



Aquaculture Stewardship Council Audit Report for Farms Trout

Christiansminde Dambrug

Dato:		Ved:	BUREAU VERITAS Certification - Danmark- Oldenborggade 2, 7000 Fredericia, Denmark	
Kunde :	Danforel/DanAqua A/S		AUDIT TEAM :	Sølvi Skare, ASC Lead Auditor, Lisbeth Jungdahl, LA SA 8000
Kontakt person (Auditeret person):	Erik D. Hansen			
RAPPORT REFERANSE :	ASC	RAPPORTERING :	April 14-18 2014	
AUDIT LEDER :	Sølvi Skare		GENNEMGANG AF RAPPORT :	
GJENNOMGANG / FORMÅL	FØRSTEGANG		x	
	VEDLIKEHOLDelse			
	KOMPLETT /SUPPLEMENT			

1. Resumé:

Denne audit rapport viser resultaterne fra den første ASC Ørred Standard audit af Danforel A/S på Christiansminde Dambrug. Auditten blev foretaget 1.4.2014. De sociale aspekter af auditten blev foretaget 27.3.2014. Auditten blev udført på dambruget og var baseret på interviews af de i alt 2 ansatte, ejeren af Danforel og en konsulent fra Dansk Akvakultur. Auditten omhandlede alle principperne i ASC ferskvands standarden og socialt ansvarlighed. Auditten inkluderede gennemgang af dokumentation, processer og håndtering af udstyr. Interviews med de ansatte blev foretaget på dambruget. De ansatte blev ikke unødigt afbrudt under interviewet. Resultatet af auditten er i alt 2 større afvigelser (Major non-conformities) og 18 mindre afvigelser (Minor non-conformities). Afvigelseerne er dokumenteret og beskrevet i afvigelsesrapporten.

2. Baggrundsoplysninger om dambruget:

Christiansminde Dambrug er producent af portionsørreder med en størrelse på ca. 300 g som er klar til slagtning. Christiansminde Dambrug ligger i Holstebro kommune. Christiansminde Dambrug's indløb af vand er baseret på grundvand som pumpes ind i dambruget og udledes til Råsted Lilleå som løber ud i Nissum Fjord.

3. Omfang (Scope):

STANDARD	ASC trout Standard Version 1.0 - Februar 2013
Aktivitet og omfang af Audit:	Christiansminde Dambrug producerer ørreder fra sættefisk til slagtestørrelse i rektangulære beton bassiner i et recirkuleret system. Indløbsvandet er grundvand som pumpes ind i anlægget. Vandbehandlingen består af biofilter, iltkegler, mikrofiltrering, slam behandling og en lagune. Fisk leveres fra et leverings bassin til lastbiler og transporteres levende til slagteri. Den daglige ledelse på dambruget foretager arbejdet vedrørende kontrol af fisk og planlægning af fodring. Kontor og lager er samlet i en bygning på dambruget. Christiansminde Dambrug har en miljøgodkendelse fra Holstebro Kommune til brug af 900 tons foder per år.
Opdrætsart (dansk og latin)	Regnbueørred (Oncorhynchus mykiss)
Omgivelser :	Christiansminde Dambrug har adresse t Gl. Råstedvej 3, 7570 Vemb

4. Auditplan:

Dokumentgennemgang før revisjonen

Dokumentgennemgang foretaget oktober 2013

Konsultasjon av eventuelle interessenter

Steder for selskapet som berøres af ASC. For hvert anlegg vis:	Anleggets navn :	Christiansminde Freshwater Farm
	Adresse :	Gl. Råstedvej 3, 7570 Vemb, Matrikel nummer 6i, 6m, 6k, Stenum Hovedgård, Råsted
	Kontakt :	Erik D. Hansen
	Navn og stilling på personer som er auditeret eller som er involveret i auditen på anden måde:	Jesper Evinrud, John Christensen, Niels Wittus, Lisbeth Jess Plesner
Varighed af besøg & Dato for besøg:	Audit på Christiansminde Dambrug blev foretaget 27.3.2014	

Tidligere revisjoner (hvis gjeldende):

Ingen ASC audits har tidligere været udført på dette dambrug.

5. Audit resultat

	Tidligere revisjoner			Denne revisjonen		
	Antall	Referanse avvik	Åpen/lukket	Antall	Referanse avvik	Åben/ lukket
Observation	NA	NA	NA	-		
Mindre afvigelse (Minor)	NA	NA	NA	18		Lukket
Større afvigelse (Major)	NA	NA	NA	2		Lukket
Status certifiering :						

6. Resultat af evalueringen:

Christiansminde Dambrug har et nyt og detaljeret kvalitetsledelses system, som dækker hele organisationen fra æg til slagtet fisk. Auditten blev udført på Christiansminde Dambrug. Danforel A/S er en virksomhed som fokuserer på deres medarbejdere mht. sundhed, miljø og sikkerhed, sociale forhold og den danske lovgivning. Der blev ikke under audit fundet afvigelser der omhandler industri ulykker. Christiansminde Dambrug ledes med faktisk dokumentation og dokumenter og registreringer vedrørende kvalitetsledelses systemet var tilgængelige under audit. De ansatte har lang erfaring med dambrug. Under audit blev det observeret at de ansatte har taget positivt imod arbejdet med ASC standarden.

7. Afvigelseksrapport(er)

Venligst se vedlagte afvigelseksrapporter

8. Bestemmelse av startpunkt for CoC

Bestemmelse for oppstart av Chains of Custody og hvilket punkt det kan starte

Det vil være nødvendig med CoC certificering fra det punkt hvor kontrollen med fiskene skifter. Det sker når fisken flyttes fra leveringsbassin til lastbilen der transporter de levende fisk til slagteri. Fisken vil på det tidspunkt være dekket af CoC ørred standard for slagteri. På slagteri bedøves fisken, bløgges (afblødes), forarbejdes eller pakkes direkte. Slagteriet tilhøre Danforel A/S.

Element	Risiko grad			Kommentarer og bevis
	Lav risiko	Medium risiko	Høj risiko	
1. Sporingssystem i bruk		x		Sporings system er baseret på manuel registrering
2. Muligheter for substitusjon før eller ved høsting	x			Der findes kun certificerede fisk på dambruget
3. Mulighet for å indføre produkt utenfor sertifisert enhet	x			Der findes kun certificerede fisk på dambruget
4. Robusthet av styringssystemet		x		Kvalitetsledelsessystemet er nyt og baseret på erfaring
5. Eventuelle omlastingsaktiviteter som foregår	x			Transport af fisk er en velkendt aktivitet på Christiansminde Dambrug
6. Antall og plassering af bassiner der hentes fisk fra	x			Transport af fisk er en velkendt aktivitet på Christiansminde Dambrug
Anbefaling fra revisor	JA	NEJ	Kommentar	
Systemet er robust, og opdrættssproduktene kan indgå videre i certiuficerede kæder og være kvalifisert til å bære the ASC merket.	x			
<i>Beskriv punktet hvor det er endring i eierskap og der COC er nødvendig</i>	Når fisken overføres fra leverings basin til den lastbil der transportere fisken levende til slagteri vil det være nødvendig at have CoC certificering for slagteriet der ejes af Danforel A/S.			
Hvis nei inkluder dette i avslutningsrapport				

Konfidentiell komersiell sensitiv informasjon

Denne rapport inneholder ikke konfidentiell informasjon. Bureau Veritas er nået til enighet med klienten om indholdet af kommersiell sensitiv informasjon

Underskrift - Godkendelse

Signatur kunde

Signatur auditor

AVGJØRELSE

AVGJØRELSE	
Status sertifisering:	Bureau Veritas Certification fastslår, at alle kravene i standarden er tilstrækkeligt opfyldt, og har certificeret CHRISTIANSMINDE FRESHWATER FARM, der er udstedt et certifikat for omfanget er angivet i afsnittet "rækkevidde" ovenfor i rapporten eventuelle udestående afvigelser og deres status er. angivet i afsnittet "fund" over i rapporten.
Dato Certifisering:	03/07/2014
Udløbsdato:	02/07/2017
Omfanget af Certifikatet:	akvakultur operationer for ferskvandsørreder
Liste over åbne avvik:	Der er ingen åbne afvig

Afvig nr.	CLAUSE	Beskrivelse af afvig	Årsag	Korrigerende handling	Accepteret	Major	Minor
1	3.1.4 A	Brønddybde er ikke testet hvert år og ikke iht. ASC standardens krav idet der ikke forefindes audit guide dokumenter.	Der findes ikke et Auditing guidance dokument. Dambruget bruger grundvand og ikke brøndvand.	Dette kravement vil blive auditeret på surveillance audit	2.6.2014		1
2	3.1.4 B	Ingen registreringer vedrørende brønddybde.	Der findes ikke et Auditing guidance dokument. Dambruget bruger grundvand og ikke brøndvand.	Dette kravement vil blive auditeret på surveillance audit	2.6.2014		1
3	3.1.4 C	Ingen registreringer vedrørende brønddybde der kan publiceres	Der findes ikke et Auditing guidance dokument. Dambruget bruger grundvand og ikke brøndvand.	Dambruget har publiceret vandindvindingstilladelse. Kravement vil blive auditeret på surveillance audit	2.6.2014		1
4	3.2.3 D	Det anvendte laboratoriet er ikke akkrediteret til bentiske analyser.	Der er ikke et akkrediteret laboratorium for bentiske analyse i Danmark	Prøvetagning og analyser har været udført med miljømyndighederne. Prøvetagning og analyser har været udført enten af miljømyndigheder eller specialkonulent.	2.6.2014		1
5	3.2.4 A	Dambruget mangler en slam håndteringsplan for overholdelse af kravene Appendix II_D	Slam håndteringsplan og kort er vedlagt	Slam håndteringsplan opfylder krav i standard	2.6.2014		1
6	4.1.8 C	Dambruget mangler et brev der viser at fiskemester (dagligleder) og ansvarlig dyrlæge i fælleskab er blevet enige om en maksimal produktions tæthed på dambruget iht. standardens krav 4.1.8 b	Der er et brev fra ledelsen vedrørende maximum tæthed dateret 19.5.14	Brev fra ledelse opfylder krav i standard	2.6.2014		1

7	5.2.1 A	Dambruget mangler en politik der skal påvirke fiskefoderfabrikanterne til at skifte til at bruge fiskemel og olie der stammer fra fiskerier der er certificerede iht. standarder der er godkendt af ISEAL.	Se vedlæg med politik	Politik fra ledelse opfylder krav i standard	2.6.2014	1	
8	5.2.1 B	Dambruget mangler et brev der viser, at intentionen er at bruge fiskefoder som indeholder fiskemel og olie som kommer fra fiskerier som er certificerede iht. til ASC standardens krav se punkt 5.2.1 a.	Se mail dateret 13.5.14 i vedlæg	Dokument til foderproducenter opfylder krav i standard	2.6.2014		1
9	5.4.2 A	Dambruget mangler et brev som skal sendes til hver foderleverandør der viser, at intentionen er udelukkende at bruge fiskefoder der indeholder ingredienser fra soyabønner der er certificerede af "Roundtable for Responsible Soy (RTRS)" eller tilsvarende.	Se mail dateret 13.5.14 i vedlæg	Politik fra ledelse opfylder krav i standard	2.6.2014	1	
10	5.4.2 B	Dambruget mangler at demonstrere at brevet vedrørende brug af ingredienser af certificerede sojabønner er sendt til hver foderleverandør (se 5.4.2.a)	Bekræftelse fra Aller for modtagelse af mail dateret 13.5.2014	Dokument opfylder krav i standard	2.6.2014		1
11	5.1.2 B	The list of feed ingredients do not include krill for the feed product Aller Aqua Gold	Liste med foder ingredienser var fra 2013, og indeholdt derfor ikke krill.	Aller Aqua har leveret en opdateret liste som også inkluderer krill, dokument opfylder krav i standard	2.6.2014		1
12	5.3.1 B	The calculation of FFDRm is not based on actual fish meal % in feed from feed producer	Foder producent har leveret et interval for indhold af fiskemel	Interval for fiskemel i fodertyper, opfylder krav til FFDRm mindre end 1,5, sporbarhed fra overstemmelseserklæring for Aller Aqua	2.6.2014		1

13	5.3.2 C	The calculation of FFDRo is not based on actual fish oil % in feed from feed producer	Foder producent har leveret et interval for indhold af fiskeolie	Interval for fiskemel i fodertyper, opfylder krav til FFDRo mindre end 2,95, sporbarhed fra overstemmelseserklæring for Aller Aqua	2.6.2014		1
14	6.4.1A	Arbejdsgiver har ikke en klar procedure eller instruks hvad der skal gøres i tilfælde af brand	En procedure er vedlagt	Procedure er implementeret	6.6.2014		1
15	6.5.2A	Medarbejderne er ansat på forskellige tidspunkter og har meget forskellige ansættelseskontrakter. I ansættelseskontrakten står hvilken startløn der er aftalt. Det ses af lønsedler at lønnen siden er steget, dette er aftalt ved en årlig samtale mellem arbejdsgiver og medarbejder. Der kan ikke fremvises dokumentation eksempelvis ved tillægskontrakter på hvilken løn og andre vilkår (eksempel bonus eller ny funktion/titel) der er aftalt senere i ansættelsesforløbet.	Alle medarbejdere har kontrakter og individuel løn.	Kontrakter vil blive standardiseret i maj/juni til det årlige møde mellem medarbejder og arbejdsgiver og vil indeholde dokumentation for ændringer i løn	6.6.2014		1
16	6.9.3A	Virksomhedens politik for samarbejde og behandling af henvendelser fra naboer og omgivelser/myndigheder er ikke dokumenteret - skrevet ned	Politik er vedlagt.	Politik er implementeret	6.6.2014		1
17	7.4.A	There is not a letter informing egg and fingerling suppliers that the supplier must compile a list of IUCN Red Listed species in the relevant categories that may occur on their property following the instructions in Indicator 2.1.3.	Danaqua har sent en mail dateret 19. Marts 2014 til eg og sættefisk leverandører som indeholder spørgsmål om liste over rødliste arter, påvirkning på disse og eventuel afhjælpende handling.	Dokument opfylder krav i standard	4.6.2014		1

Filled in by client/auditor
(mark red what is applicable)

Name:

Company:

Date:

AUDIT MANUAL - ASC Freshwater Trout Standard		241		2		17		73		333	
Scope: rainbow trout (<i>Oncorhynchus mykiss</i>) or any other salmonid grown in fresh water		ASC Aquaculture Stewardship Council		CONFIRMITY		COMMENTS -RATIONALE					
PRINCIPLE 1: COMPLY WITH ALL NATIONAL AND LOCAL LAWS AND REGULATIONS		C		Major NC		Minor NC		NA			
Criterion 1.1 Operate within the legal framework of national and local laws and regulations that are applicable and current		Compliance Criteria (Required Client Actions):		Auditor Evaluation (Required CAB Actions):							
1.1.1	Indicator: Presence of documents issued by pertinent authorities indicating compliance with local and national authorities on land and water use Requirement: Yes Applicability: All	a. Maintain copies of key land and water use laws (both local and national) that apply to regulating the environmental and social impacts of aquaculture.	A. Confirm that the producer has copies of key land and water use laws of direct relevance to aquaculture impacts.	1						Christiansminde Dambrug was rebuilt to model farm from 2008, the authority requirement are described in environmental approval as Dambrugs- and modeldambrugsbekendtgørelsen. The use of land and water for production of trout are described in Miljøgodkendelse (Danish Ministry of the Environment, Environmental Protection Agency, approval), seen for Christiansminde Dambrug, dated September 2006 (13 to use 900 tons feed, from Holstebro municipality	
		b. Maintain original lease agreements, land titles, or concession permit on file as applicable.	B. Confirm that the client holds original lease agreements or land titles.	1						Christiansminde Dambrug is a part of Danaqua ApS, is registered with P-number 1.018.115.189 and CVR 28675313	
		c. Keep records of inspections for compliance with national and local laws and regulations (if such inspections are legally required in the country of operation).	C. Verify presence of a copy of records of inspections (where such inspections are legally required and paperwork can be provided to producers).	1						There is supervision from Holstebro municipality for control of daily operations, in addition to a yearly recipient control of DVFI index upstream and downstream farm.	
		d. Obtain permits and maps showing that the farm does not conflict with national preservation areas (see Indicator 2.1.1)	D. Confirm that the producer has evidence showing that the facility does not conflict with designated preservation areas and has required operational permits if sited in such an area (see 2.1.1).	1						Map showing preservation areas, do not conflict with the production facility. This is in compliance with Miljøgodkendelse from September 2006 and supplement 6.9.2010	
1.1.2	Indicator: Presence of documents indicating compliance with tax laws Requirement: Yes Applicability: All	Note: To ensure that all tax-related information for 1.1.2 is available for auditor review, farms may wish to consolidate required documentation prior to the audit (e.g. when files are held at off site facilities such as a head office or									
		a. Maintain copies of tax laws for jurisdiction(s) where company operates.	A. Verify presence of a copy of tax laws.	1						Tax laws are included in clients ASC management folder.	
		b. Maintain records of tax payments to appropriate authorities (e.g. land use tax, water use tax, revenue tax). Note that CABs will not disclose confidential tax information unless client is required to or chooses to make it public.	B. Verify that the client has records of tax payments to the appropriate authorities. Do not disclose client tax information which is confidential.	1						Annual account rapport from Danaqua ApS are endorsed from certified public accountant, seen rapport 27.8.2012 signed from Aud. Revisor Palle Hansen, 27.8.2012.	
1.1.3	Indicator: Presence of documents indicating compliance with all labor laws and regulations Requirement: Yes Applicability: All	Note: Indicator 1.1.3 is restricted in scope and applies only to those farm sites within the unit of certification.									
		a. Maintain copies of key labor laws and regulations that are applicable to regulating the social impacts of aquaculture.	A. Confirm that the producer has copies of key labor laws and regulations of direct relevance to social impacts of aquaculture.	1						Arbejdsmiljøloven 1072/2010 (labor law) are included in clients ASC management folder.	
1.1.4	Indicator: Presence of documents indicating compliance with regulations or permits concerning water quality impacts, effluent and water abstraction Requirement: Yes Applicability: All	b. Keep records of farm inspections for compliance with national labor laws and codes (only if such inspections are legally required in the country of operation).	B. Confirm that the client has the specified documentation from the appropriate authorities (where such inspections are legally required and paperwork provided to producers).	1					There are inspection from Arbejdstilsynet (Danish Working Environment Authority), from visit 11. November 2013 deviation closed		
		a. Maintain copies of key regulations and permitting requirements that apply to water quality impacts, effluent discharge and water abstraction by the farm.	A. Confirm that the client maintains copies of key regulations and permitting requirements as specified.	1					The use of land and water for production of trout are described in Miljøgodkendelse (environmental approval), seen for Christiansminde Dambrug, September 2006, 13and water abstraction permit from 9.6.2010 supplement 6.9.2010		
		b. Obtain permits for water quality impacts where applicable.	B. Confirm that the client obtains water quality permits as applicable.	1					see 1.1.4.A		
		c. Maintain records of monitoring and compliance with discharge laws and regulations as required.	C. Verify that records show compliance with discharge laws and regulations.	1					There are analyse rapport, results from outlet and from inlet of water, in compliance with requirements in Miljøgodkendelse for N, P, Suspended solids, and B15		
		d. Obtain a statement from local authorities indicating the water abstraction limits (units given) for the farm. If local authorities do not set water abstraction limits for farms operating in the region, obtain of a statement from local authorities attesting to this fact.	D. Review the water abstraction limits set for the farm by local authorities. If local authorities do not set water abstraction limits, confirm that the farm has an attestation.	1					The permission for water abstraction is given from Holstebro Municipality 15.10.2013 until 2023, 2.523.000 m3/year, actual use reported to Holstebro Municipality		
e. Maintain records of water abstraction.	E. Verify that the farm keeps complete records of water abstraction.	1					see 1.1.4.C				
-	F. Check the farm's water intake against the water abstraction limits to verify compliance with regulations or permits. Cross-check against reported values for total water abstracted (see 3.1.1b).	1					see 1.1.4.C				
PRINCIPLE 2: CONSERVE HABITAT AND BIODIVERSITY		Compliance Criteria (Required Client Actions):		Auditor Evaluation (Required CAB Actions):							
Criterion 2.1 Siting and location of farms [2]											
Footnote	[2] To determine its compliance with the requirements in 2.1, a producer will need documentation that analyzes the farm's siting and surrounding habitats and ecosystems. Documentation can be based on an Environmental Impact Assessment (EIA) or any other credible process of environmental assessment.										
2.1.1	Indicator: Allowance for siting in National Protected Areas [3] Requirement: None [4, 5]	Instruction to Clients for Indicator 2.1.1 - Exceptions to Requirements that Farms are not sited in National Protected Areas									
		a. Provide a map showing the location of the farm relative to nearby protected areas as defined by national laws (also see 1.1.1e).	A. Review map of national protected areas and cross-check against farm location.	1					Map from Christiansminde Dambrug shows they are not in protected area, see 1.1.1.D		
	b. If the farm is not sited in a protected area as defined above, inform the CAB. In this case, the requirements of 2.1.1c-d do not apply.	B. If the farm is not sited in a protected area, make note of this fact in the audit report. Otherwise proceed to 2.1.1c.	1					see 2.1.1			

2.1.1	Requirement: None [4,5] Applicability: All except as noted in [4] and [5]	c. If the farm is sited in a protected area, review the Instructions for Indicator 2.1.1 (above) to determine if the farm is allowed an exception to the requirements. If yes, inform the CAB which exception (#1 or #2) is allowed and provide supporting evidence. d. If the farm is sited in a protected area and the exceptions provided for indicator 2.1.1 do not apply, then the farm does not comply with the requirement and is ineligible for ASC certification.	C. Review the applicability of the exception requested by the farm together with the supporting evidence to determine if the farm is eligible. If yes, Indicator 2.1.1 is not applicable. D. Review evidence to determine whether the farm is allowed to be sited in a protected area and hence eligible for ASC certification.	1			NA
Footnote	[3] A protected area is "a clearly defined geographical space, recognized, dedicated and managed through legal or other effective means, to achieve the long-term conservation of nature with associated ecosystem services and cultural values." Source: Dudley, N. (Editor) (2008), Guidelines for Applying						
Footnote	[4] An exception is made for protected areas that are classified by the International Union for Conservation of Nature (IUCN) as Category V or VI. These are areas preserved primarily for their landscapes, or areas that include sustainable resource management. Details can be found here:						
Footnote	[5] An exception is also made for farms located in protected areas that are designated as such after the farm already was established in that location. In these situations, the farm must demonstrate that its operation is compatible with the objectives of the protected area, and that it is in compliance with any						
2.1.2	Indicator: Conversion of wetlands [6] after 1999 Requirement: None [7] Applicability: All except as noted in [7]	Note: An exception to Indicator 2.1.2 is allowed where conversion of wetlands is for water use (e.g., canals for inlets and outlets). Converted surface area must be offset by restoration of 100% of the equivalent area of functional wetlands with a. Provide documentary evidence showing all construction or habitat conversion on the farm since 1999. b. Provide a map delineating all wetlands (as defined in [6]) currently within a 5-km radius of the farm. c. Prepare a map showing wetland coverage in 1999 at the farm site.	A. Review evidence for date of all construction or habitat conversion on the farm since 1999. B. Evaluate whether there is evidence for any wetland conversion occurring within a 5-km radius of the farm since 1999. C. If evidence shows that current farm siting or related activities have resulted in loss of wetland habitat since 1999, then the farm is not certifiable.	1			No wetland
Footnote	[6] Wetland: Generally, wetlands are 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. Wetlands generally include swamps, marshes, bogs and fens (U.S. Environmental						
Footnote	[7] Exception: Conversion of wetlands for access to water (e.g., canals for inlets and outlets): Converted surface area must be offset by restoration of 100% of the equivalent area of functional wetlands with the same habitat characteristics.						
2.1.3	Indicator: An assessment of the presence on the farm of species listed on the International Union for Conservation of Nature (IUCN) "Red List of Threatened Species" as vulnerable, near threatened, endangered or critically endangered; an evaluation of the farm's impact on any such species present; and clearly defined mitigation measures to reduce any negative impacts and allow existence of such species Requirement: Yes Applicability: All	Instruction to Clients for Indicator 2.1.3 - Assessment of Impacts to IUCN Red Listed Species a. Perform above analysis. Record all IUCN red listed species and farm-related threats. Farm commissions qualified academic ecologist or environmental consultant to perform onsite survey for species listed in farm analysis. b. Provide a map showing location of the farm (see 1.1.1e) relative to the known distribution of IUCN red-listed species (categories as defined in the indicator) or critical habitats in the area. c. If results from 2.1.3a (above) identify that IUCN Red List species occur within a 5 km radius of the farm (including upstream and receiving waters), provide a documented evaluation of the farm's impacts on such species. d. Where the results from 2.1.3c indicate a potential for negative impacts, prepare a set of written and clearly-defined mitigation measures to reduce any negative impacts and allow existence of such species.	A. Review credentials of expert who performed onsite survey and report. Verify through interviews with relevant stakeholders (e.g. local community, eNGOs, government agency responsible for wildlife protection), in order to cross-check whether endangered species exist in the immediate vicinity of the farm. B. Review the map and verify that client is aware of IUCN red-listed species (categories as defined in the indicator) or critical habitats located near the farm. C. Verify that client has performed an evaluation of farm impacts to IUCN Red Listed species (as applicable). D. Confirm that the farm has documented all mitigation measures and verify implementation during the on-site inspection (as applicable).	1			There is a description of consequence for the habitat, as an environmental impact assessment, this has not shown to negatively affect the habitat
				1			The IUCN red-listed species in habitat, as salmon, lampret and odder is not affected from farm activities
				1			After rebuilding of farm to model farm, with use of well water instead of water abstraction from river, salmon has opportunities to pass, lampret has better living conditions, otter are not affected
				1			There are not negative impacts
Criterion 2.2 Riparian buffer zones [8]							
		Compliance Criteria (Required Client Actions):	Auditor Evaluation (Required CAB Actions):				
Footnote	[8] A riparian buffer zone is the land immediately abutting a water body.						
2.2.1	Indicator: For new farms installed on land after publication of the ASC Freshwater Trout Standard (or for significant expansions), minimum buffer zone between the farm and an adjacent water body in which there is no farm infrastructure that might impede wildlife's access to the water, except for inflow and outflow systems Requirement: ≥ 15 meters from the water's edge [9] Applicability: All farms constructed after publication of the ASC	Note: An exception is made if the farm can demonstrate through a third-party scientific analysis that the farm's structures do not impede animal habitats and corridors and do not present erosion risks [9]. a. Inform the CAB of the date when farm installation was originally completed and any farm expansions thereafter (also see 2.1.2a). b. If farm installation was completed before publication of the ASC Freshwater Trout Standard, then indicator 2.2.1 does not apply. Otherwise proceed to 2.2.1c. c. Prepare a diagram of the farm showing the siting and dimensions of buffer zones between the farm and adjacent water body. d. Ensure that buffer zones are free of farm infrastructure (rescue and safety equipment is allowed as appropriate to ensure worker health and welfare).	A. Review evidence for date of farm installation and expansions. B. Determine whether Indicator 2.2.1 is applicable to the farm. C. Review diagram to verify that siting of buffer zones is appropriate and that the farm does not impede wildlife's access to the water. D. During the on-site visit, inspect buffer zones to verify appropriate siting and dimensions.	1			Christiansminde Dambrug has existed since start 1960, the farm has later in 2008 been rebuild to recirculated model farm in same area as original
Footnote	[9] An exception is made if the farm can demonstrate through a third-party scientific analysis that the farm's structures do not impede animal habitats and corridors and do not present erosion risks.						
Criterion 2.3 Introduction of exotic species [10]							
Footnote	[10] The ASC Freshwater Trout Standard defines "exotic species" as non-native animals living in areas outside their native boundaries.						
		Note: Indicator 2.3.1 does not apply to farms that operate closed production systems. A closed production system is defined as a facility with recirculating water that is separated from the wild aquatic medium by effective physical barriers that a. Inform the CAB if the farm uses a closed production system according to the above definition (indicator 2.3.1 does not apply). Otherwise, proceed to 2.3.1b. A. Determine which type of culture system is used by the farm. If closed, then 2.3.1 does not apply (response "n/a"). Otherwise, proceed to 2.3.1B.		1			The farm is a closed production system, with effective separation between river and farm, by effective physical barriers, as biofilter, gratings and plant lagune in addition to implemented procedures

2.3.1	Indicator: New introductions of exotic trout after the date of publication of the ASC Freshwater Trout Standard, unless in a closed production system [11] Requirement: None Applicability: All except closed production systems	b. Inform the CAB which trout species is being cultured by the farm and maintain purchase records (e.g. receipts) that identify the species by Latin name.	B. Confirm which species of trout is cultured by the farm.	1			The trout produced is Oncorhynchus mykiss
		c. Compile available primary literature (e.g. scientific studies, government publications) to determine whether or not the cultured species is generally considered to be native to the region in which the farm operates.	C. Review the literature to determine if the cultured species is generally considered native to the area. If yes, then 2.3.1 does not apply (response "n/a"). Otherwise, proceed to 2.3.1D.			1	The trout produced is Oncorhynchus mykiss, the species has been introduced to danish freshwater farms for more than 100 years ago, so far there has not seen possibilities for reproducing outside the farm activities
		d. If the species is considered non-native but was previously established in the area (i.e. if it is an introduced species), search the literature for a reliable estimate of the year of introduction.	D. If the species is not considered native to the area, review available information to determine if it was introduced and had self-sustaining population established in the wild before publication of the ASC Freshwater Trout Standard (7 February 2013). If yes, then 2.3.1 does not apply (response "n/a"). Otherwise, proceed to 2.3.1E.			1	There is not a self-sustaining population establish of the species Oncorhynchus mykiss
		-	E. Inform the client that the proposed culture stock is considered an 'exotic trout' under the ASC Freshwater Trout Standard and therefore the farm is ineligible for certification.			1	
Footnote	[11] A closed production system is defined as a facility with recirculating water that is separated from the wild aquatic medium by effective physical barriers that are in place and well maintained to ensure no escapes of reared specimens or biological material that might survive and subsequently reproduce.						
Criterion 2.4 Transgenic [15] Trout							
Compliance Criteria (Required Client Actions):				Auditor Evaluation (Required CAB Actions):			
Footnote	[15] Transgenic trout: A subset of genetically modified organisms, which are organisms that have inserted DNA that originated in a different species. Some GMOs contain no DNA from other species and, therefore, are not transgenic but cisgenic.						
2.4.1	Indicator: Allowance for the culture of transgenic trout, including the offspring of genetically engineered trout Requirement: None Applicability: All	Instruction to Clients for Indicator 2.4.1 - Culture of Transgenic vs. Genetically Modified Trout					
		a. Maintain records for the origin of all cultured stocks including the supplier name, address and contact person(s) for stock purchases.	A. Review records to confirm compliance with the requirement.	1			Transgenic trout is not allowed to produce in danish farms, confirmed by authorized veterinarian H.Korsholm, letter from 8.10.2012
		b. Ensure purchase documents confirm that the culture stock is not transgenic.	B. If the auditor suspects that transgenic fish are in culture, add condition that the farm must have stock identity tested by collecting 3 fish for genetic analysis at an ISO 17025 certified laboratory.			1	NA
Footnote	[16] Genetic enhancement: The process of genetic improvement via selective breeding that can result in better growth performance and domestication but does not involve the insertion of any foreign genes into the genome of the animal.						
Criterion 2.5 Escapes from culture facilities							
Compliance Criteria (Required Client Actions):				Auditor Evaluation (Required CAB Actions):			
2.5.1	Indicator: Evidence of a well-designed, maintained and managed culture system, infrastructure and farm management to prevent escapes during grow-out and at harvest, as demonstrated through the requirements in Appendix VI Requirement: Yes Applicability: All	a. Ensure that farm procedures (see 2.5.2a) address all the farm measures for escape prevention given in Appendix VI. Align farm procedures against requirements in Appendix VI.	A. Review the list showing how farm's SOP's meet all requirements given in Appendix VI.	1			As far as the risk assessment from the farm can show, there is not a possibility for the fish to escape from the farm. In the farm ASC management folder, corresponding to requirements in Appendix IV, a detailed map shows water flow through farm, trough sludge basin, plant lagune, and barriers/screens as well as the regulated barrier at the outlet to river
		b. Ensure proper maintenance of the culture system and infrastructure to prevent escapes during grow-out and harvest.	B. During the on-site visit, inspect the culture system to verify proper maintenance of nets, screens and barriers.	1			The barriers are as described in the ASC Management folder
		c. Arrange for the auditor to witness the farm's method of harvesting during the audit.	C. During the on-site visit, observe how the farm harvests fish to verify effectiveness of escape prevention measures.	1			Harvesting pond and equipment has been inspected and explained, and found effective to prevent escape. There are four waiting cages for delivery of fish, connected to the There was not harvest during audit period
2.5.2	Indicator: Presence of trout farming standard operating procedures (SOP) that incorporate an escape risk assessment [17] Requirement: Yes	a. Prepare a written SOP (see 2.5.1a) that incorporates an escape risk assessment.	A. Review the farm's SOP to confirm it includes an escape risk assessment. Include a synopsis in auditing report for future standandization of "risk assessment" requirements by ASC or standards setting group.	1			See 2.5.1.
		b. Ensure that the SOP is implemented on the farm.	B. During the on-site visit, confirm that the SOP is implemented by direct inspection and through interviews with key staff.	1			See 2.5.1.
Footnote	[17] SOP must clearly define the correct procedures for each aspect of farm operation, identify the risks involved and define mitigation procedures for prevention of escapes.						
2.5.3	Indicator: Evidence of farm staff capacities and capabilities, including training of staff prior to starting work and regular training during employment to understand and address risks from escapes and follow the defined SOP Requirement: Yes Applicability: All	a. In the SOP for reducing escapes (see 2.5.2a), provide a description of how the farm ensures adequate staff capacity to address risks from escapes.	A. Review SOP to verify that farm addresses staffing capacity needs in order to reduce escapes.	1			The staff are trained for the operation follow requirements in Appendix IV, daily rappingort of sorting, weighing, feeding, counting of dead fish, including inspection of barriers daily
		b. Maintain documentary records (e.g. minutes, attendance sheets) from regular staff trainings on escape prevention procedures.	B. Review records to verify that the farm regularly provides its employees with introductory or continuing training on escape prevention procedures.	1			There has been a training of of staff by farm manager 12.3.2014, SOP and escapes have been reviewed
		-	C. During the on-site visit, conduct interviews with key staff to confirm that training sessions are held regularly and workers are aware of risks.	1			Staff are fully aware of the inspection and rutines in connection to possible escapes
2.5.4	Indicator: Estimated unexplained loss [18] of farmed trout in net pens is made publicly available Requirement: Yes Applicability: All	Instruction to Clients for Indicator 2.5.4 - Calculation of Estimated Unexplained Loss					
		a. For each production cycle, maintain detailed records of the following: - stocking count; - harvest count; - mortalities; and - recorded escapes.	A. Review records for completeness.	1			NA
		b. Calculate the estimated unexplained loss as described in the instructions (above) for the most recent full production cycle. For first audit, farm must demonstrate understanding of calculation and the requirement to disclose EUL after harvest of the current cycle.	B. Verify accuracy of farm calculations for estimated unexplained loss.	1			NA
		c. Make the results from 2.5.4b publicly available (e.g. by publishing information on the farm's website). Keep records of when and where the results were made public for all production cycles.	C. Verify that the farm makes the information available to the public and describe the means of access in the audit report.	1			NA
Footnote	[18] Calculated as: Unexplained loss = Stocking count - harvest count - mortalities - other known escapes.						
2.5.5	Indicator: All fish in net pens are counted during each grading Requirement: Yes	a. Prepare a written procedure for grading which describes the frequency and methodology for obtaining counts.	A. Review the farm's procedure for grading.	1			NA
		b. Keep records of counts obtained at each grading.	B. Review records and ask producer to trace back a logical unit from harvest to stocking, showing when grading occurred.	1			NA

Criterion 2.6 Predator control [19]		Compliance Criteria (Required Client Actions):	Auditor Evaluation (Required CAB Actions):				
Footnote	[19] Excluding "vermin" as defined in the local jurisdiction.						
2.6.1	Indicator: Intentional use of lethal predator control Requirement: None [20] Applicability: All except as noted in [20]	Instruction to Clients for Indicator 2.6.1 - Exception to Prohibition on Use of Lethal Predator Control a. Prepare a list of all predator control devices and their locations.	A. Review list and confirm device locations and working condition during the on-site inspection.	1			There is net stretched over the farm and on sides, distance 25 cm between wires, and an electrical fence close to earth around to keep otter away from ponds with small fish. The electrical fence is not always on, as the otter will be used to it and begin digging under the fence.
		b. Provide a description of farm procedures for managing predators (e.g. in the SOP identified in 2.5.2) which explains how the farm ensures that all actions are non-lethal.	B. Verify that the farm's predator control procedures are implemented and that there is no evidence the control measures are lethal.	1		The net described in 2.6.1.A is established	
Footnote	[20] The ASC Freshwater Trout Standard permits an exception to the prohibition on lethal action in situations where the farm can provide evidence of an assessment that demonstrates lethal action against a particular predator is appropriate, necessary and presents no risks to wild populations or ecosystems.						
PRINCIPLE 3: MINIMIZE NEGATIVE EFFECT ON WATER RESOURCES							
Criterion 3.1 Water Use/Abstraction Levels							
		Compliance Criteria (Required Client Actions):	Auditor Evaluation (Required CAB Actions):				
3.1.1	Indicator: Maximum amount of water that a farm can abstract from a natural flowing water body (such as a river or stream) Requirement: 50% of the natural water body's flow immediately above the farm [21] Applicability: All farms utilizing surface water (such as water from a river) except as noted in [21]	Instruction to Clients for Indicator 3.1.1 - Exemptions from Meeting the Maxima for Water Abstraction a. Inform the CAB if the farm seeks an exemption to 3.1.1. and provide supporting evidence (see instructions). Otherwise, proceed to 3.1.1b.	A. If the farm seeks an exemption, review evidence for compliance with regulatory or scientifically-derived water flow minima and provide a synopsis in the audit report. Otherwise, proceed to 3.1.1B.				1 NA for recirculated farm
		b. Maintain records of all water abstracted by the farm and use these values to calculate the total volume of water abstracted on an annual basis.	B. Confirm that the farm maintains records of water abstraction and that calculations are accurate for annual volume of water abstracted.				1 NA for recirculated farm
		c. Provide the CAB with reliable estimates of water flow immediately above the farm (e.g. scientific studies, government publications). Use these values to calculate the total volume of water flow on an annual basis.	C. Confirm that the farm has access to reliable estimates for water flow immediately above the farm and that calculations are accurate for annual volume of water flow immediately above the farm.				1 NA for recirculated farm
		d. Use the results of 3.1.1b divided by 3.1.1c multiplied by 100 to determine the percent abstraction of the natural water body's flow.	D. Review data to verify that the volume of water abstracted does not exceed 50% of the natural water body's flow immediately above the farm during any month of the year. One annual measurement at point of maximum low flow rate period to demonstrate less than 50% water abstraction. The farmer is required to demonstrate historical statistics of what period is defined as "low flow rate".				1 NA for recirculated farm
Footnote	[21] Farms will be exempted from this requirement if they can demonstrate that they are in a jurisdiction that regulates the farm's water abstraction based on a minimum vital water flow for the natural water body, and the farm's water use respects that minimum vital flow. Farms would also be exempt if						
3.1.2	Indicator: Demonstration that >90% abstracted water is returned to the natural water body Requirement: Yes	a. Retain records to show how the farm ensures that > 90% of abstracted water is returned to the natural water body.					1 NA for recirculated farm
		-	B. During the on-site visit, inspect the water intake and discharge areas to confirm that the farm has means of estimating returned water volume.				1 NA for recirculated farm
3.1.3	Indicator: All use of underground pumped water has been permitted by regulatory authorities Requirement: Yes Applicability: All farms utilizing groundwater (such as water from a well)	Instruction to Clients for Indicator 3.1.3 - Distinction between Surface Water and Underground Pumped Water a. Identify any use of underground pumped water by the farm and include in the farm map or diagram (see 1.1.1e and 2.2.1c).	A. Verify whether the farm uses underground pumped water or not and record this in the audit report.	1			The farm use underground pumped water
		b. Obtain permits from regulatory authorities.	B. Confirm that the farm has permits for all pumped water (as applicable).	1			Permission from 9.6.2010 for establishment of boring, and map showing 2 borings at farm, in ASC Managment folder, use of water are rappedorted to municipality every year
		-	C. During the on-site visit, inspect groundwater sources (as applicable).	1			Water holes are shown in ASC Management folder
3.1.4	Indicator: Well depths are tested at least annually, and results made publicly available [22] Requirement: Yes Applicability: All farms utilizing groundwater (such as water from a well)	a. Ensure that well tests are conducted at a similar time each year [22] using an appropriate methodology.	A. Review evidence to verify that the farm has wells tested at a similar time each year using an appropriate methodology.			1	The well depth are not tested every year, and not according to ASC requirements as there are no existing Auditing guidance document
		b. Maintain records of results from all tests of well depth.	B. Confirm that the farm maintains results from tests of well depth.			1	There are no tests of well depth
		c. Make the results from 3.1.4b available publicly (e.g. by posting on the farm's website). Keep records of when and where results were made public.	C. Verify that the farm makes the information from 3.1.4b available to the public and record the testing results in the audit report (public section).			1	There are no tests results to publish
Footnote	[22] Well depths must be tested at similar times of the year, with results submitted to ASC. More detailed methodology will be provided in the Auditing Guidance document.						
Criterion 3.2 Land-based systems—Water Quality/Effluent							
		Compliance Criteria (Required Client Actions):	Auditor Evaluation (Required CAB Actions):				
	Indicator: Maximum total amount of phosphorus released into the environment per metric ton (mt) of fish produced over a 12-month period (see methodology in Appendix II-A) Requirement: 5 kg/mt of fish produced over a 12-month period	Instruction to Clients for Indicator 3.2.1 - Calculating Total Phosphorus Released per Ton of Fish Produced a. Maintain records showing the amount and type of feeds used during the past 12 months.	A. Verify that farm has records for feeds used over the relevant time period.	1			Records for use of feed (Feed from Aller), kg and type are registrated in farm Dabase
		b. For all feeds used (result from 3.2.1a), keep records showing phosphorus content as determined by chemical analysis or based on feed supplier declaration (Appendix II-A).	B. Verify that farm has records showing the phosphorus content in feeds.	1			Datasheets for feed used show phosphor content of 0,9 and 1,1 %
		c. Using equation #1 from Appendix II-A and results from 3.2.1a and b, calculate the total amount of phosphorus added as feed during the last 12 months of production.	C. Confirm that calculations are done according to Appendix II-A.	1			Total amount of phosphor are calculated as Appendix II-A

3.2.1	<p>Requirement: 5 kg/mt of fish produced over a 12-month period within three years of publication of the ASC Freshwater Trout Standard (7 February 2013), 4 kg/mt of fish produced over a 12-month period</p> <p>Applicability: All land-based systems</p>	<p>d. Maintain records for stocking, harvest and mortality which are sufficient to calculate the amount of biomass produced (equation #2 in Appendix II-A) during the past 12 months.</p> <p>e. Calculate the amount of phosphorus in fish biomass produced (result from 3.2.1d) using equation #3 in Appendix II-A.</p> <p>f. If applicable, maintain records showing the total amount of P removed as sludge (equation #4 in Appendix II-A) during the past 12 months.</p> <p>g. Using the formula in Appendix II-A and results from 3.2.1a-f (above), calculate total phosphorus released per ton of fish produced.</p>	<p>D. Verify that the farm maintained all records needed to calculate the amount of biomass produced during the past 12 months.</p> <p>E. Confirm that P-content calculations are done according to Appendix II-A.</p> <p>F. As applicable, verify records showing how the farm determined the amount of phosphorus removed from the system as sludge.</p> <p>G. Review calculations to confirm that the farm does not exceed requirements for total amount of phosphorus released.</p>	1			Records are done for biomass produced for the last 12 month
							P-content of biomass are done according to Appendix II-A
							Calculation of P from sludge, from estimated amount, dry matter 55 % P 1,7 %
							The farm does not exceed requirements for total phosphorus of 5 kg/mt of fish
3.2.2	<p>Indicator: Minimum oxygen saturation in the outflow, measured monthly (see methodology in Appendix II-B)</p> <p>Requirement: 60% [23]</p> <p>Applicability: All land-based systems</p>	<p>Instruction to Clients for Indicator 3.2.2 - Oxygen Saturation in the Outflow</p> <p>a. Provide monthly monitoring records of DO percent saturation in outflow water for the previous 12 months. For first audits, farm records must cover ≥ 6 months.</p> <p>b. If any single value from 3.2.2a is < 60%, initiate daily continuous monitoring of DO for > 1 week with an electronic probe and recorder. Maintain a record of the results.</p> <p>c. During the on site visit, make arrangements for the auditor to observe calibration of equipment and measurements.</p>	<p>A. Review DO dataset to confirm that monitoring covers the required timeframe and that DO was ≥ 60% for each monthly water sample.</p> <p>B. If applicable (see results from 3.2.2a), review the farm's results from daily continuous monitoring to verify that DO saturation in the outflow was ≥ 60% at all times for at least one week.</p> <p>C. During the on-site visit, observe how the farm calibrates equipment and takes DO measurements (or takes samples for chemical analysis) to confirm compliance.</p>	1			DO has been measured the last year from outlet of water, with results varying results also results lower than 60 %. The latest results from January until 18.3.2014 has been from 61 to 79. A new oxidation equipment has been installed at outlet from January
							There was daily continuous monitoring of DO for > 1 week in January
							The DO measurements have been done by accredited laboratorium (Eurofins). There is an Oxyguard at the farm, this is calibrated against Eurofins system at every visit
Footnote	[23] If a single oxygen reading is below 60 percent, the farm would need to demonstrate daily continuous monitoring with an electronic probe and recorder for at least a week with a minimum 60 percent saturation at all times.						
3.2.3	<p>Indicator: Macroinvertebrate surveys downstream from the farm's effluent discharge demonstrate benthic health that is similar to or better than surveys upstream from the discharge (see methodology in Appendix II-C)</p> <p>Requirement: Yes</p> <p>Applicability: All land-based systems</p>	<p>Instruction to Clients for Indicator 3.2.3 - Macroinvertebrate Surveys</p> <p>a. Have a scientific assessment done in the area downstream of the outlet to identify the zone most likely to be impacted by farm discharge. This assessment must consider water mixing and distance from farm outlet.</p> <p>b. Prepare a map showing the upstream and downstream transects and sampling stations used for macroinvertebrate surveys (see Appendix II-C).</p> <p>c. Collect benthic samples along transects in accordance with Appendix II-C and maintain records of all sample collections.</p> <p>d. Have an accredited laboratory analyze the samples for benthic invertebrate fauna including characterization of species composition, abundance, diversity, and presence of key sensitive indicator species.</p> <p>e. Using survey results from 3.2.3d, compare the benthic health of areas downstream from the discharge to those areas upstream of the discharge to assure no change.</p> <p>-</p>	<p>A. Confirm that the farm used the results from a scientific assessment to determine the location of downstream sampling.</p> <p>B. Review map to verify appropriate siting of sampling stations relative to the scientific assessment (see 3.2.3a) and in compliance with Appendix II-C.</p> <p>C. Confirm that the sample collection followed Appendix II-C.</p> <p>D. Confirm that the laboratory used by the farm is accredited for analyses of benthic samples. Review the laboratory results to confirm that the samples of benthic fauna were characterized as required.</p> <p>E. Review the farm's comparison of upstream and downstream benthic health to confirm that the farm's conclusions are directly supported by objective evidence from benthic surveys. Verify that surveys show compliance with the requirement.</p> <p>F. Compare how disparity between upstream and downstream benthic health has or hasn't changed through time to determine future surveillance frequency (see instructions).</p>	1			The macrovertebrate analyse are performed every year, the station placed and sample taken by authorities. The last results from the sampling 2013 show same result 7 upstreams and downstreams the farm, and one 6 upstreams and 7 downstreams
							The stations are described in report from SBN Consult, sampled by J. Larsen, Holstebro municipality
							The macroinvertebrate examination has been compared to appendix II-C and found in compliance, also by DCE - Danish centre for environment and energy
					1		The laboratory is not accredited for analyses of benthic samples
							The results shown from SBN Consult, that the fauna is similar or better from the outlet of farm compared to inlet of farm
							The results from upstream and downstream are not different
3.2.4	<p>Indicator: Evidence of implementation of biosolids (sludge); Best Management Practices (BMPs) (see Appendix II-D)</p> <p>Requirement: Yes</p> <p>Applicability: All land-based systems</p>	<p>Note: Detailed description of the biosolids (sludge) Best Management Practices is given in Appendix II-D of the ASC Freshwater Trout Standard.</p> <p>a. Prepare a biosolids (sludge) management plan that addresses all requirements in Appendix II-D.</p> <p>b. Prepare a process flow diagram of the key steps taken to responsibly manage sludge identifying treatment, transfer, storage, utilization and disposal.</p> <p>c. Maintain records of biosolid (sludge) cleaning, maintenance, and disposal as described in Appendix II-D.</p> <p>-</p>	<p>A. Review the farm's biosolids (sludge) management plan for compliance with Appendix II-D.</p> <p>B. Evaluate the flow diagram to confirm it covers all steps (e.g. cleaning routines of pipes, sumps, channels and units).</p> <p>C. Review the farm's records to verify there is evidence of implementation of biosolids management as required in Appendix II-D.</p> <p>D. During the on site visit, inspect the farm and conduct community interviews to verify there is no evidence for discharge of biosolids into natural water bodies.</p>	1			There is a farm biosolid (sludge) management plan for compliance with Appendix II_D, agreement with service supply company from 3.2.2010. Sludge samples are taken and analyses comply with requirements as seen fro Cd and Ni.
							A process flow diagram is connected to sludge management plan, show flow of sludge as seen at farm
							There is a registration of sludge disposal in Dabase, transporter Bjarne fisketransport. Bjarne Fisketransport has applied for approval for transport of animal byproducts
							Inspection on site confirm management of biosolids

3.2.5	<p>Indicator: Water-quality monitoring matrix completed and submitted to ASC (see Appendix II-B)</p> <p>Requirement: Yes</p> <p>Applicability: All land-based systems</p>	Instruction to Clients for Indicator 3.2.5 - Water Quality Monitoring Matrix, Land-Based Systems					
		a. Conduct ≥ 6 months of water quality monitoring before first audit. Thereafter, monitoring should be part of production practices for certified farms.	A. Do not schedule the on-site audit until client has monitoring dataset.	1			Water monitoring dataset for more than 6 month established
		b. Complete the Water Quality Monitoring Matrix (Appendix II-B) and submit to CAB.	B. Review Matrix to verify that client monitored all four required parameters at the required frequency.	1			The matrix fulfilled for TP, TN, BOD and TSS
		c. Calibrate all equipment at the frequency and by the method recommended by the manufacturer. Calibrate daily if there is no manufacturer's recommendation.	C. Verify that client calibrates equipment as required.			1	NA, analyzes by accredited laboratory
		d. During the audit of the farm, arrange to conduct water quality monitoring. The auditor will witness water sampling.	D. Witness the client conducting water quality monitoring.			1	NA, analyzes by accredited laboratory
		e. Collect water samples and prepare them for shipment to a laboratory (if applicable).	E. Witness the farm collecting water samples or (if applicable) preparing samples to send to an independent laboratory.			1	NA, analyzes by accredited laboratory
		f. Perform routine analysis of water samples (i.e. done in the same manner as for previous months of water quality monitoring).	F. Witness the farm's analyses of water samples or (if applicable) review evidence that the independent laboratory is suitably qualified to perform analyses.			1	NA, analyzes by accredited laboratory
		g. Record values for each parameter and submit results to CAB.	G. Review the recorded values and examine consistency with the farm's previous results for water quality monitoring.	1			Parameters are consistent
		h. Submit data on water quality monitoring to ASC as per Appendix II-B.	H. Confirm that client has submitted data on water quality to ASC (Appendix II-B).	1			Data are submitted to ASC
Criterion 3.3 Cage-Based Systems—Water Quality/Benthic Community							
		Compliance Criteria (Required Client Actions):		Auditor Evaluation (Required CAB Actions):			
3.3.1	<p>Indicator: For cages located on water bodies with a surface area less than 1,000 km², evidence that farm production levels reflect the results of an assimilative capacity study (see Appendix II-E)</p> <p>Requirement: Yes</p> <p>Applicability: Cage-based systems operating on water bodies with a surface area < 1000 km²</p>	Instruction to Clients for Indicator 3.3.1 and 3.3.2 - Classification of Surface Area of Water Body					
		a. Determine the surface area of the water body where the farm operates.	A. Review data to confirm that it comes from an accurate and reliable source.			1	
		b. Inform the CAB if results from 3.3.1a indicate that the water body is less than 1,000 km ² surface area and proceed to 3.3.1c. Otherwise, go to 3.3.2.	B. Verify that the farm has correctly assigned the water body to a size class. If the water body is ≥ 1,000 km ² then Indicator 3.3.1 does not apply.			1	
		c. Obtain a documented assimilative capacity study for the water body where the farm operates. The assimilative capacity study must address all requirements described in Appendix II-E.	C. Review the assimilative capacity study to verify it meets the requirements of Appendix II-E (e.g. appropriateness of model used, scope of investigation, and analyses performed).			1	
	d. Provide evidence that the farm production levels reflect the results of the assimilative capacity study in 3.3.1c.	D. Review the conclusions presented in 3.3.1c to verify that loading from farm production levels does not exceed water body capacity to assimilate.			1		
3.3.2	<p>Indicator: For cages located on water bodies with a surface area of 1,000 km² or greater, evidence that cages are located at sites that are classified as "Type 3" sites, as defined in Appendix II-F</p> <p>Requirement: Yes</p> <p>Applicability: Cage-based systems operating on water bodies with a surface area ≥ 1000 km²</p>	Instruction to Clients for Indicator 3.3.2 - Water Body Classifications as Type 1, Type 2 or Type 3					
		a. Determine the surface area of the water body where the farm operates (see 3.3.1a). If the surface area is 1,000 km ² or greater, proceed to 3.3.2b. Otherwise, go to 3.3.1	A. Verify that the farm has correctly assigned the water body to a size class. If the water body is < 1,000 km ² then Indicator 3.3.2 does not apply.			1	
		b. Provide evidence that the water body classification was performed by a regulatory agency as required under Appendix II-F. If no regulatory agency has classified the water body, proceed to 3.3.2c.	B. Review the evidence from the regulatory agency to confirm that the site is classified as "Type 3" according to the required methodology (if applicable).			1	
		c. If applicable, hire a qualified independent consultant to analyze and classify the site where the farm operates in accordance with the definitions in Appendix II-F.	C. As applicable, verify that the consultant was suitably qualified and provided a detailed analysis to support the determination.			1	
	-	D. Confirm that actual cage locations are at sites classified as Type 3.			1		

3.3.3	Indicator: Water quality monitoring matrix completed (see Appendix II-G) Requirement: Yes Applicability: All cage-based systems	Instruction to Clients for Indicator 3.3.3 - Water Quality Monitoring, Cage-Based Systems					
		a. Conduct ≥ 6 months of water quality monitoring before first audit and submit to CAB.	A. Do not schedule the on-site audit until client has monitoring dataset.				1
		b. Calibrate all equipment at the frequency and by the method recommended by the manufacturer. Calibrate daily if there is no manufacturer's recommendation.	B. Verify that client calibrates equipment as required.				1
		c. During the audit of the farm, arrange to conduct water quality monitoring at location of auditor's choice.	C. Witness the client conducting water quality monitoring.				1
		e. Collect water samples at the same location as 3.3.3a and obtain analysis from a water quality laboratory at least once annually.	E. Examine independent analyses performed by an independent laboratory (i.e. not by farm staff) for consistency with farm results for months where duplicate samples taken.				1
		f. Assure that values from laboratory are consistent with values obtained from laboratory results. If values differ by >5%, demonstrate how equipment has been recalibrated, replaced, or how procedures have been modified.	F. Examine percent error between farm measurements and auditor measurements. Determine whether amendments made are sufficient. Auditor is at liberty to request a second set of tests to confirm accurate recalibration.				1
		g. Submit data on water quality monitoring to ASC as per Appendix II-B.	G. Confirm that client has submitted data on water quality to ASC (Appendix II-B).				1
3.3.4	Indicator: Maximum baseline total phosphorus concentration of the water body (see Appendix II-H) Requirement: ≤ 20 µg/l [24] Applicability: All cage-based systems	Instruction to Clients for Indicator 3.3.4 - Establishing a Baseline Total Phosphorus Concentration					
		a. Provide CAB with a description of the farm's TP monitoring program (e.g. sampling station, sampling protocol, name of laboratory used).	A. Review farm's description of the TP monitoring program to verify it complies with requirements. Where situations arise with complex modified water bodies (eg: large lakes and/or hydroelectric facilities); resulting in high or variable water depth fluctuations; sites should record with frequent monitoring flow, depth and water quality				1
		b. Implement monitoring of TP as described in the instructions for Indicator 3.3.3.	B. During on site visit, observe sample collection, processing, and transport or mailing to the laboratory.				1
		c. Identify the baseline TP concentration of the water body (see Instructions above) and provide the CAB with evidence to show how this value was established.	C. Review the farm's evidence for establishment of a baseline TP concentration and record the value and rationale in the audit report.				1
		d. Provide monthly TP monitoring data to the CAB.	D. Review TP data set for completeness and cross-check against previous monitoring results for consistency.				1
Footnote	[24] This concentration is equivalent to the upper limit of the Mesotrophic Trophic Status classification as described in Appendix II-H.						
3.3.5	Indicator: Minimum percent oxygen saturation of water 50 centimeters above bottom sediment (at all oxygen monitoring locations described in Appendix II-G) Requirement: ≥ 50% Applicability: All cage-based systems	a. Provide CAB with a description of the farm's oxygen saturation monitoring program (see Indicator 3.3.3).	A. Review farm's description of the oxygen saturation monitoring program to verify it complies with requirements.				1
		b. Implement monitoring of oxygen saturation according to the methods described above.	B. During on site visit, observe sample collection, processing, and transport or mailing to the laboratory.				1
		c. Provide oxygen monitoring data to the CAB.	C. Review oxygen saturation data set for completeness and cross-check against independent laboratory results. Raise a non-conformity for disparities >= 5%.				1
		d. Collect oxygen saturation sample in the presence of an auditor and auditor witnesses transfer to an accredited lab or lab employee.	D. Review oxygen saturation monitoring records and verify that no quarterly value is <50%.				1
3.3.6	Indicator: Trophic status classification of water body remains unchanged from baseline (see Appendix II-H) Requirement: Yes Applicability: All cage-based systems	a. Obtain documentary evidence stating the trophic status of water body if previously set by a competent authority (if applicable). If not, go to 3.3.6.b	A. Verify that farm obtains evidence that the trophic status of the water body has been previously set by a competent authority (as applicable).				1
		b. If the trophic status of the water body has not previously been classified, use the baseline TP concentration (result from 3.3.4c) to assign a trophic status to the water body according to the table in Appendix II-H.	B. Verify that the farm has correctly assigned trophic status to the water body using baseline TP concentration.				1
		c. Compare the current trophic status of the water body (results from either 3.3.6a or 3.3.6b) to the trophic status reported in all previous audits. For first audits, this requirement is not applicable.	C. Review the farm's conclusion to verify compliance with the requirement.				1
	Indicator: Maximum allowed increase in total phosphorus	Instruction to Clients for Indicator 3.3.7 - Calculation of Percent Increase in TP from Baseline					

3.3.7	concentration in lake from baseline Requirement: 25% for water bodies with a surface area of less than 1,000 km ² 15% for water bodies with a surface area of 1,000 km ² or greater Applicability: All cage-based systems as specified according to size of water body in which the farm operates	a. Use the result from Indicator 3.3.4 (above) to identify the baseline TP concentration that will be used to calculate percent change from baseline.	A. Verify that the farm has justification for selecting the TP value to serve as the baseline TP concentration for the water body (as was done for 3.3.4).				1		
		b. Use the result from Indicator 3.3.1 and 3.3.2 (above) to identify the size of the water body in which the farm operates.	B. Verify that farm has accurately categorized the size of the water body.					1	
		c. Use TP monitoring data from the reference station taken over the past 12 months to calculate the current annual average concentration of TP.	C. Verify that farm has accurately calculated the current annual average TP concentration using data from the reference station.					1	
		d. Calculate the difference between 'baseline TP' and the annual average TP concentration over the most recent 12 months according to the instructions given above.	D. Verify that the farm has made accurate calculation of the percentage difference in TP concentration.					1	
		e. Confirm that any observed increase in phosphorus concentration falls within the maximum allowed range for the size of water body where the farm operates.	E. Confirm that any observed increase in phosphorus concentration falls within the maximum allowed range for the size of water body where the farm operates.					1	
3.3.8	Indicator: Maximum total amount of phosphorus released into the environment per metric ton (mt) of fish produced over a 12-month period (see Appendix II-A) Requirement: 5 kg/mt of fish produced over a 12-month period; within three years of publication of the ASC Freshwater Trout Standard (7 February 2013), 4 kg/mt of fish produced over a 12-month period. Applicability: All cage-based systems	Instruction to Clients for Indicator 3.3.8 - Calculation of Total Phosphorus Released per Ton of Fish Produced							
		a. Maintain records showing the amount and type of feeds used during the past 12 months.	A. Verify that farm has records for feeds used over the relevant time period.					1	
		b. For all feeds used (result from 3.3.8a), keep records showing phosphorus content as determined by chemical analysis or based on feed supplier declaration (Appendix II-A).	B. Verify that farm has records showing the phosphorus content in feeds.					1	
		c. Using equation #1 from Appendix II-A and results from 3.3.8a and b, calculate the total amount of phosphorus added as feed during the last 12 months of production.	C. Confirm that calculations are done according to Appendix II-A.					1	
		d. Maintain records for stocking, harvest and mortality which are sufficient to calculate the amount of biomass produced (equation #2 in Appendix II-A) during the past 12 months. Value taken from 3.2.1.d	D. Verify that the farm maintained all records needed to calculate the amount of biomass produced during the past 12 months.					1	
		e. Calculate the amount of phosphorus in fish biomass produced (result from 3.3.8d) using equation #3 in Appendix II-A.	E. Confirm that P-content/biomass produced calculations are done according to Appendix II-A.					1	
		f. If applicable, maintain records showing the total amount of P removed as sludge (equation #4 in Appendix II-A) during the past 12 months. This compliance criteria valid for flow-through systems but does not apply for cage systems.	F. As applicable, verify records showing how the farm determined the amount of phosphorus removed from the system as sludge. This compliance criteria valid for flow-through systems but does not apply for cage systems.					1	
		g. Using the formula in Appendix II-A and results from 3.3.8a-f (above), calculate total phosphorus released per ton of fish produced.	G. Review calculations to confirm that the farm does not exceed requirements for total amount of phosphorus released.					1	
Criterion 4.1 Farm health management									
		Compliance Criteria (Required Client Actions):				Auditor Evaluation (Required CAB Actions):			
4.1.1	Indicator: Presence of a site-specific farm health plan that is reviewed at least annually and addresses biosecurity, veterinary health, crisis management and risk assessment Requirement: Yes Applicability: All	a. Prepare a Farm Health Plan (FHP) that is site-specific and addresses biosecurity, veterinary health, crisis management, and risk assessment	A. Review the farm health plan to confirm that it adequately addresses each of the relevant requirements.	1				A farm health plan, is established covering the relevant requirements, dated 14.10.2013, signed by veterinarian	
		b. Ensure that the FHP is reviewed and updated at least annually with signatures by farm management indicating approval.	B. Verify that farm management approves review and update of the FHP at least annually.	1			The farm health plan will be updated yearly		
		c. Ensure that the farm's designated veterinarian reviews and approves the FHP annually and after each update of the FHP, by signature.	C. Confirm that the farm has paperwork showing signature and date of review by designated veterinarian.	1			Health plan signed by veterinarian Simon B. Madsen 14.10.2014		
4.1.2	Indicator: All fish, at all stages in the life cycle, are sourced from a supply that is of equal or better health status than its own stock Requirement: Yes Applicability: All	a. Design a set of health status metrics that can be evaluated at all relevant phases of the life history. Have the metrics reviewed and approved by the farm's designated health care professional.	A. Verify that the farm has designed health status metrics which are reasonable and can be evaluated across the life history. Confirm that the metrics were approved by the farm's designated health care professional.	1			Health status is shown on www.gir-chr.dk		
		b. Ensure that the farm's designated health care professional samples fish on-site during an annual inspection and maintains records of conditions using metrics defined by 4.1.2a.	B. Examine the farm's record of conditions from annual inspection by the farm's designated health care professional.	1			Fish are not moved from lower to higher status of health, health status checked from deliveries.		
		c. Ensure that the samples of health condition (from 4.1.2b) are taken from all of the main cohorts in production during each health status inspection.	C. Ensure records of evaluations are taken from all main cohorts in production at the time of the veterinary health care professional's inspection.	1			Evaluations are updated in health status register		
		d. Prior to accepting a transfer of fish, ensure that the supplier has evaluated fish using the farm's health status metrics in 4.1.2a. Farm's may also use evidence from statutory evaluations (e.g. health certificates) as a basis for accepting transfers provided that the evaluations are appropriately documented.	D. Verify that the farm has evidence of suppliers evaluating fish using the farm's health status metrics prior to accepting transfer. Or, if applicable, verify that the farm reviews evidence from statutory evaluations before accepting transfers.	1			Fish are not moved from lower to higher status of health, health status checked from deliveries.		
		e. Ensure that responsible farm staff are trained in evaluating condition using health status metrics.	E. Verify that responsible staff understand how to evaluate condition using health status metrics.	1			Staff are fully aware of health status metrics		
		f. The farm shows evidence that inspections by the veterinary health professional include co-scoring of fish condition with farm staff, with comparison for consistency after scoring.	F. Verify that the farm has some form of evidence showing that co-scoring has been calibrated between the veterinary health professional and farm staff.	1			Veterinarian and staff are calibrated at every visit, as farm staff have evaluated eventually sickness at request of veterinarian		
		g. Ensure that farm staff evaluate a subsample of individuals in all shipments. Those not conforming are returned to the supplier with health status metrics recorded.	G. Verify that the farm has evidence of staff evaluating a subsample of individuals for all shipment and that shipments are or are not released as appropriate.	1			Fish from all shipments are evaluated from staff before received, transport of fish are managed by central Danforel staff		
4.1.3	Indicator: All fish that are moved off site, at all stages in the life cycle, are moved to a location of equal or lesser health status Requirement: Yes Applicability: All	a. Ensure that receivers evaluate fish health condition using metrics defined by the farm's designated veterinary health specialist (4.1.2a) at the receiving location prior to transfer, and to convey this information prior to transfer.	A. Verify the farm has evidence that receivers have conveyed condition scores to the farm prior to accepting transfer.	1			Condition scores are known by staff and verified by veterinarian and register		
		b. Ensure that trained farm staff (4.1.2e) evaluate the health condition of a subsample of individuals prior to moving fish off site.	B. Verify that appropriately trained staff (as per 4.1.2e) have evaluated health condition and have recorded results prior to out-shipments.	1			Trained staff evaluate health condition of fish and records in Dabase		
		c. Ensure that fish are only moved off site if there are records demonstrating that fish health in the receiving location is equal to or less than that in the shipping location.	C. Verify that the farm has a protocol that assures that evaluations show health status in receiving location is equal to or less than that in the shipping location.	1			Condition scores are known by staff and verified by veterinarian and register		

4.1.4	Indicator: Site access, disinfection and hygiene protocols are written and observed Requirement: Yes Applicability: All	a. Prepare written protocols for site access, disinfection and hygiene (these protocols may be incorporated into the Farm Health Plan in 4.1.1a).	A. Verify that the required protocols exist.	1		A farm health plan, is established covering the relevant requirements for access to farm	
		b. In the above protocols (4.1.4a) make direct reference to national regulations related to site access, disinfection and hygiene.	B. Verify that relevant national legislation has been appropriately accounted for in protocols.	1		Legislation BEK 1218 and 1219 (2008) are accounted for in Fish health plan	
		c. Ensure that farm protocols for site access, disinfection and hygiene are implemented.	C. Verify that the farm has on-site access to all materials needed for implementation of disinfection and hygiene protocols.	1		There is a sign to prevent access to site, described in farm health plan	
		-	D. Confirm that relevant staff are aware of nature and intent of protocols through interview.	1		Staff are fully aware of the protocol	
4.1.5	Indicator: Biosecure disposal of mortalities and fish trimmings Requirement: Yes Applicability: All	a. Maintain records for all disposal of fish tissue including mortalities and fish trimmings.	A. Verify that the farm maintains records of all disposal of fish tissue.	1		Dead fish are desposited in containers in underground, all disposal are transported to Blåhøj Biogas by Bjarne Fisketransport, 2-3 times per year	
		b. Create a protocol for biosecure disposal of biological tissue and fish trimmings with a rationale explaining how biosecurity is achieved.	B. Verify that the farm's protocol provides an adequate rationale to ensure biosecure disposal of mortalities and fish trimmings.	1		In Fish Health Plan are description of treatment and disposal of dead fish	
		c. In the above protocol (4.1.5b), make explicit reference to any national regulations related to disposal of biological waste.	C. Verify that relevant national legislation has been appropriately accounted for in the protocol.	1		Legislation BEK 1218 and 1219 (2008) are accounted for in Fish health plan, and (EF) nr.1069/2009 regarding animal byproducts	
		-	D. Confirm that relevant staff are aware of nature and intent of protocols through interviews.	1		Staff are fully aware of the protocol	
Note: On-site investigation of mortality events (4.1.6c) is not required when farms have all mortality events investigated immediately off-site (4.1.6d).							
4.1.6	Indicator: Immediate investigation of all mortality events on site and, in instances where mortality remains unexplained or unattributed, further investigation with fish health professionals off site Requirement: Yes Applicability: All	a. Maintain records of all mortalities and identify cause where known, or actions taken if unknown.	A. Verify that the farm maintains relevant records of mortality events including timing of response and investigation of cause.	1		Dead fish are recorded in Dambase	
		b. Ensure that the mortality records in 4.1.6a include objective evidence (e.g. time-stamped photographs or similar) showing the farm investigated each unexplained mortality event within 24 hours of detection.	B. Review a sample of records and supporting evidence to confirm that the farm investigated each unexplained mortality event within 24 hours of detection.	1		For mortality of fish, veterinarian are contacted to visit farm, visit by veterinarian 18.11.2013, ERM found and treatment of antibiotic prescribed, prescription for Aquavet ST with active substance trimethoprim and sulphadiazin, amount of medicated feed seen registered in Dambase according to prescription. All feed was used during the treatment for 8 days. For unexplained mortality veterinarian are contacted for investigation	
		c. For investigation of mortality events that are conducted on site, maintain a record of the tests used and the results obtained.	C. Verify evidence of records and methods used on site to investigate mortality events.	1		see. 4.1.6.B	
		d. For any mortality events in 4.1.6c where the results were unexplained or unattributed, have a relevant fish health professional perform an off site investigation and keep a record of their opinion as to cause.	D. Verify that farm has a record of opinion from fish health expert for off site investigations of mortality events.	1		see. 4.1.6.B	
4.1.7	Indicator: Minimum frequency of inspection of the farm by a designated veterinarian [26] who specializes in aquatic animal health. The inspection must review the farm health plan. Requirement: ≥ 1 inspection per year, at a time when the site is in production Applicability: All	a. Maintain log showing the date of visit, title and affiliation of designated veterinarian.	A. Verify that an inspection log is maintained.	1		Inspection report from every veterinarian visit	
		b. Obtain signature from designated veterinarian confirming inspection and date.	B. Verify that inspections frequency is compliant with requirements.	1		There is a yearly inspection by veterinarian, 18.11.2013, in addition to visits during the year	
		c. Maintain on site, a current (within 3 years) CV of the farm's designated veterinarian.	C. Verify that the credentials of the designated veterinarian conform to the definition in Footnote 26.	1		There is a CV, dated 23.5.2010 of the designed veterinarian onsite, cand. Med. Vet. Simon B. Madsen	
		-	D. Use feed records to ensure that inspections occurred during production.	1		Inspections occurred during production, according to feed records	
Footnote	[26] A designated veterinarian is the professional responsible for health management on the farm who has the legal authority to diagnose disease and prescribe medication. He/she is expected to have a degree in veterinary medicine and a strong background in fish disease control.						
4.1.8	Indicator: Evidence that maximum stock density was determined jointly by the designated veterinarian and site management Requirement: Yes Applicability: All	a. Include rationale for maximum stock density in the farm health plan (see 4.1.1) that refers to peer reviewed reference material.	A. Verify that a section is included in the farm health plan that rationalizes stocking density and contains relevant references. Cross-check a sample of the peer-reviewed citations to confirm legitimacy and quality.	1		Stocking density are planned together with designed veterinarian at yearly inspection and updated in Fish Health Plan	
		b. Obtain signatures from the designated veterinarian during annual inspection confirming agreed maximum stocking density.	B. Verify that the designated veterinarian approved the maximum stocking density at each annual inspection.	1		Approved maximum stocking density 80 kg/m3, at inspection 14.10.2013, signed by veterinarian	
		c. Prepare a letter signed by the farm senior manager stating that maximum stock density was determined jointly by the designated veterinarian and site management.	C. Verify that the farm has a signed letter from the senior manager stating that maximum stock density was determined by the designated veterinarian and site management.		1	There is not a letter from senior manager stating that maximum stock density was determined by the designated veterinarian and site management	
		-	D. Verify through interviews with site manager that he/she was consulted in the decision to determine maximum stock density.	1		Maximum stock density are planned in coordination with farm management and veterinarian	
Criterion 4.2 Chemicals and treatments							
		Compliance Criteria (Required Client Actions):			Auditor Evaluation (Required CAB Actions):		
4.2.1	Indicator: Presence of a treatment plan, treatment record book and farm health history that includes a detailed recording of all treatments and all health events on the farm, as well as written veterinary prescriptions and receipts Requirement: Yes	a. Create requisite protocols which include at a minimum: name of the veterinary health professional prescribing treatment; product name and chemical name (for all therapeutants and antimicrobials); treatment plan and reason for use (specific disease); date(s) of treatment; amount (g) of product used; dosage; quantity of fish treated (mt); WHO classification of any antibiotics; and supplier of chemicals or therapeutants.	A. Verify that farm has a treatment plan and records of all treatments, health events and veterinary prescriptions.		1		There is a treatment plan, visit rapport from veterinarian and records of all treatments in Dambase, this include antibiotic and chemical treatments
		b. Keep required records and receipts outlined in 4.2.1a and assemble them for the last full production cycle.	B. Verify that the farm has receipts that match treatments over a subsample of time and cross-check prescriptions and treatment records against the FHP.		1		Every treatment are prescribed by veterinarian and recorded
4.2.2	Indicator: Use of therapeutic treatments, including antibiotics or other treatments, that are banned under European Union (EU) law Requirement: Not permitted Applicability: All	a. Maintain a list of therapeutants (including antibiotics) banned by the EU and update the list no less than annually.	A. Cross-check receipts for treatments/therapeutants and confirm that none are items banned under EU law. If ASC has agreed to maintain a list of relevant therapeutants, farms can demonstrate that they have this list.		1		No treatment or therapeutants banned under EU law
		b. Ensure that staff responsible for purchasing and administering therapeutants (including antibiotics) are aware of banned therapeutants listed in 4.2.2a.	B. Verify through interviews with staff that they are aware that the use of therapeutants banned under EU law is not permitted.		1		There is a clear understanding of banned therapeutants, only approved therapeutants are used
		c. Maintain records of voluntary and/or mandatory chemical residue testing conducted or commissioned by the farm from the prior and current production cycles.	C. As applicable, review results from any voluntary or mandatory chemical residue testing to verify that no EU banned substances were detected.		1		Residue testing are performed by authorities
		d. Prior to each surveillance audit, provide the auditor with a list of all production lots. The auditor may use the list to select random samples for chemical residue testing.	D. If there is credible reason to suspect that fish have been treated with chemicals banned in the EU, collect tissue samples from at least 3 fish for chemical analysis at an ISO 17025 certified laboratory.				1 This is an initial audit, there is no reason for suspect that fish has been treated with chemicals banned by EU

4.2.3	<p>Indicator: Prophylactic use of chemical antimicrobial treatments (excluding prebiotics and probiotics that have been approved by a regulatory process that included a risk assessment) [27]</p> <p>Requirement: Not permitted</p> <p>Applicability: All</p>	<p>Instructions to Clients for Indicator 4.2.3 - Use of Prebiotic and Probiotic Treatments</p> <p>a. Inform the CAB if the farm used any prebiotic or probiotic treatments for the last full production cycle and, if applicable, provide chemical names.</p> <p>b. Maintain records of all chemical antimicrobial treatments for the last full production cycle as per 4.2.1a and 4.2.1b.</p> <p>c. Provide records to show that all chemical antimicrobial treatments identified in 4.2.3b were prescribed by the farm's veterinary health care professional before application.</p>	<p>A. Determine if the farm's use of prebiotics or probiotics qualifies for an exclusion (see Instructions), verify that the chemical compounds are not banned in the EU, and provide a rationale in the audit report.</p> <p>B. Verify records of treatments and cross-check against purchases and inventories of chemical antimicrobial compounds.</p> <p>C. Review records of antimicrobial treatments and cross-check against prescriptions to verify there is no evidence for prophylactic treatments.</p>	1			There has been no use of prophylactic treatment
Footnote	[27] The washing of eggs is permitted under this requirement.						
4.2.4	<p>Indicator: Public disclosure of all antimicrobial treatments used on the farm</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. Maintain records of all antimicrobial treatments for the last full production cycle as per 4.2.1b.</p> <p>b. Make public disclosure of all antimicrobial treatments (4.2.4a) over the last full production cycle (e.g. by publishing information on the farm's website). Optional: farms may choose to disclose information about antimicrobial treatments by completing Appendix VI from the ASC Salmon Standard and then submitting the form to ASC for publication on the ASC website.</p>	<p>A. Review farm records (4.2.1b) to identify all antimicrobial treatments used for the last full production cycle.</p> <p>B. Verify that the farm has disclosed information about antimicrobial treatments and that the information is readily accessible by the public.</p>	1			There is farm records of all antimicrobial treatment for the last production cycle
				1			Information about antimicrobial treatments are published at http://www.danskakvakultur.dk/media/8336/ASC-medicin-nr-vium.pdf
4.2.5	<p>Indicator: Proactive vaccination against diseases that present a risk in the region and for which an effective, legally authorized and commercially viable vaccine exists, as determined by the farm's designated veterinarian</p> <p>Requirement: Yes</p>	<p>a. Request that the veterinary health professional creates a record listing diseases that present a risk in the region and the relevant, available vaccine (or absence of a suitable vaccine).</p> <p>b. Maintain a record of all vaccinations administered.</p> <p>c. Where the veterinary health professional has listed a disease that does not have a commercially viable vaccine, or a when an existing vaccination has not been administered (for whatever reason), request that the veterinary health professional supplies a written rationale for avoiding vaccination in the vaccination record.</p>	<p>A. Verify that the farm holds a list of the regional diseases that also gives the relevant, available vaccine or states the absence of a suitable vaccine.</p> <p>B. Verify that the farm maintains a vaccination record.</p> <p>C. If a vaccine exists for a regional disease but was not administered, ensure that the farm's health professional provided a rationale. Consult outside expert for a second opinion if the rationale is unusual or weak.</p>	1			Vaccination of fish with ERM vaccine
				1			No vaccination of fish at site
						1	There is one existing vaccine (ERM vaccine)
PRINCIPLE 5: USE RESOURCES IN AN ENVIRONMENTALLY EFFICIENT AND RESPONSIBLE MANNER							
<i>Criterion 5.1 Traceability and transparency of raw materials in feed</i>							
		Compliance Criteria (Required Client Actions):	Auditor Evaluation (Required CAB Actions):				
Instruction to Clients and CABs for Auditing Indicators 5.1.1 through 5.4.4 - Sourcing of Responsibly Produced Trout Feeds							
5.1.1	<p>Indicator: Evidence of traceability, demonstrated by the feed producer, of feed ingredients that make up more than 1% of the feed [28]</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. From each feed producer obtain a list of all ingredients representing more than 1% by weight of the feed as specified in Indicator 5.1.2 (below).</p> <p>b. For all feed ingredients identified in 5.1.1.a, provide copies of third-party documentation showing certified traceability of the production site and (for fish products), fishing area, landing site, species and harvest method.</p> <p>c. For three ingredients of marine origin (fewer if fewer are used), collate three examples of traceback procedures conducted by a third-party auditor for the selected feed ingredients to the point of landing and vessel, in the source fishery.</p> <p>d. For producers wishing to source from a feed manufacturer using a mass balance approach, provide a report from an onsite third-party audit of the feed manufacturer to assure traceability as in 5.1.1.b.</p>	<p>A. Confirm that the farm obtains relevant ingredient lists for all feeds used (also see 5.1.2a).</p> <p>B. Verify that farm has a copies of certificates from the feed manufacturer demonstrating chain of custody capable of tracing back to fishing area, landing site, species and harvest method</p> <p>C. Review examples of tracebacks for completeness and confirm compliance.</p> <p>D. Verify that audit reports contain evidence of appropriate mass-balance records and procedures at the feed manufacturer (if applicable).</p>	1		1	There is a list of feed ingredients, for feed ingredients from feed producer Aller Aqua
				1			The feed producer used, Aller Aqua, has a Declaration of Conformity valid from 11.7.2013-11.7.2016, issued by D.I.C, documents the quality management system fulfill relevant requirements for feed producers as described in ASC trout standard principle 5. This declaration of conformity can be valid for 1 year as basis to fulfil requirements in this standard are ongoing changing
				1			See 5.1.1 b
				1			See 5.1.1 b
Footnote	[28] Traceability should be at a level of detail that permits the feed producer to demonstrate compliance with the requirements in this document (i.e., marine raw ingredients must be traced back to the fishery, soy to the region grown, etc.). Feed manufacturers will need to supply the farm with third-party						
5.1.2	<p>Indicator: Presence of a list of all ingredients that make up more than 1% of the feed</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. Obtain a statement from each feed supplier (on company letterhead) identifying all feed ingredients that make up more than 1% of the feed by weight. Market names must be accompanied by scientific latin names for natural ingredients and formal chemical nomenclature for synthetic products.</p>	<p>A. Confirm that the producer has lists of ingredients for all feeds using appropriate nomenclature and cross-check a subsample of ingredient lists against feed bags during on-site inspection.</p> <p>B. During the on-site inspection, cross-check a subsample of ingredient lists against feed bags.</p>	1			There is a list of feed ingredients, for feed ingredients from feed producer Aller Aqua, dated 21.3.2014
						1	The list of feed ingredients do not include krill for the feed product Aller Aqua Gold
<i>Criterion 5.2 Responsible origin of marine raw materials</i>							
		Compliance Criteria (Required Client Actions):	Auditor Evaluation (Required CAB Actions):				
Instruction to Clients for Indicator 5.2.1 - Feeds Containing Products that are Certified under an ISEAL-Accredited Scheme							

5.2.1	<p>Indicator: Percentage of fishmeal and fish oil used in feed that comes from fisheries [29] certified under a scheme that is ISEAL-accredited and has guidelines that specifically promote responsible environmental management of small pelagic fisheries</p> <p>Requirement: 10% within three years of publication of the ASC Freshwater Trout Standard [7 February 2013] and 100% within five years</p> <p>Applicability: All</p>	a. Prepare a policy stating the company's support of efforts to shift feed manufacturers purchases of fishmeal and fish oil to fisheries certified under a scheme that is an ISEAL member and has guidelines that specifically promote responsible environmental management of small pelagic fisheries. Include supporting text from the relevant portion of the certification scheme showing management unique to small pelagics.	A. Verify that the client's policy supports responsible feed sourcing (e.g. programs at http://www.isealalliance.org/portrait/full%20member).	1		There is not a policy for supporting responsible feed sourcing
		b. Prepare a letter stating the farm's intent to preferentially source feed containing fishmeal and fish oil originating from fisheries certified under the type of certification scheme in 5.2.1a and inform all feed suppliers.	B. Verify that the client has prepared a letter of intent and has notified feed all its suppliers accordingly.		1	There is not a letter (mail) to feed producers for preferentially source feed containing fishmeal and fish oil originating from fisheries certified under the type of certification scheme in 5.2.1a
		c. Use feed inventory and feed supplier declarations in 5.1.2a to develop a list of the origin of all fish products used as feed ingredients.	C. Confirm that the farm has sufficient evidence for the origin of all fish products in feed to demonstrate compliance with indicator 5.2.1.	1		See 5.1.1 b
		d. Use the list from 5.2.1c to identify which fishmeal and fish oil feed ingredients come from fisheries certified under a scheme that is ISEAL-accredited and has guidelines that specifically promote responsible environmental management of small pelagic fisheries.	D. Confirm that the farm identifies which ingredients are certified as described in 5.2.1d.	1		See 5.1.1 b
		e. Starting 7 February 2016, provide evidence that the volume of certified ingredients (result from 5.2.1d) is $\geq 10\%$ of the total volume of fishmeal and fish oil ingredients (result from 5.2.1c).	E. As of 7 February 2016, review evidence and confirm compliance. Prior to 7 February 2016, 5.2.1e does not apply.			1 Is applicable 3 year after publication of Standard
		f. Starting 7 February 2018, provide evidence that 100% of fishmeal and fish oil used in feed come from certified fisheries as per 5.2.1d.	F. As of 7 February 2018, review evidence and confirm compliance. Prior to 7 February 2018, 5.2.1E applies.			1 Is applicable 3 year after publication of Standard
Footnote	[29] This standard applies to fishmeal and oil from forage fisheries and not to by-products or trimmings used in feed.					
5.2.2	<p>Indicator: Prior to 100% achievement of 5.2.1, the Fishsource [30] score required for the fisheries from which marine raw material in feed is derived (excluding trimming and by-products)</p> <p>Requirement: All individual scores ≥ 6, and biomass score ≥ 8</p>	Instruction to Clients for Indicator 5.2.2 - FishSource Score of Products Used in Feed				
		a. Provide a FS score for each fish species identified as a feed ingredient (see 5.1.2a) for all feeds used by the farm during the last 12 months. For first audits, farm records must cover ≥ 6 months.	A. Verify that the farm obtains FS scores for all fish species listed as feed ingredients.	1		See 5.1.1 b
Footnote	[30] Fishsource scores and their methodology are available here: http://www.fishsource.org/site . While the score must be counted using Fishscore methodology, Fishsource itself does not need to calculate the score.					
5.2.3	<p>Indicator: Prior to 100% achievement of 5.2.1, demonstration of chain of custody and traceability for fisheries products in feed through an ISEAL-accredited or ISO 65-compliant certification scheme that incorporates the United Nations Food and Agriculture Organization's "Code of Conduct for Responsible Fisheries"</p>	Instruction to Clients for Indicator 5.2.3 - Third-Party Verification of Traceability				
		a. Obtain from the feed supplier documentary evidence that the origin of all fishmeal and fish oil used in the feed is traceable via a third-party verified chain of custody or traceability program.	A. Review evidence and confirm that a third party verified chain of custody or traceability program was used for the fishmeal and fish oil.	1		See 5.1.1 b
		b. Ensure that all species within the scope of the chain of custody or traceability program align with fish meal and fish oil ingredients used in the farm's feeds (consistent with 5.2.2.a and 5.3.1.a).	B. Verify that the scope of the chain of custody audit matches ingredient lists for feeds.	1		See 5.1.1 b
5.2.4	<p>Indicator: Evidence that by-product feed ingredients do not come from fish species that are categorized as vulnerable [31], endangered or critically endangered according to the IUCN Red List of Threatened Species [32]</p> <p>Requirement: Yes</p>	Note: Instructions for searching the IUCN database are given under Indicator 2.1.3.				
		a. Compile and maintain a list (as per 5.3.1a below) of the fishery of origin for all fishmeal and fish oil originating from by-products and trimmings.	A. Review list and for consistency with 5.3.1a.	1		See 5.1.1 b
		b. For each by-product species (5.2.4a) that is an ingredient of any feed used during the last 12 months, search the IUCN database to determine if it is categorized as vulnerable, endangered, or critically endangered. For first audits, farm records must cover ≥ 6 months.	B. Confirm that the farm has identified all byproducts and cross-check a subsample of species to verify their IUCN Red List categorization.	1		See 5.1.1 b
Footnote	[31] An exception is made for sub-populations of "vulnerable" species that can demonstrate healthy populations through a fishery certified by the Marine Stewardship Council, or approved by the technical committee of the IFFO Responsible Sourcing standard.					
Footnote	[32] The IUCN reference can be found at http://www.iucnredlist.org/					
Criterion 5.3 Dependency on wild-caught marine ingredients in feed [33]						
			Compliance Criteria (Required Client Actions):	Auditor Evaluation (Required CAB Actions):		
Footnote	[1] The Forage Fish Depending Ratio requirement in Principle 5 is calculated for fish sizes of 30 grams or higher.					
Footnote	[33] The FFDR requirements are calculated for fish weighing 30 grams and more.					
5.3.1	<p>Indicator: Fishmeal Forage Fish Dependency Ratio (FFDRm) for grow-out (calculated using formulas in Appendix III, subsection 1)</p> <p>Requirement: ≤ 1.5</p> <p>Applicability: All</p>	Instruction to Clients for Indicator 5.3.1 - Calculation of Fish Meal FFDR				
		a. Maintain a detailed inventory of the feed used including: - Quantities used of each formulation (kg); - Percentage of fish oil in each formulation used; - Source (fishery) of fish oil/EPA/DHA in each formulation used; - Percentage of oil in each formulation derived from trimmings; and - Supporting documentation and signed declaration from feed supplier.	A. Verify completeness of records and that values are stated in a declaration from the feed manufacturer.	1		Signed declaration from feed supplier verified
		b. Calculate FFDRm using formulas in Appendix III. Exclude fish meal derived from rendering of seafood by-products (e.g. the "trimmings" from a human consumption fishery).	B. Verify that relevant calculations were done correctly, byproducts were excluded in calculations and confirm the value complies with the standard. Include in public audit report.		1	The calculation of FFDRm is not based on actual fish meal % in feed from feed producer

Note: Farms are allowed select one of two options (Option A or Option B) to demonstrate compliance with the requirements of Indicator 5.3.2.							
5.3.2 Option A	Option A	Instruction to Clients for Indicator 5.3.2 Option A - Calculation of Fish Oil FFDR					
	Indicator: Compliance with the following requirement: Fish Oil Forage Fish Dependency Ratio (FFDRo) for grow-out (calculated using formulas in Appendix III, subsection 1) c	a. Inform the CAB whether the farm chooses Option A or Option B to show compliance. If Option A is selected, proceed directly to 5.3.2b below. Otherwise, skip to Option B in the next section.	A. Record which option the client chose and proceed to evaluate compliance with the applicable set of compliance criteria.	1		Option A is chosen	
	Requirement: ≤2.95 Applicability: All, but note that farms may choose to demonstrate compliance with either Option A or Option B under Indicator 5.3.2	b. Maintain a detailed inventory of the feed used as specified under 5.3.1a.	B. Verify completeness of records as done for 5.3.1A.	1		Signed declaration from feed supplier verified	
		c. Calculate FFDRo using formulas for eFCR value as given in Appendix III .	C. Verify that relevant calculations were done correctly, by-products were excluded in calculations and confirm the value complies with the requirement. Include in public audit report		1	The calculation of FFDRo is not based on actual fish oil % in feed from feed producer	
5.3.2 Option B	Option B	Instruction to Clients for Indicator 5.3.2 Option B - Calculation of EPA and DHA in Feed					
	Indicator: Compliance with the following requirement: Maximum level of EPA/DHA content from marine sources as a percentage of fatty acids in the feed (excluding EPA/DHA from trimmings and by-products)	a. Inform the CAB whether the farm chooses Option A or Option B to show compliance. If Option B is selected, proceed directly to 5.3.2b below. Otherwise, return to Option A in the previous section.	A. Record which option the client chose and proceed to evaluate compliance with the applicable set of compliance criteria.			1	
		b. Maintain a detailed inventory of the feed used as specified under 5.3.1a.	B. Verify completeness of records as done for 5.3.1A.			1	
		c. Calculate EPA/DHA percentage using formula in Section 2 of Appendix III.	C. Verify that relevant calculations were done correctly, by-products were excluded in calculations and confirm the value complies with the requirement. Include in public audit report			1	
Criterion 5.4 Responsible origin of non-marine raw materials in feed							
		Compliance Criteria (Required Client Actions):	Auditor Evaluation (Required CAB Actions):				
5.4.1	Indicator: Presence and evidence of a responsible sourcing policy for the feed manufacturer for feed ingredients that comply with internationally recognized moratoriums and local laws [34]	Note: In determining whether the policies of a feed manufacturer fulfill the requirements of Indicator 5.4.1, the CAB may also consider evidence such as certificates issued by independent third-parties against relevant requirements covering					
	Requirement: Yes	a. Compile and maintain a list of all feed suppliers with contact information (see also 5.1.1a).	A. Review feed supplier list and cross-check against feed purchases (see also 5.1.1a).	1		See 5.1.1 b	
	Applicability: All	b. Obtain from each feed manufacturer a copy of the manufacturer's responsible sourcing policy for feed ingredients showing how the company complies with recognized crop moratoriums and local laws [34].	B. Review policies from each feed supplier to confirm required sourcing policy is in place.	1		See 5.1.1 b	
Footnote	[34] Specifically, the policy shall include that vegetable ingredients, or products derived from vegetable ingredients, must not come from the Amazon Biome as geographically defined by the Brazilian Soya Moratorium.	c. Obtain copies of third-party audits of feed suppliers (5.1.1) and confirm that these show evidence that supplier's responsible sourcing policies are implemented.	C. Verify that the scope of third-party audits of feed suppliers includes review of policies and evidence of implementation.	1		See 5.1.1 b	
5.4.2	Indicator: Percentage of soy ingredients that are certified by the Roundtable on Responsible Soy, or equivalent [35]	a. Prepare a letter stating the farm's intent to source 100% of its feed containing soya certified under the Roundtable for Responsible Soy (RTRS) or equivalent by 7 February 2013.	A. Obtain a copy of the client's letter of intent.		1	There is not a letter stating the farm's intent to source 100% of its feed containing soya certified under the Roundtable for Responsible Soy (RTRS) or equivalent	
	Requirement: 100% within five years of publication of the ASC Freshwater Trout Standard 7 February 2013	b. Notify feed suppliers of the farm's intent (5.4.2a) and keep record of confirmation (letter of recognition) from supplier that they have received the farm's letter of intent.	B. Verify letter of recognition from supplier.		1	There is not a letter of the farms intent or confirmation from feed supplier	
	Applicability: All	c. Obtain and maintain declarations from all feed suppliers detailing the origin of soya in the feeds.	C. Confirm that the farm has sufficient evidence for the origin of soya products in feeds to demonstrate compliance with indicator 5.4.2 after 7 February 2013.	1		Origin of soy according to 5.1.1 b	
		d. Starting 7 February 2013, provide evidence that soya used in feed is certified by the RTRS or equivalent [77].	D. As of 7 February 2013 review evidence and confirm compliance. Prior to 7 February 2013, 5.4.2d does not apply.			1	Will be completed within 5 years after publication of standard
Footnote	[35] The technical governance structure of the ASC must approve any other certification scheme as equivalent.						
5.4.3	Indicator: Disclosure by the feed supplier of any ingredients that contain more than 0.9% transgenic [36] plant material	Instruction to Clients and Auditors for Indicator 5.4.3 - Disclosure of Feed Ingredients Containing Transgenic Plant Material					
	Requirement: Yes	a. Obtain from feed suppliers a disclosure detailing all plant material used as feed ingredients (i.e. soya and others plants) and specify which of these ingredients contains >0.9% transgenic plant material by weight.	A. Review feed supplier declarations to confirm that all suppliers have made a disclosure identifying any ingredient containing 0.9% transgenic plant material.	1		See 5.1.1 b	
Footnote	[36] Transgenic: Containing genes altered by insertion of DNA from an unrelated species; this involves taking genes from one species and inserting them into another species to get that trait expressed in the offspring.	Note: for the purposes of Indicator 5.4.4, the direct purchaser or 'buyer' is considered to be the person or entity who makes payment to the producer in exchange for possession of harvested fish.					
5.4.4	Indicator: Disclosure by the farm to the direct purchasers of its harvested fish of any feed ingredients that have contained more than 0.9% transgenic material	a. For feeds with ingredients containing > 0.9% transgenic plant material (i.e. those feeds specified in 5.4.3a), ensure that the farm can identify any harvested fish that were fed such products. If no such feeds were identified in 5.4.3a, then Indicator 5.4.4 is not applicable.	A. If applicable based on results of 5.4.3a, verify that the farm has a robust method for identifying harvested fish that were reared using said feeds.			1	No use of GM material in feed
	Requirement: Yes	b. If applicable, prepare and maintain a current list of all buyers who purchase fish directly from the farm. The list must include contact details of buyers.	B. Review the farm's list of buyers and cross-check with sales records and invoices (as applicable).			1	No use of GM material in feed
	Applicability: All	c. If applicable to harvested fish (see 5.4.4a), disclose to buyers (5.4.4b) any feeds used with ingredients containing >0.9% transgenic plant material. Maintain documentary evidence of disclosures. For first audits, farm records of disclosures must cover > 6 months.	C. Verify evidence that the farm disclosures to all buyers information about transgenic feeds. Cross-check the plant material list from feed supplier (5.4.3.a) to see that all transgenic plant ingredients were disclosed.			1	No use of GM material in feed
Criterion 5.5 Energy consumption and greenhouse gas emissions (on farm)							
		Compliance Criteria (Required Client Actions):	Auditor Evaluation (Required CAB Actions):				

		Instruction to Clients for Indicator 5.5.1 - Energy Use Assessment						
5.5.1	Indicator: Presence of records and evidence of all energy consumption on the farm (including electric power and fuels) and evidence of an energy use assessment of on-farm energy consumption Requirement: Yes, measured in kilojoule/mt fish/year Applicability: All	a. Maintain records for all energy consumption on the farm by source (fuel, electricity) throughout the year.	A. Verify that the farm maintains records for energy consumption.	1			There is maintained records for energy consumption	
		b. Use results from 5.5.1a and relevant conversion factors to calculate the farm's total energy consumption in kilojoules (kj) during the last 12 months.	B. Review the farm's calculations for total energy use and cross-check against farm records for energy consumption.	1			Farms calculation Energy GHG scheme, for total energy using calculation from electricity and diesel fuel, resulting in KJ per produced tons of fish	
		c. Calculate the total weight of fish produced (in metric tons, mt) during the last 12 months.	C. Cross-check the farm's reported annual production against other farm data sets (e.g. harvest counts, escapes, and mortalities) to confirm accuracy (see 2.5.4 and 4.1.5).	1			Total weight of fish verified	
		d. Use the results of 5.5.1b divided by the results of 5.5.1c to calculate energy consumption on the farm in kilojoule/mt fish/year.	D. Review the farm's energy use calculations to confirm accuracy and completeness.	1			Calculation of energy kj/ton/year verified	
		e. Provide the CAB with evidence that the farm has had an energy use assessment (see Instructions above) within the last 12 months.	E. Verify that the farm has had an energy use assessment.	1			Farm has an energy use assessment continuously	
Criterion 5.6 Non-therapeutic chemical inputs								
		Compliance Criteria (Required Client Actions):		Auditor Evaluation (Required CAB Actions):				
5.6.1	Indicator: Percentage of combustibles contained in waterproof bunds Requirement: 100% Applicability: All	a. Maintain a written list of all combustibles on the farm.	A. Verify that the farm has a complete list of combustibles on the premises.	1			Storage of combustibles as dieseloil and lubricating oil for machines, list of chemicals in original containers i locked room	
		b. Ensure that all combustibles are stored in waterproof bunds.	B. Verify the storage locations of combustibles with responsible staff and confirm that combustibles are stored in waterproof bunds during the on-site inspection.	1			Storage of combustibles as dieseloil and lubricating oil for machines, list of chemicals in original containers i locked room	
5.6.2	Indicator: Percentage of chemicals stored in impermeable containers or buildings Requirement: 100%	a. Maintain a detailed list of all chemicals or therapeutants on the farm.	A. Verify that the farm has a complete list of chemicals and therapeutants on the premises.	1			List of chemicals for chemicals used in Fish Health Plan	
		b. Ensure that all chemicals or therapeutants are stored in impermeable containers or buildings.	B. Verify the storage locations of chemicals with responsible staff and confirm during the on-site inspection that all chemicals or therapeutants are stored in impermeable containers or buildings.	1			Storage location for chemicals is appropriate	
5.6.3	Indicator: Percentage of used lubricants recycled or turned over to a waste management company Requirement: 100%	a. Prepare a written policy explaining how used lubricants are recycled or turned over to a waste management company. If no waste management company exists, obtain a signed letter from the government agency in charge of waste disposal at the provincial/state level as confirmation.	A. Verify policy with responsible staff and observe waste containers in use during the on-site inspection. Or, examine letter of confirmation if relevant.	1			There is a "Waste and recycling" policy, dated 21.2.2014	
		b. Where waste is collected by a waste management company, maintain receipts of payment for services.	B. Verify that the farm has records of payment to waste management company.	1			Payment to municipality for waste/renovation	
5.6.4	Indicator: Percentage of chemical containers reused or turned over to a waste management company Requirement: 100% Applicability: All	a. Prepare a written policy explaining how the chemical containers are reused or turned over to a waste management company. If no waste management company exists, obtain a signed letter from the government agency in charge of waste disposal at the local level as confirmation that neither public nor private waste disposal services are available.	A. Verify policy with responsible staff and observe waste containers in use during the on-site inspection. Or, examine letter of confirmation if relevant.	1			Waste policy is implemented	
		b. Where containers are re-used, maintain records of chemical purchases and demonstrate tallied alignment against the number of containers in re-use/re-cycled.	B. Verify container tally based on record of chemical purchases versus containers in use/re-cycled.	1			Chemical containers are reused	
		-	C. Verify that the farm has records of disposal or payment to waste disposal company.	1			Waste payment verified	
5.6.5	Indicator: Percentage of non-hazardous, non-recyclable wastes turned over to a waste management company or landfill [37] Requirement: 100% Applicability: All	a. Prepare a written farm policy explaining how and which non-hazardous, non-recyclable wastes are turned over to a waste management company or buried on-site. If no waste management company exists, obtain a signed letter from the government agency in charge of waste disposal at the local level as confirmation that neither public nor private waste disposal services are available.	A. Verify farm policy with responsible staff and examine handling of non-hazardous, non-recyclable wastes during the on-site inspection. Or, examine letter of confirmation if relevant.	1			There is a "Waste and recycling" policy, dated 21.2.2014	
		b. For on-site burial of waste, show that an outside expert (hired groundwater or geology consultant with minimum of five years experience and university degree, or academic groundwater geologist) has signed a letter affirming that waste burial poses no risk of contamination to surface and underground waters. Maintain CV of outside expert on file for possible inspection.	B. Verify that farm has letter affirming lack of impacts to freshwater due to buried waste protocols by an expert with the stated credentials.			1		No onsite buried waste
		c. Include a statement in the farm waste disposal policy (5.6.5a) which prohibits the burning of non-hazardous, non-recyclable wastes.	C. Verify that burning is covered in the farm policy. During the audit, inspect the farm to verify there is no evidence of burning waste materials (not allowed).	1				There is a "Waste and recycling" policy, dated 21.2.2014
		d. Where waste is collected by a waste management company, maintain receipts of payment for services.	D. Verify that the farm has records of payment to waste disposal company.	1				Waste payment verified
		e. Where waste collection is a public service, show schedule of collections.	E. Verify waste collection schedule.	1				Waste collection every 14 day
Footnote	[37] In case of absence of a managed landfill in the area, farms are allowed to bury non-hazardous solid wastes on site, provided all precautions have been taken to prevent the contamination of surrounding surface and underground waters. Wastes that are not biodegradable must not be burned on site							
5.6.6	Indicator: Demonstration that a farmer is aware of recycling facilities that are accessible to the farm and demonstration of a commitment to use those facilities Requirement: Yes Applicability: All	a. Provide a list of the three closest recycling facilities for relevant farm products (regardless of how far away these may be). Provide the auditor with contact information for the local waste management agency.	A. Contact the local waste management agency to determine accessibility of the three closest recycling facilities that were identified by the farm.	1			Waste recycling at local authority facilities are known, at Videbæk recycling station	
		b. Prepare a written statement articulating the farm's commitment to recycle waste from production.	B. Review the farm's statement of commitment to use those recycling facilities that are accessible to the farm.	1			See 5.6.6 A	
		c. Provide a description of the types of production waste materials and how these are either disposed of, or recycled.	C. During the on-site visit, interview relevant staff and make direct observations to confirm that farm recycling procedures are implemented.	1				Staff are fully aware of recycling procedures
		d. Inform CAB of any infractions or fines for improper waste disposal received during the previous 12 months and corrective actions taken.	D. Review infractions and corrective actions, if any.	1				

PRINCIPLE 6: BE SOCIALLY RESPONSIBLE							
Criterion 6.1 Child labor							
Compliance Criteria							
6.1.1	Indicator: Number of incidences of child [38] labor [39] Requirement: None Applicability: All	Note: In most countries, the law states that minimum age for employment is 15 years. There are two possible exceptions: a. Minimum age of permanent workers is 15 or older (except in countries as noted above). b. Employer maintains age records for employees that are sufficient to demonstrate compliance.	1				Employees are free to choose whether to join a union and if they want to join which one they choose Interviewed members of various trade unions
Footnote	[38] Child: Any person under 15 years of age. A higher age would apply if the minimum age law of an area stipulates a higher age for work or mandatory schooling.		1				No representative chosen All employee can go to employer at any time
Footnote	[39] Child labor: Any work by a child younger than the age specified in the definition of a child.		1				The Contract appendix describe the right to free union agreement . Every employee and manager have signed the appendix. Seen signed appendix and through interview heard that is known
Footnote	[40] Young worker: Any worker between the maximum age of a child, as defined above, and under the age of 18.		1				Interview gives no indication on problems with unions. Employees are members in different unions and it gives no troubles.
Footnote	[41] Hazard: The inherent potential to cause injury or damage to a person's health (e.g., being unequipped to handle heavy machinery safely and unprotected exposure to harmful chemicals). Hazardous work: Work that, by its nature or circumstances in which it is carried out, is likely to harm the health, safety or morals of workers.		1				Interview gives no indication on problems with unions. Employees are members in different unions and it gives no troubles
Criterion 6.2 Forced, bonded or compulsory labor							
Compliance Criteria							
6.2.1	Indicator: Number of incidences of forced [42], bonded [43] or compulsory labor Requirement: None Applicability: All	a. Contracts are clearly stated and understood by employees. Contracts do not lead to workers being indebted (i.e. no 'pay to work' schemes through labor contractors or training credit programs). b. Employees are free to leave workplace and manage their own time. c. Employer does not withhold employee's original identity documents. d. Employer does not withhold any part of workers' salaries, benefits, property or documents in order to oblige them to continue working for employer. e. Employees are not to be obligated to stay in job to repay debt. f. Maintain payroll records and be advised that workers will be interviewed to confirm the above.	1				The Contract appendix describe policy - that discrimination, bullying, violence, disciplinære methods etc not is and not will be accepted. It is very important that all treat each other with respectre . Every employee and manager have signed the appendix. Seen signed appendix and through interview heard that is known
Footnote	[42] Forced (Compulsory) Labor: All work or service that is extracted from any person under the menace of any penalty for which a person has not offered himself/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).		1				Interview gives no indication of abusive or disciplinary actions
Footnote	[43] Bonded labor: When a person is forced by the employer or creditor to work to repay a financial debt to the crediting agency.						
Criterion 6.3 Discrimination [44] in the work environment							
Compliance Criteria							
Footnote	[44] Discrimination: Any distinction, exclusion or preference that 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,						
6.3.1	Indicator: Evidence of proactive antidiscrimination practice[45] Requirement: Yes Applicability: All	a. Employer has written anti-discrimination policy in place, stating [45] the company does not engage in or support discrimination in 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 to discrimination. b. Employer has clear and transparent company procedures that outline how to raise, file, and respond to discrimination complaints. c. Employer respects the principle of equal pay for equal work and equal access to job opportunities, promotions and raises. d. All managers and supervisors receive training on diversity and non-discrimination. All personnel receive non-discrimination training. Internal or external training is acceptable if proven effective.	1				Small work places. No tradition for making any time registration. There is written duty plan and very flexible working hours, with 1 day off if you have been on duty a week or at weekend. It is also described in the contract that you have duty in weekends and that there may be overtime. Only few times are overtime paid in cash. Interview gives no indication of complains or discrepancies. Contract appendix describes a working week of 37 hours. It strives to only every three week is a guard week. There is no timeregistration system but interview indicate a good balance som periods is busy in other periods there is less work to do, but there is a good balance around 37 hours
Footnote	[45] Employers shall have written antidiscrimination policies stating the company does not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union		1				Yes
6.3.2	Indicator: Number of incidences of discrimination Requirement: None	a. Employer maintains a record of all discrimination complaints. These records do not show evidence for discrimination. b. Be advised that worker testimonies will be used to confirm that the company does not interfere with the rights of personnel to observe tenets or practices, or to meet needs related to race, caste, national origin, religion, disability, gender,	1				No overtime is paid, but flex time. Days off if duty in weekends or other work – busy periods. Yes
Criterion 6.4 Work environment health and safety							
Compliance Criteria							
6.4.1	Indicator: Percentage of workers trained in health and safety practices, procedures and policies Requirement: 100%	a. Employer has documented practices, procedures (including emergency response procedures) and policies to protect employees from workplace hazards and to minimize risk of accident or injury. The information shall be available to b. Practices, policies and procedures are regularly revised to address workplace hazards that were identified in risk assessments (see Indicator 6.4.5, risk assessments revised at least annually). c. Employees know and understand emergency response procedures. d. Employer conducts health and safety training for all employees on a regular basis (once a year and immediately for all new employees), including training on potential hazards and risk minimization, Occupational Safety and Health (OSH) and	1				The farm was rebuilt to model farm in 2007
6.4.2	Indicator: Evidence that health- and safety-related accidents are recorded and corrective actions are taken Requirement: Yes	a. Employer records all health- and safety-related accidents.	1				Look this report principle 1.1.1 A,B,C,D. Company number etc. At CSR award 17.0.2013 were 100 guests and journalists who participated in the award on visit to this farm with a focus on sustainability. Seen record of the visit

Requirements: Applicability: All	b. Employer maintains complete documentation for all occupational health and safety violations.	1			Look this report principle 1.1.1 A,B,C,D. Company number etc. Good dialogue with all neighbors and stakeholders
	c. Employer implements corrective action plans in response to any accidents that occur. Plans are documented and they include an analysis of root cause, actions to address root cause, actions to remediate, and actions to prevent future				
	d. Employees working in departments where accidents have occurred can explain what analysis has been done and what steps were taken or improvements made.	1			Look this report all in principle 1

6.4.3	<p>Indicator: Proof of company accident insurance covering employee costs stemming from a job-related accident or injury when not covered under national law</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	a. Employer maintains documentation to confirm that all personnel are provided sufficient insurance to cover costs related to occupational accidents or injuries (if not covered under national law). Equal insurance coverage must include temporary, migrant or foreign workers. Written contract of employer responsibility to cover accident costs is acceptable evidence in place of insurance.	1			Have agreement with a Health and safety consultant and ongoing visit from different authorities	
6.4.4	<p>Indicator: Workers use and have access to appropriate personal protective equipment (PPE)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	a. Employer maintains a list of all health and safety hazards (e.g. chemicals).	1			It required environmental permit to operate. This requires consultation with neighbours and other stakeholders.	
		b. Employer provides workers with PPE that is appropriate to known health and safety hazards.	1			Look this report all in principle 1	
		c. Employees receive annual training in the proper use of PPE (see 6.4.1d).				1	NA
		d. Be advised that workers will be interviewed to confirm the above.				1	NC.The company's policy of cooperation and dealing with requests from neighbors and surroundings / authorities are not documented - written down.
6.4.5	<p>Indicator: Evidence of a health and safety assessment of site facilities and processes</p> <p>Requirement: Yes</p>	a. Employer makes regular assessments of hazards and risks in the workplace. Risk assessments are reviewed and updated at least annually (see also Indicator 6.4.1).	1			Yes. They follow the agreed / the verbal agreement Policy	
		b. Employees are trained in how to identify and prevent known hazards and risks (see also 6.4.1d).	1			Yes. They follow the agreed / the verbal agreement Policy	
		c. Health and safety procedures are adapted based on results from risk assessments (above) and changes are implemented to help prevent accidents.				1	NA
Criterion 6.5 Wages							
Compliance Criteria							
6.5.1	<p>Indicator: The percentage of employees who are paid a basic needs wage [46].</p> <p>Requirement: 100%</p> <p>Applicability: All</p>	a. Employer keeps documents to show the legal minimum wage in the country of operation. If there is no legal minimum wage in the country, the employer keeps documents to show the industry-standard minimum wage.	1			Yes.The industry has guidance for wage levels. It is very easy in Denmark for everyone to find pay scales through trade unions and employers' organizations	
		b. Employer's records (e.g. payroll) confirm that worker's wages for a standard work week (≤ 48 hours) always meet or exceed the legal minimum wage. If there is no legal minimum wage, the employer's records must show how the current wage meets or exceeds industry standard. If wages are based on piece-rate or pay-per-production, the employer's records must show how workers can reasonably attain (within regular working hours) wages that meet or exceed the legal minimum wage.	1			No law about min. wage in Denmark Everyone can see wage agreements for all unions on trade union websites. If no work, pension or unemployment you get money for living from authorities	
		c. Employer maintains documentary evidence to show compliance (e.g. payroll, timesheets, punch cards, production records, and/or utility records). Be advised that workers will be interviewed to confirm the above.	1			Payslip and production records seen and told. Small work places. No tradition for making any time registration. There is written duty plan and very flexible working hours, with 1 day off if you have been on duty a week or at weekend. It is also described in the contract that you have duty in weekends and that there may be overtime. Only few times are overtime paid in cash. Interview gives no indication of complains or discrepancies. Contract appendix describes a working week of 37 hours. It strives to only every three week is a guard week. There is no timeregistration system but interview indicate a good balance som periods is busy in other periods there is less work to do, but there is a good balance around 37 hours	
		d. Proof of employer engagement with workers and their representative organizations, and the use of cost of living assessments from credible sources to assess basic needs wages. Includes review of any national basic needs wage recommendations from credible sources such as national universities or government.	1			No representative chosen. Only 3 employees and fishmanager on the site. Employees are free to choose or be member of a union Anyone can ask for a meeting about pay and working hours and openly discuss issues about these areas. One employee is in negotiations for his salary level.	
		e. Employer has calculated the basic needs wage for farm workers and has compared it to the basic (i.e. current) wage for their farm workers.	1			Not made a calculation but follow salary level in Denmark	
		f. Employer demonstrates how they ensure paying a basic needs wage to their workers.	1			Payslips show that the level for payment is enough for basic needs	
Footnote	[46] Basic needs wage: Enables workers to support the average-sized family above the poverty line, based on local prices near the workplace. Basic needs include essential expenses (e.g., food, clean water, clothes, shelter, transportation and education), a discretionary income, as well as legally mandated						
6.5.2	<p>Indicator: Evidence of transparency in wage setting</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	a. Wages and benefits are clearly articulated to workers and documented in contracts.	1			NC The employees are employed at different times and have very different employment contracts. In the employment contract is the starting salary described and agreed. It is seen from payslips that the pay since is risen. This has been agreed at an annual meeting between employer and employee. There can not be shown any documentation/ proof on the provided changes, for example, the changes to the salary and other terms (eg bonus or new function / title) which agreed later in the collaboration	
		b. The method for setting wages is clearly stated and understood by workers.	1			yes	
		c. Employer renders wages and benefits in a way that is convenient for the worker (e.g. cash, check, or electronic payment methods). Workers do not have to travel to collect benefits nor do they receive promissory notes, coupons or	1			Yes - directly banktransfer	
		d. Be advised that workers will be interviewed to confirm the above.	1			Interview and Seen payslip and contracts. One employee is in negotiations for his salary level.	
Footnote	[47] A legal minimum wage will be considered a basic needs wage if it is set in a manner consistent with the intent of ensuring basic needs are met. In instances where there is no legal minimum wage, or a legal minimum that is not set in the spirit of a basic needs wage, the auditor must determine an						
Criterion 6.6 Access to freedom of association and the right to collective bargaining [48]							
Compliance Criteria							
Footnote	[48] Bargain collectively: A voluntary negotiation between employers and organizations of workers to establish the terms and conditions of employment by means of collective (written) agreements.						
6.6.1	<p>Indicator: Incidences of employees denied freedom to associate, the ability to bargain collectively or denied access to representatives, or representative organizations, chosen by workers</p> <p>Requirement: 0 (zero)</p>	a. Workers have the freedom to join any trade union, free of any form of interference from employers or competing organizations set up or backed by the employer.	1			Employees are free to choose whether to join a union and if they want to join which one they choose Interviewed members of various trade unions	
		b. Union representatives are chosen by workers without managerial interference. ILO specifically prohibits "acts which are designated to promote the establishment of worker organizations or to support worker organizations under the control of employers or employers' organizations."	1			No representative chosen.Only 3 employees and fishmanager on the site.	
		c. Trade union representatives have access to their members in the workplace at reasonable times on the premises.	1			No representative chosen All employee can go to employer at any time	
		d. Employment contract explicitly states the worker's right of freedom of association.	1			The Contract appendix describe the right to free union agreement. Every employee and manager have signed the appendix. Seen signed appendix and through interview heard that is known	
		e. Employer has explicitly communicated a commitment to ensure the collective bargaining rights of all workers.	1			Interview gives no indication on problems with unions. Employees are members in different unions and it gives no troubles.	

	Applicability: All	f. Local trade union, or where none exists a reputable civil-society organization, confirms no outstanding cases against the farm site management for violations of employees' freedom of association and collective bargaining rights.	1			Interview gives no indication on problems with unions. Employees are members in different unions and it gives no troubles
		g. There is documentary evidence that workers are free and able to bargain collectively (e.g. collective bargaining agreements, meeting minutes, or complaint resolutions).	1			The Contract appendix describe the right to free union agreement . Every employee and manager have signed the appendix. Seen signed appendix and through interview heard that is known
		h. Be advised that workers will be interviewed to confirm the above.	1			Interview gives no indication on problems with unions. Employees are members in unions and it gives no troubles
Criterion 6.7 Disciplinary practices						
Compliance Criteria						
6.7.1	Indicator: Incidences of abusive disciplinary actions Requirement: None Applicability: All	a. Employer does not use threatening, humiliating or punishing disciplinary practices that negatively impact a worker's physical and mental health or dignity.	1			The Contract appendix describe policy - that discrimination, bullying, violence, disiplinary methods etc not is and not will be accepted. It is very important that all treat each other with respectre . Every employee and manager have signed the appendix. Seen signed appendix and through interview heard that is known
		b. Allegations of corporeal punishment, mental abuse [50], physical coercion, or verbal abuse will be investigated by auditors.	1			NA
		c. Be advised that workers will be interviewed to confirm there is no evidence for excessive or abusive disciplinary actions.	1			Interview gives no indication of abusive or disciplinary actions

6.7.2	<p>Indicator: Evidence of nonabusive disciplinary policies and procedures whose aim is to improve the workers' performance [49]</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. Employer has written policy for disciplinary action which explicitly states that its aim is to improve the worker [49].</p> <p>b. Maintain documentary evidence (e.g. worker evaluation reports) and be advised that workers will be interviewed to confirm that the disciplinary action policy is fair and effective.</p>	1			<p>The Contract appendix describe policy - that discrimination, bullying, violence, disiplinary methods etc not is and not will be accepted. It is very important that all treat each other with respecte . Every employee and manager have signed the appendix. Seen signed appendix and through interview heard that is known</p> <p>Interview gives no indication of abusive or disciplinary actions</p>
Footnote	[49] If disciplinary action is required, progressive verbal and written warnings shall be engaged. The aim should always be to improve the worker before letting him/her go. (Indicated by policy statements as well as evidence from worker testimony.)					
Footnote	[50] Mental abuse: Characterized by the intentional use of power, including verbal abuse, isolation, sexual or racial harassment, intimidation or threat of physical force.					
Criterion 6.8 Overtime and working hours						
Compliance Criteria						
6.8.1	<p>Indicator: Violations or abuse of working hours [51] and overtime [52] laws and agreements</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>a. Employer has documentation showing the legal requirements for working hours and overtime in the region where the farm operates. If local legislation allows workers to exceed internationally accepted recommendations (48 regular hours, 12 hours overtime) then requirements of the international standards apply.</p> <p>b. Records (e.g. time sheets and payroll) show that farm workers do not exceed the number of working hours allowed under the law.</p> <p>c. Payment records (e.g. payslips) show that workers are paid a premium rate [53] for overtime hours.</p> <p>d. Overtime is limited and occurs in exceptional circumstances as evidenced by farm records (e.g. production records, time sheets, and other records of working hours).</p> <p>e. If an employer requires employees to work shifts at the farm (e.g. 10 days on and six days off), the employer compensates workers with an equivalent time off in the calendar month and there is evidence that employees have agreed to this</p> <p>f. Be advised that workers will be interviewed to confirm there is no abuse of working hours and overtime laws.</p>	1			<p>Small work places. No tradition for making any time registration. There is written duty plan and very flexible working hours, with 1 day off if you have been on duty a week or at weekend. It is also described in the contract that you have duty in weekends and that there may be overtime. Only few times are overtime paid in cash. Interview gives no indication of complains or discrepancies. Contract appendix describes a working week of 37 hours. It strives to only every three week is a guard week. There is no timeregistration system but interview indicate a good balance som periods is busy in other periods there is less work to do, but there is a good balance around 37 hours</p> <p>Yes</p> <p>No overtime is paid, but flex time. Days off if duty in weekends or other work – busy periods.</p> <p>Yes</p> <p>Yes</p> <p>Interview gives no indication of complains or discrepancies on working hours and overtime.</p>
Footnote	[51] Working hours (a.k.a. normal work week) can be defined by law but shall not exceed 48 hours on a regular basis (i.e., constantly or the majority of the time). Variations based on seasonality may apply but personnel shall be provided with at least one day off in every seven-day period.					
Footnote	[52] All overtime shall be paid at a premium and should not exceed 12 hours per week. In the case of exceptional or emergency events, additional overtime hours are permitted. In such exceptional cases, which must pose an acute and long-term threat to the farm, workers will receive a premium wage and an					
Footnote	[53] Premium rate: A rate of pay higher than the regular work week rate. Must comply with national laws/regulations and/or industry standards.					
Criterion 6.9 Interactions with communities						
Compliance Criteria						
6.9.1	<p>Indicator: For new farms, evidence of engagement and consultation with surrounding communities about potential social impacts [54] from the farm</p> <p>Requirement: Yes</p> <p>Applicability: All new farms (see note)</p>	<p>Note: A 'new farm' is defined as an aquaculture operation where construction was completed after the publication date of the ASC Freshwater Trout Standard 7 February 2013 or a farm that underwent a significant expansion after said</p> <p>a. Provide evidence to show whether or not the farm fits the definition of a 'new farm' as used here. If yes, proceed to 6.9.1b. If not, then Indicator 6.9.1 does not apply to the farm.</p> <p>b. Provide results of a participatory Social Impact Assessment (p-SIA) or equivalent methodology as evidence of the farm's engagement and consultation with surrounding communities about potential social impacts from the farm. Mandatory for all farm sites with greater than ten (10) staff/employees.</p> <p>c. Evidence provided in 6.9.1b should include minutes from community meetings and a log of communications with stakeholders. Consultations should address economic impacts, natural resource access and use, human health and safety issues, and changes to physical infrastructure and cultural issues, with a particular focus on impacts to indigenous people, where applicable.</p>	1			<p>The farm was rebuilt to model farm in 2007</p> <p>Look this report principle 1.1.1 A,B,C,D. Company number etc. At CSR award 17.0.2013 were 100 guests and journalists who participated in the award on visit to this farm with a focus on sustainability. Seen record of the visit</p> <p>Look this report principle 1.1.1 A,B,C,D. Company number etc. Good dialogue with all neighbors and stakeholders</p>
Footnote	[54] Evidence could include minutes from community meetings and a log of communications with stakeholders. Social impacts to be discussed would likely include economic impacts, natural resource access and use, human health and safety issues, and changes to physical infrastructure and cultural issues,					
6.9.2	<p>Indicator: Evidence of regular communication, engagement and consultation with surrounding communities</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. The farm engages in consultations with the local community at least twice every year (bi-annually).</p> <p>b. Consultations are meaningful. OPTIONAL: the farm may choose to use participatory Social Impact Assessment (pSIA) or an equivalent method for consultations. Mandatory for all farm sites with greater than ten (10) staff/employees.</p> <p>c. Consultations include participation by elected representatives from the local community who were asked to contribute to the agenda.</p> <p>d. Maintain records and documentary evidence (e.g. meeting agenda, minutes, report) to demonstrate that consultations comply with the above.</p> <p>e. Be advised that representatives from the local community and organizations may be interviewed to confirm the above.</p>	1			<p>Look this report all in principle 1</p> <p>Have agreement with a Health and safety consultant and ongoing visit from different authorities</p> <p>It required environmental permit to operate. This requires consultation with neighbours and other stakeholders.</p> <p>Look this report all in principle 1</p> <p>NA</p>
6.9.3	<p>Indicator: Evidence of an operational grievance and conflict resolution mechanism to address community concerns</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. Farm policy provides a mechanism for presentation, treatment and resolution of grievances (i.e. complaints) lodged by stakeholders, community members, and organizations.</p> <p>b. The farm follows its policy for handling stakeholder grievances as evidenced by farm documentation (e.g. follow-up communications with stakeholders, reports to stakeholder describing corrective actions).</p> <p>c. The farm's mechanism for handling grievances is effective based on resolution of stakeholder complaints and community concerns (e.g. follow-up correspondence from stakeholders).</p> <p>d. Be advised that representatives from the local community, including complainants where applicable, may be interviewed to confirm the above.</p>	1			<p>NC. The company's policy of cooperation and dealing with requests from neighbors and surroundings / authorities are not documented - written down.</p> <p>Yes. They follow the agreed / the verbal agreement Policy</p> <p>Yes. They follow the agreed / the verbal agreement Policy</p> <p>NA</p>

SECTION 7: REQUIREMENTS FOR FINGERLING AND EGG SUPPLIERS						
Compliance Criteria						
7.1	<p>Indicator: Presence of documents issued by pertinent authorities proving compliance with local and national authorities on land and water use, effluent regulations and use of treatments</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. Obtain copies of supplier's business permit and land title deed.</p> <p>b. Obtain records from suppliers showing discharge permit requirements as required.</p> <p>c. Obtain records from suppliers showing treatments used on fingerlings and eggs.</p> <p>d. Maintain on-site copies of laws governing water use, land use, effluent regulations and chemical treatments for animals.</p>	<p>A. Verify that farm obtains copies of business permits and land title deed from each supplier (if applicable).</p> <p>B. Verify that farm obtains records from suppliers to show compliance with discharge permit requirements.</p> <p>C. Verify that the farm obtains treatment records from its suppliers.</p> <p>D. Verify that farm obtains records from suppliers to show compliance with water extraction permit requirements, if applicable.</p>	1		<p>1</p> <p>Discharge permit requirements are obtained from Rakkeby, Munkbro and Idom Freshwater farms and Mølberg and Fousing</p> <p>Treatment records are obtained from supplier farms</p> <p>Supplier farms obtain records of laws</p>

7.2	<p>Indicator: New introductions of exotic species from the date of publication of the ASC Freshwater Trout Standard, unless the hatchery/fingerling facility is a closed production system [55]</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>a. Obtain written evidence showing whether or not the fingerling and egg suppliers use closed production systems [55]. If yes, then Indicator 7.2 does not apply.</p> <p>b. Obtain written evidence showing whether or not the fingerling and egg suppliers produce a non-native species. If not, then Indicator 7.2 does not apply.</p> <p>c. If the supplier produces an exotic species, obtain written evidence that the species was widely commercially produced in the area before publication of the ASC Freshwater Trout Standard.</p>	<p>A. Verify that the farm has evidence that their suppliers use only closed production systems [55]. Otherwise, proceed to 7.2B.</p> <p>B. Verify that the farm has evidence that their suppliers do not produce a non-native species. Otherwise, proceed to 7.2C.</p> <p>C. Verify that the farm has evidence showing that the exotic species in 7.2c was widely commercially produced in the area before publication of the ASC Freshwater Trout Standard.</p>	1				The supplier farms use closed production system, with micro filters, bio filters, sludge basin and plant lagoon to prevent escape from farm
				1				The trout produced is Oncorhynchus mykiss
				1				The trout produced is Oncorhynchus mykiss, the species has been introduced to Danish freshwater farms for more than 100 years ago, so far there has not seen possibilities for reproducing outside the farm activities
Footnote	[55] A closed production system is defined as a facility with recirculating water that is separated from the wild aquatic medium by effective physical barriers that are in place and well maintained to ensure no escapes of reared specimens or biological material that might survive and subsequently reproduce.							
7.3	<p>Indicator: Allowance for siting in National Protected Areas [56]</p> <p>Requirement: None [57,58]</p>	<p>Instruction to Clients for Indicator 7.3 - Exceptions to Requirements that Suppliers (fry/fingerlings) are not Sited in National Protected Areas</p> <p>a. Obtain from suppliers of fingerlings and eggs a map showing the location of the operation relative to nearby protected areas as defined federally/at the National level.</p>		A. Review map and cross-check against supplier location.	1			Allowance from suppliers environmental approval to produce at freshwater farm.
Footnote	[56] A protected area is "A clearly defined geographical space, recognized, dedicated and managed, through legal or other effective means, to achieve the long-term conservation of nature with associated ecosystem services and cultural values." Source: Dudley, N. (Editor) (2008), Guidelines for Applying							
Footnote	[57] An exception is made for protected areas that are classified by IUCN, or the International Union for Conservation of Nature, as Category V or VI. These are areas preserved primarily for their landscapes, or areas that include sustainable resource management. Details can be found here:							
Footnote	[58] An exception is also made for farms located in protected areas that are designated as such after the farm already exists in that location. In these situations, the farm must demonstrate that its operation is compatible with the objectives of the newly protected area, and that it is in compliance with any							
7.4	<p>Indicator: Evidence of an assessment of the property for the presence of species listed on the International Union for Conservation of Nature (IUCN) "Red List of Threatened Species" as vulnerable, near threatened, endangered or critically endangered; an evaluation of the farm's impact on any such species present; and clearly defined mitigation measures to reduce any negative impacts and allow existence of such species</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. Prepare a letter informing egg and fingerling suppliers that the supplier must compile a list of IUCN Red Listed species in the relevant categories that may occur on their property following the instructions in Indicator 2.1.3.</p> <p>b. Obtain from egg and fingerling suppliers a "risk assessment" (search and mitigation plan) that evaluates how the supplier's operation impacts on any IUCN Red Listed species identified in 7.4a. The risk assessment should be performed by an independent academic researcher or a nationally accredited EIA expert.</p> <p>c. Obtain from egg and fingerling suppliers a copy of the supplier's ETP species response plan and protocols based on the findings of the risk assessment.</p>	<p>A. Verify that the farm sent a letter to egg and fingerling supplier(s) informing them of requirements to compile the list outlined in 7.4a.</p> <p>B. Verify that the farm has a copy of the risk assessment produced on behalf of the egg and fingerling suppliers and that this assessment covers the species listed in 7.4a.</p> <p>C. Verify that the farm has a copy of the egg and fry supplier(s) response plan and protocols.</p>			1		There is not a letter informing egg and fingerling suppliers that the supplier must compile a list of IUCN Red Listed species in the relevant categories that may occur on their property following the instructions in Indicator 2.1.3.
						1		There is not a copy of the risk assessment produced on behalf of the egg and fingerling suppliers and that this assessment covers the species listed in 7.4a.
7.5	<p>Indicator: Evidence that the egg and fingerling producer must have an equivalent or better health status than that of the grow-out facility, and must follow all national and local (jurisdictional) guidance on disease management</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. Obtain a written statement from egg and fingerling producers detailing the applicable national and local disease regulations and guidance on disease management which the supplier follows.</p> <p>b. Prepare a letter informing egg and fingerling producers that they must evaluate eggs and fry using health status metrics developed by the farm's veterinary health professional (see 4.1.2a).</p> <p>c. Maintains records of the farm's evaluations of the condition of eggs and fingerlings upon delivery.</p>	<p>A. Verify that the farm has a written statement from the egg and fingerling producer detailing how the supplier conforms to applicable national and local regulations and guidance on disease management.</p> <p>B. Verify that the farm has a copy of the letter informing its suppliers of health status metrics developed by the farm's veterinary health professional.</p> <p>C. Verify that the farm keeps records of evaluating the condition of eggs and fingerlings for each delivery.</p>	1				The suppliers follow the national and local regulations and guidance on disease management.
				1				The health status metrics is informed to suppliers, developed by the farm's veterinary health professional.
				1				The farm has records of every delivery of egg and fingerlings.
7.6	<p>Indicator: Evidence of disclosure to the grow-out farm of all chemical and antibiotic treatments on eggs and fry, including the reason for their use and the quantity used</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. Prepare a letter informing egg and fry suppliers that they must disclose all chemical and antibiotic treatments on eggs and fry, along with stated rationale and the quantity used.</p> <p>b. Optional: Farm may conduct voluntary set tests on a subsample of eggs and fry for each stocking event, to test for chemical and antibiotic use consistent with the supplier's declaration.</p>	<p>A. Verify that the farm has informed its suppliers that they must disclose information on chemical and antibiotic treatments together with the rationale for their use.</p> <p>B. Auditor includes in the audit report whether the farm has chosen to conducted chemical and antibiotic test on a subset of samples for each major stocking event.</p>	1				The farm has informed its suppliers that they must disclose information on chemical and antibiotic treatments together with the rationale for their use. This can be seen from reporting.
				1				There is no plan for chemical and antibiotic tests
7.7	<p>Indicator: Evidence for the use of therapeutic treatments, including antibiotics or other treatments, that are banned under European Union (EU) law</p> <p>Requirement: Not permitted</p>	<p>a. Inform egg and fry suppliers in writing that the farm will not purchase from suppliers using any therapeutants or antibiotics that are banned under EU law.</p> <p>b. Compare any results from 7.6b to the farm's EU banned list (see 4.2.2a) to show that the egg and fry suppliers do not use banned chemicals.</p>	<p>A. Verify that the farm has a record of the statement sent to egg and fry suppliers.</p> <p>B. Include a statement in the audit report describing a) whether the farm undertook optional testing of their supplier's fry/fingerlings and b) findings against the EU banned list, if any</p>	1				Egg and fry suppliers have been informed
				1				Egg and fry suppliers do not use banned chemicals
7.8	<p>Indicator: Presence of a fish health management plan implemented in agreement with the facility's designated veterinarian</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>a. For every supplier of fry and egg to the farm, obtain a copy of the supplier's Fish Health Management Plan (FHMP).</p> <p>b. Ensure that the egg and fry supplier's FHMP is reviewed and updated at least annually with signatures by management indicating approval.</p> <p>c. Ensure that the egg and fry supplier's designated veterinarian reviews and approves the FHMP annually and after each update of the FHMP, by signature.</p>	<p>A. Verify that the farm obtains a FHMP from each supplier of egg and fry.</p> <p>B. Verify that the farm has record that supplier management approves review and update of the FHMP at least annually.</p> <p>C. Confirm that the farm has supplier documentation showing signature and date of review by designated veterinarian.</p>	1				Fish health plan from suppliers in place
				1				FHMP will be updated yearly
				1				FHMP are signed by veterinarian
7.9	<p>Indicator: Evidence of company-level policies and procedures that demonstrate the company's commitment to each of the 8 key ILO labor issues described in Principle 6</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>b. For suppliers identified in 7.9a, obtain a copy of the supplier's company-level policies and procedures relating to key ILO labor issues.</p>	<p>B. Verify that farm obtains copies of relevant company-level policies and procedures from suppliers.</p> <p>C. Review supplier policies and procedures (copy provided by the farm) to verify the supplier's commitment to address each of the 8 key ILO labor issues.</p>	1				Suppliers commit to the principles in 7.9 A
						1		There is not a copy of supplier policies and procedures to verify the supplier's commitment to address each of the 8 key ILO labor issues.
7.10	<p>Indicator: Evidence of regular communication, engagement and consultation with surrounding communities</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Note: see compliance criteria for Indicator 6.9.2.</p> <p>a. Ensure that the farm obtains documentary evidence from egg and fry suppliers of regular communications with surrounding community as described under 6.9.2a, 6.9.2b, 6.9.2c and 6.9.2d</p>	<p>A. Examine copies of records and documentary evidence (e.g. meeting agenda, minutes, report) to verify that the farm's suppliers performed community consultations in compliance with requirements.</p>				1	Suppliers communication with community consultations are in compliance with requirements, there are not seen copies of records and documentation

Skriftlig eller anden dokumentert information og Bureau Veritas Certification svar til hver indlevering.

Hvis ingen indlæg, noter "ingen merknader mottatt"

Offentlig hørings periode	Interessenter indlæg	BV Response
Audit annonsering (30 dager inden audit)	Ingen anmærkninger modtaget	
Udkast offentlig rapport (10 dager fra offentliggørelse)		
	Ingen anmærkninger modtaget	