

Instructions and disclaimers

General:

The announcement and report shall be submitted via mail to ASC in **Excel** if not specified differently: certification@asc-aqua.org

If you would like to register a problem or issue with the document or wish to leave feedback and suggestions for improvements, please contact: certification@asc-aqua.org

All fields must be visible in Excel format and no field shall be omitted or deleted. ASC reserves the right to refuse to publish incomplete and low quality reports.

This document has been developed in collaboration with the [ASC Programme Assurance team](#) and [Standards & Science team](#) for ASC single-site, multi-site and group certification farm audits. A copy of all documents (Audit reports templates, confidential annexes etc.) are uploaded on to the ASC website and are publicly available.

Only fully completed forms are accepted by the ASC. Incomplete forms may lead to a delay in the certification process.

In case the audit report template for Multi-site and Group-certification does not contain enough site rows for the amount of sites applicable for a specific applicant, please contact certification@asc-aqua.org

How to use this document

This document layout is formatted into tables for data entry and questions to record answers and evidence.

You can adjust the width of the columns to display all information.

Users shall **not** delete any rows or columns.

Data filled out in the audit announcement (form 3) sheet, will be automatically populated in the audit report itself.

Be aware that there are 3 different types of audit report templates: 1. Single-site, 2. Multi-site and 3. Group certification.

Next to these 3 templates, there is the Audit Report Template V2.0 Confidential Annex, applicable to the 3 different versions of the audit report template.

Document type - PDF conversion - Guidance

Always save your document as a **macro-enabled** spreadsheet (click on "File", "Save As" and make sure the document type is saved as "Excel Macro-Enabled Workbook").

If your audit team plans to work on a shared online document - ensure the platform app supports **macro-enabled** functionality.

Please do not delete any rows, columns, fields or sheets (except for irrelevant species sheets). As the template is running multiple macros and formulas in the background, it is **NOT** possible to take out any sheets and copy paste them back in.

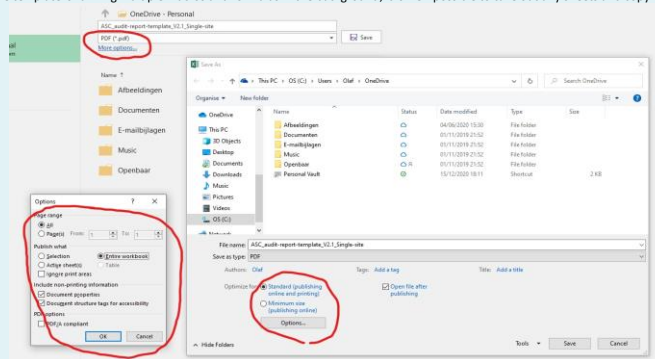
To save the full excel document as a pdf, please follow these steps:

1. Click on "File", "Save As"
2. Select PDF as document type and click on "more options"
3. Click on "options" in the box that shows up
4. Set "page range" to All and set "publish what" to Entire workbook and click on "ok"
5. Click on "Save" and the entire document will be saved as a PDF document in the correct format

Extra note:

The page layout is selected in a way that all tables are visible in the PDF.

Tables may appear small, however it is possible to read them by using the PDF zoom function.



Spelling Check

How to run the excel spell check in this document?

- This can be enabled with the following key combination: Ctrl + Shift + S.
- This opens the spell-check dialogue box, cycling through all the recognised spelling mistakes.
- After the last recognised mistake is address - the dialogue closes and the worksheet is automatically locked again.
- If there are no mistakes the dialogue box does not open.
- This then needs to be repeated for each worksheet with audit data.

(The spell check ignores capitalised abbreviations - but will still identify mix abbreviations as mistakes e.g. UoC)

What if changes are made?

If changes were made e.g. from the announcement to the audit report or when an updated report is submitted to ASC, ALL cells containing changes shall be highlighted in yellow for transparency reasons, and as far as possible a clear statement on the update shall be made in the respective field.

Confidential information - Data protection and publication of reports

All fields in the announcement and audit report are mandatory and shall be filled out and will be made publicly available. However, should the client or CAB desire to submit certain data confidentially (e.g., for GDPR or commercial sensitivity reasons), this data can be entered in the **confidential annexes**, which are provided in a **separate document** than this audit report template. Please BE AWARE that confidential Annex-3 is always mandatory to be filled out and shall be submitted to the ASC, together with the audit report. Confidential annexes will NOT be made publicly available.

Comments or guidance

For a lot of the fields in the announcement and audit report, a guidance field pops up as soon as the field is selected.

Some fields are marked with a red triangle in the corner, meaning that the field contains a guidance comment.

Data restrictions & conditional formatting

This audit report template contains a lot of fields with data validation and data restriction fields, allowing for only a certain type of data to be filled out in the specific field (For example, date fields, picklists, numbers etc.). Please **ONLY** fill out the requested type of data. If not filled out correctly, an error message will pop up, giving guidance to enter the correct type of data.

The audit report template also contains a lot of fields with conditional formatting, meaning that cells or field will be highlighted, based on the type of data filled out. Some cells are highlighted with red, these will change to blue when data is entered into the cell. This makes it easier to detect fields that are not filled out, but shall be filled out. Please note that all fields are required and shall be filled out.

Link to all the sheets

[Audit Announcement \(Form3\)](#)

[1\) General, client-CAB info](#)

[2\) Audit Information](#)

[3\) Site information](#)

[4\) Harvest witnessing](#)

[5\) Stakeholder engagement](#)

[6\) Social Audit](#)

[7\) Traceability risk assessment](#)

[8\) UoC volumes&Audit Closing](#)

[9\) Open & Extended NCs](#)

[10\) BEIA-PSIA checklist](#)

[Audit findings "species"](#)

1. General, client/CAB information

- 1.1 Document Type
- 1.2 Document language
- 1.3 Second document language
- 1.4 Unit of certification type
- 1.4.1 Company name
- 1.4.2 UoC name
- 1.5 Country where UoC is located
- 1.6 ASC Standard
- 1.7 Standard version
- 1.8 Certification process is subject to CAR version

- 1.9 Name of the Conformity assessment body (CAB)

Final Report
English
Single Site
Grieg Seafood BC Ltd.
Gore Island
Canada
Salmon
1.3
2.2
SGS Nederland BV

Client contact person - from the UoC

- 1.15 First name
- 1.16 Surname
- 1.17 Position in the UoC (Job title)
- 1.18 Email address
- 1.19 Phone number
- 1.20 Other means of contact e.g. Skype

Kristin
Storry
Certification Manager
kristin.storry@griegseafood.com
2502860838 Ext.148

2. Audit Information

Include the dates for publication of the announcement and draft reports before each respective submission.

2.1	Date - Audit announcement published on ASC website	Wednesday, January 26, 2022	
2.2	Date - Draft report published on ASC website		
2.3	Date - Final report submitted to ASC	Friday, July 22, 2022	
2.4	Audit ID	A0005764	
2.5	ASC standard principles covered by the audit	Principle 1	Covered
2.5.1		Principle 2	Covered
2.5.2		Principle 3	Covered
2.5.3		Principle 4	Covered
2.5.4		Principle 5	Covered
2.5.5		Principle 6	Covered
2.5.6		Principle 7	Covered
2.5.7		Principle 8	Covered

2.6	Activity	Under scope of certification	Under Scope of this audit	Notes
	2.6.1 Stocking	Covered	Covered	
	2.6.2 Nursing	Covered	Covered	
	2.6.3 Growing Out	Covered	Covered	
	2.6.4 Transferring	Covered	Covered	
	2.6.5 Harvest	Covered	Covered	
	2.6.6 Vaccination	Covered	Covered	
	2.6.7 Fallowing	Covered	Covered	
	2.6.8 Transportation	Covered	Covered	
	2.6.9 Storage (if present at farm)	Not Covered	Not Covered	
	2.6.10 Processing (if present at farm)	Not Covered	Not Covered	
	2.6.11 Packing (if present at farm)	Not Covered	Not Covered	
	2.6.12 Other (Please describe)			

2.7	Certification cycle	1
2.8	Audit type	Surveillance audit
2.9	Audit number in certification cycle	3
2.10	Will harvesting be witnessed during audit?	Yes
2.10.1	If harvest is NOT witnessed, please justify:	It is intended to witness harvest
2.11	Audit conducted (On-site/Remote):	Assisted remote

Please indicate the hours assigned to the different audit activities in the table below, separated by the hours spend on the activities by the environmental- and social auditor(s):

2.12	2.12.1	2.12.2	2.12.3
	Time assigned to audit activities	Social Auditor(s)	Environmental auditor(s)
	Off-site activities	20	44
	On-site activities	40	64
	Total man days	7.5	13.5

Audit team and other involved persons				
2.13	2.14	2.15	2.16	2.17
Surname	First name	Role	Expertise needed for the audit (required for technical experts only)	Person on-site or remote?
Rees	Howard	Audit team leader		On-site
Johnson	Robert	Social Auditor		Remote
den Boon	Nikki	Technical reviewer		

3. Site information

List all sites here, that are included in the certificate.

GIS, polygon data and map on site level validated by auditor?

3.1	3.2	3.3	3.4	3.5	3.13	3.14	3.15	3.16	3.17	3.18	3.19	3.20	3.21	3.22	3.22.1	3.22.2	3.23	3.23.1	3.24	3.25	3.26	3.26.1	3.27	3.28	3.29	3.30	3.31	3.32
Site ID - provided by ASC with publication confirmation of audit announcement	Site name	Ownership	Primary culture species	Secondary species (choose multiple species as relevant)	Latitude (N, S) (00.000000)*	Longitude (E, W) (00.000000)*	Production system	Number of production units	Production type	Production method	Date of inclusion into the UoC (for scope extension/group/multi-site)	Start date of audit	End date of audit	First date of juvenile stocking for the current production cycle	Estimated number of months post audit to peak biomass/ first harvest	Status at the time of the current audit	List of other certificates (choose multiple options as relevant)	List of other certificates: if 3.23 is "Other", please list the certificates:	Is the site partially certified?	If partially certified, which part is not in the UoC and why?	The volumes indicated in the fields 3.27-3.30 apply to the following [dd, calendar year:	Type of volumes indicated in 3.27-3.30	ASC-certified production volume (in kg)	Non ASC-certified production volume (in kg)	Harvested or sold as ASC-certified Volume (in kg)	Harvested or sold as non ASC-certified Volume (in kg)	For Bivalve/Abalone: Volumes indicate in 3.27 - 3.30 are given in live weight equivalent or volume without shell	Note/ Other information
50001898	Gore Island	Owned	Atlantic salmon (<i>Salmo salar</i>)		49.645833	-126.434292	Cages - square steel	14.000000	Monoculture	Intensive		16/03/2022	25/03/2022	23-Dec-20	4/13/2022	± 75 % Biomass	GAA/BAP		No		2020	Actual volume	3,149,000		3,149,000			

4. Harvest witnessing

4.1	4.2	4.3	4.4	4.5	4.6	4.7	4.8
Site ID - provided by ASC with publication confirmation of audit announcement.	Site name	Date of witnessed harvest:	Production unit ID:	Volume harvested (in Kg):	Average weight of animals (in g)	Partial harvest / full harvest:	Note/ Other information
S0001898	Gore Island	23/03/2022	Pen 13	113284.75	4880	Partial harvest	Harvest witnessed at a different site (Muchalat North). Harvest practices, procedures and documentation are the same among all Grieg sites. Harvest Vessel - Silver Dolphin.

8. UoC volumes & Audit Closing

Please indicate the correct volumes of the applicable quarter and year.

Volume reporting for complete UoC				
Quarter of the year:	Quarter 1	Quarter 2	Quarter 3	Quarter 4
8.1	The volumes indicated in this table apply to the following year:			
	2020	2020	2020	2020
8.1.1	Actual volume	Actual volume	Actual volume	Actual volume
8.2	0	1,579,548	1,579,548	0
8.3	0	0	0	0
8.4	0	1,579,548	1,579,548	0
8.5	0	0	0	0

Decision	
8.6	<p>Certification decision</p> <p>All elements in the standard and guidance documents have been completed. There was 1 major that relates to the previous production cycle that was raised and closed during the previous audit process. However, as the current cycle was not completed at this point it has been included for transparency. No stakeholder feedback was submitted. It is determined that the UoC has the capability to meet the objectives of the relevant ASC Standard. Ongoing certification granted on 22/07/2022. Any complaint or objections to this decision are to be subject to SGS's complaints procedure. All complaint and/or objections should be submitted in writing to asc.report@sgs.com. The related procedures can be found at www.sgs.com</p>
8.7	Certificate valid from 5/6/2020
8.8	Certificate valid till 5/5/2023
8.9	Eligibility date

Confidential Annexes	Annex filled in?	Annex submitted to ASC?
8.10 Annex-1 Interviewee information	Yes	Yes
8.11 Annex-2 Stakeholder comments	Yes	Yes
8.12 Annex-3 Social information	No	Yes
8.13 Annex-4 Volume data	No	Yes

Click the column with an asterisk to show the whole text or provide more space to write
 Corresponds to ASC Standard version 1.3

Indicator Number	Indicator Text	Audit Evidence	Overall indicator evaluation	Description, justification and conclusion for OIA evaluation	Date of NC detection	Deadline for NC close-out	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	QA submitted/used	Proposed by UIC and accepted by CAB		Proposed by UIC and accepted by CAB	Proposed by UIC and accepted by CAB	Auditor evaluation	Extension justification	New deadline for NC close-out	Notes		
													Root cause analysis	NC correction	NC Corrective action							
1.01	Indicator: Presence of documents demonstrating compliance with local and national regulations and requirements on land and water use. Requirement: Yes Applicability: All	Right copies of approvals and water use licenses are available, and the following documents were presented: Lift/Ink Aquaculture Licence ACFP 12007 issued by the Department of Fisheries and Oceans (DFO), expiring June 30, 2022; BC Centre of Operations in Land Use - 161130 was shown in land use (L2) DSD; Status also in government online system, GAT26 (General Access to Online Records); BC Campbell River Business Licence issued March 15, 2022 exp Feb 27 2023 DFO landing and enforcement website custom GPS coordinates, Sea Monitoring records, NMAP compliance, berthing surveys and the debris. The farm is not located in any national preservation areas.	Compliant																			
1.12	Indicator: Presence of documents demonstrating compliance with all land laws. Requirement: Yes Applicability: All	Gring Seafood is a registered company operating under the number 620 18867 678 X70001, confirmed in Canada Business Agency letter of Jan 18, 2021. The company is also incorporated in the Province of British Columbia under incorporation BC 241466. The site of Campbell River Business Licence is covered property (BPP), see Feb 22, 2021 Specific to the farm site (1) 2021 Property Tax Notice - Account Number BPP: 3070-6084-BC Ministry of Finance; (2) Crown Lands Notice # 7184702BC Ministry of Forests, Lands and Natural Resources.	Compliant																			
1.13	Indicator: Presence of documents demonstrating compliance with all relevant national and local labour laws and regulations. Requirement: Yes Applicability: All	The BC Employment Standards Act - this details minimum wages and rights for employees and collective agreements and bargaining. The Minister of Labour, Citizens Services and Open and Social Inclusion are not required to be. See full details in the report of the audit. No minimum wage B.C. s. 133.2(1) per hour for all work. 2022 Gring Seafood has provided BC minimum wage through training records in DATEL, review of Company Handbook and interviews with all employees at each site. No issues have been seen. The company is compliant with all labour laws.	Compliant																			
1.14	Indicator: Presence of documents demonstrating compliance with regulations and permits concerning water quality impacts. Requirement: Yes Applicability: All	No water quality impacts permits required for the Aquaculture Licence or Licence of Occupation. The farm site does not fall under any discharge laws or regulations. For housing requirements, sediment controls and erosion for farm facilities, will also provide for 20% and 40% of area when the sediment DSD does meet DSD requirements. Further testing must be carried out prior to reworking. Gring presented the Geve Operational Monitoring Report (May 21, 2020), prepared by Maximilien Biologie Consulting, and the subsequent DSD letter (June 14th, 2020) indicating the site met requirements for reworking, Section 8 of the checklist covers discharge for the facilities.	Compliant																			
2.11	Indicator: Benthic potential of (B) (light) levels in sediment outside of the allowable zone of Effect (AZE) (1), following the sampling methodology outlined in Appendix I of the Salmon Standard v.1.3 Requirement: Benthic potential > 90% or greater > 1500µMOL Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system as exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	This site and its associated zone of effect is over a soft bottom. As a result, the silt/clay can be measured and the DSD guidance requires a measure to stabilize that the zone of effect is acceptable to allow reworking. This request is only in place for the previous year class effects prior to reworking plan for the current year class. The survey report dates May 22, 2020. Maximum biological conducted the bottom sampling April 27 2020. Station at 20m from the On Station Station 20m and Station 300. The mean silt/clay level at Station 300 (S11, JANA) 200 (S1, JANA) were less than the pre-employment Station threshold of 1500µMOL. Station at 12m from the On Station Station 12m and Station 1200. The mean silt/clay level at Station 1200 (S12, JANA) and Station 1200 (S13, JANA), respectively were less than the pre-employment threshold of 700µMOL. Letter from DFO stating 'No further monitoring is required prior to fish entry at this facility and dated June 14th, 2020	Compliant																			
2.12	Indicator: Faunal index score indicating good (7) to high ecological quality in sediment outside of AZE, following the sampling methodology outlined in Appendix I of the Salmon Standard v.1.3 Requirement: AZE Marine Benthic Index (AMBI) score > 3.5, or Shannon-Wiener Index score > 3, or Benthic Quality Index (BQI) score > 15, or Infaunal Trophic Index (ITI) score > 25 Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system as exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Indicator 2.1.2 is no longer applicable. Based on VR 224, issued Feb 18, 2019, authorizing reliance on the scientifically proven and federally regulated silt/clay sampling for the assessment of benthic biodiversity and benthic effects.	Compliant																			
2.13	Indicator: Number of macrofaunal taxa in the sediment within the AZE, following the sampling methodology outlined in Appendix I of the Salmon Standard v.1.3 Requirement: > 2 highly abundant (5) taxa that are not pollution indicator species Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system as exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Indicator 2.1.3 is no longer applicable. Based on VR 224, issued Feb 18, 2019, authorizing reliance on the scientifically proven and federally regulated silt/clay sampling for the assessment of benthic biodiversity and benthic effects.	Compliant																			
2.14	Indicator: Definition of a site-specific AZE based on a robust and credible (D) modelling system (1) Requirement: Yes Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system as exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	DSD/MSD is required by DFO in certain defined situations. The DSD benthic survey requirements described in 2.1.1 and DSD/MSD for survey design. The DSD/MSD was carried out in Nov of 2018. The model for this site was based on an average feed rate of 1500g/kg. These modelled scores of effect are shown on the site maps and used to establish sampling stations. When a site is newly opened, it falls the DSD/MSD site impact zones. There has been no change to the site since it was modified, the site is in the same location, the stocking density and biomass has remained the same.	Compliant																			
2.15	Indicator: Weekly average percent saturation (D) of dissolved oxygen (DO) (17) on farm, calculated following methodology in Appendix I of the Salmon Standard v.1.3 Requirement: > 75% (28) Applicability: All farms, an exception to this standard that is made for farms that can demonstrate consistency with a reference site at the same water body. Indicator: Maximum percentage of weekly samples from 2.2.1 that fall under 2 mg/L DO Requirement: 5% Applicability: All	Weekly averages were calculated and submitted to ASC. There were no missing samples during fish production. There were no readings below 70%, the site lowest reading was in week 12 of 2022 with a site reading of 71 and a reference station reading of 71. There have been no DO readings under 2 mg/L in the current cycle.	Compliant																			
2.16	Indicator: For jurisdictions that have national or regional coastal water quality targets, evidence of monitoring nitrogen and phosphorus (2) levels on farm and a reference site, following methodology in Appendix I of the Salmon Standard v.1.3 Requirement: Consistency with reference site Applicability: All farms except: Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients as well as > 50% of dissolved nutrients through facilities, settling and/or other technologies as exempt from standards 2.2.2 and 2.2.4.	Maximum Biological Consulting undertook a water quality survey in the spring of 2021. Sampling for total nitrogen, nitrate, total phosphorus and orthophosphate concentration occurred at Sparrow Creek, Micallef Creek, Jans Creek, Sealed Water and Glen Creek in the spring of 2021. The sampling results from the spring of 2021 indicate that both aquaculture facilities operated by Gring Seafood BC Ltd are located in areas of good or very good water quality as defined by the Provincial BC and COMEC water quality guidelines and objectives for the parameters of interest.	Compliant																			
2.17	Indicator: For jurisdictions that have national or regional coastal water quality targets, evidence of monitoring nitrogen and phosphorus (2) levels on farm and a reference site, following methodology in Appendix I of the Salmon Standard v.1.3 Requirement: Consistency with reference site Applicability: All farms except: Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients as well as > 50% of dissolved nutrients through facilities, settling and/or other technologies as exempt from standards 2.2.2 and 2.2.4.	See 2.2.3	Compliant																			
2.18	Indicator: Demonstration of calculation of biochemical oxygen demand (BOD) (4) of the farm on a production cycle basis Requirement: Yes Applicability: All	BOD for the last cycle (P-2021) was 6864 mg (D2), and this information has been submitted to ASC. Gring has an excel spreadsheet which was reviewed during audit and found to be providing accurate calculations of BOD.	Compliant																			
2.19	Indicator: Appropriate controls are in place that maintains good culture and hygiene practices and the farm which extends to all products, including veterinary drug handling ensuring that adverse impacts on environmental quality are minimized. Requirement: Yes Applicability: All	The company has developed a comprehensive quality management program, Gring Seafood Excellence, that incorporates the best practices in safety, environment and social issues, as well as elements of the BAP, ASC and CODE (Dispositional Safety Standard of Excellence) standards. Procedures are in place for the storage and handling of chemicals and waste, feeding practices, fish management, wildlife interactions and daily mortality collection and proper storage and disposal of mortalities. Drug usage is under veterinary authorization and is fully documented. Workers have been adequately trained to perform duties per company requirements.	Compliant																			
2.21	Indicator: Percentage of feed (15) in the feed at point of entry to the farm (2) calculated following methodology in Appendix I of the Salmon Standard v.1.3 Requirement: < 5% by weight of the feed Applicability: All farms except: To be measured every quarter or every three months, samples that are measured shall be chosen randomly. Feed may be sampled immediately prior to delivery to farm for sites with feed storage where it is not possible to sample on farm. Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients and > 50% of dissolved nutrients through facilities, settling and/or other technologies are exempt.	MSM shows the use feed the sampling results directly from the feed mills. Each feed line ranged from 0.0 to 0.1% in all 4 quarters of the 2021 year. Sifting feed lines ranged from 0.0 to 0.1% in all 4 quarters of the 2021 year.	Compliant																			

<p>2.1.1 Indicator: Evidence of an assessment of the farm's potential impacts on biodiversity and nearby riparian areas that assesses all components outlined in Appendix 3. Requirement: Yes Applicability: All</p>	<p>The applicant presented the document Insect Impact Assessment - Jan 2022, an update of original assessment created in 2019. The report was prepared by Grog's Environmental Manager who is a Registered Professional Biologist. It lists several sources from which information was drawn, including the British Columbia Land Use Plan & 2021 Document prepared by the provincial government. Wildlife species at risk and species of concern are covered, as well as special receptors and habitats including BBA (Designated Bird Areas). The assessment addresses parts and protected areas and other users of the area, and describes management strategies for protecting biodiversity and ecosystems. It contains a series of maps from provincial and federal government sources showing BBA, Riparian Conservation Areas, marine protected areas, critical habitats for the Southern killer whale population and modified mariculture, commercial crab fisheries and herring spawning areas. The assessment concludes: "that there are no identified High Conservation Value Areas within the vicinity of the license fish aquaculture sea site. The biological impact from the site is not significant and is limited to potential interactions with species at risk and there are sufficient procedures in place to restore these interactions."</p>	<p>Compliant</p>	
<p>2.1.2 Indicator: Allowance for the farm to be sited in a protected area (PA) or High Conservation Value Area (HCVA) Requirement: None (N/A) Applicability: All. The following exemptions shall be made: 1. For protected areas classified by the International Union for the Conservation of Nature (IUCN) as Category V or VI (these are areas preserved primarily for their landscape or for sustainable resource management). 2. For HCVAs of the farm (an demonstrate that its environmental impacts are compatible with the conservation objectives of the HCV designation. The system of proof needed to be placed on the farm to demonstrate that it is not negatively impacting the core reason an area has been located in a protected area is a HCV. 3. For farms located in a protected area if it was designated as such after the farm was already in operation and provided the farm can demonstrate that its environmental impacts are compatible with the conservation objectives of the protected area and it is in compliance with any relevant conditions or regulations placed on the farm as a result of the formation/operation of the protected area. The system of proof needed to be placed on the farm to demonstrate that it is not negatively impacting the core reason an area has been protected.</p>	<p>The farm is not situated in a protected area or HCVA (see 2.1.1). GIS files were submitted to ASC and were verified by auditor.</p>	<p>Compliant</p>	
<p>2.1.3 Indicator: Number of days in the production cycle when sediment-derived disease (SDD) or aerobic bacterium disease (ABD) have used Requirement: 0 Applicability: All</p>	<p>ABD and SDD are prohibited under 30.2 of the British Aquaculture Code (Pacific Aquaculture Regulations) where it is stated: "Marine mammal excretal/dermatid disease must not be used." The auditor did not observe any ABD or SDD during the tour of the farm site.</p>	<p>Compliant</p>	
<p>2.1.4 Indicator: Number of mortalities (M) of endangered or red-listed (RL) marine mammals or birds on the farm Requirement: 0 (zero) Applicability: All</p>	<p>No mortalities of endangered or red-listed marine mammals or birds on the farm.</p>	<p>Compliant</p>	
<p>2.1.5 Indicator: Evidence that the following steps were taken prior to lethal action (LA) against a predator: 1. All other options were pursued prior to using lethal action 2. Approval was given from a senior manager above the farm manager 3. Explicit permission was granted to take lethal action against the specific animal from the relevant regulatory authority. Requirement: Yes (Y) Applicability: All except areas where human safety is endangered. Exceptions to these conditions may be made for a rare disease where human safety is endangered. Should this be required, good evidence of approval from a senior manager should be made and relevant authorities must be informed.</p>	<p>There have been no lethal actions taken against predators since the previous audit. Passive predator controls are in place. Bird nets over the top of the pens, predator netting around the main containment net, electric fencing if required to keep predators off the pen system. The SOP SW - Wildlife Interaction, states: "A marine mammal may only be culled after consultation with Grog head office and after it has been determined by ODF that the mammal is an imminent risk for human safety or harm to the infrastructure that could result in a significant fish escape event. Any lethal actions must be made in consultation, and upon the direction of ODF (with the involvement of the Regulatory Affairs Manager)."</p>	<p>Compliant</p>	
<p>2.1.6 Indicator: Evidence that information about any lethal incidents on the farm has been made every publicly available (SA) Requirement: Yes Applicability: All</p>	<p>Records are available on the Grog website at https://www.grogpacific.com/our-environment/information-sharing/ The SOP SW - Wildlife Interaction, states: "All mortality incidents must be posted to the Grog website within 30 days of the incident."</p>	<p>Compliant</p>	
<p>2.1.7 Indicator: Maximum number of lethal incidents (LI) on the farm over the prior two years Requirement: 1 (one) lethal incidents (LI) with no more than five of the incidents being marine mammals Applicability: All</p>	<p>There have been one lethal incidents at the farm in the last two years. A walrus entanglement May 21, 2021, this information has been provided to ASC.</p>	<p>Compliant</p>	
<p>2.1.8 Indicator: In the event of a lethal incident, evidence that an assessment of the risk of lethal incidents) has been undertaken and documentation of concrete steps taken by the farm to reduce the risk of future incidents. Requirement: Yes Applicability: All</p>	<p>Within the SOP SW - Wildlife Interactions dated April 2021, the farms are required to report mortalities and nuisance interactions with animals into the company's SART reporting system. There is also an Emergency Response SOP Wildlife Interaction, dated April 2021. The SART reporting system, for Wildlife Mortality, the farm user's Investigations <environmental>, includes the details of the incident and the concrete steps taken by the farm that reduces the risk of future incidents.</p>	<p>Compliant</p>	
<p>3.1.1 Indicator: Participation in an Area-Based Management (ABM) scheme for managing disease and resistance to treatments (and including consultation with relevant research institutions and information-sharing. Detailed requirements are in Appendix 3 of the Salmon standard v.1.3 Requirement: Yes Applicability: All except farms that release no water. Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.</p>	<p>An ABM is not required for this site. The intent of the ABM is to have full knowledge of all operations. Given the distance between the Grog owned Farms and other farms which is about 75 km distant by water, and all farms in the nearby area are owned by Grog and licensed by ODF, there is full control of synchronized operations such as stocking/following and medical treatments in well to full knowledge of health on all sites.</p>	<p>Compliant</p>	
<p>3.1.2 Indicator: A demonstrated commitment (C) to collaborate with NGOs, academic and government or other of mutually agreed bodies to research possible impacts on wild stocks Requirement: Yes Applicability: All except farms that release no water. Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.</p>	<p>There are multiple areas of research that the company is engaged in. University of BC, University of PEI, Memorial University of Newfoundland and St. John's University are looking at Complex Gill Disease in Salmon. [ongoing] The industry in BC is providing Crawford Rowe with sea lice data to establish trends and make details publicly available, research is finished (Mar 2022) results will be published mid/late 2022. The applicant is a member of the BC Salmon Farmers and has been and will be involved in any research conducted through that forum. NORONA, Veterinarian vaccine trial in summer of 2022 Perfloc, Sellaio Recapture and Parasite Dispersion Plus many others.</p>	<p>Compliant</p>	
<p>3.1.3 Indicator: Establishment and annual review of a maximum sea lice load for the entire ABM and for the individual farm as outlined in Appendix 3 of the Salmon standard v.1.3 Requirement: Yes Applicability: All except farms that release no water. Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.</p>	<p>For the five active farms in Haida Gwaii the maximum sea lice loads are established on the basis of the number of fish at the farm times three (i.e., ODF trigger level of 1 metric tonne/ha/acre/ha/acre per fish). The maximum sea lice load for the ABM is 11,882,400 fish and, at Grog, 3,051,000 fish (1.1, 1,000,000 fish). Lice load is reviewed annually. Sea lice load information has been submitted to ASC.</p>	<p>Compliant</p>	
<p>3.1.4 Indicator: Preempt (K) on-farm testing for sea lice, with test results made easily publicly available (SA) within seven days of testing Requirement: Yes Applicability: All except farms that release no water. Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.</p>	<p>Counting of sea lice is carried out according to the SOP on Sea Lice counting dated March 2022 and according to the ODF license requirements or more stringent. Non-migration Window: July 1 - January 31. Sampling will be conducted once a month on every site unless an acceptable reason for not sampling is provided. Monthly sampling at each site will be conducted in three pens, a total of 20 fish per pen (site total = 60 fish) results provided to ODF by the 15th of the following month. Pre-migration Window: February 1 - February 28 (or 29). All stocked Containment Structures are assessed at least once by conducting the Counting Events completed within a 5 day window, each of which includes a minimum of three Containment Structures. Doe migration Window: March 1 - June 30. During the period from March 1st to June 30th sampling frequency will be increased to once per week (20 fish per sample unless an acceptable reason for not sampling is provided and documented). - conduct Counting Events (counts completed within a 5 day window) on a minimum of three stocked Containment Structures within the first week of the Window, and once every week thereafter throughout the Window and - If the sea lice threshold is exceeded: - within 7 days (one business day) a Counting Event on all stocked Containment Structures - a further quote that "Data must be entered within 48 hrs of sampling (for ASC it must be posted to the website within 7 days of sampling)."</p>	<p>Compliant</p>	
<p>3.1.5 Indicator: In areas with wild salmonids, (SA) evidence of gaps (G) and the farm's understanding of that data, around defined migration routes, program timing and stock production in major watersheds within 20 kilometers of the farm Requirement: Yes Applicability: All farms operating in areas with wild salmonids except farms that release no water. Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.</p>	<p>There are seven salmonid species in the area. 5 are Pacific salmon: chinook (Oncorhynchus tshawytscha), sockeye (O. nerka), Coho (O. kisutch), pink (O. gorbuscha), and chum (O. keta). Two trout species in the same river or stream (O. mykiss, Cutthroat trout (O. Clavii). The window period for this area is listed as March 1st to June 30th. Farm participated on areas of the sampling period. See 3.1.6</p>	<p>Compliant</p>	

<p>Indicator: In areas of wild salmonids, monitoring of sea lice levels on wild and farmed salmon is conducted via Area 21 fish, with results made publicly available. See requirements in Appendix IV of the Salmon standard v.1.3</p> <p>Requirement: Yes</p> <p>Applicability: All farms operating in areas with wild salmonids except farms that release no water from sites for which there is no release of water that may contain pathogens into the receptor (fishharbour or marine) environment are exempt from the standard, under Criterion 3.1.</p>	<p>The report Wild Juvenile Salmonid Monitoring Program 2021 (Mushet Inlet, Noctua Sound, BC was presented. The report is dated June 21, 2021, and was completed by Monitoring Biological Consulting. In March, April and May 2021, beach seine sampling was conducted in 13 sites in Noctua Sound, BC to capture wild juvenile salmon in behalf of Grang Seafood Ltd. 8 events monitoring data collected from 13 stations sampled during the 2021 season period: 18-Mar-21, 13-Apr-21, 27-Apr-21, 13-May-21, May-28-21. Data from this 2021 report has been submitted to ASC and the full report is publicly available on the Grang website: https://grangseafood.com/wild-seafood-salmon</p>	<p>Compliant</p>																								
<p>Indicator: In areas of wild salmonids, maximum on-farm lice levels during sensitive periods for wild fish (47). See detailed requirements in Appendix II of the Salmon standard v.1.3</p> <p>Requirement: 0.1 mature female lice per farmed fish</p> <p>Applicability: All farms operating in areas with wild salmonids except farms that release no water from sites for which there is no release of water that may contain pathogens into the receptor (fishharbour or marine) environment are exempt from the standard, under Criterion 3.1.</p>	<p>IN 10-142 approved 20.3.20 by ASC on indicator 3.1.7. Rationale for use of IN 10-142, during periods in which the SPO requirements for sea levels on farmed salmon is accepted by ASC. The SPO requirements have a trigger level for lice of at 1.0 lice/fish. Sensitive periods in the region is use from March to June 30th. The farm did not exceed the trigger level of 3.0 lice/fish during the sensitive period in 2021. The highest level recorded was 0.28 the week of March 29th, 2021</p>	<p>Compliant</p>																								
<p>Indicator: If a non-native species is being produced, demonstration that the system was never commercially produced in the area by the date of production of the ASC Salmon standard</p> <p>Requirement: Yes (48)</p> <p>Applicability: All farms. Exceptions shall be made for production systems that use 100 percent certified fish or systems that demonstrate compliance from the following 80 years. The first BC salmon farm was established in 1972 and grew Coho, but in 1985-86, BC companies shift almost exclusively to growing Atlantic salmon. The review contains citations for all information contained therein.</p>	<p>The farm produces Atlantic salmon (Salmo salar) which is a non-native species. Grang presented the document, Timeline of Atlantic salmon on North America's Pacific Coast. The species was introduced to Washington and California in the late 1800's, and to BC as early as 1900, with numerous introductions over the following 80 years. The first BC salmon farm was established in 1972 and grew Coho, but in 1985-86, BC companies shift almost exclusively to growing Atlantic salmon. The review contains citations for all information contained therein.</p>	<p>Compliant</p>																								
<p>Indicator: If a non-native species is being produced, evidence of scientific research (50) completed within the past five years that investigates the risk of establishment of the species within the farm's jurisdiction and those results submitted to ASC for review(51)</p> <p>Requirement: Yes (52)</p> <p>Applicability: All</p>	<p>Monterey Bay Aquarium's Seafood Watch publication December 6, 2021, Pg. 9 "There is currently no evidence of establishment and Atlantic salmon are considered highly unlikely to become established in BC" The document Assessment of the Risk of Establishment of Atlantic Salmon Populations in BC as a Result of Salmon Farm Escapes (October 2020) was viewed. It was compiled by the BC Salmon Farmers Association and includes all scientific research and survey data from federal and provincial or state agencies pertinent to the establishment of Atlantic salmon in the Pacific Northwest, including the waters of British Columbia. The risk of establishment is deemed to be very low. In addition, wild juvenile salmonid surveys conducted during the out-migration period over the last several years for Grang and other salmon companies have not detected any Atlantic salmon.</p>	<p>Compliant</p>																								
<p>Indicator: Use of non-native species for sea lice control for on-farm management purposes.</p> <p>Requirement: None</p>	<p>Not being used</p>	<p>Compliant</p>																								
<p>Indicator: Use of transgenic (54) salmon by the farm</p> <p>Requirement: All</p> <p>Applicability: All</p>	<p>The applicant is a member of the Canadian Aquaculture Industry Organization and they state "Salmon farmer members of the Canadian Aquaculture Industry Alliance (CAIA), representing virtually all farmed salmon in Canada, do not farm or sell GE farmed salmon, and are not growing or researching GE salmon". Egg suppliers are Mowat Canada and Cemaq who are local positioned and are both BAP certified.</p>	<p>Compliant</p>																								
<p>Indicator: Maximum number of escapes (57) in the most recent production cycle</p> <p>Requirement: 200 (58)</p> <p>Applicability: All</p> <p>Indicator: A farm in violation to this standard may be made an escape event that is clearly documented as being outside the farm's control. Only one such operational escape is allowed in a 120 day period for the purposes of this standard. The 120 day period starts at the beginning of the production cycle (which the farm's production cycle is defined as the period between the start of the production cycle to the start of the next production cycle). The farm must demonstrate that they have no responsibility to prevent the events that caused the escape. See auditing guidance for additional details.</p>	<p>For the most recent completed cycle (2020/21), the final harvest count was 47,353 fish less than expected (4.59%) which could be indicative of an undetected escape event. For the most recent completed cycle (2020/21), the final harvest count was 47,353 fish less than expected (4.59%) which could be indicative of an undetected escape event. Escapes monitoring data has been submitted to ASC. (Same NC from previous audit / report as the current cycle has not yet been completed).</p>	<p>Major</p>	<p>04/05/2021</p>	<p>04/08/2021</p>	<p>29-Jul-21</p>	<p>Closed</p>	<p>For affairs that have inventory systems above or below the compliance counting error, are complete or investigation into potential causes for the error and possibility of a escape. For Coze, there was no indication that there was an escape or unexpected decrease in stock, or undetected large losses, or predator damage to the pens, in this case the major factor contributing to the discrepancy was the increased number of escape 24-hour environmental mortality events and using head counts for mortality event maintenance and subsequent mortality collection due to a diver shortage.</p>	<p>Grang has updated their procedures as of the current cycle has not yet been completed. The information (SCA, C, CI) provided at time of sampling and field business rubber from the head counts. The dive companies have been able to add additional count.</p>	<p>This is the same NC from the audit previous report as the new cycle has not yet been completed. The information (SCA, C, CI) provided at time of sampling and field business rubber from the head counts. The dive companies have been able to add additional count.</p>																	
<p>Indicator: Accuracy (56) of the counting technology or counting method used for calculating stocking and harvest numbers</p> <p>Requirement: > 98%</p> <p>Applicability: All</p>	<p>Wing Tech counters have an accuracy of 98% (> 98%) used at the farm for stock activities. Vah Motors and Macro counters have an accuracy of 99% (> 98%) used at the hatcheries for delimiting smolts. The final counts are the harvest numbers provided by the processing plant.</p>	<p>Compliant</p>																								
<p>Indicator: Estimated escapement loss (60) of farmed salmon is made publicly available</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>ESC are calculated properly and for the previous 2020 cycle was 4.59%. The result was posted on the Grang website Jan 2022, and has been provided to ASC as part of the transparency. https://grangseafood.com/glob-british-columbia-reporting Detailed records of all fish numbers in all categories is done using the Fishbase database. The standing number is the vaccination count minus hatchery mortality prior to shipping, the final number is the harvest number provided by the processor.</p>	<p>Compliant</p>																								
<p>Indicator: Evidence of escape prevention planning and related employee training, including, but not limited to, identification of weak sites, and establishing system, restrictions, predator management, record keeping and reporting of fish events (e.g., fish, infrastructure issues, handling errors, reporting and follow-up of escape events), and worker training on escape prevention and reporting technologies.</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>As part of the Grang Seafood Excellence Program (see 2.2.4), the company has developed and implemented the Standard Emergency Preparedness and Response (March 2020). The document references several relevant SOPs, and the following were reviewed by the auditor: Emergency Response SOP Fish Escape (April 2021); Anchor & Containment Area Inspections (May 2020); Specific Daily Code of Practice (Aug 2020); Small Movers (September 2020); Fish Transfers (September 2020); Net Maintenance (October 2020); Small Delivery Inventory Control (September 2020); Visible Interactions (April 2021), including predator exclusion.</p> <p>Record-keeping, training and incident reporting requirements are specified in the standard and SOPs. Reports from DATS (Digital Action Tracking System) indicate all farm workers are up-to-date with Emergency Preparedness and Response training.</p>	<p>Compliant</p>																								
<p>Indicator: Evidence of feasibility, demonstrated by the feed producer, of feed ingredients that make up more than 1% of the feed (61)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Grang farms feed suppliers are Skretting Canada, based in Vancouver, BC, and EWOS Canada, based in Surrey, BC. Both are aware of relevant ASC requirements. All feed delivery numbers are reported into the Fishbase system by the receiving farm. The mills are both BAP-certified. Current BAP certificates for both mills expire Oct 23, 2022. Skretting Canada is also certified to the Global GAP standard, certificate expires Nov 26, 2022. The farms have method #1 to show compliance of the feed producer. Regarding traceability of ingredients, both suppliers have provided statements, ASC Certification – Supplier Quality Assurance Letter (Skretting, Jan 27, 2022), Grang QR 2021 Certification Update which is a series of EWOS reports bearing various 2021 dates.</p>	<p>Compliant</p>																								
<p>Indicator: Fishmeal Fat-to-Protein Ratio (FFDR) for grow-out (calculated using formulas in Appendix IV of the Salmon standard v.1.3)</p> <p>Requirement: < 1.3</p> <p>Applicability: All</p>	<p>The percentage of fishmeal in each formulation has been provided by the feed companies for each formulation, the sources of fishmeal used and the percentage of fishmeal in each formulation that has been derived from whole fish or trimmings. Farm records for Coze show the quantities of formulations used for the previous cycle, the FFDRs were 0.27 and 0.78, calculations were done properly, and FFDRs was submitted to ASC.</p>	<p>Compliant</p>																								
<p>Indicator: Fish Oil Fat-to-Protein Ratio (FFDR) for grow-out (calculated using formulas in Appendix IV of the Salmon standard v.1.3)</p> <p>Requirement: FFDRs < 1.52 for EPA + DHA + D3 plus feed</p> <p>Applicability: All</p>	<p>The feed inventory records are in the Fishbase system. The farm uses option 2 and by-products are excluded from the FFDRs calculation. The FFDRs value for the 2020 cycle for Coze was 1.12</p>	<p>Compliant</p>																								
<p>Indicator: Techniques for all farmed and fish used in feed to come from fishharbour certified water activities that is an FDA-registered (53) feed guidelines that specifically promote responsible environmental management of small pelagic fisheries</p> <p>Requirement: Not required</p> <p>Applicability: N/A</p>	<p>Not required</p>	<p>N/A</p>																								

<p>Indicator: Prior to achieving 4.3.1, the FishSource score (5), (6) for the fisherman/ from catch of entire raw material to feed is correct</p> <p>4.3.2 Requirement: All individual scores 4, 6, and biomass score 4-6</p> <p>Applicability: All</p>	<p>The feed suppliers have provided FishSource scores for each species used in feed and the information has been verified by the Certification Specialist. The forage fish species involved and their FishSource scores as of Apr 21, 2022: Feed used for the 2019/2020 on dates</p> <p>In the order generated on FishSource website: Species/Know in their management strategy precautionary? Do manager follow scientific advice? Do farmers comply? Business as the fish stock healthy? Will the fish stock be healthy in future?</p> <p>Shrewing 2021 North Pacific Hake (NE Pacific) 10/20/20/20/2 Atlantic Herring (Atlantic) Atlantic & W. Baltic 10/20/40/7-10/9 Sandwich sea (Central Eastern North Sea) 40/20/20/20/6 European Sprat (North Sea, Skagerrak, Baltic) 40/40/20/20/6 South American Haddock (Gulf of California) 40/40/40/40/6 Alaska Petcod (Western Atlantic) 10/20/20/20/2 Autonomous (Western Northern Central) 10/20/20/20/6 Gulf Menhaden (Gulf of Mexico) 40/40/20/20/5 Chilean Jack Mackerel (Southern Pacific) 40/20/40/20/9 Pacific Thread Herring (Sonora) 40/40/40/40/20</p> <p>Eweis Jan 29, 2022 Gulf Menhaden (Gulf of Mexico) 40/40/40/20/5</p>	<p>Compliant</p>															
<p>Indicator: Prior to achieving 4.3.1, demonstration of third-party verified Chain of custody and traceability for the biomass and fish oil which are in compliance with 4.3.2</p> <p>4.3.3 Requirement: Yes</p> <p>Applicability: All</p>	<p>Both Eweis and Shrewing feed mills have BAP certifications and Shrewing also has Global GAP (see 4.3.1). BAP and Global GAP both have a traceability component.</p>	<p>Compliant</p>															
<p>Indicator: Feed containing fishmeal and/or fish oil originating from by-products (fish or trimmings from fish) catch or from fish species that are categorized as vulnerable, overexploited or critically endangered, according to the IUCN Red List of Threatened Species(7), which fish and fish meal from the same species and family as the species listed in feed</p> <p>4.3.4 Requirement: None (2)</p> <p>Applicability: All (2)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Shrewing Canada has provided a list of all species and fishery of origin for meal and oil derived from trimmings. The Shrewing ASC Certification – Supplier Quality Assurance Letter (dating Jan 27, 2022) contains the following: “All fishing activity (fishery material) must not be from illegal, unreported and unregulated (IUU) fishing activity nor sourced from sources officially listed as engaging in IUU fishing activity”. “The treated species Suppliers shall not process species or by-products from species that are classified as Critically Endangered or Endangered in the IUCN Red List. Species that are listed as Vulnerable are not eligible for use as by-product, unless for biomass from a discrete sub-population assessed to be responsibly managed”. Neither meal or oil are derived from species deemed vulnerable by IUCN.</p> <p>EWOS has provided a list of all species and fishery of origin for meal and oil derived from trimmings, and states in its Supplier Quality Assurance Letter for EWOS Canada Customers: (Management of Raw Materials and Feeds)(Jan 21 2022): “No fishmeal or fish oil originating from by-products or trimmings from IUU (illegal, unreported, unregulated) catches or from species categorised as vulnerable, endangered or critically endangered according to the IUCN Red List of threatened species are used in EWOS Canada feeds”. Based on EWOS list of raw materials, neither meal or oil are derived from species deemed vulnerable by IUCN.</p>	<p>Compliant</p>															
<p>Indicator: Presence and evidence of a responsible sourcing policy for the feed manufacturer for marine ingredients that includes a commitment to best management practices (BMP)</p> <p>4.3.5 Requirement: Yes</p> <p>Applicability: All</p>	<p>Shrewing (Nutreco) has a supplier code of conduct that is online that includes no IUU and declares responsible sourcing and commitment to the environment, this also includes the Supplier Code of Conduct for Marine Products which contains a section on Fishery Improvement Programs in which all suppliers sourcing from fisheries that do not comply with the FAO Code of Conduct for Responsible Fisheries are encouraged to assist those fisheries to improve their management practices in they are able to comply. https://www.shrewing.com/en-CA/sustainability/</p> <p>EWOS statements on Supplier Selection and Sustainable Sourcing of Raw Material, the Supplier Quality Assurance Letter for EWOS Canada Customers (Management of Raw Materials and Feeds)(Jan 21, 2022 are in the audit pack dated February 2022. The Code of Conduct is posted online and includes, has Responsible sourcing and sustainability policies and information, including the EWOS document Sustainable Seafood for Future Generations under the Sustainability section, www.ewos.com</p>	<p>Compliant</p>															
<p>Indicator: Presence and evidence of a responsible sourcing policy for the feed manufacturer for feed ingredients that comply with recognized crop monitoring(8) and local laws(7)</p> <p>4.3.6 Requirement: Yes</p> <p>Applicability: All</p>	<p>Shrewing Canada is part of the Nutreco group and a vendor policy (Supplier Code of Conduct) is in place where all suppliers must sign applicable declaration guaranteeing source. The code contains the Supplement for Agricultural Products. https://www.shrewing.com/en-CA/sustainability/responsible-sourcing/</p> <p>The EWOS Canada Supplier Quality Assurance Letter to EWOS Canada Customers (Jan 21, 2022) states: “EWOS will comply with any recognized crop monitoring”. There are policies and procedures for supplier control, monitoring and audits.</p> <p>Third-party audits of the feed suppliers include review of responsible sourcing policy and implementation. See 4.1.1</p>	<p>Compliant</p>															
<p>Indicator: Percentage of crop or crop-derived ingredients in the feed that are certified by the Roundtable for Responsible Soy (RTRS) or equivalent (9)</p> <p>4.3.7 Requirement: 100%</p> <p>Applicability: All</p>	<p>Neither feed supplier is using soy-derived ingredients in the feeds supplied to Gring farms.</p> <p>Per Shrewing ASC Compliance Letter (Jan 27, 2022): “The formulated average inclusion for soy-derived ingredients 0%”</p> <p>The Supplier Quality Assurance Letter for EWOS Canada Customers (January 21, 2022) “Currently, EWOS Canada does not use soy products in its Atlantic salmon feed production”</p>	<p>Compliant</p>															
<p>Indicator: Incidence of disclosure to the support(10) of the salmon of inclusion of transgenic(10) plant raw material, or raw materials derived from transgenic plants, in the feed</p> <p>4.3.8 Requirement: Yes, for each individual raw material containing 1% transgenic content (1)</p> <p>Applicability: All</p>	<p>Email February 25, 2022, from Certification & Regulatory Affairs Manager to Gring Sales, re Notification of Transgenic Material in Feed: “There is transgenic plant raw material in the feed that our fish consume, which has been disclosed to us by the supplier”. Shrewing: Approved ingredients include some that are classified as genetically modified. Materials considered as GMO include canola oil and corn gluten. EWOS Cargill: Apart from corn gluten meal (CGM), no transgenic raw materials or raw materials derived from transgenic material, or raw material derived from transgenic plants is used by EWOS Canada list in any of its feed products. The corn gluten meal which can be used in the feed may be actually sourced from transgenic corn crops.</p>	<p>Compliant</p>															
<p>Indicator: Presence and evidence of a functioning policy for proper and responsible(11) treatment of non-biological waste from production (not animal and recycling)</p> <p>4.3.9 Requirement: Yes</p> <p>Applicability: All</p>	<p>The applicable Environmental policy dated May 2020 outlines the commitments on waste. This includes: • Minimize our environmental footprint, including reducing greenhouse gas emissions, water and plastic that harm nature. • Ensure proper and responsible disposal of all waste associated with our operations, products and facilities (e.g., no harm dumping). • To apply practices and control technologies, where possible, that minimize and/or prevent pollution.</p> <p>The applicable Waste Management policy (June 2020) deals specifically with waste aspects that includes: Waste Characterization, Waste Reduction, Reuse and Recycling. http://www.ewos.com/en-CA/sustainability/waste-management/</p>	<p>Compliant</p>															
<p>Indicator: Evidence that non-biological waste (including net panels from grow-out) is either disposed of properly or recycled</p> <p>4.3.10 Requirement: Yes</p> <p>Applicability: All</p>	<p>During the site tour there was no evidence that non-biological waste is being handled in an appropriate manner. Storage areas were neat, waste oil is stored in designated drums, Mortarites are stored in covered tubs in a designated flat. Trash and solid waste is brought to shore and taken by Remediation Services. The Waste management policy states: Gring will record details regarding storage and movement of waste during regular operations, each shipment of waste removed from the site will include the requisite documentation (e.g. manifest), which will ensure traceability of the material to its final destination. The supplier received the site binder that contained manifests from the Neptune Sound Service Ltd. showing routine collection of the site dumpsters, pallets, bags, oil and batteries. The Waste management policy states: Manifesting will be completed through daily visual inspections of the waste storage areas. Storage areas will be reviewed to ensure the material segregation, storage, and handling procedures are followed and confirm zero discharge to the environment. In addition to the visual inspections, a quarterly internal audit will be implemented to ensure the effective implementation of waste handling procedures and identify opportunities for continuous improvement of the waste process stream. Each site visited also separates cans and bottles for recycling.</p>	<p>Compliant</p>															
<p>Indicator: Presence of an energy use assessment verifying the energy consumption on the farm and monitoring the whole life cycle as set, as outlined in Appendix V of the Salmon standard v.1.3</p> <p>4.3.11 Requirement: Yes, measured in kWh/kg fish produced/production cycle</p> <p>Applicability: All</p>	<p>Biomex, including mortalities produced in the last cycle at Gore (2018) required 30480W h/kg fish harvested.</p> <p>Energy use data has been submitted to ASC.</p> <p>Gring uses CBMAAs for the calculation of energy consumption. Quantities of diesel and propane consumed are entered to CBMAAs each month</p>	<p>Compliant</p>															
<p>Indicator: Records of greenhouse gas (GHG) emissions(12) on farm and evidence of an annual GHG assessment, as outlined in Appendix V of the Salmon standard v.1.3</p> <p>4.3.12 Requirement: Yes</p> <p>Applicability: All</p>	<p>Records are maintained using the CBMAAs system. Monthly records are maintained on a site energy evaluation document. All inputs are listed and recorded. The CBMAAs reports state that sources used as a basis for calculations include: International Energy Agency (IEA/CO2), Intergovernmental Panel on Climate Change (IPCC), UK Government, Greenhouse gas reporting: conversion factors.</p> <p>The Gore GHG for the 2023 calendar year was 821.5 Tco2e This information has been submitted to ASC.</p>	<p>Compliant</p>															
<p>Indicator: Demonstration of GHG emissions of the feed(13) used during the previous production cycle, as outlined in Appendix V of the Salmon standard v.1.3</p> <p>4.3.13 Requirement: Yes</p> <p>Applicability: All</p>	<p>The previous cycle (2018) at Gore had 20,210 tons CO2 eq for feed This information has been submitted to ASC.</p>	<p>Compliant</p>															
<p>Indicator: For farms that use copper-treated nets(14), evidence that nets are not overused(15) or reused in the same environment</p> <p>4.3.14 Requirement: Yes</p> <p>Applicability: All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7</p>	<p>Gring farms do not use copper-treated nets.</p>	<p>Compliant</p>															
<p>Indicator: For any farm that cleans nets at on-land sites, evidence that non-cleaning sites have efficient treatment (2)</p> <p>4.3.15 Requirement: Yes</p> <p>Applicability: All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7</p>	<p>Once a farm has harvested their fish, all nets from the site are cleaned on land by Badrinski Net Services Canada Ltd. The Gring Certification Team conducted audit of the facility October 25, 2019, and on-land effluent treatment system in place. Audit report (ASC Net Service Effluent Audit) was available. A copy of the Badrinski Operational and Biosecurity Protocols and Procedures Manual was also available.</p>	<p>Compliant</p>															
<p>Indicator: For farms that use copper nets or copper treated nets, evidence of testing for copper level in the sediment (surface of the GOR, following reworking) in Appendix V of the Salmon standard v.1.3</p> <p>4.3.16 Requirement: Yes</p> <p>Applicability: All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7</p>	<p>Gring farms do not use copper-treated nets.</p>	<p>Compliant</p>															

<p>4.34 Indicator: Evidence that copper (Cu) is not used in excess of 34 mg Cu/kg dry sediment weight, or in instances where the Cu in the sediment exceeds 34 mg Cu/kg dry sediment weight, demonstrate that the Cu concentration falls within the range of background concentrations as measured at three reference sites in the water body. Requirement: Yes Applicability: All farms. Closed production systems that do not use nets and do not use aquaculture shall be considered exempt from standards under Criterion 4.7.</p>	<p>Crug farms do not use copper-treated nets.</p>	<p>Compliant</p>																				
<p>4.15 Indicator: Evidence that the type of Bioactive used is not prohibited per approved according to legislation in the European Union, or the United States, or Australia. Requirement: Yes Applicability: All farms. Closed production systems that do not use nets and do not use aquaculture shall be considered exempt from standards under Criterion 4.7.</p>	<p>Bioactives are not being used.</p>	<p>Compliant</p>																				
<p>5.11 Indicator: Evidence of a fish health management plan for the identification and control of fish diseases, parasites and environmental conditions relevant for good fish health, including implementing corrective actions where required. Requirement: Yes Applicability: All</p>	<p>The Crug Salmon Health Management Plan (HMP) covers both freshwater and marine operations. It covers the requirements of the British Aquaculture Licence and references a comprehensive set of applicable SOPs. The plan outlines the veterinarian's duties and responsibilities, including the responsibility for overseeing matters of fish health management for Crug Salmon Canada. DATS record indicates the HMP was last reviewed and approved by Patrick Whiteaker, the Crug veterinarian 3 Sept 2021.</p>	<p>Compliant</p>																				
<p>5.12 Indicator: Site visits by a designated veterinarian(s) at least four times a year, and by a fish health manager(s) at least once a month. Requirement: Yes Applicability: All</p>	<p>There are ten staff who undertake site visits including the Veterinarian. List of site visits have been kept. Qualifications were made available to the auditor for review and no concerns are raised. The site Visitor Log was reviewed by the auditor and indicated visits at least monthly by the fish health technician (and/or) the company veterinarian. The veterinarian Patrick Whiteaker has visited the site 9 times since the year date was started in Dec 2020.</p>	<p>Compliant</p>																				
<p>5.13 Indicator: Percentage of dead fish removed and disposed of in a responsible manner. Requirement: 100% (10) Applicability: All</p>	<p>Mortality collection occurs at least daily, 100% of mortalities are removed. Mortalities are stored on a designated Mort float in sealed and water-tight totes. The full totes are removed by a vessel that delivers them to shore where they are picked up by Earthbank Resource System. Earthbank Resource System uses the material in a compost product. Auditor visited Earthbank Resource System Inc on 8/11/2021 dated 21 Dec 2021 for mortalities pick-up at various sites, 87 totes, 200, 3 tons. There have been no exceptional mortality events during the current stocking cycle at this site.</p>	<p>Compliant</p>																				
<p>5.14 Indicator: Percentage of mortalities that are recorded, classified and receive a post-mortem analysis. Requirement: 100% (10) Applicability: All</p>	<p>All mortalities are recorded, classified and receive a post-mortem analysis. A report generated from Fishlab shows the numbers of mortalities by classification. Workers are trained in the classification of mortalities by the Fish Health Professionals during their site visits. The mortalities are removed from the pens daily and each fish is viewed, classified and reported by the site staff. Site staff demonstrated the retrieval and classification of mortalities during the site visit. Once the fish are recorded and classified the details are entered into the company recording database providing the fish health team with results daily. Unusual mortality is brought to the attention of the fish health team immediately where mortality classification is inconclusive or disease is suspected, samples may be sent to the Centre for Aquatic Health Sciences (CAHS) and/or the Animal Health Centre (AHC).</p>	<p>Compliant</p>																				
<p>5.15 Indicator: Minimum viral disease-related mortality(s) on farm during the most recent production cycle. Requirement: < 20% Applicability: All</p>	<p>There were no viral disease-related mortalities identified in the last cycle at Crug. The total of unclassified mortalities in the last cycle (2020) was 35,829 fish from a stocking of 1,031,422. Thus, on the basis that unclassified mortalities (which some may have been due to viral diseases), the related mortality for the last cycle was 3.42%. Mortality data has been submitted to ASC.</p>	<p>Compliant</p>																				
<p>5.16 Indicator: Maximum unexplained mortality rate from each of the previous two production cycles, for farms with total mortality > 5% Requirement: < 6% of total mortalities Applicability: All farms with > 5% total mortality in the most recent complete production cycle</p>	<p>2020 FC Total input 964,262, Total mortality 342,498, Total mortality 35.62% 2018 FC Total input 1,031,422, Total mortality 283,105, Total mortality 27.43% 2018 FC Total mortality 32,499, total non-codable/unexplained 16,472, 50% 2018 FC Total mortality 285,105, total non-codable/unexplained 15,905, 5.6%</p>	<p>Compliant</p>																				
<p>5.17 Indicator: A farm-specific mortality reduction program that includes defined events for interventions to mortality and reduction to unexplained mortality. Requirement: Yes Applicability: All</p>	<p>Farm mortality records are detailed in the Fishlab database which enables datasets to be compared and analysed. The Mortality Reduction Strategy, original March of 2020, revised March 2021 was presented. A review of previous year data provides opportunities for improvement in Feed, Sea Lice Management, Environmental Management and Treatment. Crug set Global Survival Objective of 85% to be achieved by 2023. The strategy includes measures for the reduction of overall mortality and reduction of unexplained mortality. Workers confirm that the fish health team liaises with them on mortality collection and classification.</p>	<p>Compliant</p>																				
<p>5.21 Indicator: On-farm documentation that includes, at a minimum, detailed information on observations(SOP) and the operators used during the most recent production cycle, the antibiotic used (including grams per ton of fish produced), the dose used, which group of fish were treated and species which disease, level of growth slowing, and all disease and pathogens detected on the site. Requirement: Yes Applicability: All</p>	<p>Paper records of the prescriptions used are maintained on the farm and on the farm database. It's a legal requirement for all sites to retain a copy of prescriptions on file for 60 days, these were reviewed by the auditor. To date the 2020 FC has received TMS, Sico and Aquafur. Example from records provided: Prescription 01 21 2020 Aquafur treatment for Yersiniosis / Abactin no license number AQFF 121007 dated Jan 14 2021, Pen 1 and 2. No. Fish 420581 Average weight 102g, Biomass = 7784kg. A total of 3000 kg 3mm feed, Active ingredient 24kg of feed, Feed rate of 0.5% fish body weight per kg over 10 day period. No. 3 2020 Aquafur and Pen 1 2020. Withdrawal period 15 days. Example from records provided: Prescription 01 21 2020 Emmanectin Benzocaine Sico treatment for sea lice, license number AQFF 121007 dated Sept 8 2021. For all pens on site. No. Fish 171,820 Average weight 1082g, Biomass <1,000,170kg. A total of 87,500kg kg 6mm Crum feed, Active ingredient 104kg of feed, Feed rate of 0.5% fish body weight per day over 7 day period. Pen 1 2020 Aquafur, Pen 2 2020 Aquafur, Pen 3 2020 Aquafur, Pen 4 2020 Aquafur, Withdrawal period 6 days.</p>	<p>Compliant</p>																				
<p>5.22 Indicator: Evidence for use of therapeutic treatments that include antibiotics or chemicals that are banned(SOP) in any of the primary salmon producing or exporting countries (20). Requirement: None Applicability: All</p>	<p>No banned substances have been used at the farm. The company maintains a table of permitted antibiotic and chemicals, as well as banned antibiotics and chemicals.</p>	<p>Compliant</p>																				
<p>5.23 Indicator: Percentage of medication events that are prescribed by a veterinarian. Requirement: 100% Applicability: All</p>	<p>Veterinarian's prescriptions cover 100% of treatments. Original prescriptions are maintained at the farm as per GFD requirements, GFD inspectors review these during their site inspections, and digital copies are also maintained.</p>	<p>Compliant</p>																				
<p>5.24 Indicator: Compliance with all withholding periods after treatments. Requirement: Yes Applicability: All</p>	<p>Withholding periods are included in the prescriptions that are drawn up by the company Veterinarian. These withholding periods are logged into the fish lab system and highlight the treated fish, indicating they cannot be selected for harvest during the withdrawal period. For Aquafur the withdrawal period was noted to be 15 days, for TMS it is 5 days when temp is 12 degrees and above and 10 days if the temp is below 10 degrees. Emmanectin Benzocaine emmanectin benzocaine, "No" prescriptive withdrawal period is required when this drug product is used according to label directions. To ensure residues do not exceed the maximum residue limit, Atlantic salmon should not be treated more than once in the 60 days prior to the fish being harvested for human consumption."</p>	<p>Compliant</p>																				
<p>5.25 Indicator: The farm shall publicly report (via Appendix of Salmon standard v.1.3) the: 1. Weighted Number of Medical Treatments (see Appendix V5) for each production cycle 2. The percentage feed for each agent over the production cycle 3. The benefits praziquantel residue levels. Requirement: Yes Applicability: All</p>	<p>The WMMT score in the 2021 production cycle was 0 based on the farm having had four hydrogen peroxide treatments, and two SULT treatments with the number of pens involved with each treatment. The WMMT score has been calculated correctly and the records used were available for auditor review. For the 2020 FC, 3 WMMT scores has been calculated correctly and the records used were available for auditor review. The 3 scores were based on the farm having 1 Sico treatment started 9/12/2021, 2 Praziquantel 30 treatments started 11/17/2021 and 1/12/2022. The WMMT was contained in the transparency document submitted to ASC.</p>	<p>Compliant</p>																				
<p>5.26 Indicator: The Weighted Number of Medical Treatments shall be at or below the current (FC) Limit (see Appendix V5) of the Salmon standard v.1.3. Requirement: Yes Applicability: All</p>	<p>From ASC interpretation (QA 97. Farms in British Columbia - as the set (L) is 3 WMMTs) sites below the set (L) is 3 WMMTs, farms in BC are required to meet GIL. The 2020 FC, with a score of 3 WMMT is equal to the Global Limit of 3</p>	<p>Compliant</p>																				
<p>5.27 Indicator: The farm shall reduce the Weighted Number of Medical Treatments, after achieving indicator 5.25, with 20% per year until the WMMT is at or below the Global Limit (see Appendix V5) of the Salmon standard v.1.3. Requirement: Yes Applicability: All</p>	<p>This is the farms second surveillance audit.</p>	<p>Compliant</p>																				
<p>5.28 Indicator: The farm shall implement Integrated Pest Management (IPM) according to the guidance in Appendix V6 of the Salmon standard v.1.3. Requirement: Yes Applicability: All</p>	<p>The Salmon Farming Industry Integrated Pest Management Memorandum of Understanding was created by the BC Salmon Farmers Association in collaboration with Crug Seafood BC, Carmax Canada and Moxie Canada West. The Managing Directors of these three companies agreed the MOU on Dec 1, 2020.</p>	<p>Compliant</</p>																				

<p>5.2.10 Indicator: Evidence for use of antibiotics listed as critical importance for human medicine by the World Health Organization (WHO) (25) Requirement: None (25) Applicability: All</p>	<p>The applicant has accessed the WHO CA list for use online and downloaded this version (2015); no critically important antibiotics have been used. Only Florfenicol which complies with the CPA - Canadian Food Inspection Agency has been used.</p>	<p>Compliant</p>															
<p>5.2.11 Indicator: Number of treatments (27) of antibiotics over the most recent production cycle Requirement: < 3 Applicability: All</p>	<p>In the most recent production cycle, there has been one antibiotic treatment, prescribed by Francis Whittaker DVM. The treatment was over the course of several months (Jan thru May 2021). Prescription was renewed and cross-referenced with treatment records.</p>	<p>Compliant</p>															
<p>5.2.12 Indicator: If more than one antibiotic treatment is used in the most recent production cycle, demonstrate that the antibiotic listed 3, is at least 10% less than the average of the two previous production cycles Requirement: Yes (20) Applicability: All</p>	<p>There has been one antibiotic treatment in the most recent production cycle.</p>	<p>Compliant</p>															
<p>5.2.13 Indicator: Evidence of documents demonstrating that the farm has provided 100% (10) of its salmon to all of its recipients used in production Requirement: Yes Applicability: All</p>	<p>The required records of feed medication treatment (Feeded Declaration Form) accompany fish to the processing plant and is transferred to plant staff. These must be reviewed by at least 2 site personnel to ensure the accuracy of these records. Grig supplied for review their "SUPPLIERS QUALITY ASSURANCE LETTER, Grig Seafood BC Ltd. - Brown's Bay Packing Co. Ltd, January 2020"</p>	<p>Compliant</p>															
<p>5.2.14 Indicator: Bio-assay analysis to determine resistance when test application of a treatment have not produced the expected effect. Requirement: Yes Applicability: All</p>	<p>There has not been a time when test applications of a treatment have not produced the expected effect.</p>	<p>Compliant</p>															
<p>5.2.15 Indicator: When bio-assay tests demonstrate resistance to farming, use of an alternative, permitted treatment, or an immediate harvest of all fish on the site Requirement: Yes Applicability: All</p>	<p>There has not been a time when test applications of a treatment have not produced the expected effect.</p>	<p>Compliant</p>															
<p>5.2.16 Indicator: Specific rotation, proving that the farm has 15 effective medicinal treatment product available, every third treatment must belong to a different family of drugs Requirement: Yes Applicability: All</p>	<p>The site does rotate between 2 medicinal treatments. Generally the in-feed treatment Sileo is used for small fish and Famovio 50 (2022 Bath) is used for larger fish. 1022 is considered a generic and does not require a prescription. The PESTICIDE USE PERMIT No. 873-006-1022 authorizing the use of Hydrargyris periods in the Nouka Seafood region expires Dec 17, 2022</p>	<p>Compliant</p>															
<p>5.2.17 Indicator: Evidence that all salmon on the site are a single year class (12) Requirement: 100% (12) Applicability: All</p>	<p>The 2020 YC of smolts were introduced between Feb 29 2020 and May 12 2021. The smolt transfer record indicates that 1,031,422 smolts of the 2020 YC were stocked from the Fraser Bay and Gold River hatcheries. The fallow period between the 2019 YC and the 2020 YC was 381 days</p>	<p>Compliant</p>															
<p>5.2.18 Indicator: All farms, Exception is allowed for: 1) farms that have closed, contained production units where there is complete segregation of water between units and no sharing of filtration systems or other systems that could spread disease, or 2) farms that have 100% water recirculation, a pre-entry disease screening protocol, optimal bio-security capability and biosecurity measures to ensure no return from a discharge of live biological material to the natural environment (e.g. UV or other effective treatment of effluent). Requirement: Yes Applicability: All</p>	<p>The farm has not supported an unidentified transmissible agent in a mortality event. Fish are tested routinely each month. Samples are sent to the BC Centre for Aquatic Health Sciences (BC CASH) located in Campbell River. No mortality event has had a statistically significant increase over background mortalities.</p>	<p>Compliant</p>															
<p>5.2.19 Indicator: Evidence of compliance (17) with the OIE Aquatic Animal Health Code (13) Requirement: Yes Applicability: All</p>	<p>The fish health management plan is consistent with the OIE animal health code, Grig has the electronic copy of OIE Aquatic Animal Health Code Compliance 22nd Edition 2020 in DATS and the code is available to all sites. The staff are well informed and relevant policies are implemented.</p>	<p>Compliant</p>															
<p>5.2.20 Indicator: If an OIE notifiable disease (18) is notified on the farm, evidence that: 1) the farm, at a minimum, immediately notified the party(ies) in which the disease was detected 2) the farm immediately notified the other farms in the ASM (20) 3) the farm and the ASM enhanced monitoring and confirmed rigorous testing for the disease 4) the farm promptly (21) made findings publicly available Requirement: Yes Applicability: All</p>	<p>There have been no OIE-notifiable diseases detected onsite.</p>	<p>Compliant</p>															
<p>5.2.21 Indicator: Evidence that workers have access to trade unions (if they exist) and union representation (19) by themselves without managerial interference Requirement: Yes Applicability: All</p>	<p>No trade unions are present at the site. GRIGS Human Rights Policy - #3 - Our Principles - March 30, 2021 - The ILO Declaration on Fundamental Principles and Rights at Work, which defines principles and rights, freedom of association and the effective recognition of the right to collective bargaining. Employees, during private interviews confirmed that they signed the Contract of Employment and felt that their rights are not affected. Employees signed receiving and accepting a copy of the Employee Handbook and an effective open-door policy and agreed for communication of the Human Rights Policy.</p>	<p>Compliant</p>															
<p>5.2.22 Indicator: Evidence that workers are free to form organizations, including unions, or collective (or) protect their rights Requirement: Yes Applicability: All</p>	<p>GRIGS Human Rights Policy - #4 - Our Principles - March 30, 2021 - The ILO Declaration on Fundamental Principles and Rights at Work - Privacy and Rights - Grig Seafood welcomes and promotes unionization, collective bargaining, and other formal employee representation areas according to the business culture. All our employees have the right to join or not join a labor union. All employees have access to third-party representation regardless of whether they are a union member or not. Employees, during private interviews confirmed that they signed the Contract of Employment and felt that their rights are not affected. Employees signed receiving and accepting a copy of the Employee Handbook.</p>	<p>Compliant</p>															
<p>5.2.23 Indicator: Evidence that workers are free and able to bargain collectively for their rights Requirement: Yes Applicability: All</p>	<p>GRIGS - Grig Seafood welcomes and promotes unionization, collective bargaining, and other formal employee representation areas according to the business culture of each of our operating countries. All our employees have the right to join or not join a labor union. All employees have access to third-party representation regardless of whether they are a union member or not. The employer has explicitly communicated a commitment to ensure the collective bargaining rights of all workers as stated in S.1.1 & 1.2. The documentary evidence shows that workers are free and able to bargain collectively. Detailed in the Grig Human Rights Policy and training records, maintained in DATS. All workers had their views on their work environment shared.</p>	<p>Compliant</p>															
<p>5.2.24 Indicator: Number of incidences of (16)(12) (16)(12) Requirement: None Applicability: None</p>	<p>Grig Seafood - Ages of all workers stored on Human Resources management system. There are no persons employed under the age of 18 covering this audit on barge work at this site. All activities shall be conducted with respect for individuals without discrimination. Grig Seafood do not tolerate any form of forced labor and are committed to the abolition of child labor, as noted in the Human Rights Policy, March 30, 2021. Signs of identification are held on file for all employees and is signed and verified by Senior Management at the time of employment. Required checks of personal Social Insurance Number, which is a 9-digit number required to work in Canada. Reviewed all randomly selected personnel of the scope of the audit with the check of hire date and age, was found that youngest of the sampled was age 18 at time of hire.</p>	<p>Compliant</p>															
<p>5.2.25 Indicator: Percentage of young workers (22) that are productive (23) Requirement: 100% Applicability: All</p>	<p>Ages of all workers stored on Human Resources management system. Age of hire is at a minimum age of 18 years of age, nothing younger. At time of hire, two forms of identification is reviewed, which is normally the SIN Number and another form of ID, such as a Drivers License or Passport. Facility will not hire anyone under age 18, but for barge work it will be 16 years old as a minimum age. No young workers employed at the time of the audit. During tour of the area of work, no workers had the appearance of being under age, and review of personnel files confirmed compliance. Youngest randomly sampled employee was age 18 at the time of being.</p>	<p>Compliant</p>															
<p>5.2.26 Indicator: Number of incidences of forced (24), bonded (25) or compulsory labour Requirement: None Applicability: All</p>	<p>All employees are provided with contracts of employment, that are signed by both the employee and the company. This was confirmed during the private interviews of randomly selected employees. Employees on hand a copy of the contract and the employee retains a signed copy. Original identity documents are not held by the company and are returned to the employees after verification. Documentation checks confirmed that all working hours are performed on a voluntary basis on a schedule and working hours. The employer does not withhold any part of workers' salaries, benefits, property or documents to obligate them to continue working for the employer. As noted in the Grig Employee Handbook and Grig Human Rights Policy that all employees are free to leave upon reasonable notice. All employees understand and comply with all applicable laws and international conventions on labor practices to which Grig Seafood subscribes and supports. The employees are enjoying stable. The randomly selected employees confirmed all the above during the interview process with no issues raised.</p>	<p>Compliant</p>															
<p>5.2.27 Indicator: Evidence of comprehensive (26) and proactive anti-discrimination policies, procedures and practices Requirement: Yes Applicability: All</p>	<p>The anti-discrimination policy that is in place, Human Rights Policy, March 30, 2021. They are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. The right to not be discriminated based on race, sex, religion, sexual orientation, age, or disability is illegal. Base employment decisions are made on job qualifications and merit. All employees are requested with regard to equal treatment as confirmed during the private and confidential interview process. All managers have been trained in equality and diversity, and evidence of the training is recorded on DATS, which has required annual certification.</p>	<p>Compliant</p>															
<p>5.2.28 Indicator: Number of incidences of discrimination Requirement: None Applicability: All</p>	<p>Grig Seafood has a procedure in place to document all discrimination complaints. To date, there are no current open complaints. When asked during the private interview process with randomly selected employees, there was no issues mentioned by the employees. All the employees commented on the fairness and stable work environment, regardless of length of employment.</p>	<p>Compliant</p>															

<p>5.12 Indicator: Percentage of fish that are vaccinated for selected diseases that are known to present a significant risk in the region and for which an effective vaccine exists(20) Requirement: 200% Applicability: All Smolt Producers</p>	<p>All smolts introduced to the site were vaccinated. Vaccination is not mandatory but is the common practice. Fishfall records show the smolts entered at the farm were vaccinated against various diseases. All hatcheries have different vaccination regimes which may include: furunculosis, vibriosis, cold water vibriosis, hemiparasitic infections, wetter spots and ectopic redmouth. Smolts from the Gring Gold River Hatchery were vaccinated with Alpha Dig ERM Salar, APEX + ADS-3 Smolts from the Lena Creek Hatchery were vaccinated with Alpha Dig ERM Salar, Apex - HN, APEX + ADS-3</p>	<p>Compliant</p>																				
<p>5.13 Indicator: Percentage of smolt groups(21) tested for select diseases of regional concern prior to entering the grow-out phase on farm(21) Requirement: 200% Applicability: All Smolt Producers</p>	<p>Fish must be tested prior to movement, these diseases are listed in Appendix III of the Freshwater Aquaculture License issued by DFO. The Centre for Aquatic Health Services (CAHS) and the Animal Health Centre (AHC) are utilized for testing the fish prior to transfer. The author received hatchery transfer records which reference the testing and provide attestations that there have been no diseases of regional concern or CFIA reportable or immediately notifiable disease.</p>	<p>Compliant</p>																				
<p>5.14 Indicator: Detailed information, provided by the designated veterinarian, of all chemicals and ingredients used during the smolt production cycle, the amounts used (including a gram per ton of fish produced), the date used, which group of fish were treated and against which disease, proof of proper dosing and all disease and pathogens removed on the site Requirement: Yes Applicability: All Smolt Producers</p>	<p>Number of the hatcheries supplying smolts had treated with chemicals or therapeutics at the hatchery.</p>	<p>Compliant</p>																				
<p>5.15 Indicator: Allowance for use of therapeutic treatments that include antibiotics or chemicals that are banned(22) in any of the primary salmon production or processing countries(22) Requirement: Yes Applicability: All Smolt Producers</p>	<p>No antibiotic treatments have been used in either of the hatcheries. Gring maintains a table of banned antibiotics and chemicals, as well as permitted antibiotic and therapeutic and allowable levels. Gring maintains a table of banned antibiotics and chemicals, as well as permitted antibiotics and chemicals and allowable levels.</p>	<p>Compliant</p>																				
<p>5.16 Indicator: Number of treatments of antibiotics over the most recent production cycle Requirement: < 5 Applicability: All Smolt Producers</p>	<p>No antibiotic treatments have been used in either of the hatcheries on the 2020 cycle.</p>	<p>Compliant</p>																				
<p>5.17 Indicator: Allowance for use of antibiotics listed as critically important for human medicine in the WHO(23) Requirement: None (23) Applicability: All Smolt Producers</p>	<p>No antibiotics listed as critically important by the WHO are used. See 8.16</p>	<p>Compliant</p>																				
<p>5.18 Indicator: Evidence of compliance(24) with the OIE Aquatic Animal Health Code(24) Requirement: Yes Applicability: All Smolt Producers</p>	<p>The Gold River Hatchery is part of Gring Canada. The OIE Aquatic Animal Health Code is available online in CATS for Gring. Relevant staff know how to locate it. The fish health team are the most relevant and the team was interviewed during the audit. The contracted Lena Creek Hatchery has its own FOP and Section 2 HEALTH CONCEPTS A REQUIRED ELEMENTS demonstrate compliance to the requirements of the OIE Aquatic Health Code.</p>	<p>Compliant</p>																				
<p>5.19 Indicator: Evidence of company-level policies and procedures to live with the labour standards under 8.1.1 and 8.1.1 Requirement: Yes Applicability: All Smolt Producers</p>	<p>Gring owns the Gold River hatchery and contracts Paradise Bay Hatchery. They operate under the same conditions as detailed in Section 6 on the marine sites are applied to the hatchery.</p>	<p>Compliant</p>																				
<p>5.20 Indicator: Evidence of formal consultation and engagement with community representatives and organizations Requirement: Yes Applicability: All Smolt Producers</p>	<p>Gring has a field office in Gold River with Gring personnel staffing, and has a strong presence in the Gold River community by making contributions in donations or other sponsorships of activities or events in the area. Gring is also a member of the Nootka Sound Watchdog Society. Review of on-going meetings and communication is provided in 2020 and 2022.</p>	<p>Compliant</p>																				
<p>5.21 Indicator: Evidence of a policy for the prevention, treatment and resolution of complaints to community representatives and organizations Requirement: Yes Applicability: All Smolt Producers</p>	<p>See Section 7 – Complaints policy/ no complaints to date.</p>	<p>Compliant</p>																				
<p>5.22 Indicator: Where relevant, evidence that indigenous groups were consulted as required by relevant local and/or national laws and regulations Requirement: Yes Applicability: All Smolt Producers</p>	<p>Gold River Hatchery is operating on Miwukwukwukwuk territory. There is a 25-year agreement in place with the Nation for the sea site. Reviews are currently being negotiated and include conditions regarding the hatchery. Applications to OIA and AIAI have been shared with the Nation in 2021. Gene is provided with input from the Hatchery.</p>	<p>Compliant</p>																				
<p>5.23 Indicator: Where relevant, evidence that the farm has undertaken proactive consultation with indigenous communities Requirement: Yes Applicability: All Smolt Producers</p>	<p>By holding federal aquaculture licenses for its facilities, it demonstrates that the hatcheries have satisfied its duty to consult with indigenous communities.</p>	<p>Compliant</p>																				
<p>5.25 Requirement: Permitted only if supplying farms are 3) operated in a region where indigenous subsistence and present of the same species being cultured and 2) the farm is certified to the ASC Fisheries Trust Standard Applicability: water quality monitoring/active completed and submitted to ASC (see Appendix VII of the Salmon standard v.1.3) Requirement: TRAC(27) Indicator: Water quality monitoring/active completed and submitted to ASC (see Appendix VII of the Salmon standard v.1.3)</p>	<p>The hatcheries that supplied this farm are land-based tank operators.</p>	<p>Compliant</p>																				
<p>5.27 Indicator: Minimum oxygen saturation in the outflow (methodology in Appendix VII of the Salmon standard v.1.3) Requirement: 60%(27, 27) Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems</p>	<p>This indicator does not apply to the Gold River Hatchery as effluent discharges to the marine environment. The Lena Creek Hatchery Monitors the effluent monthly with morning afternoon readings, in 2021 the lowest reading was in June with the morning reading at 85%, the lowest daily avg was in May at 83% saturation The Dalrymple Hatchery monitors the effluent monthly with morning afternoon readings, in 2021 the lowest daily avg was in April at 90% saturation</p>	<p>Compliant</p>																				
<p>5.28 Indicator: Macro-invertebrate surveys downstream from the farm's effluent discharge demonstrate benthic health that is similar to better than surveys upstream from the discharge (methodology in Appendix VII of the Salmon standard v.1.3) Requirement: Yes Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems</p>	<p>This indicator does not apply to the Gold River Hatchery as effluent discharges to the marine environment. The Lena Creek Hatchery has only 40m between the stream discharge and the Marine environment. An Examination of Macroinvertebrate Community Health Downstream of Effluent Discharge from the Hotham Sound Hatchery, Lena Creek, BC, July 2020 concluded the effluent is considered to have a "low impact" (category 2; table 4) in 100% in July 2020. The report shows that there are more species of invertebrate downstream than upstream.</p>	<p>Compliant</p>																				
<p>5.29 Indicator: Evidence of implementation of biosecurity (Judged Best Management Practice (BMP)) (Appendix VII of the Salmon standard v.1.3) Requirement: Yes Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems</p>	<p>At Gold River Hatchery, biosecurity are separated by drum filters and settling pond, and sludge is removed on a monthly basis by Watco Industries, who transports the material to Vancouver Island Renewable Resources Ltd., Campbell River HOTHAM HATCHERY (OP & A – BIOSECURITY MANAGEMENT dated March 2021 (aka Lena Creek) indicates the settling ponds are dredged as required. The resulting sludge is used on the orchards or is piled along the pond edge where it is allowed to compost and is then used in the site housing gardens.</p>	<p>Compliant</p>																				

Summary of Standard Non Conformities (NC)

Standard: Salmon
Version: 1.3

NC Type	NC Totals
Major	1
Minor	0
Total	1

Note: Unique NC codes can be entered in column A - All other data fields in this summary worksheet populate automatically

NC Code (CAB)	Indicator Number	Indicator Text	Audit Evidence	Overall Indicator evaluation	Description, justification and conclusion for the evaluation decision	Date of NC detection	Deadline for NC close-out	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	QRA submitted/used	Root cause analysis	NC correction	NC Corrective action	Auditor evaluation	Extension justification	New deadline for NC close-out	Notes
1	3.4.1	<p>Indicator: Maximum number of escapees (37) in the most recent production cycle</p> <p>Requirement: 300 (58)</p> <p>Applicability: All farm. A rare exception to this standard may be made for an escape event that is clearly documented as being outside the farm's control. Only one such exceptional episode is allowed in a 10-year period for the purposes of this standard. The 10-year period starts at the beginning of the production cycle for which the farm is applying for certification. The farmer must demonstrate that there was no reasonable way to predict the events that caused the episode. See auditing guidance for additional details.</p>	<p>For the most recent completed cycle (2018YC), the final harvest count was 47,353 fish less than expected (4.59%) which could be indicative of an undetected escape event.</p> <p>Morts are collected daily and numbers entered to the FishTalk database. Final numbers on the site with assessment of unexplained loss is carried out following count at harvest. Net checks are carried out by divers. There are cameras in every cage with excellent resolution and they can pan, tilt and move up and down in the cages for inspection purposes.</p> <p>Escape monitoring data has been submitted to ASC. (Same NC from previous audit / report as the current rule has not yet been ronsubated)</p>	Major	<p>For the most recent cycle, the final harvest count was 47,353 fish less than expected (4.59%) which could be indicative of an undetected escape event. (Same NC from previous audit / report as the current cycle has not yet been completed).</p>	04/05/2021	04/08/2021	29-Jul-21	Closed					<p>For all farms that have inventory variances above or below the cumulative counting error, we complete an investigation into the potential causes for the error and possibility of a escape. For Gore, there was no indication that there was an escape (no unexplained decrease in feed, no unidentified large holes, no predator damage to the nets). In this case the largest factor contributing to the discrepancy was the increased number of acute 24-hour environmental mortality events and using hand-counters for mortality event enumeration and delayed diver mortality collection due to a diver shortage.</p>		<p>Ging has updated their procedures so all mortalities from acute events will be enumerated by weight sampling and total biomass rather than the hand counters. The dive companies have been able to add additional staff.</p>	<p>This is the same NC from the audit previous report as the new cycle has not yet been completed. The information (RCA, C, CA) provided at time still applies and remains accepted. Accepted by Conrad Powell and technical committee, July 29, 2021, as sufficient to mitigate large discrepancy in the actual and expected numbers of fish harvested:</p> <ol style="list-style-type: none"> 1. BAP Variance Reports for Gore Island, and other farms, that indicate adequate investigations; 2. SOP Mortality Collection & Storage; 3. Garware net design drawings. 			