimentos par las primeras etapas, el alimento de engorde contiene harina de pescado de subproductos de atún. c. Cantidades de alimento verificadas con facturas y cantidad de pescado producido mediante facturas y quias de transporte d. FFERm: 0.02 e. FFERo: 0.1</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>	yes	<p>a. Species used in fishmeal from capture are not in cities or IUCN lists: Engraulis ringens and Sardinops sagax sagax a. Especies utilizadas en harina de pescado proveniente de captura no estan en listas CITIEs ni IUCN: Engraulis ringens y Sardinops sagax sagax</p>

<p>5.1.3</p>	<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>	<p>yes</p>	<p>a. Commitment policy to buy food with fish meal and oil from certified fisheries under a scheme accredited ISEAL, 02/01/12 b. c. Policy Delivered to Montes de Oro, Provider Concentrates, Biomar d. copy obtained a.Politica Compromiso de comprar alimentos con harina y aceite de pescado proveniente de pesquerias certificadas bajo un esquema acreditado ISEAL, 2-01-12 b.Politica entregadas a Montes de Oro, Proveedora de Concentrados, Biomar c. Copia obtenida</p>
<p>5.1.4</p>	<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>yes</p>	<p>a. Anchoveta – Peruvian northern central stock, > 6, individual scores >6 b. Araucanian herring – Chilean (Chilean common sardine), >6, individual scores >6 a. Anchoveta - Perú stock central del norte,> 6, las puntuaciones individuales> 6 b. Arenque araucano - Chile (sardina común chileno),> 6, las puntuaciones individuales> 6</p>
<p>5.2 <i>Preference for better feed manufacturers</i></p>			

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>	yes	<p>a. Vendor contact information available b. Policy commitment, provided 02.01.12 by feed producers with traceability and sustainability policies. c. Traceability and sustainability policies available Montes de Oro, Biomar and Proveedora de Concentrados d. Letters of communication available to suppliers a. Información de contacto de proveedores disponible b. Política de compromiso, 2-01-12 de proveerse de productores de alimentos que tengan políticas de trazabilidad y sostenibilidad. c. Políticas de trazabilidad y sostenibilidad disponibles de Montes de Oro, Biomar y Proveedor de concentrados d. Cartas de comunicacion a proveedores disponibles</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. Diesel, gasoline and electricity b. Listed with consumption of 12 months available c. Conversion verified in http://tonto.eia.doe.gov/energyexplained/index.cfm?page=about_energy_conversion_calculator d. 2,644,471 KJ per metric ton of fish produced a. Diesel, gasoline y electricidad b. Listado con consumos de 12 meses disponibles c. Conversion verificada en http://tonto.eia.doe.gov/energyexplained/index.cfm?page=about_energy_conversion_calculator d. 2.644.471 KJ por tonelada metrica de pescado producido</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>a. Stage where the fish reach 100 gr: NE b. 39.1% rate of loss estimated before that the fish reach to 100 g c. Value recovery of fish over 100 grams to harvest 76.4% a. Estadio donde los peces alcanzan 100 gr: NE b. 39,1 % porcentaje estimado de perdida antes de que el pez llegue a 100 gr c. Valor de recobro de peces de mas de 100 gramos hasta cosecha 76.4%</p>
^[8] Recovery does not include recruitment of tilapia resulting from reproduction within the culture system.			
6.2	<i>Chemicals</i>		

6.2.1	<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>	yes	<p>a. Updated list of products used and contact information to July 2012, all chemicals observed in the farm are detailed on the list b. List of all chemicals used within 12 months. c. U.S. d. FDA list of prohibited substance, Aquaculture Drugs e. 12 voluntary monitoring annual analysis of antibiotic oxytetracycline. Mandatory testing of contaminants 2-3 done MAG annual Ministry of Agriculture and Livestock, All prohibited substances undetectable a. Lista actualizada de productos utilizados e información de contacto a Julio 2012, todos los quimicos observados en la finca se encuentran en la lista b. Lista de todos los quimicos utilizados dentro de los 12 meses. c. Estados Unidos d. Lista de sustancia prohibidas FDA, Aquaculture Drugs e. 12 analisis anuales voluntarios de monitoreo de antibioticos oxitetraciclina. Analisis obligatorios de contaminantes 2 a 3 anuales hechos por MAG Ministerio de Agricultura y Ganaderia, Todas las sustancias prohibidas no detectables</p>
6.2.2	<p>Allowance for the prophylactic use of antibiotics, prior to any evidence of a disease problem Requirement: None Applicability: All Farms, Farm-Wide</p>	yes	<p>a. TM700: 2900 kg, 7980 kg Terrivet, bills and prescriptions available (invoices / prescriptions provided). b. Event Diagnosis and prescription for each use of veterinary antibiotics in feed. c. Prescription details the reason of medication for each event d. Total prescribed consume 9138 is consistent with the 9010 Kg a. TM700: 2.900 Kg, Terrivet 7980 kg, facturas y prescripciones disponibles (invoices/prescriptions provided). b. Diagnostico de eventos y prescripcion de veterinario por cada uso de antibioticos en balanceado.. c. Prescripcion detalla las razones de la medicación por cada evento d. Totales prescrito 9138 es coherente con consumos de 9010 Kg.</p>
6.2.3	<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>	yes	<p>a. ACI hatchery, 68 hours holding capacity at 30 L / s. Pond retention of 7428 m3 b. Pelon hatchery, 129 hours of holding capacity at 16L / s. Pond retention of 7477 m3 a. ACI hatchery, 68 horas de capacidad de retension a 30 L/s. Estanque de retención de 7428 m3 b. Pelon hatchery, 129 horas de retención a 16L/s. Estanque de retención de 7477 m3</p>

6.2.4	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	yes	a. All prescription developed by Dr. Andres Riofrio b. Veterinarian collegiate # 1054 a. Todas las prescripciones elaboradas por Dr. Andrés Riofrio b. Medico veterinario colegiado # 1054
6.2.5	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	yes	a. Total amount of antibiotic used: Terrivet 80% TM 700 70% Oxytetracycline. Oxytetracycline per ton of fish = 0.37 Kg / MT b. Calculations verified, information available a. Cantidad total de antibiotico utilizado: Terrivet 80%, TM 700 70% Oxitetraclina. 6996,22 Kg / 18.705 = 0,37 Kg / TM b. Calculos verificados, informacion disponible
6.3	Mortalities		
6.3.1	Presence of records demonstrating that fish mortalities are removed consistently on a minimum daily basis Requirement: Yes Applicability: All Farms, Unit of Certification Only	yes	a. Information on mortality collection available from September 2011 b. No fish were observed over one day dead. a. Información relativa a recolección de mortalidad disponible desde septiembre 2011 b. No se observaron peces de mas de un dia en descomposición.
6.3.2	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 Applicability: All Farms,	yes	a. Mortalities can be delivered to fish meal plant or go into burial, amount given to the plant available. Records collected daily amounts available. b. Disposition in burial. Observed burial sites in the 3 farms. c. No leaching observed on nearby water bodies. d. SA-M-01-C, Operative manual of good practice and management of aquaculture drugs, mortality 5.2.1 Handling and disposal of dead fish. a. Mortalidades pueden ser entregadas en planta de producción de harina o ir a fosas de mortalidad, cantidades entregadas a planta de harina registradas en boleta de control de carga de material prima. Registros de cantidades en kilos recolectadas diariamente disponibles.

	Farm-Wide		<p>b. Disposicion en fosas que se van cubriendo con tierra a medida que se va depositando las mortalidades. Observados sitios de entierro en las 3 fincas.</p> <p>c. No se observe lixiviacion de fosas a cuerpos de agua cercanos.</p> <p>d. SA-M-01-C, Manual Operativo de buenas práctica y manejo de drogas de acuicultura, 5.2.1 Manejo de mortalidad y eliminación de peces muertos.</p>
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. Dr. Andres Riofrio, +506 26691791 ext 111, ariofrio@tilapia.com</p> <p>b. Manual of good practices and drug use in aquaculture, SA-M-01-C version 3 12/09/14</p> <p>c. Plan is implemented, evidenced disinfecting vehicles and people to pass each point of disinfection.</p> <p>a. Dr. Andres Riofrio, +506 26691791 ext 111, ariofrio@tilapia.com</p> <p>b. Manual de buenas prácticas y manejo de drogas en acuicultura, SA-M-01-C version 3 14-09-12</p> <p>c. Plan implementado se evidencio desinfeccion de vehiculos y personas al pasar cada punto de desinfección.</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	<i>Child labor</i>		
7.1.1	Number of incidences of child labor ^[9] ^[10] Requirement: 0 (zero) Applicability: All Farms, Farm-Wide	yes	Recruitment and Selection Process, Code RH-P-01-C, Version 1. Del 05/04/12. It indicates that only hire people with 18 years old or older. It has a staff application form, Code: RH-R-02-C, version: 1. This is used by the chief of staff new area when required. It has an Employment Application Form, included in this personal data of each applicant. All requirements for new applicants listed on Form Basic Information Guide, RH-R-04-C, version 2, approved as of 26/07/12. During the audit where interview more than 26 people all of them older than 18 years old. Proceso de Reclutamiento y Selección, Código RH-P-01-C, versión 1. Del 04-05-12. Se indica que solo se contratan personas mayores de edad. Se dispone de un formato de solicitud de personal, código: RH-R-02-C, versión: 1. Este es usado por el jefe de área cuando requiere personal nuevo. Se dispone de un Formulario de Solicitud de Empleo, en este se incluyen los datos personales de cada solicitante. Todos los requisitos para los nuevos solicitantes se indican en el Formato Guía de Información Básica, RH-R-04-C, versión 2, aprobado a partir del 26-07-12.
<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	<i>Forced, bonded, compulsory labor</i>		

<p>7.2.1</p>	<p>Number of incidences of forced^[11], bonded^[12] or compulsory labor Requirement: 0 (zero) Applicability: All Farms, Farm-Wide</p>	<p>yes</p>	<p>Every worker sign a work contract (action for employees) where is defined all the information require in the Labor Code of Costa Rica. In the contracts is clearly mention that workers not have to pay to work. Employees are free to leave workplace and manage at the end of the day, all employees live in communities near the company, and just some single live in dormitories of the company in finca El Pelón. Employer does not withhold employee’s original identity papers, the applicant for new jobs present copies of the documents and subcontractors or visits do not have to leave the original papers in the security gates. Employer shall not withhold any part of workers’ salaries, benefits, property or documents in order to oblige them to continue working for employer. The agency figure to contract people is not use. The majority part of workers has many years working there. Employees not to be obligated to stay in job to repay debt.</p> <p>Todo trabajador firme un contrato de trabajo (acciones para los empleados) donde se define toda la información que necesita en el Código de Trabajo de Costa Rica. En los contratos se mencionan claramente que los trabajadores no tienen que pagar para trabajar. Los empleados son libres de abandonar el lugar de trabajo y gestionar al final del día, todos los empleados viven en comunidades cercanas a la empresa, y algunas solo viven en los dormitorios de la empresa en la finca El Pelón. Empleador no retiene documentos originales de identidad del empleado, el solicitante de nuevos puestos de trabajo presentar copias de los documentos y de los subcontratistas o visitas no tienen que dejar los papeles originales de las puertas de seguridad. El empleador no podrá retener ninguna parte del salario de los trabajadores, beneficios, bienes o documentos con el fin de obligarlos a seguir trabajando para el empleador. La figura de la agencia a contratar gente no se utilice. La parte de la mayoría de los trabajadores tiene muchos años trabajando allí. Los empleados no deben ser obligados a permanecer en el trabajo para pagar la deuda.</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	Number of incidences of discrimination ^[13] Requirement: 0 (zero) Applicability: All Farms, Farm-Wide	yes	<p>There is a Policy against discrimination, conflicts and not wished situations, is publish around the farms.</p> <p>Also in the dining rooms are blank formularies and the claim box, this is check every two weeks. Every worker participates in an educational process about how works the process mention.</p> <p>During the interviews workers always recognized that they have equal opportunities.</p> <p>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. In that kind of job is not common the presence of women, but in the process plant the major part are women.</p> <p>Is mention in the Policy of Non Discrimination and Freedom of Hiring, the practices against HIV discrimination.</p> <p>Hay una política contra la discriminación, los conflictos y las situaciones no deseadas, se publican alrededor de las granjas.</p> <p>También en los comedores son formularios en blanco y la caja de reclamación, esto es comprobar cada dos semanas. Todo trabajador que participa en un proceso educativo acerca de cómo funciona el proceso de mención.</p> <p>Durante las entrevistas, los trabajadores siempre se reconoce que tienen igualdad de oportunidades.</p> <p>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. En ese tipo de trabajo no es común la presencia de las mujeres, pero en la planta de proceso, la mayor parte son mujeres.</p> <p>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>			

<p>7.3.2</p>	<p>Evidence of proactive anti-discrimination practice Requirement: Yes Applicability: All Farms, Farm-Wide</p>	<p>Yes</p>	<p>The company has a clear procedure to manage any complaints from workers, including discrimination practices. All management staff receives specific training in the procedures, on diversity and non-discrimination. All training is internal, done by the people in charge of Human Resources. In the company are two workers with special conditions.</p> <p>La empresa cuenta con un procedimiento claro para manejar las quejas de los trabajadores, incluidas las prácticas de discriminación. Todo el personal de administración recibe una formación específica en los procedimientos, en la diversidad y la no discriminación. Toda la capacitación es interna, realizada por los responsables de Recursos Humanos. En la empresa son dos trabajadores con condiciones especiales.</p>
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7.4	Health and safety of workers		
7.4.1	<p>Percentage of workers trained in health and safety practices/ procedures/ policies Requirement: 100 % Applicability: All Farms, Farm-Wide</p>	yes	<p>Current Status: The company has a Health and Safety Plan and Emergency Plan, update in January 2011, this document was presented to the National Authority. The department of Health and Safety had done drills and evaluation of that drills, also has a certification in OHSAS 18001. All workers and management staff know and practice the attention of emergencies as is indicate in the General Plan to Emergency. All workers and the management staff participate in the trainings done by the Responsible of Health and Safety, where are include the Health, Safety and Emergencies Issues. The chemicals store houses comply with all the legal and safety conditions. The company has an strict control of drinking water: LAMBDA Laboratory Accreditation LE-002</p> <p>La empresa cuenta con un Plan de Seguridad y Salud y el Plan de Emergencia, actualización en enero de 2011, este documento fue presentado a la Autoridad Nacional. El departamento de Salud y Seguridad había hecho simulacros y ejercicios de evaluación de que, también cuenta con una certificación en OHSAS 18001. Todos los trabajadores y los directivos conocen y practican la atención de situaciones de emergencia como se indica en el Plan General de Emergencias. Todos los trabajadores y el personal directivo participar en las capacitaciones realizadas por el Responsable de Seguridad y Salud, donde se incluyen los temas de Salud, Seguridad y Emergencias. Las casas de almacenar los productos químicos se cumplen todas las condiciones legales y de seguridad. La empresa cuenta con un estricto control de agua potable: LAMBDA Acreditación de Laboratorios LE-002</p> <ul style="list-style-type: none"> • Analysis 237,448 from 05/August/11. La Pacífica. • Analysis 260,337 from 18/July/12. Finca Madre Physicochemical • Analysis 247,677 from 24/January/12. Finca Pelón Baches. • Analysis 247,676 from 24/January/12.. Finca Pelón drinking water. • Analysis 259,925 from 13/July/12. Finca Madre, CT and CF missing. • Analysis 246,696 from 09/January/12. Finca Pelón, CF and E.coli missing.

<p>7.4.2</p>	<p>Percentage of health- and safety-related accidents and violations recorded and mitigated through corrective actions. Requirement: 100 % Applicability: All Farms, Farm-Wide</p>	<p>yes</p> <p>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. The Committee of Health and Safety is register with the number 291, was renew in May 25th, 2010. Is formed with 8 people, 4 represent the company and 4 represent the workers. Was reviewed the annual report of the Committee. The meetings of the committee is monthly, have records (acts) of every meeting.</p> <p>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. Department of SySO: Number 56, register in the National Council of Health and Safety. Each quarter is the company has to present a report of incidents/accidents. In that report is the information about the incidence, severity and frequency of accidents. Also information about days lost by illness. At the end of 2011 the results are: Frequency = 1.7 and Severity = 17.6, incidence = 0.47.</p> <p>The responsible is Leiber Quirós Díaz., he is and specialist in Health and Safety. The company has records of all the trainings related with Health and Safety.</p> <p>The actual risk assessment is done with the methodology recommended by ILO. They are making a migration to NTP330 methodology, that migration with be finish in 2013.</p> <p>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. El Comité de Seguridad y Salud se registra en el número 291, se renuevan 25 de mayo 2010. Está formado por 8 personas, 4 representan a la empresa y 4 representan a los trabajadores. Se revisó el informe anual del Comité. Las reuniones de la comisión es mensual, tienen registros (actos) de cada reunión.</p> <p>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. Departamento de SySO: N ° 56, registrarse en el Consejo Nacional de Salud y Seguridad. Cada cuarto es la empresa tiene que presentar un informe de incidentes / accidentes. En dicho informe es la información sobre la incidencia, severidad y frecuencia de los accidentes. También información sobre los días perdidos por enfermedad. A finales de 2011, los resultados son: Frecuencia y Gravedad = 1,7 = 17,6, incidencia = 0,47.</p> <p>El responsable es Leiber Quirós Díaz., Es y especialista en Salud y Seguridad. La empresa cuenta con registros de todos los entrenamientos relacionados con la Salud y Seguridad.</p> <p>La evaluación del riesgo real que se hace con la metodología recomendada por la OIT. Ellos están haciendo una migración a NTP330 metodología, que la migración de estar</p>
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			acabado en 2013.
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</p> <p>Requirement: 100 %</p> <p>Applicability: All Farms, Farm-Wide</p>	yes	<p>The insurance policy # is: 8015478. Last Payment was on November 2011. They are paying 4.72%over the total amount of salaries for the insurance policy.</p> <p>And the Social Security # is: 203101076288001001, the last pay was done in December 15th, 2011 is update.</p> <p>La póliza de seguro # es: 8015478. Último pago fue en noviembre de 2011. Ellos están pagando un 4,72% sobre el monto total de los salarios de la póliza de seguro.</p> <p>Y el Seguro Social es: 203101076288001001, el último pago se realizó en 15 de diciembre 2011 es la actualización.</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.</p> <p>Requirement: 100 %</p> <p>Applicability: All Farms, Farm-Wide</p>	yes	<p>Existe una Política Salarial (F-01-CD-P-01 Salarios Palocoy ACI, la versión 1), no es establecer la gestión de los salarios de los diferentes grupos. Desde el grupo 8 a 13 años supera el 25% desde el mínimo de ley y de los grupos 14 a 17 será superior al 50%.</p> <p>En la revisión de los salarios, la compañía ha solicitado a todos los trabajadores el aumento semestral. En este momento se encuentra en análisis el aumento que se aplicará desde el 1 de julio. El gobierno ha decretado un aumento del 3,1%. La empresa con aplicar un incremento desde el 3,1% al 20%, tratando de garantizar que todos los trabajadores tienen un salario mínimo más el establecer.</p> <p>El procedimiento para la Atención a situaciones no deseadas y Conflictos define la gestión de todas las reclamaciones de los trabajadores. Se compruebe la gestión de los siniestros relacionados con los salarios y la solución de hecho.</p> <p>Todos los trabajadores tienen una evaluación de desempeño semestral donde se están considerando los objetivos de toda la empresa, desde el departamento y valores + conocimiento. El resultado de esta evaluación tiene una influencia directa en el bono al final del año.</p> <p>Todos los trabajadores confirman que entienden el método para calcular el salario, hacer las deducciones. También recibieron un documento con el detalle de esta información.</p> <p>Si un trabajador tiene una duda o reclamación que tienen la opción de presentar la cumple en la</p>

			Oficina de Recursos Humanos y este se va a resolver.
7.5.2	<p>Incidences of abuse of working hours and/or overtime laws Requirement: 0 (zero) Applicability: All Farms, Farm-Wide</p>	No Minor	<p>There are no evidences of disciplinary actions, all deductions have a justification with the sing of the employee. 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. All the workers present in place are legally contract, and earn the complete salary. The apprentices figure is not present. Every employee 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. The employer pays using the basis of the government for the working hour value. All the overtime hours are paid with a prime (50% over the ordinary hour). Some workers exceed the 12 overtime per week and 12 hours per day. This group is a harvest crew. Its planned by the company to regularize this situation for the next surveillance audit in 2013. During the interviews workers said that the overtime is always voluntary, they like to work it to obtain a better wage.</p> <p>No hay evidencias de acciones disciplinarias, las deducciones tienen una justificación con el canto de los empleados. 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. Todos los trabajadores presentes en el lugar legalmente contratar, y ganar el sueldo completo. La cifra de aprendices no está presente. Cada empleado 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. El empleador paga con la base del gobierno para el valor de la hora de trabajo. Todas las horas extras se pagan con un primer (50% sobre la hora ordinaria). Algunos trabajadores exceder el 12 horas extraordinarias por semana y 12 horas por día. Este grupo es un equipo de cosecha. Su planificado por la empresa para regularizar esta situación para la próxima auditoría de seguimiento en 2013. 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	<i>Freedom of association and right to collective bargaining</i>		
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)</p> <p>Applicability: All Farms, Farm-Wide</p>	yes	<p>Guideline is available from unwanted situations and conflicts, RH-L-01-C, Version 2, 18/08/2012. It includes workers have freedom of association</p> <p>In Aquacorporacion Internacinal (ACI) exists a workers association. Where employees could save money and have a credit option. This association does not have a representative work. And all employees and also the managers could have part. The company explains in the induction training for new workers, that they have the option to be part or not of that organization.</p> <p>Workers know the guideline where is express the freedom of association.</p> <p>Trade unions do not exist in the site.</p> <p>Guía está disponible en situaciones no deseadas y conflictos, RH-L-01-C, versión 2, 18/08/2012. Incluye los trabajadores tienen la libertad de asociación</p> <p>En Aquacorporación Internacinal (ACI) existe una asociación de trabajadores. Cuando los empleados pueden ahorrar dinero y tener una opción de crédito. Esta asociación no tiene una obra representativa. Y todos los empleados y también los gestores podrían tener parte. La compañía explica en la capacitación de inducción para los nuevos trabajadores, que tienen la opción de formar parte o no de esa organización.</p> <p>Los trabajadores saben la directriz en la que se expresa la libertad de asociación.</p> <p>Los sindicatos no existen en el sitio.</p>
<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.</p>			
7.7	<i>Disciplinary Actions</i>		
7.7.1	<p>Incidences of abusive disciplinary actions</p> <p>Requirement: 0 (zero)</p> <p>Applicability: All Farms, Farm-Wide</p>	yes	<p>Procedure is available for the Implementation of Disciplinary ACI Group. RH-L-02-C, version 1, approved 06/01/12. During the audit was reviewed an example of the application of the disciplinary action, the case of Robert Villegas Moncada, where he repeated lateness, is called a disclaimer and commitment act is performed and monitored. In the closing minutes of commitment evidenced compliance with punctuality and good performance. Close the August 30, 2012.</p> <p>During interviews with workers they are clear and mention that the chiefs never apply corporal punishment, mental or physical coercion, or verbal abuse.</p> <p>Procedimiento está disponible para la aplicación de Disciplina Grupo ACI. RH-L-02-C,</p>

			<p>versión 1, aprobado 06/01/12. Durante la auditoría se examinó un ejemplo de la aplicación de la medida disciplinaria, el caso de Robert Villegas Moncada, donde repitió lo avanzado, se llama un descargo de responsabilidad y compromiso acto se lleva a cabo y supervisado. En los últimos minutos del compromiso lo demuestra el cumplimiento con puntualidad y buen rendimiento. Cierra el 30 de agosto de 2012. Durante las entrevistas con trabajadores que estén claras y mencionar que nunca los jefes de aplicar el castigo corporal, coerción mental o física o abuso verbal.</p>
7.7.2	<p>Evidence of non-abusive disciplinary policies and procedures Requirement: Yes Applicability: All Farms, Farm-Wide</p>	yes	<p>Procedure is available for the Implementation of Disciplinary ACI Group. RH-L-02-C, version 1, approved 06/01/12. Procedimiento está disponible para la aplicación de Disciplina Grupo ACI. RH-L-02-C, versión 1, aprobado 06/01/12.</p>
7.8	<i>Action response plans/policies</i>		
7.8.1	<p>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</p>	yes	<p>The company implements the improve measures' having a report of a preaudit done in January. The company does not have documented the corrective actions as in a management system, but all the correctives things done were confirmed by workers and during the audit. La empresa realiza el mejorar las medidas de "tener un informe de una intervención previa realizada en enero. La empresa no se han documentado las acciones correctivas que en un sistema de gestión, pero todas las cosas correctivos realizados fueron confirmados por los trabajadores y durante la auditoría.</p>
7.8.2	<p>Evidence of implementation of an emergency action plan and annual (or more frequent) internal monitoring activities Requirement: Yes Applicability: All Farms, Farm-Wide</p>	yes	<p>The company as part of the Emergency plan made drills with chemical spill, fire, injured patient. The drill of evacuation is scheduled for November 2012. All workers with training in emergency management and the responsible of each area had an special training to be part of the emergency brigade. La empresa como parte del plan de emergencia para hacer ejercicios con derrame de sustancias químicas, el fuego, el paciente lesionado. El simulacro de evacuación está prevista para noviembre de 2012. 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.</p>

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>Requirement: Yes</p> <p>Applicability: All Farms, Farm-Wide</p>	yes	<p>It has a procedure for dealing with unwanted situations, RH-L-01-C, version 02 of 08/18/12. It receives the complaint and the answer given by the Committee (formed by immediate supervisor, Production Manager and Human Resources - Tania Espinoza-Resp. FARM). The company has records of claims management, where the company applies the Procedure define. Workers confirm the answer for their claims.</p> <p>Se tiene un procedimiento para hacer frente a situaciones no deseadas, RH-L-01-C, versión 02 del 08/18/12. Recibe la queja y la respuesta dada por el Comité (formado por el supervisor inmediato, gerente de Producción y Recursos Humanos -. Tania Espinoza-Resp granja). La empresa cuenta con un registro de gestión de siniestros, en los que la compañía aplica el Procedimiento de definir. Trabajadores confirmar la respuesta a sus demandas.</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</p> <p>Applicability: All Farms, Farm-Wide</p>	yes	<p>The drinking water in adequate conditions, all the analysis of laboratory were reviewed. The dormitories have great conditions: for singles have beds, and a complete kitchen. Rooms available are:</p> <ul style="list-style-type: none"> • Pelon one building for single men and one house. • Pacific: 5 houses • In Madre Farm: 2 houses. <p>The ordinary waste is managed in the company having an internal waste area; the sanitary conditions in the living areas are excellent. The dormitories and houses are constructed with concrete and wood, with good condition of windows, toilets, showers, roof and floor.</p> <p>El agua potable en condiciones adecuadas, todos los análisis de laboratorio fueron revisados. Los dormitorios tienen grandes condiciones: en individuales tienen camas y una cocina completa. Las habitaciones disponibles son:</p> <ul style="list-style-type: none"> • Pelon un edificio para hombres solteros y una casa. • Pacific: 5 casas • En Madre Granja: 2 casas. <p>La basura ordinaria se gestiona la empresa tiene un área interna de residuos, las condiciones sanitarias en las zonas de vida son excelentes. Los dormitorios y las casas se construyen con hormigón y madera, 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>During the interviews with the people in the community they mention that the company always has an open mind to help them and to bring them the opportunity to cross through the farm, having the permission of the manager.</p> <p>Durante las entrevistas con la gente de la comunidad a la que menciona que la empresa siempre tiene la mente abierta para ayudarles y les brindan la oportunidad de cruzar a través de la granja, con el permiso del director.</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>The company gave a communication to the Municipalidad de Cañas, Acueductos y Alcantarillados de Cañas, Agencia Eléctrica de Cañas, Distrito de Riego Arenal Tempisque – SENARA Cañas, Ministerio de Salud y Desarrollo Social, Área de Conservación Arenal Tempisque, Seguro Social, Ministerio de Trabajo y Seguridad Social. These letters show how the community can request more information about the organization, taking up an application form F-03-GG-F-01. The company is part of a Multinational company, with main office in Chile. Each year they prepare a report of sustainability that is available in the web page, but present the result of Costa Rica and Panamá together. There was not a formal communication of the company economic impacts to the near community, Cañas, but during interviews with Cañas major and Llano Verde foundation the positive impacts of the company were declares as a source of work for the Cañas population and with activities to promote development of the community.</p> <p>La compañía dio una comunicación a la Municipalidad de Cañas, Acueductos y Alcantarillados de Cañas, Agencia Eléctrica de Cañas, Distrito de Riego Arenal Tempisque - Cañas SENARA, Ministerio de Salud y Desarrollo Social, Área de Conservación Arenal Tempisque, Seguro Social, Ministerio de Trabajo y Seguridad Social. Estas cartas muestran cómo la comunidad puede solicitar más información acerca de la organización, teniendo un formulario de solicitud F-03-GG-F-01. La empresa forma parte de una empresa multinacional, con sede en Chile. Cada año se elaborará un informe de sostenibilidad que está disponible en la página web, pero presentará los resultados de Costa Rica y Panamá juntos. No había una comunicación formal de los impactos económicos de la empresa a la comunidad cercana, Cañas, pero durante las entrevistas con los principales Cañas y Llano Verde fundación de los impactos positivos de la empresa se declara como una fuente de trabajo para la población de Cañas y con las actividades de promoción desarrollo de la comunidad.</p>

ASC audit checklist ASCASS-TIL.F01(01)		 Control Union Certifications <small>Member of Control Union World Group</small>	
Reportnumber: _____		ISRTA.2010.01. _____	
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
2.5.1 Minor / Menor Deadline: 16-09-13	Samples for data ranges were not taken in the afternoon measurements as indicated in the instructions of the standard: two hours before sunset. Las muestras para los rangos de datos NO fueron tomadas en las mediciones de la tarde como es indicado en las instrucciones del standard: 2 horas antes del atardecer.	Open / Abierta	Samples will be taken in the afternoon parameters measurements, Correction was started with the audit sampling. Las muestras serán tomadas en las mediciones vespertinas de parámetros. Correcton se inició con el muestreo de auditoría.
7.5.2 (e, g) Minor / Menor Deadline: 16-09-13	There is evidence of activities in production at night in Finca Pelon where workers worked more than 12 hours in a day (national law permits a maximum of 12 hours per day) and more than 12 overtime hours per week affecting the requirement. Hay evidencia de actividades de producción en la noche en Finca Pelon donde los trabajadores trabajan más de 12 horas en un día (ley nacional permite un máximo de 12 horas al día) y más de 12 horas extraordinarias por semana afectando al requisito	Open / Abierta	Define someone in HHRR to control constantly the overtime. Fix a working time for this activity in order to not exceed working hours. Definir a alguien en RRHH para controlar constantemente el tiempo extra. Fije un tiempo de trabajo para esta actividad con el fin de no exceder las horas de trabajo.
7.10.2 (c, f) Minor / Menor Deadline: 16-09-13	Minor Non Conformance: The company has not communicated with the community the socio-economic impact assessment (requirement c and f).	Open / Abierta	Communicate to entities related to the operation of the company in the community, the existence of our annual sustainability report and where they can access. Comunicar a las entidades relacionadas con la operación de la empresa en la comunidad, la existencia de nuestro informe anual de sustentabilidad y donde lo pueden acceder.
3.2 Mention all other units, which have been visited including storage rooms			

Fincas: ACI, Pelon y Pacifica. Storage rooms, feed warehouses, hatcheries, harvest, sampling points, Cañas Municipality, foundation Llano Verde

3.3 Mention products and samples if it has been taken during the inspection

Water samples at receiving water body. / Muestras de agua tomadas de cuerpos receptores

3.4 Comments

3.5 Attachments to this report

3.7 Summary and conclusion

Does the farm comply with ASC Tilapia standard?

YES NO

4. Approval of the assessment report by Client

Date: 20-09-12

Auditor: Efrain Calderon

signature

Date: 20-09-12

Company representative: Eduardo Garita

signature

5. Review of the assessment report by the certifier

5. Review of the assessment report by the certifier

Date: 31-12-12

Certifier : Pilar Kuriyama

signature