

AUDIT MANUAL - ASC Seriola and Cobia Standard

Version 1.2 March 2019

Scope *Seriola quinqueradiata* , *Seriola dumerili* , *Seriola rivoliana* , *Seriola lalandi* and *cobia Rachycentron*

INSTRUCTION TO FARMS/AUDITORS:

This audit manual was developed to accompany the version of the ASC Seriola and Cobia Standards v1.

References in this Audit Manual to Appendices can be found in the ASC Seriola and Cobia Standards c

The manual is complemented by a separate pre-audit checklist that outlines the minimum information at each location, and the acceptable format of records (e.g. electronic or hard copy files).

PRINCIPLE 1: COMPLY WITH ALL APPLICABLE INTERNATIONAL, NATIONAL AND LOCAL LAWS AND REGULATIONS

Criterion 1.1 Compliance with all applicable local, national and international legal and regulatory requirements

Implementation guidance: In order to ensure compliance with these standards, auditors will need to note that all requirements will relate specifically to the site.

1.1.1	Indicator: Documents demonstrating compliance with national laws and regulations. Requirement: Yes. Applicability: All.
1.1.2	Indicator: Documents demonstrating compliance with national laws and regulations. Requirement: Yes. Applicability: All.

2.1.1

Indicator: TOC , sulphide, or redox levels in
Allowable Zone Effect (AZE)⁽¹⁾ attributable
by control

Requirement: No significant change in T
sediment at the edge of the AZE in control

Applicability: All farms except as noted in fact
*to define an AZE , within 3 years from the
Cobia standards*

¹ Allowable Zone of Effect (AZE) is defined under this standard as either: (a) an area around the outside
the outfall so there is no need for an AZE however it would be up to the operator of a land based prod
² There are widely recognized methods for determining adequate sampling. The onus is on the farm to

Indicator: Abundance of harmful (invasive
immediately outside of AZE attributable to
control.

Requirement: No significant change in harmful
the AZE in comparison to the control site..

Applicability: All farms except as noted in fact
*yet to define an AZE , within 3 years from the
Cobia standards.*

2.1.2

Criterion 2.2 Water quality in and near the site of operation

Guidance to Clients and CABs on Criterion 2.2 – water quality in and near site of operation

☒Turbidity: monitoring should be undertaken monthly. If after 12 months there is no significant difference in turbidity levels at the edge of the AZE in comparison to the reference site at the same depths. Both should be measured 1 hour after feeding and when biomass is highest (if sampling annualy)

☒Ammonia: monitoring should be undertaken monthly. If after 12 months there is no significant difference in ammonia levels at the edge of the AZE in comparison to the reference site.

Turbidity and Ammonia sampling sites:

☒Shall be measured at mid-cage or pond depth.

☒The reference site shall be at least 500 m from the edge of the net pen array, in a location that is undisturbed by the operation.

Indicator: Turbidity levels in the water column

Requirement No significant change³ in turbidity levels at the edge of the AZE in comparison to the reference site

Applicability: All.

2.2.1

³ These should be measured by consistent and standard procedures such as a secchi disk or recognized methods

Indicator: Ammonia levels in the water column

Requirement: No significant change in ammonia levels at the edge of the AZE in comparison to the reference site

Applicability: All.

2.2.2

Criterion 2.3 Interaction with critical or sensitive habitats and species

Guidance to Clients and CABs on Criterion 2.3 – Interaction with critical or sensitive habitats and species

- Farms cannot be located in any protected area that does not allow economic activities that are incompatible with the goals of a protected area
- Compatibility with the goals of a protected area shall be guided by the outcomes of the assessment
- Risk assessments for impacts of farming activity on biodiversity should identify the receptor (affected habitats and species) and the potential impacts of farming activity on biodiversity. **Low** levels of risk to critical, sensitive or protected habitats and species.

2.3.1

Indicator: Evidence of an assessment of the biodiversity and nearby ecosystems that covers a) identification of proximity to critical, sensitive habitats and species, b) description of the potential impacts of farming activity on biodiversity, with a focus on affected habitats and species, c) description of strategies and current and future programs to minimize any identified impacts the farm may have on biodiversity.
Requirement: Yes.
Applicability: All.

Indicator: Allowance for the farm to be sited in a protected area⁴.
Requirement: None (see note above).
Applicability: All.

2.3.2

⁴ Protected area: "a clearly defined geographical space, recognized, dedicated and managed, through law or other effective means that confer special status to the area and prohibit or restrict activities that are incompatible with the protection of the area." Switzerland: IUCN.

Criterion 2.4 Interaction with wildlife, including predators

Indicator: Acoustic deterrent devices allow

Requirement: None.

Applicability: All.

2.4.1

Indicator: Number of mortalities⁵ of endangered animals in the farm lease area and adjacent operations or personnel or associates.

Requirement: 0.

Applicability: All.

2.4.2

Indicator: Evidence that the following steps have been taken:
action⁷ against a (non- endangered or non-)
1. All other avenues were pursued prior to
2. Approval was given from a senior manager
Requirement: Yes, unless human safety is im
threatened.

2.4.3

Indicator: Evidence that information about
has been:
1. Reported to the appropriate government
2. Made easily publicly accessible.
Requirement: Yes
Applicability: All

2.4.4

Indicator: Maximum number of lethal incidents
years.
Requirement: For birds: 4 lethal incidents.
For marine mammals: 1 lethal incident.
Applicability: All.

2.4.5

Indicator: In the event of any lethal incident
the probability of lethal incident(s)
has been undertaken and demonstration of
to reduce the risk of future incidences.
Requirement: Yes.
Applicability: All.

2.4.6

⁵ Mortalities: includes animals intentionally killed through lethal action as well as accidental deaths through
⁶ Species listed as endangered or critically endangered by the IUCN or on a national endangered species list
⁷ Lethal action: Action taken to deliberately kill an animal, including marine mammals and birds. No lethal actions
⁹ Lethal incident: includes all intentional and unintentional, farm-related lethal actions, to include but not limited to

Instruction to Clients and CABs on Exemptions to Criterion 3.1

Farm sites for which there is no release into the natural (freshwater or marine) environment of water to:
1) Species are separated physically and the farm does not release any water to the natural environment
2) Any effluent potentially containing biological material that is released by the farm to the natural environment
Auditors shall fully document the rationale for any exemptions to 3.1.1a. in the audit report.

3.1.1	Indicator: Culture of a non-native species. Requirement: None, unless commercial ¹¹ fish occurs in the region at time of the first public aquaculture facility or a closed land-based production system with no direct pest and pathogen transfer to wild populations. Applicability: All.
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Criterion 3.2 Introduction of transgenic species

3.2.1	Indicator: Culture of transgenic fish by the grower. Requirement: None. Applicability: All.
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¹¹ Commercial: If a species is cultured as a part of a permitted research trial, it will not be considered commercial.
¹² The SC assumes land based systems not to directly discharge into receiving body
¹³ The SC assumes that yellowtail will not be established as a result of escapes

Criterion 3.3 Escapes

3.3.1

Indicator: For all fish, the operation must have escape management, and adhere to rigorous maintenance procedures and frequent
Requirement: Yes.
Applicability: All.

Instruction on estimating losses to Clients for Indicator 3.3.2- Calculation of unrecorded stock escapes of each production cycle as follows:

Unrecorded stock escape = (stocking count) - (harvest count) - (mortalities) - (recorded escapes).

Units for input variables are number of fish (i.e. counts) per production cycle.

Indicator: Operations will undertake and maintain records on fish escapes and counting. This involves checks in nets, estimates on escapes and stock counts.
Note: farms will also include technology and equipment for fish counts.

Requirement: Yes.

Applicability: All.

3.3.2

Indicator: For selectively bred stock¹⁴ or fish from local sources¹⁵ or for wild fingerlings 2 escape events of 30% (cumulative total fish not recovered) over 2 years¹⁶.

Requirement: No.

Applicability: All.

3.3.3

Indicator: All escape events of farmed fish reported to the pertinent regulatory agency.

Requirement: Yes.

Applicability: All.

3.3.4

Criterion 3.4 Collection of fingerlings

4.1.1	<p>Indicator: Evidence of traceability, demonstrates fishmeal and fish oil ingredients¹⁷.</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>
Criterion 4.2 Efficient and optimized diets	
4.2.1	<p>Indicator: (a) Fishmeal Forage Fish Dependency Ratio (FFDRo) for species in Appendix 1). Kampachi (<i>S. rivoliana</i>, <i>S. dumerili</i>¹⁸), Hamachi (<i>S. quinquerediata</i>) (b) FFDRm and FFDRo Cobia (calculated using FFDRm/FFDRo)</p> <p>Requirement: a) Kampachi: FFDRm ≤ 2.9/FFDRo ≤ 6.0/FFDRo ≤ 7.0 (now) FFDRm ≤ 4.8/FFDRo ≤ 5.0 (3 years) FFDRm ≤ 6.0/FFDRo ≤ 6.0 (now) b) FFDRm ≤ 6.0/FFDRo ≤ 6.0 (now) FFDRm : FFDRm ≤ 2.9/FFDRo ≤ 2.9 (6 years)</p> <p>Applicability: All.</p>
4.2.2.	<p>Indicator: Use of wet feed and moist pellet</p> <p>Requirement: Must be sourced from the specified sources</p> <p>Applicability: All.</p>

¹⁷ Traceability should be at a level of detail that permits the feed producer to demonstrate compliance

¹⁸ Specific scientific data related to *Seriola dumerili* or *Seriola lalandi* was not included in the SCAD protocol for that species of *Seriola* could be considered. Until that time, the same FFDR as *S. rivoliana* should be used, which is considered high. Until further species-specific standards can be determined, a *Seriola lalandi*

Criterion 4.3 Responsible origin of marine raw materials

	[Note: In November 2016, the ASC announced that it will be certifying feed ingredients which have indicators for responsible sourcing and public notice by ASC.]
4.3.1	<p>Indicator: Timeframe for at least 90% fishmeal to come from fisheries¹⁹ certified under an ISCO certification whose primary goal is to promote responsible sourcing.</p> <p>Requirement: Within 5 years following the SCAD standards.</p> <p>Applicability: All. [see note above]</p>
4.3.2	<p>Indicator: Prior to achieving 4.3.1, the fishmeal suppliers have a FishSource score of 6.0 or higher, plus (and) an 8 in the biomass category engaged in a credible and time bound fishery.</p> <p>Requirement: At least 80% of the fish meal used in feed (excluding fishmeal and oil from fishmeal) must meet the above criteria.</p> <p>Applicability: All. [see note above]</p>
4.3.3	<p>Indicator: Feed containing fishmeal and/or fish oil products²⁰ or trimmings from fish species vulnerable, endangered or critically endangered as listed in the IUCN Red List of Threatened Species²¹.</p> <p>Requirement: None.</p> <p>Applicability: All.</p>

4.3.4	<p>Indicator: Feed ingredients which come from a specific geographic region or genus.</p> <p>Requirement: None.</p> <p>Applicability: All.</p>

19 This requirement applies to fishmeal and oil from forage fisheries and not to by-products or trimmings.
20 Trimmings are defined as by-products when fish are processed for human consumption or if whole fish are processed for human consumption.
21 International Union for the Conservation of Nature reference at <http://www.iucnredlist.org/static/introduction>

Criterion 4.4 Responsible origin of non-marine raw materials in feed

4.4.1	<p>Indicator: Presence and evidence of traceability policy for the feed manufacturer for feed ingredients derived from internationally recognized moratoriums and catch limits.</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>
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	<p>Indicator: Documentation of the use of traceability for raw materials derived from genetically modified plants, in the feed.</p> <p>Requirement: Yes.</p>
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4.4.2	Applicability: All.
4.4.3	<p>Indicator: Percent of non-marine ingredients in ISEAL Member's certification scheme that addresses environmental and :</p> <p>Requirement: 80% for soy and palm oil with from the date of the publication of the ASC</p> <p>Applicability: All.</p>

²² Specifically, the policy shall include that vegetable ingredients, or products derived from vegetable in

²³ Transgenic: Containing genes altered by insertion of DNA from an unrelated species. Taking genes from

PRINCIPLE 5: PROACTIVELY MAINTAIN THE HEALTH AND WELFARE OF CULTURED FISH AND MINIMIZE

Criterion 5.1 Transfer of pests or parasites to wild stocks

5.1.1	<p>Indicator: Commitment to participate in an scheme.</p> <p>Requirement: The farm participates in an disease and resistance to treatments.</p> <p>Applicability: All.</p>
	<p>Indicator: A demonstrated commitment⁽²⁷⁾ academics and governments on areas of mu measure possible impacts of pests or parasites</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>

5.1.2

5.1.3

Indicator: On-farm testing for ectoparasite publicly available.

Requirement: Yes, with results made easily days of testing.

Applicability: All.

²⁷ Commitment: At a minimum, a farm and/or its operating company must demonstrate this commitment

Criterion 5.2 Chemicals and treatments

Indicator: Use of therapeutic treatments that are not registered in the local jurisdiction or listed as

critically important for human medicine by the local jurisdiction.

Requirement: Not permitted.

Applicability: All.

5.2.1	
5.2.2	<p>Indicator: Prophylactic use of chemical antibiotics (including prebiotics or vaccinations).</p> <p>Requirement: Not permitted.</p> <p>Applicability: All.</p>
5.2.3	<p>Indicator: Farms have a comprehensive fish health management plan approved by the farm's designated veterinarian. The plan includes vaccination against diseases that present a high risk of mortality, an effective and commercially viable vaccine or alternative fish health management strategy.</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>
5.2.4	<p>Indicator: Allowable farm level anti-parasitic treatments in freshwater, formaldehyde²⁵ or hydrogen peroxide.</p> <p>Requirement: None²⁶.</p> <p>Applicability: All.</p>

24 <http://www.who.int/foodsafety/publications/antimicrobials-third/en/>)

25 In countries where formaldehyde is banned, its use would not be permitted under the standards as Pr

26 The SC believes that the ASC can make an exception for benign treatments. The burden of proof for

Criterion 5.3 Environmental welfare

5.3.1	<p>Indicator: Weekly average percent dissolve farm, calculated in the following methodolc</p> <p>Requirement: >70% saturation²⁷.</p> <p>Applicability: All farms. Exception can be g conform to >70% saturation where it can be readings are consistent with those of a refe</p>
5.3.2	<p>Indicator: Maximum percentage of weekly 5.3.1 that fall under 70%.</p> <p>Requirement: <5%.</p> <p>Applicability: All farms. Exception can be g conform to >70% saturation where it can be readings are consistent with those of a refe</p>

²⁷ Exception if farm can document evidence that DO levels do not represent stress to cultured animals, determine stress levels, the veterinarian should examine stress hormone levels, FCR, growth rate.

Social requirements

PRINCIPLE 6: OPERATE FARMS WITH RESPONSIBLE LABOR PRACTICES

Criterion 6.1 Child labour ⁽²⁹⁾ and young workers ²⁸⁽³²⁾

6.1.1	<p>Indicator: Number of incidences of child²⁹ l</p> <p>Requirement: None.</p> <p>Applicability: All.</p>
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6.1.2	<p>Indicator: Percentage of young workers³¹ t</p> <p>Requirement: 100%.</p> <p>Applicability: All.</p>
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Criterion 6.2 Forced, bonded compulsory labor³⁵

6.2.1	<p>Indicator: Number of Incidents where emp employee salary, property, or benefits upon</p> <p>Requirement: None.</p> <p>Applicability: All.</p>
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	<p>Indicator: Number of incidents where emp original identity documents upon commencing employment (except as requir documentation)</p>
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6.2.2	documentation). Requirement: None. Applicability: All.
<i>Criterion 6.3 Discrimination³⁹ in the work environment</i>	
6.3.1	Indicator: Evidence of comprehensive and policies, procedures and practices including discrimination in the workplace and equal a gender, age, race, religion, creed, caste, or : Requirement: Yes. Applicability: All.
6.3.2	Indicator: Number of confirmed incidences Requirement: None. Applicability: All.
6.3.3	Indicator: Equality of pay, benefits and pro employees independent of gender, age, race, religion, creed, caste or s Requirement: Yes. Applicability: All.
6.3.4	Indicator: Number of incidents where emp the basis of marital status or pregnancy or c pregnancy or maternity leave. Requirement: None.

²⁸ Child Labor: refers to any work by a child younger than the age specified in definition of a child, except hazardous, abusive and physically hard work.

²⁹ Child Labor: Any work by a child younger than the age specified in the definition of a child.

³⁰ Child: Any person under 15 years of age. A higher age would apply if the minimum age law of an area

³¹ Young Worker: Any worker between the age of a child, as defined above, and under the age of 18.

³² Protected: Workers between 15 and 18 years of age will not be exposed to hazardous health

³³ Hazard: The inherent potential to cause injury or damage to a person's health (e.g., unequipped to handle

³⁴ Hazardous work: Work that, by its nature or the circumstances in which it is carried out, is likely to have

³⁵ Bonded Labor: when a person is forced by the employer or creditor to work to repay a financial debt

³⁶ Forced (Compulsory) Labor: All work or service that is extracted from any person under the menace of restriction of movement (e.g., withholding of identity documents).

³⁷ Bonded labor: When a person is forced by the employer or creditor to work to repay a financial debt

³⁸ **Employee:** An employee is a person who enters an agreement, which may be formal or informal

³⁹ Discrimination: any distinction, exclusion, or preferences, which has the effect of nullifying or impairing from certain underrepresented groups may be legal in some countries.

⁴⁰ Employers shall have written antidiscrimination policies stating the company does not engage in or support that may give rise to discrimination.

⁴¹ Discrimination: Any distinction, exclusion or preference that has the effect of nullifying or impairing employment of people from certain underrepresented groups may be legal in some countries.

Criterion 6.4 Work environment health and safety

6.4.1	<p>Indicator: Percentage of employees trained in safety procedures and policies relevant to the job.</p> <p>Requirement: 100% for operations above ground.</p> <p>Applicability: All.</p>
6.4.2	<p>Indicator: Safety equipment (Personal Protective Equipment) provided, maintained and in use.</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>
	<p>Indicator: All health and safety related accidents and corrective actions taken when necessary.</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>

6.4.3	
6.4.4	<p>Indicator: Evidence of employer responsibility (accident or injury) for 100% of worker cost injury when not covered under national law</p> <p>Applicability: All.</p>
<i>Criterion 6.5 Wages</i>	
6.5.1	<p>Indicator: Percentage of workers whose base wage (before overtime and bonuses) is below the minimum wage</p> <p>Requirement: 0%.</p> <p>Applicability: All.</p>
6.5.2	<p>Indicator: The percentage of workers whose base wage (before overtime and bonuses) is below the basic needs wage standard.</p> <p>Requirement: 0%.</p> <p>Applicability: All.</p>
6.5.3	<p>Indicator: Evidence of transparency in wage setting</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>

42 Certificate of training issued by the relevant competent national or provincial authority or by such a commercial authority, e.g. NAUI, PADI.

⁴² Basic wage: the wages paid for a standard working week (no more than 48 hours).

⁴³ If there is no legal minimum wage in a country, basic wages must meet the industry-standard minimum.

⁴⁴ Basic wage: The wages paid for a standard working week (no more than 48 hours).

⁴⁵ Basic needs wage: A wage that covers the basic needs of an individual or family, including housing, food, and clothing.

Criterion 6.6 Access to freedom of association and the right to collective bargaining

6.6.1	<p>Indicator: Percentage of employees with access to unions, worker organizations, and/or the ability to bargain collectively or access to workers without management interference</p> <p>Requirement: 100%.</p> <p>Applicability: All.</p>
6.6.2	<p>Indicator: Incidences of members of unions discriminated against.</p> <p>Requirement: None.</p> <p>Applicability: All.</p>

Criterion 6.7 Harassment and disciplinary practices in the working environment causing temporary or permanent damage

6.7.1	<p>Indicator: Incidences of excessive or abusive disciplinary practices.</p> <p>Requirement: None.</p> <p>Applicability: All.</p>
6.7.2	<p>Indicator: Evidence of clear, fair and transparent disciplinary practices documented and communicated to employees.</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>

6.7.3	Indicator: Evidence that incidences of harassment addressed with corrective actions. Requirement: 100%. Applicability: All.
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Criterion 6.8 Working hours and overtime

6.8.1	Indicator: Incidences, violations or abuse of laws ⁴⁹ . Requirement: None. Applicability: All.
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6.8.2	Indicator: Overtime is limited, voluntary ⁵⁰ , restricted to exceptional circumstances. Requirement: Yes. Applicability: All farms unless exempted.
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⁴⁶ Physically or mentally. Mental Abuse: characterized by the intentional use of power, including verbal
⁴⁷ Mental Abuse: Characterized by the intentional use of power, including verbal abuse, isolation, sexual
⁴⁸ If disciplinary action is required, progressive verbal and written warnings shall be engaged. The aim is disciplinary practices.
⁴⁹ In cases where local legislation on working hours and overtime exceed internationally accepted records
⁵⁰ Compulsory overtime is permitted if previously agreed to under a collective bargaining agreement.

Criterion 6.9 Contracts or other written employment agreements

6.9.1	Indicator: Percentage of workers who have employment agreements. Requirement: 100%. Applicability: All.
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6.9.2	<p>Indicator: Evidence of a policy to ensure so and contractors when operating on the farm</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>
<p><i>Criterion 6.10 Conflict resolution</i></p>	
<p></p>	
6.10.1	<p>Indicator: Evidence of worker access to effective grievance procedures.</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>
6.10.2	<p>Indicator: Percentage of grievances handled day timeframe.</p> <p>Requirement: 100%.</p> <p>Applicability: All.</p>
<p><i>Criterion 6.11 Living conditions for employees accommodated on the farm</i></p>	
<p></p>	
6.11.1	<p>Indicator: Farm employees have access to adequate living conditions.</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>
6.11.2	<p>Indicator: Existence of separate sanitary arrangements for women; with the exception of work sites where married couples are working and accommodated on the farm.</p> <p>Requirement: Yes.</p>

⁵¹ Labor-only contracting relationships or false apprenticeship schemes are not acceptable. This includes those under contract. It is a “false” apprenticeship if its purpose is to underpay people, avoid legal obligations such as health and safety protections.

⁵² Addressed: Acknowledged and received, moving through the company’s process for grievances, corrections

PRINCIPLE 7: BE A GOOD NEIGHBOR AND CONSCIENTIOUS CITIZEN PRACTICES

Criterion 7.1 Community engagement

7.1.1	<p>Indicator: Evidence of regular and meaningful engagement with community representatives</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>
7.1.2	<p>Indicator: Presence and evidence of an effective and mechanism for the presentation, treatment by community stakeholders and organizations</p> <p>Requirement: Yes.</p> <p>Applicability: All.</p>

Criterion 7.2 Respect for local cultures and traditional territories

7.2.1	<p>Indicator: Local groups consulted during project</p> <p>Requirement: At least 2x per year or as recommended by national laws and regulations.</p> <p>Applicability: All.</p>

Criterion 7.3 Access to resources	
7.3.1	<p>Indicator: Changes undertaken restricting resources without community approval.</p> <p>Requirement: 0.</p> <p>Applicability: All.</p>
7.3.2	<p>Indicator: Assessments of company's impact.</p> <p>Requirement: At least once per year.</p> <p>Applicability: All.</p>

⁵³ Regular and meaningful: Meetings shall be held at least bi-annually with elected representatives of all employees.

⁵⁴ Effective: In order to demonstrate that the mechanism is effective, evidence of resolutions of complaints shall be provided.

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Document.

that a client must have prior to the first audit. Prior to audit, the client

REGULATIONS	
Requirements	
Review a range of documentation and relevant correspondence related to	
	Compliance
Compliance with all relevant local and	<p>a. Maintain digital or hard copies of a summary of applicable laws and procedures for relevant staff.</p> <hr/> <p>b. Maintain original (or certified copies) of applicable laws and regulations.</p> <hr/> <p>c. Keep records of inspections for which inspections are legally required in the jurisdiction.</p>
Compliance with all tax laws.	<p>a. Provide a certificate of tax compliance OR Maintain records of tax payments (including revenue tax). Note that CABs will not disclose this information if the client chooses to make it public.</p> <hr/> <p>b. Demonstrate that the farm ensures that producers should for instance use a chartered Public Accountant to manage tax affairs and show tax receipts.</p>

	c. If tax is paid by a parent compar
Compliance with all labor laws and	a. Demonstrate how the farm con and employment law
	b. Keep records of farm inspector inspections are legally required in
Compliance with regulations and	a. Obtain permits for discharge wa
	b. Maintain records of monitoring
	c. Maintain records of monitoring

FUNCTION

m can be required to undertake a more rigorous sampling process.
 site to the site. Over time ASC will build lists and knowledge of appropri
 that it does not get any worse due to the farm. And it is it acceptable

Compliance

o monitoring of benthic impact indicators and the location of sampling;
 s samples from the cage edge and samples taken from inside and out
 etling velocities for feed and faecal components (Gowen *et al.* 1994;
 uld be developed with a view to allowing credible, realistic and scienti

Notes: Under Indicator 2.1.1, farm
 conformity with this criterion will
 values from immediately outside t
 information in relation to sampling;
 commencing 3 years from the pub
 determine the site-specific AZE an
 For 2.1.1, if there is a violation of t

<p>sediment immediately outside of to farm operations as evidenced l.</p> <p>OC, sulphide, or redox levels in mparison to the control site..</p> <p>ootnote 1. <i>For farms that have yet e publication of the Seriola and rds.</i></p>	<p>a. Prepare a map of the farm show sediment-sampling stations. If the CAB.</p> <p>OR (<i>for farms that have yet to defi Cobia standards</i>):</p> <p>Prepare a map of the farm showin</p>
	<p>b. If benthos throughout the full A from 2.1.1a-g, and 2.1.2.</p>
	<p>c. Inform the CAB of which indicat</p>
	<p>d. Collect sediment samples using in the Seriola and Cobia Standards</p>
	<p>e. For option #1, measure and rec immediately outside the AZE as w appropriate, nationally or internat</p>
	<p>f. For option #2, measure and rec immediately outside the AZE as w appropriate, nationally or internat</p>
	<p>g. For option #3, measure and rec taken from immediately outside th using an appropriate, nationally c</p>
<p>of the net pen with a radius equal to the depth of the water; or (b) if uction system to make an argument for a reasonable AZE if there is a demonstrate a rigorous experimental design which should specify # c</p>	
<p>or noxious) macrofauna farm operations as evidenced by rmful macrofauna at the edge of ootnote 1. <i>For farms that have ie publication of the Seriola and</i></p>	<p>Notes:</p> <ul style="list-style-type: none"> - The farmer shall use a measure (instance small farms operating in i iterations of the standards - If a farm is exempt due to hard b - Farms may demonstrate conform farms have chosen to defer imple
	<p>a. Prepare a map showing the AZE</p>

b. Develop appropriate benthic faunal sampling methods. Contractors have used appropriate methods.

c. Collect sediment samples in accordance with methods.

d. Analyze epifaunal and infaunal samples for species composition and enumeration of all species, for comparison to control site.

e. Estimate proportions of all faunal species in impacted control site far removed from farm site. Identify opportunistic species and species of concern.

ence between sample sites and control sites, sampling should be undertaken (monthly)

ence between sample sites and control sites, sampling should be undertaken

erstood to follow similar patterns in upwelling to the farm site and is

mn inside and outside AZE.

idity levels in the water column at control site.

a. Devise appropriate and detailed monitoring and detailed methodology.

b. Measure and record turbidity in the water column inside Allowable Zone of Effect and at an

c. Conduct analysis of turbidity data to determine if there is a change at edge of the AZE and at **one** or more

d. Provide results of statistical analysis.

e. Implement annual turbidity monitoring.

TSS sampling methods. Significant differences in TSS measured at 95% confidence interval

umn inside and outside AZE.

monia levels in the water column at control site.

a. Devise appropriate and detailed monitoring and methodology. The monitoring program should demonstrate that the farm can prove low impact over a

b. Measure and record ammonia i
at an un-impacted reference (cont

c. Conduct analysis of ammonia d
levels at the edge of the AZE and a
influence.

d. Provide results of statistical ana

e. Implement annual ammonia mc

ies

ompatible with the management and conservation goals of the prote
it conducted for 2.3.1.

ted habitat/ecosystem/species), risk causing activity, mechanism of in

e farm's potential impacts on
ntains at a minimum: a)
ve or protected habitats and
acts the farm might have on
ats or species, and c) a description
ms underway to eliminate or
ight have.

a. Collect documentation that allo
and ecosystems that may be at ris
must be appropriate for size and s
impact over a year then don't hav

b. Complete a detailed risk assessr
habitats and species. Demonstrat
to minimise or eliminate negative

c. Collect independent evidence th
sensitive or protected habitats and

ed in a legally designated

Notes: The following exceptions sl

- For protected areas classified by
- For designated protected areas demonstrate that it is not negative
- For farms that pre-date the des

NOTE: The guidelines on collec

a. Provide Geographical Information the boundaries of the farm relativ

b. If the farm is sited in a legally pr (Instructions above) to determine i CAB and provide supporting evide

c. Demonstrate that the farm doe: parks, limited use protected areas

egal or other effective means, to achieve the long-term conservation

ed.

a. Prepare a written statement aff not using acoustic deterrent devic pests and/or predators.

b. Compile documentary evidence pest control procedure and evider

gered or red-listed⁶
: areas due to farm

a. Provide a list of endangered and

b. Produce a documented recor ecosystems. Detail species/habitat

c. Establish list of predators and permitted mitigation/control proc

d. Record all mortalities, species a

...s were taken prior to lethal
...red- listed) predator:
...using lethal action.
...er above the farm manager.
...immediately

Notes: While every effort should
...immediate risk, lethal actions a

- a. Provide a company document th
of a predator.

- b. Maintain a log of predator cont
procedures regarding predator co

...any lethal incident on the farm
...oversight agency.

- a. Demonstrate that details on letl
appropriate/most relevant govern

- b. Demonstrate that details on letl

...lents⁹ on farm over the prior two
For sharks: 2 lethal incidents.

- a. Maintain log of lethal incidents
required.

- b. Calculate the total number of le
birds, marine mammals) during th

- c. If the farm can demonstrate vali
recovery of any population then it

...it, evidence that an assessment of
...f concrete steps taken by the farm

- a. Carry out documented review o
necessary / as appropriate.

- b. Demonstrate through revision c
with a view to eliminating the nee

...ough entanglement or other means.
...s list.
...hal action is allowed for endangered or red-listed animals as covered
...not be limited to, entanglements and other accidental mortalities, exc

	Compliance

that may contain pathogens are exempt from the requirements under
 it; or
 it is not released directly and without prior effective treatment to kill p

<p>arming of the species already lication of the SCAD standards, or 1 minimal risk of escapes and/or ions is used.</p>	<p>Note: Culture of non-native specie or a closed land-based production such as the use of cleaner fish for production must be native species</p> <p>a. Confirm to the CAB that the farm</p> <p>b. If non-native species, provide ve in the country and/or region/state publishing of the seriola and cobia</p> <p>c. If the farm cannot provide evide is closed to the natural environme wild fish by effective physical barr escapes of reared fish specimens t there are no escapes of biological effective treatment) by treating ef</p>
---	---

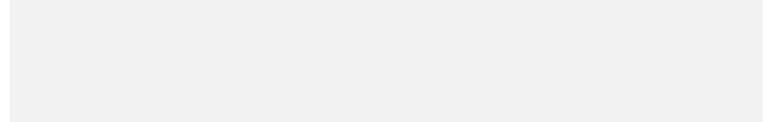
	Compliance
<p>farm.</p>	<p>a. Prepare a declaration stating th</p> <p>b. Maintain records for the origin person(s) for stock purchases.</p> <p>c. Ensure stock purchase/origin dc transgenic or not.</p>

an existing commercial operation. Generally research trials will conta

	Compliance

<p>have an established plan related to uent net inspections.</p>	<p>a. Prepare a Stock Escape Preventi assessment and submit it to the C maintenance procedures are critic limited to farm equipment mainte</p> <hr/> <p>b. If the farm operates an open ne -clearly identifies the important ar -sets out clear procedures for ensi</p> <ul style="list-style-type: none"> • net strength testing; • use of appropriate net mesh s • net traceability; • system robustness; • predator management; • record keeping; • reporting risk events (e.g. hok • staff training to cover all of th • staff training on escape preve <hr/> <p>c. If the farm operates a closed sys -clearly identifies the important ar -sets out clear procedures for ensi</p> <ul style="list-style-type: none"> • system robustness;- • predator management; • record keeping; • reporting risk events (e.g. hok • staff training to cover all of th • staff training on escape preve <hr/> <p>d. Maintain records as specified in</p> <hr/> <p>e. Train staff on escape preventior</p> <hr/>
---	---

. The estimated unrecorded loss (escape) of fish is calculated at the ei



<p>aintain detailed will include records of breaches and vs. recovered fish counts. d methodology for undertaking</p>	<p>a. Maintain detailed records for m escape events and possible escape b. Calculate the unrecorded stock production cycle. For first audit, fa to disclose unrecorded losses afte</p>
--	--

c. Make the results from 3.3.2b available (e.g. date posted to a company website)

For non-selectively bred stock not from local sources more than 100 miles from the farm:

- a. Determine whether stocks under 100 miles from the farm are from local sources or are from wild fingerling sources. If from wild fingerling sources, the requirements of 3.3.2b do not apply.
- b. Where appropriate, maintain records of the production cycle, specifying date, cause, and estimated number of escapes.

c. Where appropriate, aggregate the production cycle for which farm escapes are reported to the agency.

d. Where appropriate, maintain the records of the production cycle for which farm escapes are reported to the agency.

For farmed species (e.g. Tilapia or Cobia) are reported to the agency:

- a. Document details of reportable escapes and make records available to the agency upon request. Requirement: keep the data and records for 5 years.



cted wild
ery with a public fishery
a credible fishery improvement
series sustainability certification

a. Provide details of source fishery including purchase orders, invoice

b. Provide FishSource score (www certification. If FishSource score or

c. Demonstrate to audit team that Programme towards an ISEAL com

purchased or

a. Provide details of hatchery or fish documentation including purchase delivery notes, stocking records etc

and whose attributes differ from wild counterparts.
-stock gene pool, or (b) where F1s and subsequent generations of bro
ng outside the farm's control. Only one such exceptional episode is al

f Indicators 4.1.1 through 4.4.3. To do so, farms must obtain documen
onstrate that feed producers have robust information systems and inf
ported by independent audit evidence. Farms must also show that a
ments for traceability and ingredient sourcing that are specified unde
(i.e. it is the "feed manufacturer"). In most cases, the organization sup
hrough an intermediary organization, it remains the farm's obligation
th the performance indicators in the Seriola and Cobia standard (i.e.,

a. Maintain detailed records of all and delivery records.

<p>...strated by the feed producer, of</p>	<p>b. Inform each feed producer (and feeds and send them a copy of the</p> <p>c. For each feed producer supplyir has recently been completed agai traceability. Obtain a copy of the</p> <p>d. Obtain declaration from feed pr all fishmeal and fish oil ingredients:</p>
<p>ency Ratio (FFDRm) and Fish Oil seriola (calculated using formulae</p> <p>)</p> <p>ng formulae in Appendix 1)</p> <p>FFDRo ≤ 2.9 Hamachi: FFDRm ≤</p> <p>≤ 2.9 /FFDRo ≤ 2.9 (6 years)</p> <p>≤ 4.0/FFDRo ≤ 4.0 (3 years)</p>	<p>Guidance notes: The feed supplier (FFDRo). To facilitate the calculation standard for detailed information</p> <p>a. Maintain a detailed inventory of</p> <ul style="list-style-type: none"> • Quantities used of each formula • Percentage of fishmeal and fi • Source (fishery) of fishmeal ar • Percentage of fishmeal and fi • Supporting documentation an <p>b. For FFDRm and FFDRo calculation products (e.g. the "trimmings" from Appendix 1.</p> <p>c. Calculate eFCR using formula in</p> <p>d. Calculate FFDRm and FFDRo usi</p>
<p>s. same ecosystem as the farm.</p>	<p>a. Maintain records of wet fish and where it was caught.</p>

with the standards in this document. This standard also assumes that
 cess and therefore the SC did not have enough species specific inform
 e used. There is currently approximately between 1000-1500 tons of
 operation would also need to meet the FFDR requirements of *S. rivol*

ASC published an Interim Solution for ASC Marine raw material origin, including this ASC Se

<p>meal or fish oil used in feed to EAL member's accredited ote ecological sustainability. date of the publication of the</p>	<p>a. Obtain documentation that indi manufacture that is certified unde</p> <hr/> <p>b. Prepare a letter stating the farm fisheries certified under an ISEAL r</p> <hr/> <p>c. If audit >5years after publicatio that requirement for at least 90% ISEAL member's accredited certific</p>
<p>meal or fish oil used in feed must tegory or show evidence of being rries improvement project (FIP). l and fish oil m byproducts) must meet this</p>	<p>a. Obtain documentation from fee scores for at least 80% of fishmeal OR</p> <hr/> <p>b. Where FishSource scores are nc evidence that attests to the fishme</p>
<p>fish oil originating from by- hich are categorized as ured, according to the IUCN Red</p>	<p>a. Compile and maintain, consisten originating from by-products and f</p> <hr/> <p>b. Obtain a declaration from the f from fish species which are categc IUCN Red List of Threatened Speci</p>

	<p>c. If meal or oil originated from a s local stock that is not considered v exception based on regional differ</p>
<p>m other fish from the same</p>	<p>a. Obtain from feed producers and originate from fish of the same ge</p> <p>b. Obtain documentary evidence t material in a diet originates from t fishmeal and fish oil (including bul</p>
<p>gs used in feed. fish is rejected for use of human consumption because the quality at th roduction.</p>	
<p style="text-align: right;">Compliance</p>	
<p>bility and a responsible sourcing ingredients which comply with d local laws²².</p>	<p>a. Maintain detailed records of all and delivery records.</p> <p>b. Inform each feed producer (and responsible sourcing for feed man</p> <p>c. For each feed producer used by was recently completed by a CAB Obtain a copy of the most recent a</p>
<p>nsgenic²³ plant raw material, or</p>	<p>a. Obtain from feed supplier(s) a d raw materials derived from geneti the feed includes or does not inclu</p>

	<p>b. Disclose to the buyer(s) a list of feeds and maintain documentary evidence. All disclosures shall pre-date the audit.</p>
<p>its from sources certified by an audit within 5 years of the audit. Social sustainability. Within 5 years of the audit. Seriola and Cobia Standard .</p>	<p>a. Obtain documentation that indicates the manufacture that is certified under the standard.</p> <p>b. For non-conforming farms, prepare a plan for non-marine ingredients certified under the standard for social sustainability.</p> <p>c. If audit >5years after publication of the standard, that requirement for at least 80% of the ingredients that address both environmental and social sustainability.</p>

Ingredients, must not come from the Amazon Biome as geographically isolated from one species and inserting them into another species to get that trait.

THE RISK OF DISEASE TRANSMISSION

Compliance	
<p>Area-Based Management (ABM) where it exists, for managing wild stocks.</p>	<p>a. Keep record of farm's participation in ABM, where it exists, for managing wild stocks.</p> <p>b. Submit to the CAB a description of how the farm manages wild stocks. For example: - coordination of stocking; - fallow periods; - control of predators; - control of diseases; - control of parasites; - control of weeds; - control of pests; - control of other factors.</p> <p>c. Provide the CAB access to documentation of area, minimum % participation in the area.</p>
<p>to collaborate with NGOs, and conduct mutually agreed research to improve management of wild stocks.</p>	<p>Note: Indicator 5.1.2 requires that the farm does not receive any requests to conduct research or directed outreach to relevant organizations.</p> <p>a. Retain records to show how the farm manages wild stocks, including responses to those requests.</p>

	<p>b. Provide non-financial support to researchers, including access to farm-level data; - granting research grants in some equivalent way.</p>
	<p>c. When the farm and/or its operations are used for research, ensure that there is a written justification for the use of the farm.</p>
	<p>d. Maintain records from research projects to show that the farm has supported the research activities.</p>
<p>s, with test results made easily available to researchers or publicly available within seven days of testing.</p>	<p>a. Prepare an annual schedule for ectoparasite testing and make it available to researchers.</p>
	<p>b. Maintain records of results of on-farm testing, including documentation of event and rationale.</p>
	<p>c. Document the methodology used for testing. The testing method must follow national or international standards. For the species and lifestage of the ectoparasite, the farm shall provide the CAB with a video recording (i.e. video), farm shall provide the CAB with a copy of the video recording.</p>
	<p>d. Make the testing results from easily accessible to researchers upon request, provide stakeholders access to the results.</p>
	<p>e. Keep records of when and where testing was conducted.</p>
	<p>f. Submit test results to ASC at least once a year.</p>

ment through providing farm-level data to researchers, granting research grants in some equivalent way.

When the farm and/or its operations are used for research, ensure that there is a written justification for the use of the farm.

Maintain records from research projects to show that the farm has supported the research activities.

s, with test results made easily available to researchers or publicly available within seven days of testing.

Compliance

that are banned by law under the International Health Regulations of the World Health Organization²⁴

a. Maintain a current version of the farm's health certificate.

b. Maintain a list of therapeutants used on the farm and maintain a list of therapeutants that are banned by law under the International Health Regulations of the World Health Organization²⁴

	<p>c. If the farm has used antibiotics or therapeutants that are banned in the CAB prior to scheduling audit.</p>
	<p>d. If yes to 5.2.1c, request an exemption for that portion of production that is not sufficient to establish details of traceability to ensure full traceability and separate production cycles.</p>
<p>antimicrobial treatments (excluding vaccines)</p>	<p>a. Maintain records for all purchases of antimicrobials for the two prior production cycles.</p> <p>b. Maintain a detailed log of all antimicrobial treatments used.</p> <p>c. Calculate the total amount (g) of antimicrobials used in the two preceding production cycles (see 5.2.1c).</p>
<p>fish health management plan and designated veterinarian that includes either a) a risk assessment for the region and for which an assessment exists, or b) veterinarian-approved alternatives.</p>	<p>a. Prepare a fish health management plan and designated veterinarian that includes either a) a risk assessment for the region and for which an assessment exists, or b) veterinarian-approved alternatives.</p> <p>b. Ensure that documentation is available for all mandatory procedures for either: i) vaccination against diseases that have a viable vaccine exists; OR ii) veterinarian-approved alternatives.</p> <p>c. Ensure that the farm's current fish health management plan is signed by a designated veterinarian.</p> <p>d. Demonstrate that the farm complies with the requirements for the transfer of fish/eggs/fingerlings to other countries (http://www.oie.int/international-trade).</p>
<p>disinfectant treatment not including formaldehyde or peroxide.</p>	<p>a. Identify permitted anti-parasitic treatments and disinfectants used in the fish health management plan. Provide details of the disinfectant used. Only freshwater, formaldehyde, and potassium permanganate are permitted.</p> <p>b. Make available records relating to disinfectant use and laboratory testing results as well as disinfectant concentrations.</p>

principle 1, obey all laws takes precedence.
 a benign treatment that has no impacts on the surrounding environment

	Compliance
dissolved oxygen (DO) saturation on a daily basis. not granted to farms that do not demonstrate that farm site DO is at or above reference site.	<p>Notes on measurement of Dissolved Oxygen</p> <p>The standards require the sampling of DO at the following:</p> <ul style="list-style-type: none"> • DO shall be measured twice daily and a weekly average percentage of compliance shall be calculated. • A minimal amount of missed samples shall be allowed. • Sampling once daily shall also be allowed. • DO shall be measured at a depth of 1 meter in the downstream direction of the current. • Weekly averages shall be calculated. • Should a farm fall below the 75% compliance level, the reference site shall be at least 1/2 mile from anthropogenic causes including agriculture. <p>a. Monitor and record on-farm percentage of compliance using a DO oxygen meter or equivalent method. The farmer recognizes that it is not always safe to rely on on-farm solutions to testing. Under no circumstances shall testing be suspended due to bad weather.</p> <p>b. Provide a written justification for any missed samples.</p> <p>c. Calculate weekly average percentage of compliance.</p> <p>d. If any weekly average DO value is below the reference site and compare to on-farm DO.</p> <p>e. Arrange for auditor to witness compliance.</p>
samples from not granted to farms that do not demonstrate that farm site DO is at or above reference site.	<p>a. Calculate the percentage of on-farm compliance.</p> <p>b. Inform CAB if the percentage of compliance is below 75%. Provide data for previous 6 months.</p>

as evidenced by DO levels being monitored with a DO meter regularly

in the standards shall be audited by an individual who is

labor.

- a. In most countries, the law states
 - in developing countries where
 - in countries where the legal minimum age of employment shall be 15 years and the employer shall maintain documentation of compliance
- b. Minimum age of permanent work shall be 18 years
- c. Employer must maintain personnel records

that are protected³²

- a. Young workers are appropriately protected
- b. All young workers (from age 15 to 18) shall be protected from hazardous work
- c. Daily records of working hours shall be maintained
- d. For young workers, the compliance with minimum age shall be verified
- e. Young workers are not exposed to hazardous work

employers withhold any part of wages or terminate employment.

- Guidance for implementation of ILO Convention 102**
- Forced³⁶, bonded³⁷ or compulsory labor
 - 1. Contracts shall be clearly stated
 - 2. Employees shall be free to leave without penalty
- a. It must be demonstrated that workers are free from all obligations to the employer other than those arising from their contract of employment
 - b. Conformity will be verified through regular audits

employees are required to surrender their passports for processing of legal

- a. It must be demonstrated that workers are free from all obligations to the employer other than those arising from their contract of employment

	b. Conformity will be verified further
pro-active ⁴⁰ antidiscrimination ⁴¹ , but not limited to, access to all jobs in relation to sexual orientation.	<p>a. Demonstrate that employer has termination or retirement based c</p> <p>b. Demonstrate that employer ha</p> <p>c. Demonstrate that employer pro</p> <p>d. Demonstrate that all managers is acceptable if proven effective.</p>
of discrimination.	<p>a. Employer maintains a record orientation, national origin, dis</p> <p>b. Interview with employees ar related to race, caste, national</p>
promotion opportunities for all sexual orientation.	<p>a. Include in anti-discrimination po membership, political affiliation</p> <p>b. Interview with employees ar religion, national origin, religio</p>
employer dismisses an employee on deny employee legal rights to	<p>a. Check human resource records</p> <p>b. During the on-site audit, intervi</p>

	d. Interview employees in order to
<p>ility and/or proof of insurance s in a job- related accident or / Requirement: None.</p>	a. Employer maintains and makes insurance coverage must be provided insurance.
<p>basic wage⁴² : minimum wage⁴³.</p>	<p>a. Employer keeps documents to show wage. The intention of this indicates</p> <p>b. Employer's records (e.g. payroll show how the current wage meets hours) wages that meet or exceed</p> <p>c. Maintain documentary evidence</p>
<p>the basic wage⁴⁴ (before overtime e⁴⁵ 5 years after adoption of the</p>	<p>a. Auditor to calculate the basic needs</p> <p>b. Provide evidence that all farm v</p> <p>c. Demonstrate basic needs wage</p>
<p>setting and rendering.</p>	<p>a. Wages and benefits are clearly indicated</p> <p>b. The method for setting wages is</p> <p>c. Employer renders wages and benefits</p> <p>d. Workers will be interviewed to</p>

authority's recognized training center, or evidence of adequate on the
 im wage.
 od and transport. This concept differs from a minimum wage, which i

<p>ccess to trade oility to self-organize as well as he representative(s) chosen by .</p>	<p>a. Demonstrate that all workers ha b. Demonstrate that workers are p c. During interviews with workers,</p>
--	--

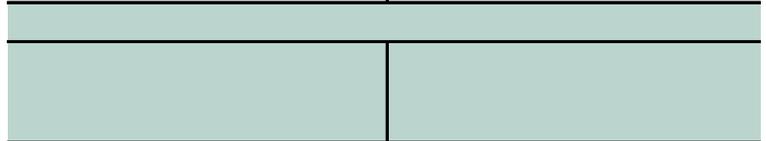
<p>s or worker organizations being</p>	<p>a. During interviews with workers b. Review any stated cases of disci</p>
--	---

permanent physical and/or mental harm

<p>re⁴⁶ disciplinary Actions.</p>	<p>a. Verify that the employer does n b. Allegations of corporal punishm c. During on-site audit, workers wi</p>
--	--

<p>arent disciplinary procedures⁴⁸ ees.</p>	<p>a. Employer has written policy for b. Maintain documentary audit tra disciplinary action policy is fair and</p>
---	--

ssment are recorded and	<ul style="list-style-type: none"> a. Employer has in place a policy in procedure is documented and rec b. During the on-site audit, intervi
-------------------------	--



of working hours or overtime	<ul style="list-style-type: none"> a. The employer must make availa accepted recommendations (48 re b. Examination of a randomly sele c. If an employer requires employ employees have agreed to this sch d. Farm workers may be interview
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paid at a premium rate and	<ul style="list-style-type: none"> a. Make available payment record b. Overtime is limited and occurs i c. Workers may be interviewed to
----------------------------	---

l abuse, isolation, sexual or racial harassment, intimidation, or threat
 al or racial harassment, intimidation or threat of physical force.
 hall always be to improve the worker; dismissal shall be the last resor
 nmendations (48 regular hours, 12 hours overtime), the international



contracts ⁵¹ or other written	<ul style="list-style-type: none"> a. The employer maintains a recor b. There is no evidence for labor-c c. Be advised that workers will be
--	--

<p>cial compliance of its suppliers n site.</p>	<p>a. Farm has a policy to ensure that</p> <p>b. Producing company has criteria</p> <p>c. Producing company keeps recor</p> <p>d. All workers on site including the</p>
<p>ective, fair and confidential</p>	<p>a. The employer has a clear labor c</p> <p>b. Workers are familiar with the cc</p> <p>c. The farm must maintain docum</p>
<p>that are addressed⁵² within a 90-</p>	<p>a. The employer maintains a recor</p> <p>b. The employer keeps a documer</p> <p>c. Workers will be interviewed to v</p>
<p>clean, sanitary, safe and suitable</p>	<p>a. Provide evidence that potable/s</p> <p>b. Provide evidence that adequate</p> <p>c. Provide evidence of safe, secure</p> <p>d. Provide evidence that accommc</p>
<p>rd toilet facilities for men and ith fewer than 10 employees or ommodated together.</p>	<p>a. Provide separate and suitable s; employees.</p>

is revolving/consecutive labor contracts to deny benefit accrual or eq
s or employ underage workers. Labor-only contracting arrangement:

ective actions taken when necessary.

<p>gful⁵³ consultation and es and organizations.</p>	<p>a. The farm pro-actively arranges 1</p> <p>b. Consultations are meaningful. C</p> <p>c. Consultations include participat</p> <p>d. Consultations include communi and interviews are to be conducte</p> <p>e. Maintain records and documen</p> <p>f. Be advised that representatives</p>
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<p>ective⁵⁴ policy ment and resolution of complaints ons.</p>	<p>a. Farm policy provides a mechani</p> <p>b. The farm follows its policy for h</p> <p>c. The farm's mechanism for hand</p> <p>d. Be advised that representatives</p>
--	--

<p>roject design and operation. quired by relevant local and/or</p>	<p>a. As required by law in the jurisd</p> <p>b. Farm management demonstrat</p> <p>c. Representatives from the local c</p>
---	--

access to vital community	a. Resources that are considered v
	b. The farm seeks and obtains con
	c. Representatives from the comr
ct on access to resources.	a. There is a documented assessm
	b. Representatives from the comr
affected communities. The community representatives should in part s ints can be given.	

nt and their conformity assessment body (CAB) shall reach agreement on whether the audit requires

Criteria (Required Client Actions):	
of applicable land and water use laws. Provide the audit team with a permit requirements along with contact details	A. Review farms operating
copies of) lease agreements, land titles and concession permit(s) on file as	B. Confirm client holds or <ul style="list-style-type: none"> • lease agreements or • permits from government • aquaculture concessions
compliance with national and local laws and regulations (where such the country of operation).	C. Review records of inspections regulations (as applicable)
clearance or tax law conformity from local Revenue authority; reports to appropriate authorities (e.g. land use tax, water use tax, not disclose confidential tax information unless client is required to or	A. Review certificate of tax OR An independently (third client has records of tax is confidential.
verify compliance with tax laws appropriate to its size and scale. Large-scale the services of a qualified and knowledgeable tax professional such as a manage overall compliance with taxation law. Small-scale producers should	B. Verify that the farm employs professional tax service if

only legally then the farm should present information to this effect.	C. Check validity of tax p
forms with the requirements of national and regional/local labor codes	A. Verify that the farm co and /or direct discussion
is for compliance with national labor laws and codes (only if such the country of operation).	B. Review inspection rec
ater where applicable.	A. Verify that client obta
and compliance with discharge laws and/or regulations as required.	B. Verify that records sho
and compliance with waste and pollution laws/regulations.	C. Verify that records st required.

Water Quality Sampling and Testing

appropriate species by regions and site characteristics that can inform further iterations of the standards. to take samples from a point where water depth is around average.

Criteria (Required Client Actions):

g points. However, in all cases the *Seriola* and *Cobia* Standards require testing for significant differen:side (Control sites) of a defined AZE¹. Modeling studies of the distribution of bio- deposits from finfi: Hevia *et al.* 1996, Jesup *et al.* 2007 and Cromey *et al.* 2002). The appropriate upstream or downstre: fically robust assessment of benthic impacts².

is can choose to measure redox potential (Option #1), sulphide concentration (Option #2) or Total O: be based on review of one (chosen) indicator and testing must focus on significance in difference bet: the AZE should not be statistically significantly different from those at a control site. Further: g regime requirements and timing is contained in the *Seriola* and *Cobia* Standards. Audit points b-g c: *Application of the Seriola and Cobia standards*. In all cases, within three years of the publication of the S: d depositional patterns.

the standard based on the result of a single sample, then the farm can be required to undertake a m:

<p>ving boundary of AZE and GPS locations of all farm uses a site-specific AZE, provide justification for its selection to the</p> <p><i>ine an AZE and for up to 3 years from the publication of the Seriola and</i></p> <p>ig GPS locations of all sediment-sampling stations.</p>	<p>A. Review map to verify ; of a site specific AZE.</p>
<p>ZE is hard bottom, provide evidence to the CAB and request an exemption</p>	<p>B. Review evidence of be</p>
<p>or the farm has selected for evaluating and monitoring benthic impact.</p>	<p>C. Record which option t</p>
<p>an appropriate methodology and sampling regime, following the guidance ; (i.e. at the time of peak cage biomass and at all required stations).</p>	<p>D. Review documentary Cross-check against farm</p>
<p>ord redox potential (mV) in surficial sediment samples taken from ell as at an un-impacted control site far removed from the farm using an tionally recognized testing method.</p>	<p>E. Confirm that the testir redox potential of surfici different (95% C.I.) from far removed from the fa</p>
<p>ord sulphide concentration (uM) in surficial sediment samples taken from ell as at an un-impacted control site far removed from the farm using an tionally recognized testing method.</p>	<p>F. Confirm that the testir sulphide concentration c to levels recorded for sta</p>
<p>ord Total Organic Carbon (e.g. % by weight) in surficial sediment samples ne AZE as well as at an un-impacted control site far removed from the farm or internationally recognized testing method.</p>	<p>G. Confirm that the testi TOC levels for surficial se recorded for stations at ;</p>
<p>a single-point mooring is used, then the area scribed by the arc of the mooring plus 30m. For a land n impact beyond the outfall.</p> <p>of grabs, control sites, how the AZE was defined, number of sampling sites and replicates as well as va</p>	
<p>of benthic community composition that is most appropriate to the site. The scale and intensity of the isolation may not need to conduct extensive sampling. Over time ASC will build lists and knowledge c</p> <p>ottom benthos (see 2.1.1b), then 2.1.2 does not apply and this shall be noted in the audit report.</p> <p>nity with this indicator at initial audit, however farms have three years from date of publication of th</p> <p>mentation this should be recorded in the audit report.</p>	
<p>and sediment collections stations (see 2.1.1).</p>	<p>A. Review map to verify ;</p>

unal sampling strategy, procedures and protocols or provide evidence that e sampling strategy, procedures and protocols.	B. Examine appropriaten
ordance with sampling strategy.	C. Confirm sample collec
components of sediment samples including identification to species level r all sampling stations.	D. Review summary anal
al species present in sediments immediately outside the AZE and at an un- l from the farm and test for significance in difference (95% C.I.) in presence es that are considered to be indicators of benthic enrichment or harm.	E. Review results to conf and at an un-impacted c (using 95% C.I.).

rtaken on an annual basis. Turbidity should be measured using consistent procedures such as standa
ertaken on an annual basis.

not influenced by nutrient inputs from anthropogenic causes including aquaculture, agricultural runo

l turbidity monitoring procedure with detailed maps of sampling points	A. Review the monthly tu
itially on a monthly basis at the edge of the l un-impacted control site far removed from the farm.	B. Verify that monthly m completed for a 12 mont
ta for statistically significant difference (95% C.I.) between turbidity at the re control sites far removed from any potential farm influence.	C. Verify that an appropri
lysis for initial 12 month turbidity monitoring.	D. Determine whether tu locations at the edge of t
onitoring procedure.	E. Collect and review evi

val.	
l ammonia monitoring procedure with detailed maps of sampling points g action must be appropriate for size and scale of the impact and if the year then don't have to monitor so frequently afterwards.	A. Review the ammonia :

initially on a monthly basis at the edge of the Allowable Zone of Effect and (control) site far removed from the influence of a farm .	B. Verify that monthly monitoring is completed for a 12 month period.
data for statistically significant difference (95% C.I.) between ammonia concentrations at one or more control sites far removed from any potential farm	C. Verify that an appropriate monitoring procedure is in place.
analysis for initial 12 month ammonia monitoring.	D. Verify whether or not the monitoring is conducted at an appropriate distance from the AZE and at an appropriate frequency.
monitoring procedure.	E. Collect and review evidence to verify the monitoring procedure.

protected areas—this falls under the concepts of Principle 1 related to obeying the law.

impact/harm, frequency of occurrence and likely outcome. Where appropriate, mitigation measures should be included.

as an interpretation of the farm's location in the context of biodiversity and the potential for impacts from under assessment farm related impacts. The monitoring action should be based on the scale of the potential impact of the farm and if the farm can prove low risk, it should be required to monitor so frequently afterwards.	A. Review documentary evidence to verify the understanding of the geographical context and areas surrounding the farm and whether the assessment is appropriate.
assessment for potential impacts of the farm on critical, sensitive and protected areas and how the farm has strategies and programmes in place that are designed to avoid or minimize potential impacts on species and habitats.	B. Review the risk assessment and mitigation measures for any proposed activities to verify the outcomes for any proposed activities.
that confirms the level of interaction and/or impact of the farm on critical, sensitive and protected species. Evidence can include stakeholder submission.	C. Review evidence provided to verify the level of interaction and/or impact of the farm on critical, sensitive and protected species.
shall be made for Standard 2.3.2: The farm should be classified by the International Union for the Conservation of Nature (IUCN) as Category V or VI. The farm should demonstrate that its environmental impacts are compatible with the objectives of the protected area and are not likely to be directly impacting the core reason an area has been identified as a protected area. The farm should be eligible for designation of a MPA.	

ting spatial data for ASC can be found on <https://www.asc-aqua.org/resources/for-farms/g>

on System (GIS) files according to ASC guidelines (see note above) showing
e to nearby protected areas.

A. Review GIS files and c
if the farm is sited in a p

rotected area, review the scope of applicability of Indicator 2.3.2a. (see
if the farm is allowed an exception to the requirements. If yes, inform the
nce.

B. Review the applicabili
determine if the farm is c

s not conflict with or interfere with the operation or integrity of designated
or national preservation areas.

C. Verify from supporting
with the operation or int
areas and that the farm l
(see 2.4.2).

of nature with associated ecosystem services and cultural values.” Source: Dudley, N. (Editor) (2008)

irming that the farm's management is committed to
es (ADDs) or acoustic harassment devices (AHDs) for control of marine

A. Confirm that farm ma
marine ADD's and /or At

: to show that no ADDs or AHDs are used on the farm (e.g. predator and
nce of implementation).

B. Review documentary
procedures, records of p
community members.

C. During the on-site auc
the facilities.

d red-listed animals occurring in the farm lease area and surrounding areas

A. Review species list and

d of the farm's impact on biodiversity and nearby
ats, spatial/temporal aspects, type of interaction and outcome.

B. Verify the actual level

ests requiring control. Identify clearly the
edures and records that must be kept.

C. Verify that the farm d
documentary records. If
discussion with farm staf

nd time of the event.

D. Verify mortalities over
of the event.

It be made to avoid lethal action and to take appropriate measures prior to any lethal action, the safe are allowed under this standard. However, 2.4.6 mandates that adaptive management fully investigate reasons why human safety was compromised, and put in place measures to prevent that sets out the procedure that must be followed prior to lethal resolution

A. Review the farm lethal and Seriola standard req

rol events that allows for verification of adherence to company control.

B. Review the predator cases of lethal predator

C. Interview staff and/or predators.

hal predator management events have been transmitted to oversight agency.

A. Confirm through documents have been reported to a

hal predator management events are made available to the public.

B. Validate that the evidence company website (in the as long as it is publicly av

for a minimum of two years. For first audit, > 6 months of data are

A. Review log.

lethal incidents involving different species or groups of species (e.g. sharks, the previous two-year period.

B. Verify that over the period sharks and <1 lethal inci

and publicly available research that whatever is killed is hindering the : may be exempt from the set requirement number in this indicator.

C. Auditor to review the the farm is impacting wil

if lethal incidents and revise risk assessment and procedures (see 2.3.1) if

A. Examine audit evidence procedures are revised in

of procedures that management of predators is continually being reviewed d for lethal management.

B. During the on-site audit procedure have been im

in 2.4.2. including farm stock.

Criteria (Required Client Actions):

Criterion 3.1.1a. However, farms are only eligible for exemption from Criterion 3.1.1a if it can be demonstrated that the farm has implemented effective biosecurity measures (e.g. UV and/or chemical treatment of water with testing demonstrating efficacy).

This is not within the scope of the cobia and seriola standard, unless commercial farming of the species is conducted in a closed system with *de minimis*¹³ risk of escapes/ pest and pathogen transfer to wild populations is used. Ectoparasite control in seriola / cobia, is permitted and encouraged under the SCAD standards. However, the use of live bait is not permitted in order to prevent introduction of new species area.

<p>the farm produces only native species OR.</p>	<p>A. Confirm the farm does not use transgenic stock under cultivation. Cross-check for transgenic juveniles to the farm. Audit for transgenic stock in different species.</p>
<p>verifiable evidence that the species was being legally cultured commercially prior to the SCAD standard in 2015 OR</p>	<p>B. Review evidence that the species was being legally cultured in the country prior to publication of the SCAD standard independent and/or registered with the relevant authority.</p>
<p>In order to meet the exemption for 3.1.1b, provide documented evidence that the production system is designed to prevent escapes and for each of the following: 1) non-native species are separated from other species; 2) barriers ensure there are no gaps in the barriers that might survive and subsequently reproduce; and 3) barriers ensure that any material that might survive and subsequently reproduce (e.g. UV or other disinfection) is applied to effluent water prior to it exiting the system to the natural environment.</p>	<p>C. Review evidence that the farm has implemented biosecurity measures on-site audit. Cross-check for transgenic stock in different species.</p>

<p>Criteria (Required Client Actions):</p>	
<p>the farm does not use transgenic stock.</p>	<p>A. Verify declaration of no transgenic stock.</p>
<p>records of all cultured stocks including stocking date, supplier details, and contact information.</p>	<p>B. Review records to confirm the farm has implemented biosecurity measures.</p>
<p>documentation clearly identifies genetic status and whether stock is transgenic.</p>	<p>C. Review stock purchase records, confirm stock is cultured, test stock identity, and genetic analysis.</p>

The farm must not have more than one pen of an experimental species.

<p>Criteria (Required Client Actions):</p>	
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<p>ion and Management Plan that includes a detailed farm operations risk AB prior to the first audit. The plan should explicitly detail what :al and important in the context of avoiding escapes, including but not :nance and frequency of net inspections.</p>	<p>A. Obtain and review the audit.</p>
<p>st pen system, ensure the plan (3.3.1a): rd critical issues in the context of minimizing escape events; and uring: ize; as, infrastructure issues, handling errors); e above areas; and ntion and counting technologies.</p>	<p>B. Confirm the farm's Esc</p>
<p>stem, ensure the plan (3.3.1a): rd critical issues in the context of minimizing escape events; and uring: as, infrastructure issues, handling errors); e above areas; and ntion and counting technologies.</p>	<p>C. Confirm the farm's Esc</p>
<p>i the plan.</p>	<p>D. Review documentary</p>
<p>g planning and management as per the farm's plan.</p>	<p>E. Review records (i.e. at escape prevention and n</p>
<p></p>	<p>F. Interview farm worker</p>
<p>nd</p>	
<p>mortalities, stocking count, harvest count (recovered fish), and details of as (e.g. through holes in nets).</p>	<p>A. Review farm records f</p>
<p>escape as described in the instructions (above) for the most recent full arm must demonstrate understanding of calculation and the requirement r harvest of the current cycle.</p>	<p>B. Verify accuracy of farr</p>

available publicly. Keep records of when and where results were made public (website) for all production cycles.

C. For instance made available on company's website (if found acceptable if deemed sufficient) must also make the results available in the audit report.

Stocks that are selectively bred, non-selectively bred but not from local sources, and stocks not collected locally. If none of these apply, requirements 3.3.3 b.-d. do not apply.

A. Review documents that describe the breeding program.

Monitoring records of all incidences of confirmed or suspected escapes, including the total number of escapees.

B. Review escape records, including unrecorded loss, maintenance records, and other relevant information.

Calculate the cumulative escapes (events and numbers) of all stocks in the most recent production cycle.

C. Review the calculation of cumulative escapes.

Review monitoring records described in 3.3.3a for at least 10 years beginning with the year the farm is first applying for certification.

D. Confirm that farm production records, including monitoring and recording, are maintained for the required period.

Make details of escape events and suspected escape events available to regulatory agencies. In absence of regulatory agencies, make it available for ASC on request.

A. Verify that reportable details of escape events (in the absence of agencies) are available to regulatory staff to confirm details of escape events.

B. List all escape events in the audit report.



from which fingerlings are taken. Provide supporting documentation such as, delivery notes etc. that attest to the origin of wild fingerlings.

A. Verify from document

(FishSource.com) for wild fingerling fishery or evidence of MSC certification. If MSC certification is not available, then proceed to 3.4.1 c

B. Review FishSource screenshot

the wild fingerling source fishery is in a credible Fisheries Improvement compliant fisheries certification scheme

C. Review evidence that sustainability certification

fishery from which fingerlings are obtained. Provide supporting documentation such as, orders, transit/movement authorisations, catching vessel details, invoices, etc. that attest to the origin of all stock present on the farm.

A. Review documentary evidence that fingerlings under culture can reliably be traced back to the source fishery are used to stock/partial

B. During the onsite audit, review the documentation provided

broodstock have not been subject to any conscious selection process. No more than F2 with no active selection has been allowed in a 10 year period for the purposes of this standard. The 10 year period starts at the beginning of the farm's operation.

Primary evidence that the feed producers are audited at regular intervals by a conformity assessment body. Information handling processes to allow the feed producers to be able to bring forward accurate information. All of their feed producers are duly informed of the requirements of the ASC Seriola and Cobia Standard. Feed records indicators 4.1.1 through 4.4.3.

Applying feed to a farm (i.e. the feed supplier) will be the same organization that produced the feed, but the feed supplier must demonstrate that all feeds used are in compliance with requirements.

marine feed ingredients must be traced back to the source fishery). In particular, feed manufacturer

feed suppliers and purchases including contact information and purchase records

A. Review feed records for

<p>l supplier) in writing of ASC requirements pertaining to production of ≥ ASC Seriola and Cobia Standard.</p>	<p>B. Review farm records t relevant ASC requiremer</p>
<p>g the farm, confirm that an independent third party audit of the producer inst an ISEAL compliant standard that includes an evaluation of feed input most recent audit report for each feed producer.</p>	<p>C. Verify that the farm ol performed by an indepe included an evaluation o with requirements.</p>
<p>roducers and suppliers stating that the company can assure traceability of s used in making seriola and cobia diets.</p>	<p>E. Review declaration fro the level of detail requir</p>
	<p>F. Cross-check the declar required levels of tracea</p>
<p>r must document inclusion rates for fishmeal and fish oil for the actual diet. This is assessed by calcul on of FFDR's, the farm must maintain and make available records of both feed purchase and fish sale on FFDR calculation methodology.</p>	
<p>f the feed used that includes information concerning: ulation (kg); sh oil in each formulation used; rd fish oil in each formulation used; sh oil in each formulation derived from trimmings; rd signed declaration from feed supplier.</p>	<p>A. Verify completeness o feed manufacturer.</p>
<p>ons, exclude fishmeal and/or oil derived from rendering of seafood by- m a human consumption fishery as per more detailed guidance in</p>	<p>B. Verify that the client e from seafood by-product</p>
<p>Appendix 1 .</p>	<p>C. Verify that eFCR was c</p>
<p>ng the relevant formulas in Appendix 1 .</p>	<p>D. Verify that FFDR's hav specific requirements in</p>
<p>d moist pellet use on the farm, where the fish content originated from and</p>	<p>A. Check the documenta</p>

the feed producer will make available to the farm a list of the FMFO ingredients, the inclusion rates and the inclusion rates to warrant an additional species specific FFDR standard. If producers of *S. dumerili* can produce *S. lalandi* produced in Australia per year. Miranda and Peet (2008) state that for *S. lalandi* the ratio is 1:1.

Feed Ingredients, which will replace indicators 4.3.1 and 4.3.2 of this Standard. This interim solution will apply until the ASC Standard is implemented.

<p>document that details the relative quantities of fishmeal and fish oil used in feed for an ISEAL member's accredited certification.</p>	<p>A. At initial audit, verify that the feed producer has an ISEAL accredited certification.</p>
<p>document that details the feed producer's intent to source feed containing fishmeal and fish oil originating from an ISEAL member standard.</p>	<p>B. Obtain a copy of the ISEAL member standard.</p>
<p>document that details the feed producer's intent to source feed containing fishmeal or fish oil used in feed to come from fisheries certified under an ISEAL member standard. If the feed producer is not an ISEAL member, provide documentation that confirms that the feed producer's intent to source fishmeal or fish oil used in feed to come from fisheries certified under an ISEAL member standard has been met.</p>	<p>C. If audit >5 years after the last audit, there is compliance with ISEAL member standard for fisheries certified under an ISEAL member standard.</p>
<p>document that details the feed producer's intent to source feed containing fishmeal and fish oil used in feed manufacture from a FishSource member producer and/or suppliers that independently confirms the FishSource member standard for fishmeal and fish oil used in feed manufacture.</p>	<p>A. At time of first audit, verify that the feed producer has a FishSource member producer and/or suppliers pertaining to FishSource member standard for fishmeal and fish oil used in feed manufacture.</p>
<p>document that details the feed producer's intent to source feed containing fishmeal or fish oil ingredient/s, compile a list of fishmeal and fish oil suppliers being engaged in a credible FIP.</p>	<p>B. Review evidence of fishmeal and fish oil suppliers being engaged in a credible FIP.</p>
<p>document that details the feed producer's intent to source feed containing fishmeal and fish oil trimmings, in accordance with 4.2.1a, a list of the fishery of origin for all fishmeal and fish oil trimmings.</p>	<p>A. Review list and confirm that the feed producer has a list of the fishery of origin for all fishmeal and fish oil trimmings.</p>
<p>document that details the feed producer and/or supplier stating that no fishmeal or fish oil originating from a fishery listed as vulnerable, endangered or critically endangered, according to the IUCN Red List is used to produce feed.</p>	<p>B. Verify that declarator is not using fishmeal or fish oil originating from a fishery listed as vulnerable, endangered or critically endangered, according to the IUCN Red List.</p>

species listed as “vulnerable” by IUCN but that species is sourced from a vulnerable, obtain documentary evidence to support a request for an exception in status of the relevant species/populations.	C. Where an exception to documentary evidence is requested, obtain documentary evidence to support the exception.
1/2 or suppliers declarations that the fishmeal and/or fish oil does not contain any fish species other than those listed as that under cultivation.	A. Review declaration to ensure it matches the actual fishmeal and/or fish oil used.
That feed manufacturer operates procedures to ensure that no raw material of the same genus as the fish for which the diet is intended. This includes all fish and waste/trimmings/byproduct) that may be used.	B. Verify that farm has a procedure in place to ensure that other raw material of fish species other than the intended species prepared diet will be fed.
The time of landing do not meet official regulations with regard to fish suitable for human consumption.	
Criteria (Required Client Actions):	
Review feed suppliers and purchases including contact information and purchase records.	A. Review feed records for each supplier to ensure they match the purchase records.
Obtain a declaration from the feed supplier in writing of ASC requirements pertaining to traceability and sustainability from feed manufacturers and/or suppliers.	B. Review farm records to ensure they match the relevant ASC requirements.
At the time of the audit, the farm, confirm that an independent third party audit of the producer has been conducted against a standard that includes an evaluation of feed input traceability. Obtain a copy of the audit report for each feed producer.	C. Verify that the farm of record has a procedure in place to ensure that audits were performed by an independent third party. Confirm that the audit includes an evaluation of feed input traceability. Confirm that the audit report includes information on moratoriums and local land use.
Obtain a declaration detailing the content of transgenic plant raw materials and/or genetically modified plants, in feed. This requirement is just about knowing that you have transgenic material and then not claim the opposite.	A. Review feed supplier declaration to ensure it matches the actual feed used.

any transgenic and /or genetically modified plant raw material used in evidence of this disclosure. For first audits, farm records of initial it by > 6 months.	B. Verify evidence of disc that all transgenic and/o
icates the relative quantities of non-marine ingredients used in feed or an ISEAL member's accredited certification.	A. Review documentatio that is certified under an oil certification only appl
oare a declaration stating the farm's intent to source feed that contains under an ISEAL member standard that addresses both environmental and	B. Obtain a copy of the c
n of Seriola and Cobia standards, provide documentation that confirms of non-marine ingredients used in feed comes from ISEAL member vironmental and social sustainability.	C. If audit >5years after p there is compliance with ISEAL member certificati
defined by the Brazilian Soya Moratorium.	
ait expressed in the offspring. The SC notes that there is currently no credible evidence of food safety	
Criteria (Required Client Actions):	
an ABM scheme and communication around scheme availability.	A. Review records of farm pai client records. Review exister
w the ABM coordinates management of disease and resistance to treatments, for lowing; - therapeutic treatments; and - information sharing.	B. Review description of ABM
tion which is sufficient for the auditor to evaluate the ABM's compliance with definition scheme, components, and coordination requirements.	C. Evaluate documents to cor
: farms demonstrate a commitment to collaborate with NGOs, academics and governments on areas :collaborate on such research projects, the farm may demonstrate compliance by showing evidence o rganizations.	
: farm and/or its operating company has communicated with external (ments) to agree on and collaborate towards areas of research to measure records of requests for research support and collaboration and responses	A. Review evidence that agree on areas of resear requests.

o research activities in 5.1.2a by either: - providing researchers with access archers direct access to farm sites; or - facilitating research activities in	B. Review how the farm activities.
iting company denies a request to collaborate on a research project, fication for rejecting the proposal.	C. As applicable, review if there is no consistent past commitment to collabora
o collaborations (e.g. communications with researchers) to show that the activities identified in 5.1.2a.	D. Verify that the farm's relevant areas of research
arasite testing that identifies timeframes of routine testing frequency.	A. Review ectoparasite testin
o testing for ectoparasites. If farm deviates from schedule due to weather maintain	B. Review records to confirm schedule.
o testing ectoparasites ('testing' includes both counting and identifying ectoparasites). The ional norms, follows accepted minimum sample size, use random sampling, and record site. If farm uses a closed production system and would like to use an alternate method with details on the method and efficacy of the method.	C. Review the farm's method using an alternate testing me
ublicly available (e.g. posted to the company's website) within seven days of testing. If o hardcopies of test results.	D. Test access from an offsite made hardcopies of test resu
results were made public.	E. Review records for the pas schedule.
≥ per year.	F. Confirm that client has sub
ers access to sites, or other similar non-financial support for research activities. Posting results on a	
Criteria (Required Client Actions):	
ie WHO list of antimicrobials critically and highly important for human	A. Confirm that the farm
o the use of which in finfish aquaculture are banned by law and also ie use of which in finfish aquaculture are permitted by law.	B. Confirm that the farm

<p>listed as critically important to human health and/or has used finfish culture to treat any fish during the current production cycle, inform</p>	<p>C. Make note of the farm site audit until the client 5.2.1 (see 5.2.1d).</p>
<p>option to the requirement of 5.2.1 from the CAB in order to certify only implies with the indicator. Prior to the audit, provide the CAB with records treatment, which holding facilities were treated, and how the farm will tion of treated fish through and post- harvest.</p>	<p>D. Review the farm's exe demonstrate traceability</p>
<p>uses of chemical antimicrobials (invoices, prescriptions) for the current and</p>	<p>A. Review purchase reco storage areas to verify q</p>
<p>education-related events (see also 5.2.1a and 5.2.3).</p>	<p>B. Review log of medicat does not suggest prophy</p>
<p>nd treatments (#) of chemical antimicrobials used during the current and also 5.2.9).</p>	<p>C. Verify that the total ar total amount prescribed</p>
<p>ent plan that incorporates components related to identification and asites. This plan may be part of a more comprehensive farm planning</p>	<p>A. Obtain and review the</p>
<p>available to verify that the fish health management plan includes</p> <p>t present a risk in the region and for which an effective and commercially</p> <p>ve fish health management strategies.</p>	<p>B. Review evidence that are routinely implement</p>
<p>fish health management plan was reviewed and approved by the farm's</p>	<p>C. Verify there is evidenc current version of the pl</p>
<p>plies with World Organisation for Animal Health (OIE) regulations relating ;, Specific pathogen free status and quarantine status (see ial-standard-setting/aquatic- code/access-online/).</p>	<p>D. Verify that the farm h compliance with the OIE</p>
<p>ides that may be applied to stock during the farming procedure in the fish Material Data Safety Sheets for all anti-parasiticide products that are yde and hydrogen peroxide is allowed and others are banned.</p>	<p>A. Review fish health ma parasiticides. Review MS when evidence suggests as anti-parasitic agents.</p>
<p>to all chemical, veterinary and therapeutant suppliers. Include Invoices, is prescriptions and treatment records.</p>	<p>B. Confirm conformity w than those permitted un</p>

ent or species is the responsibility of the producer.

Criteria (Required Client Actions):

Dissolved Oxygen

Monitoring of dissolved oxygen on the farm site and the calculation of the percent saturation for those samples shall be taken daily (proposed at 6 am and 3 pm—with recognition that this will vary depending on region and operation). Percent saturation shall result.

Percent saturation of samples due to extreme weather conditions will be considered acceptable.

Percent saturation shall be considered acceptable, though not preferred.

Depth of 5 m at a location where the conditions of the water will be similar to those the fish experience in the pond, or off of a feed shed or housing structure on the site. Measurements shall be taken at the same location and shall be repeated and remain at or above 70% saturation.

Minimum 70% weekly average, demonstration of consistency of % saturation with a reference site.

Location: 500 m from the edge of the net-pen array, in a location that is understood to follow similar patterns of water quality (e.g., aquaculture, agricultural runoff, or nutrient releases from coastal communities).

Percent saturation of DO at a minimum of twice daily using a calibrated DO meter. For first audits, farm records must cover ≥ 6 months. The ASC requires the producer to carry out weekly monitoring and there can be pragmatic and sensible circumstances where worker safety should be compromised if, for example, there is	A. Do not schedule audit
or any missed samples or deviations in sampling time.	B. Review records for compliance
Percent saturation based on data.	C. Calculate weekly average
Percent saturation is < 70%, or approaching that level, monitor and record DO at a minimum of twice daily on-farm levels (see Instructions).	D. As needed, review DO records
Witness DO monitoring and calibration while on site.	E. Witness DO monitoring and calibration
Percent saturation of farm samples taken that are less than 70% saturation DO.	A. Review the farm's calculations
Percent saturation of on-farm DO measurements that are less than 70% DO is greater than 5%.	B. Verify that concurrent readings at farm are consistent

, with a frequency determined by a qualified veterinarian and remaining above the minimum level, &

as a lead auditor in conformity with SAAS Procedure 200 section 3.1.

Compliance Criteria

es that minimum age for employment is 15 years. There are two possible exceptions:
e the legal minimum age may be set to 14 years³⁰ ; or
nimum age is set higher than 15 years, in which case the legal minimum age of the country is follow
mentation attesting to this fact.

orkers is 15 or older (except in countries as noted at 6.1.1a).

inel records that are sufficient to demonstrate conformity with requirements.

ly identified in company policies & training programs, and job descriptions are available for all young
to less than 18) are identified and their ages are confirmed with copies of IDs.

rs (i.e. timesheets) are available for all young workers.

ined daily transportation time and school time and work time does not exceed 10 hours.

sed to hazards³³ and do not perform hazardous work³⁴ . Work on floating cages in poor wea

Compliance Criteria

6.2.1 and 6.2.2

r labor:

l and understood by employees³⁸ and never lead to an employee being indebted, such as employees
e the workplace and manage their own time;3. The employer shall never be permitted to withh

orkers are free to leave the employment and workplace and that they are not subject to withholding
than those are legal and contractual in nature.

er through discussion with selected staff members during the on-site audit.

orkers are not required to surrender original identity documents except for when and for as long as

er through discussion with selected staff members during the on-site audit.

Compliance Criteria

is a written pro-active anti-discrimination policy in place, stating the company does not engage in or discriminate on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political

has clear and transparent company procedures that outline how to raise, file, and respond to discrimination

and actively respects the principle of equal pay for equal work and equal access to job opportunities, promotion

and supervisors receive training on diversity and non-discrimination and pro-active tolerance of diverse

all of all discrimination complaints. Records do not show evidence that the farm discriminates on the basis of race, disability, union membership, political affiliation or any other condition that may give rise to discrimination

and employee testimonies will be used to confirm that the company does not interfere with the rights of employees on the basis of race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or any other

policy reference to equality of pay, benefits and promotional opportunities being independent of race, national origin or any other condition that may give rise to discrimination.

and employee testimonies will be used to confirm that the company does not discriminate on the basis of race, national origin, disability, gender, sexual orientation, union membership, political affiliation or any other

and employee files to verify grounds for dismissal or incidents of denying employee legal rights related to

new employees in relation to grounds for dismissal and company performance with respect to the grounds for

conventions permit children between 15 and 17 to work on farms, provided that time for school and
age may be 14 if the country allows it under the developing country exceptions in ILO convention 138
eir education and the combined daily transportation time and school time, and work time shall
chemicals).

ortionate to a person's body size, operating heavy machinery, exposure to toxic chemicals).
ntarily or for which such work or service is demanded as a repayment of debt. "Penalty" can imply n
muneration in cash or in kind. An 'employee' is anyone working on the farm, whether directly
, or preference constitutes discrimination. For instance, a merit or performance based pay increase c
notion, termination or retirement based on race, caste, national origin, religion, disability, gender, se
reference constitutes discrimination. For instance, a merit- or performance-based pay increase or b

Compliance Criteria

actices, procedures (including emergency response procedures) and policies to protect employees from
nd emergency response procedures.

safety training for all employees on a regular basis (once a year and immediately for all new employe
tive use of PPE

1 PPE that is appropriate to known health and safety hazards.

ing in the proper use of PPE. For workers who participated in the initial training(s) previously an ann
ees will be interviewed to confirm the above.

d safety-related accidents.

s complete documentation for all occupational health and safety events, accidents, violations and in

e action plans in response to any accidents that occur. Plans are documented and they include an an
ilar nature.

to determine what procedures are implemented and explain what analysis has been done and what st

available documentation to confirm that all personnel are adequately insured to cover costs related
ded to all workers including part-time, temporary, migrant or foreign workers. Written contract of er

Compliance Criteria

show the legal minimum wage in the country of operation. If there is no legal minimum wage in the c
or is to protect the most vulnerable workers, other staff such as managers may be paid in kind and a

to confirm that worker's wages for a standard work week (≤ 48 hours) always meet or exceed the lega
s or exceeds industry standard. If wages are based on piece-rate or pay-per-production, the employe
the legal minimum wage.

to (e.g. payroll, timesheets, punch cards, production records, and/or utility records). Workers will be i

needs wage and compare it to the farm's calculation to verify for accuracy.

workers are paid at least the basic needs wage (before overtime and bonuses) within 5 years of publi

for the country of operation. The audit team will verify accuracy of the calculation and end figure.

articulated to workers and documented in contracts.

to clearly set out and explained to workers.

benefits in a way that is convenient for the worker (e.g. cash, check, or electronic payment methods). \

confirm conformity with the standards requirements.

in relation to harassment of workers. The policy requires a procedure to be initiated in the event of incidents. Records details, action taken, outcome and corrective actions required.

Interview workers with respect to harassment, policies and procedures as well as examples of harassment.

Compliance criteria

Available documentation showing the legal requirements for working hours and overtime in the region (with regular hours, 12 hours overtime) then requirements of the international standards apply.

Selected sample of records (by the auditor) - including time sheets and payroll records show that farm workers

are required to work shifts at the farm (e.g. 10 days on and six days off), the employer compensates workers for the irregular schedule (e.g. in the hiring contract).

Workers should be interviewed to confirm there is no abuse of working hours and overtime laws.

Records (e.g. pay advice) show that workers are paid a premium rate for overtime hours.

Records on exceptional circumstances as evidenced by farm records (e.g. production records, time sheets, and

confirm that all overtime is voluntary (unless there is a collective bargaining agreement in place which

of physical force.

t. Policies for bonuses, incentives, access to training and promotions are clearly stated and understood.

International standards will apply.

Compliance criteria

Review of all employment contracts.

Check for any non-standard contracting relationships or false apprenticeship schemes.

Workers interviewed to confirm the above.

all companies contracted to provide supplies or services (e.g. divers, cleaning, maintenance) have s

for evaluating its suppliers and contractors. The company keeps a list of approved suppliers and cor

ds of communications with suppliers and subcontractors that relate to compliance with 6.9.2.

se indirectly employed are to be protected by the requirements of Principle 6 and the auditor can cl

Compliance criteria

conflict resolution policy for the presentation, treatment, and resolution of worker grievances in a cc
ompany's labor conflict resolution policies and procedures. There is evidence that workers have acce

entary evidence (e.g. complaint or grievance filings, minutes from review meetings). Workers may be

d of all grievances, complaints and labor conflicts that are raised.

itary record of follow-up and outcome, according to procedural requirements (including corrective a

verify conformity with the procedure for dealing with grievances and that they were addressed withi

Compliance criteria

safe drinking water is always available for workers

sanitary facilities are available for workers

and quality accommodation sufficient to withstand local conditions in the event of storms or other

odation provided is suitable to workers needs (and their family's), appropriate for their gender if acc

sanitary and toilet facilities are available for men and women, with the possible exception of married

uitable remuneration. False Apprenticeship Scheme: The practice of hiring workers under apprentice
The practice of hiring workers without establishing a formal employment relationship for the purpos



Compliance Criteria



for consultations with the local community at least twice every year (bi-annually).

OPTIONAL: the farm may choose to use participatory Social Impact Assessment (pSIA) or an equivalent

ion by representatives from the local community who were asked to contribute to the agenda in adv

cation about, or discussion of, the potential human health risks of therapeutic treatments. The inten
d in language appropriate to the community. Not to use technical language like for instance, 'therap
tary evidence (e.g. meeting agenda, minutes, report) to demonstrate that consultations comply with

from the local community and organizations may be interviewed to confirm the above.

ism for presentation, treatment and resolution of complaints lodged by stakeholders, community me

andling stakeholder complaints as evidenced by farm documentation (e.g. follow-up communication

ling complaints is effective based on resolution of stakeholder complaints (e.g. follow-up correspond

: from the local community, including complainants where applicable, may be interviewed to confirm



Compliance Criteria



ction: - farm consults with local and/or indigenous groups and retains documentary evidence (e.g. m

es an understanding of relevant local and/or national laws and regulations that pertain to consultati

community, including complainants where applicable, may be interviewed to confirm the above cons

Compliance Criteria

vital to the community have been documented and are known by the farm (i.e. through the assessment).

community approval before undertaking changes that restrict access to vital community resources. App

community may be interviewed to provide evidence of whether or not the farm has restricted access to vi

ent of the farm's impact upon access to resources. Can be completed as part of community consulta

community may be interviewed to generally corroborate the accuracy of evidence presented in 7.3.2a.

et the agenda for the meetings. Participatory Social Impact Assessment methods may be one option

s visits to both the client headquarters and the farm site, which information is held

by the headquarters of the company owning the operation, while other information

Auditor Evaluation (Required CAB Actions):

on in the context of requirements of applicable land and water use law.

original (or certified copies of) necessary:
· land titles
· government agencies
· location(s)

· section and/or monitoring for compliance with national and local laws and (le).

· tax clearance and/or tax law conformity from local revenue authority

· (party) audited company annual report may be used to confirm tax status. Verify payments to appropriate authorities. Do not disclose client tax information, which

· appropriately ensures tax compliance, for larger farms that they use the services of a provider, and that small-scale farms maintain receipts.

aid by the parent company.

onforms with labor codes and employment law through review of documentation,
with staff and /or workers representatives.

ords for compliance with national labor laws and codes (as applicable).

ins permits as applicable.

ow that monitoring compliance with discharge laws and/or regulations as required.

ow that monitoring compliance with waste and pollution laws and/or regulations as

Auditor Evaluation (Required CAB Actions):

ices in a chosen benthic indicator (Redox potential, Sulphide levels or Total Organic
sh aquaculture have shown that enhanced settling of particulate matter from
eam locations for AZE and control sites relative to a finfish culture area will vary with

rganic carbon (Option #3). Evaluation of
tween measurements inside and control sites located outside the AZE. Indicator

only apply to farms that have defined an AZE at time of initial audit, and for all farms
sCAD standards, all certified farms must have undertaken the appropriate analysis to

ore rigorous sampling process.

appropriate siting of sampling stations and evidence (where applicable) to justify use

anthic type and confirm whether to proceed to 2.1.1c.

the client selected

evidence (notes, GPS coordinates) showing sampling time, stations, and frequency.
n maps, production and harvest records.

ng method used by the farm is appropriate. Review results to verify statistically that
ial sediment samples taken immediately outside the AZE are not significantly
the redox potential of surficial sediments sampled from an un-impacted control site
rm.

ng method used by the farm is appropriate. Review results to verify statistically that
of surficial sediment samples within the AZE are not significantly different (95% C.I.)
ations at an un-impacted control site far removed from the farm.

ng method used by the farm is appropriate. Review results to verify statistically that
diment samples within the AZE are not significantly different (95% C.I.) to levels
an un-impacted control site far removed from the farm.

-based production system, it is assumed that there is no significant effect outside of
ariance rules.

operation should be taken in to account when determining sampling protocols, for
of appropriate species by regions and site characteristics that can inform further

e Seriola and Cobia standards to demonstrate conformity with this indicator. Where

appropriate siting of sampling stations (see 2.1.1).

ness of benthic faunal sampling strategies, procedures and protocols.

tion followed strategy.

lysis data for each sampling station.

firm status of finding. Differences in faunal community immediately outside the AZE control site far removed from the farm must not be statistically significant difference

ardized methods for sampling total suspended solids (TSS) or a secchi disk at defined

off, or nutrient releases from coastal communities.

turbidity sampling monitoring procedure and verify whether it is fit for purpose.

onitoring of turbidity procedure is in place or that the procedure has been th period ending within 24 months prior to initial ASC audit.

riate statistical analysis has been carried out.

turbidity monitoring indicates a significant difference in turbidity between sampling the AZE and at an un-impacted control site far removed from the farm.

dence that there is an ongoing turbidity monitoring procedure in operation.

sampling monitoring procedure and verify whether it is fit for purpose.

Monitoring of ammonia procedure is in place or that the procedure has been carried out within 24 months prior to initial ASC audit.

Appropriate statistical analysis has been carried out.

There is no significant difference in ammonia levels at sampling stations at the edge of the farm and an in-impacted reference (control) site far removed from the influence of a

procedure that there is an ongoing ammonia monitoring procedure in operation.

should be identified. Risk assessments should aim to result in overall **Insignificant** or

evidence provided and determine whether this allows for a solid and detailed geographical distribution, nature and extent of biodiversity and ecosystems in the farm that may be at risk of under assessment farm related impacts. Evaluate whether appropriate for the scale and intensity of the operation.

Assessment for potential impacts on biodiversity and confirm plausibility of predicted and proposed mitigation strategies or programmes.

Identified and/or discuss with independent stakeholders.

For a protected area designation. The burden of proof would be placed on the farm to

is-portal/

cross-check against independent information sources (e.g. ASC GIS app) to determine protected area.

ty of the exception requested by the farm together with the supporting evidence to eligible. If yes, Indicator 2.3.2 is not applicable.

g documentation and information that the farm does not conflict with or interfere integrity of designated parks, limited use protected areas or national preservation has obtained any required operational consent if sited in or adjacent to such an area

. Guidelines for Applying Protected Area Management Categories, Gland,

agement has prepared a written statement of commitment to the total non-use of ADD's.

evidence (e.g. predator management policies and control predator incidents) and cross-check against interviews with farm staff and local

it, inspect the farm to confirm whether any ADDs or AHDs are present or in -use at

d seek independent verification of completeness.

of impact on biodiversity through discussion with farm staff.

oes not permit lethal management of endangered or red-listed species in appropriate, corroborate evidence through staff and/or independent parties.

r the current production cycle, mortalities exclude a farm for 2 years from the time

ty of workers should not be compromised. In an instance where worker safety is at
ite the reasons for lethal incident, and therefore the farm should fully analyze the
prevent such risks recurring.

il predator management procedure to ensure that protocols meet with ASC cobia
uirements.

ontrol log and verify if company procedures are implemented and adhered to in all
management.

stakeholders during the on-site audit with respect to procedures for managing

mentation review or communications with relevant persons that lethal incidents
ppropriate/most relevant government oversight agency.

ence provided by the farm is accessible for local stakeholders i.e. notices and via the
: case that the company does not have a website then a proxy would be acceptable
available on the internet).

previous two years there were < 4 lethal incidents of birds, <2 lethal incidents for
dent for marine mammals.

species killed, research undertaken and supporting evidence to determine whether
ld specie ability to recover its population.

ce that shows whether risks to species are reviewed and if predator management
n accordance with changes in risk or efficacy of management.

lit, discuss predator management with stf10aff in order to verify that any changes in
plemented.

Auditor Evaluation (Required CAB Actions):

shown that either of the following holds:

is already occurs in the region at time of the first publication of the SCAD standards,
. Furthermore, the use of alternatives to chemical treatments for farm management,
never, any wrasse, cleaner fish or other species used for management during

is not produce a non-native species by comparing indigenous species to the species
check species under cultivation against a sample of records from suppliers of
editors may refer to online resources including fishbase.org to obtain descriptions of

the non-native species was being (or had been) legally commercially cultured in the
ion of the seriola and cobia standard. Verify through interview/discussion with
ulatory agencies.

the farm complies with each point raised in 3.1.1c and confirm by inspection during
k against related farm records..

Auditor Evaluation (Required CAB Actions):

no use of transgenic stock.

confirm compliance with stock origin record keeping requirements.

ge/origin documentation. If the auditor suspects that transgenic fish are being
tivity by collecting 3 fish and sending to an ISO 17025 certified laboratory for genetic

Auditor Evaluation (Required CAB Actions):

the farm's Stock Escape Prevention and Management Plan prior to scheduling the first

Stock Escape Prevention and Management Plan contains all required elements.

Stock Escape Prevention and Management Plan contains all required elements.

Photographs or other evidence showing implementation of the plan.

Attendance records, meeting notes) to confirm that farm staff attend training on stock escape management.

Records to confirm that the plan is implemented.

Records for completeness.

Records on calculations for unrecorded stock losses.

ailable at farm's website. If farm does not have a website of its own then the owning
rm is owned by other entity) is also acceptable. Alternative websites may also be
ficiently accessible and clear about the link to the farm by the auditor The auditor
ts
ort posted on the ASC website.

at show the origin of all stocks and cohorts under cultivation

s for completeness and accuracy of information. Cross-check with the estimate of
nance records for nets, predator attacks, etc.

1 and confirm compliance with the requirement

cedures and records demonstrate ongoing and continuous
g of escapes as well as events that may have given rise to escape.

escape events have been communicated to the relevant agencies (or maintained in
l. Cross-reference the farm claim over escapes by contacting the relevant agency
f reporting.

in the publicly available audit report.



ation the origin of wild fingerlings used to stock the farm

re and report it in the publicly available audit report.

the fishery is in a credible FIP that aims to achieve ISEAL compliant fisheries
n.

evidence provided to the audit team and determine whether the origin of all stock
ly be traced to the original hatchery, or source fishery in cases where wild fingerlings
ly stock the farm.

it discuss the origin of stocks present with farm staff and cross check with
l at 3.4.2a.

elective breeding.
ng of the production cycle for which the farm was initially certified.

ody for traceability of marine raw ingredients, or against a recognized standard
nation about their production and input supply chains. Declarations from the feed
rd relating to sourcing of responsibly produced feeds (see 4.1.1b below).

out there may be instances where feed suppliers are not directly responsible for feed

s will need to supply the farm with third-party documentation verifying origin of

or completeness and confirm the number of feed suppliers to the client.

<p>to verify that the farm has informed all of its feed producers and suppliers of its for feed production.</p>
<p>obtains current audit reports from all relevant feed producers, that these audits were conducted by an independent audit firm or CAB against an ISEAL compliant standard and that audits confirm feed input traceability. Confirm whether audit results demonstrate compliance</p>
<p>from each feed producer and supplier to confirm the company assures traceability to be required by the standard.</p>
<p>comparisons against results from audits of feed suppliers (4.1.1c) to verify evidence of compliance.</p>
<p>Calculating the Forage Feed Dependency ratios for fishmeal use (FFDRm) and fish oil use (FFDRo) and fishmeal and fish oil use volumes for each production cycle. See Appendix 1 of the Seriola and Cobia</p>
<p>of records and that fishmeal and fish oil values are stated in a declaration from the</p>
<p>excludes from the FFDRm and FFDRo calculations any fishmeal and /or oil rendered products as per more detailed guidance in Appendix 1 .</p>
<p>are calculated correctly.</p>
<p>have been calculated correctly and confirm that the values comply with the species-specific requirements at time of audit.</p>
<p>declaration relating to wet fish usage and that it was caught in the same locality as the farm.</p>

of FMFO, and the sources of each component of the FMFO.
Use scientific evidence of FFDR that promotes best practice, an additional FFDR level
of wild fish input to farmed fish input is 4.9: 1,



***is standard. This solution applies to all ASC's standards,
Feed Standard will be available or until further official***

that the client is aware of the requirement. Review documentation that confirms
and fish oil used in feed manufacture is certified under an ISEAL members
Requirement for 90% certification only applies 5 years after standard publication.

client's letter of intent.

publication of Seriola and Cobia standards, review evidence to determine whether
requirement that at least 90% fishmeal or fish oil used in feed to come from
an ISEAL member's accredited certification.

verify that at least 80% of fishmeal and fish oil inputs meet with requirements
scoring by reviewing documentation.

fishmeal and fish oil suppliers participation in a credible FIP.

is consistent with 4.2.1a.

is have been made by all feed producers and/or suppliers.

o this requirement may be requested, review farms justification and supporting
ind make a determination with respect to the appropriateness of granting an

confirm compliance.

procedure for ensuring that feed suppliers do not use fishmeal or fish oil or any
h origin that originates from a fish of the same genus as the fish to which the
l.

l.

Auditor Evaluation (Required CAB Actions):

or completeness and confirm the number of feed suppliers to the client.

o verify that the farm has informed all of its feed producers and suppliers of
its for feed production traceability and responsible sourcing.

btains current audit reports from all relevant feed producers, and that these audits
dependent audit firm or CAB against a standard that includes an evaluation feed
m whether audit results demonstrate compliance with internationally recognized
AWS.

declaration and ensure declarations from all suppliers are present.

closure to all buyers, cross-checking with plant materials disclosed at 4.4.2a to see if genetically modified plant origin raw materials or ingredients were disclosed.

document that confirms the percent of non-marine ingredients used in feed manufacture or ISEAL members accredited certification. The requirement for 80% for soy and palm oil applies 5 years after standard publication.

Client's declaration of intent.

Upon publication of Seriola and Cobia standards, review evidence to determine whether the requirement that at least 80% of soy and palm ingredients used in feed comes from sources that address both environmental and social sustainability.

to avoid or environmental detriment from GMO applications.

Auditor Evaluation (Required CAB Actions):

participation in ABM scheme. Contact other ABM participants as necessary to confirm the accuracy of the amount of ABM available for the farm.

to verify that the management activities address each element.

to confirm the ABM.

of mutually agreed research to measure possible impacts on wild stocks. If the farm has a commitment through other proactive means such as published policy statements

the farm and/or its operating company has communicated with external groups to discuss about possible impacts on wild stocks and is tracking and responding to research

and/or its operating company has provided non-financial support for research

the provided record of rejecting proposals to confirm that denials were justified and pattern to indicate that the farm and/or its operating company lacks a demonstrated commitment on research activities.

communications with researchers demonstrate a commitment to collaborate on research.

testing schedule to confirm regular testing.

that testing follows the farm's annual schedule. Review the rationale for any deviations from the schedule.

methodology for testing ectoparasites. If practicable, observe testing while on-site. If farm is a closed system, document the distinction and review evidence of efficacy of the method.

use a computer to confirm that results are easily publicly available. If applicable, confirm that the farm's results are easily available to stakeholders.

each year to confirm the farm posted test results within 7 days of each test. Cross-check against testing results submitted to ASC.

posting test results to a public website is an example of "easily publicly available."

Auditor Evaluation (Required CAB Actions):

the farm has the current copy of the WHO list of antibiotics.

the farm has these lists..

fish's critical antibiotic and/or banned therapeutic usage and do not schedule an on-site visit unless the farm provides sufficient additional information that will permit request of exemption to

request of exemption and supporting documents to verify that the farm can satisfactorily demonstrate the ability to merit an exemption.

Review and calculate total amount of chemical antimicrobials procured by client. Inspect quantities on-site.

Attend on-site application events to verify that the quantity of chemical antimicrobials applied by the client is consistent with lactic use.

Verify that the amount of chemical antimicrobials used in the current production cycle is equal to the amount listed in the

farm's fish health management plan.

Verify that procedures for vaccination of stock as identified in the fish health management plan are implemented; and/or that approved alternative fish health strategies are implemented.

Verify that the farm can demonstrate to show that the farm's designated veterinarian reviewed and approved the fish health management plan.

Verify that the farm has documented and implemented procedures aimed at achieving and demonstrating compliance with the *Aquatic Animal Health Code*.

Verify that the fish health management plan and procedures relating to use of anti-parasitic drugs (APDs) to verify what chemicals or compounds are applied. Compliance is demonstrated that nothing other than freshwater, formaldehyde and hydrogen peroxide are used for disinfection.

Verify that the farm complies with the requirement that the farm does not use anti-parasitic treatments other than those listed in the standard by review of documentation and interview with farm staff.



Auditor Evaluation (Required CAB Actions):

es. •
ational practices). Percent saturation shall be calculated for each sample from the

:. For example, measurements can be taken at the edge of the net-pen array, in the
location at the same time to allow for comparison between days.

s in upwelling to the farm site and is not influenced by nutrient inputs from

: until client provides a minimum of 6 months of DO data.

mpleteness and conformity with DO sampling and monitoring methodology.

age percent saturation based on data.

) data from reference site and document in the audit report (see instruction).

ig and verify calibration while on site. On-site values should fall within range of farm
range measurement is observed, raise a nonconformity.

ulation and confirm that $\leq 5\%$ of weekly samples fall under 70% saturation DO.

: monitoring of DO for a reference site is in place and that there is consistency
n and reference sites.

as determined by the designated veterinarian. To

ved. If the farm operates in a country where the legal minimum ages is not 15, then

; workers at the site.

ther conditions shall be considered hazardous.

. paying for essential job training programs;
old an employee's original identity documents.

g of payments or denial of any other benefits of employment; or under any other

it is necessary for the purpose of processing legal documentation.

support discrimination in hiring, remuneration, access to training, promotion, political affiliation, age or any other condition that may give rise to discrimination.
ation complaints and that these policies are understood and adhered to by staff.
omotions and raises.
ersity. All personnel receive non-discrimination training. Internal or external training
s on grounds related to age, gender, religion, race, creed, caste, sexual discrimination.
the rights of personnel to observe tenets or practices, or to meet needs or any other condition that may give rise to discrimination.
ę, caste, national origin, religion, disability, gender, sexual orientation, union
n pay, benefits or promotional opportunities on the basis of race, caste, or condition that may give rise to discrimination.
ed to maternity or paternity leave.
anting of parental leave.

play is guaranteed and children are excluded from

3.

ll not exceed 10 hours.

monetary sanctions, physical punishment or the loss of rights and privileges or

y employed or indirectly via for example a sub-contractor.

or bonus is not by itself discriminatory. Positive discrimination in favor of people

exual orientation, union membership, political affiliation, age or any other condition

onus is not, by itself, discriminatory. Positive discrimination in favor

m workplace hazards and to minimize risk of accident or injury. The information shall

es), including training on potential hazards and risk minimization, Occupational

ual refreshment training may suffice, unless new PPE has been put to use.

vestigations.

alysis of root cause, actions to address root cause, actions to remediate, and actions

Steps were taken on foot of accidents or health and safety related events or concerns.

to occupational accidents or injuries (if not covered under national law). Equal employer responsibility to cover accident costs is acceptable evidence in place of

In country, the employer keeps documents to show the industry-standard minimum are not to be considered as 'workers' for the purpose of this indicator.

and minimum wage. If there is no legal minimum wage, the employer's records must show how workers can reasonably attain (within regular working

interviewed during on-site audit to verify conformity with the above.

compliance of the seriola and cobia standard.

Workers do not have to travel to collect benefits nor do they receive promissory

evidence of adequate training from an appropriate national or

interference from employers or competing organizations set up or backed by the

representatives without interference from management or agents of the company.

organizations being discriminated against by management.

ment to verify whether the farm is in conformity with requirements of the standard.

physical and mental health or dignity.

cedure so that these can be corroborated by

i.

at employees are aware of procedures and that the process is transparent.

be interviewed during onsite audit to determine level of conformity and that

incidents of harassment by management of workers or between workers. The

action and outcomes to verify level of conformance.



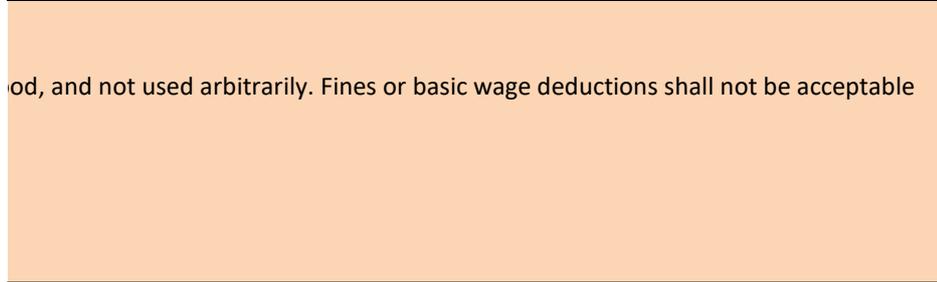
where the farm operates. If local legislation allows workers to exceed internationally

workers do not exceed the number of working hours allowed under the law.

with an equivalent time off in the calendar month and there is evidence that

and other records of working hours).

which specifically allows for compulsory overtime).



od, and not used arbitrarily. Fines or basic wage deductions shall not be acceptable

ocially responsible employment practices and policies.

tractors.

heck records, observations and interviews with these workers to evaluate

onfidential manner, supported by a documented procedure.

ss to fair treatment of complaints.

e interviewed during on-site audit in order to verify conformity.

ctions) and timeframe in which grievances are addressed.

n a 90-day timeframe.

natural events that could endanger lives.

ommodated on site also.

couples being accommodated together and at worksites that have less than 10

ship terms without stipulating terms of the apprenticeship or wages
se of avoiding payment of regular wages or the provision of legally required benefits,

nt method for consultations.

rance of meetings.

tion is for the farm to resolve conflicts that the farm has control / responsibility over
utants'.

the above.

embers, and organizations.

is with stakeholders, reports to stakeholder describing corrective actions).

lence from stakeholders).

the above.

meeting minutes, summaries) to show how the process complies with 7.2.1b.

ons with indigenous groups.

sultation and engagement with local groups at planning and operational stages.

ent process required under Indicator 7.3.2).
rovals are documented.
tal resources without prior community approval.
tions under 7.2.1.
to consider here.
