

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.

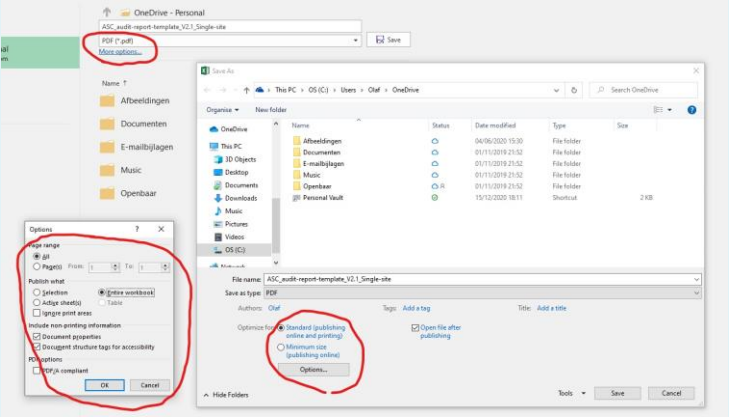
Document type - PDF conversion - Guidance

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) MS option 1, AR
7) MS option 2, AR
8) IMS Auditor
9) Social Audit
10) Traceability assessment
11) UoC volumes&Audit Closing
12) Open & Extended NCs
13) BEIA-PSIA checklist
Audit findings "species"

Audit Announcement (Form 3)

Please note that all data entered in this audit announcement sheet will be automatically populated to the specific fields in the sheets of the audit report itself. SiteID(s) is/are provided by ASC in the confirmation email of the publication of this Form 3.

1. General client/CAR information

1.1	Document Type	Audit announcement
1.2	Document language	English
1.3	Sensured document language	
1.4	Unit of verification type	Multi site option 2, with Internal management system
2.1	Company name	Cape Fearfield B.V.
2.2	UIC name	Altium, Colson, L. S., Vantage, Satoh
2.3	Country where UIC is located	Canada
2.4	AIC Standard	Salvoen
2.7	Standard version	1.3
2.8	Certification process in relation to CAI version	2.2
3.9	Name of the Conformity assessment body (CAB)	SGS Nederland BV
Client contact person - from the UIC		
3.10	First name	Kristin
3.11	Surname	Steen
3.12	Position in the UIC (job title)	Environmental and Regulatory Sustainability Manager
3.13	Email address	kristin.steen@graeffed.com
3.14	Phone number	252 266 0833 Ext. 144
3.20	Other means of contact e.g. Skype	

2. Audit information

2.1 ASIC standard principles covered by the audit		ASIC standard principles		
2.1.1	Principle 1	Covered		
2.1.2	Principle 2	Covered		
2.1.3	Principle 3	Covered		
2.1.4	Principle 4	Covered		
2.1.5	Principle 5	Covered		
2.1.6	Principle 6	Covered		
2.1.7	Principle 7	Covered		
2.1.8	Principle 8	Covered		
2.2	Activities covered under the scope of the certification and under the scope of the audit.	Activity	Under scope of certification	Under scope of this audit
Activities in the table apply to final product only				
2.2.1	Stocking	Covered		Not Covered
2.2.2	Normal	Covered		Not Covered
2.2.3	Generating Out	Covered		Not Covered
2.2.4	Transferring	Covered		Not Covered
2.2.5	Storage	Covered		Not Covered
2.2.6	Vaccination	Not Covered		Not Covered
2.2.7	Following	Covered		Not Covered
2.2.8	Transportation	Not Covered		Not Covered
2.2.9	Processing (Element or Item)	Not Covered		Not Covered
2.2.10	Processing (Element or Item)	Not Covered		Not Covered
2.2.11	Packing (Element or Item)	Not Covered		Not Covered
2.2.12	Other Process described	Not Covered		Not Covered
2.3	Certification cycle	1		
2.4	Audit Type	Surveillance audit		
2.5	Audit number in certification cycle	3		
2.6	Will harvesting be withheld during audit?	No		
2.6.1	If harvest is NOT withheld, please specify	Harvest was withheld at the previous surveillance audit		
2.7	Audit conducted (On-site/Audit)	On-site		

Time assigned to audit activities	2.9	2.10
	Social Auditor(s)	Environmental auditor(s)
Off-site activities		16
On-site activities	24	32
Total man days	3	6

[illegible]

3. Site information

[illegible]

4. Stakeholder engagement

[illegible]

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
Multi Site option 2 - with Internal management system
Grieg Seafood BC Ltd.
Ahlstrom, Culloden, Site 13, Vantage, Salten
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
Environmental and Regulatory Responsibility Manager
kristin.storry@griegseafood.com
250 286.0838 Ext. 148

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

2.6	Activities covered under the scope of the certification and under the scope of the audit. <i>Activities in the table apply to final product only.</i>	Activity	Under scope of certification	Under Scope of this audit	Notes
		2.6.1 Stocking	Covered	Not Covered	
		2.6.2 Nursing	Covered	Not Covered	
		2.6.3 Growing Out	Covered	Covered	
		2.6.4 Transferring	Covered	Not Covered	
		2.6.5 Harvest	Covered	Covered	
		2.6.6 Vaccination	Not Covered	Not Covered	
		2.6.7 Fallowing	Covered	Not Covered	
		2.6.8 Transportation	Not Covered	Not 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)	Not Covered	Not Covered	
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?	No			
2.10.1	If harvest is NOT witnessed, please justify:	Harvest was witnessed at the previous surveillance audit			
2.11	Audit conducted (On-site/Remote):	On-site			

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		16
	On-site activities	24	32
	Total man days	3	6

4/25

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

Yes

4. Harvest witnessing

[illegible]

ASC takes data protection very seriously. ASC will only use any personal information you give us in connection with the audit report. For more information please read our privacy policy, which can be found here:

Provide stakeholder comments including CAB response, please use the confidential Annex-2 in case of any confidential data not to be published.

This table collects all the information relevant to stakeholders consulted during the audit process. Each stakeholder should be entered into a separate row, even where from the same company/organization

[illegible]

8. Internal Auditors' Requirements

Annex 11 – Competence requirements for Group internal auditors and inspectors.
Important note: please do not mention any names in the evidence. In case of confidential information, which can be indicated in the confidential areas.

Req. No.	Requirement Topic	Requirement	Audit Evidence	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	VR used	Notes	Root Cause analysis	NC correction	NC Corrective action	Extension (until 60 days)	New deadline for NC close-out
G1	Education	G1 The individual shall have at least a post-high school diploma	Ging has four persons qualified as internal auditors. (1) the Environmental & Regulatory Affairs Manager has a bachelor's degree in Environmental Science; (2) the Certification Coordinator has a diploma in Fish & Wildlife Technology and a Post Graduate Certificate in Aquaculture, both from Fleming College; (3) the OHS Manager has a bachelor's degree in Geography and a Certificate in Environmental Occupational Health and Safety; (4) the Regulatory Specialist has a Bachelor of Science degree and a Post Graduate Certificate in Aquaculture.	Compliant													
G2	Knowledge/ understanding of organisational situations	G2a The individual shall have knowledge of general business processes and shall understand the workings of organisations in relation to size, structure, function and relationships.	The internal auditors demonstrated adequate knowledge of business processes and a good understanding of the Ging operation in relation to size, structure, function and relationships.	Compliant													
		G2b The individual shall understand the social, economic and cultural relationships in worker communities.	During external ASC audits, the Internal Auditors have demonstrated an in-depth understanding of the social, economic and cultural relationships in worker communities.	Compliant													
G3	Knowledge/ understanding of management systems and reference documents	G3 The individual shall have a general knowledge of management systems standards (such as ISO 9001), applicable procedures or other management systems documents used as audit criteria.	The Internal Auditors demonstrated good knowledge of management systems reference documents.	Compliant													
G4	Audit/ inspection training	G4a The individual shall have successfully completed an Internal Auditor Training course based on ISO 19011 principles that has a minimum duration of sixteen (16) hours. The certificate must specify the course content and duration. Successful completion must be indicated on the certificate. The course provider shall be accredited by the International Register of Certified Auditors (IRCA) or equivalent. G4b The individual shall have successfully completed an Internal Auditor and Inspector training course that has been approved by ASC. G4c The individual shall have successfully completed a training of at least 16 hours by a qualified (internal) auditor.	The Environmental & Regulatory Affairs Manager, OHS Manager and Regulatory Specialist have completed a 16-hour Internal Auditor ISO 19011 course. The Certification Coordinator has 161 Internal Auditor Training in ISO 9001, ISO 14001 and ISO 45001. Training certificates were issued.	Compliant													
		G4b The individual shall have been trained on the ASC applicable standard.	The RIAC in which this requirement is mentioned is currently not effective.	N/A													
		G4c The individual shall have successfully completed a training course on ASC certification requirements for Group certification.	Training not yet available and the RIAC in which this requirement is mentioned is currently not effective.	N/A													
		G4d The individual shall have undertaken and successfully completed the 'ASC Farm Traceability' online training module.	The internal auditors have completed online training in ASC Farm Traceability	Compliant													
		G4e The individual shall be trained on the farm traceability module by a qualified (internal) auditor.	The internal auditors have completed online training in ASC Farm Traceability	Compliant													
		G4f The individual shall complete the ASC training for new requirements as specified by the ASC and training on changes to legislation, codes, relevant labour conventions as appropriate.	Training not yet available.	N/A													
		G4g The individual shall complete the ASC training for new requirements and changes to legislation, codes, relevant labour conventions as appropriate, by a qualified (internal) auditor.	Training not yet available and the RIAC in which this requirement is mentioned is currently not effective.	N/A													
G5	Work experience	G5 The individual shall have experience relevant to the business being audited or site being inspected.	The Certification & Regulatory Affairs Manager has held the position with Ging for 5 years, and was previously the certification specialist with a consulting company. The Certification Specialist has 5 years working in salmon aquaculture as a Hatchery Technician, before moving to the current position December 2021. The OHS Manager has worked with Ging Seaford BC since 2017. The Regulatory Specialist has 4 years of experience in salmon aquaculture, including 2 years as the Certification Coordinator/Internal Auditor with another salmon farming company.	Compliant													
G6	Audit/ inspection Experience	G6a The individual shall have undertaken at least two audits or inspections in the last 2 years against any other aquaculture certification scheme as an acting auditor or inspector, shadowed and signed off by a competent internal auditor or inspector.	All four internal auditors have participated in numerous external ASC Salmon Standard audits since May 2022, as well as external BAP salmon farm and hatchery standards, and have conducted numerous ASC and BAP internal audits. The Environment & Regulatory Affairs Manager is the Lead Auditor for ASC multi-site internal audits and the Certification Coordinator is the Lead Auditor for BAP Group and QMS internal audits. The OHS Manager supports the company internal auditing program being certified as an OHS Internal Auditor and ISO 19011 Internal Auditor. The Regulatory Specialist has conducted numerous audits with both Ging and the salmon company she worked for previously.	Compliant													
		G6b The individual shall have an internal audit/inspection witnessed by a qualified ASC internal auditor/inspector no less than once in each two (2) year period.	The four auditors meet the qualifications specified for ASC internal auditors, and have witnessed one another on numerous internal audits.	Compliant													
		G6c The individual shall have an internal audit/inspection witnessed by a qualified ASC internal auditor/inspector no less than once in each two (2) year period.	The internal audit report for the tenis inlet/Seaford Inlet sites was clear and accurate, with one exception. The report includes compliance for indicator 8.4 although the total phosphorus/arsenic has exceeded the ASC level of 40µg/L. The fishery involved had supplied email to Site 13.	Minor	In the internal audit, one indicator (8.4) was evaluated as Compliant when in fact the information included as Audit Evidence indicated non-compliance.	01/06/2022	03/09/2022	05/07/2022	Closed			The indicator (8.4) was known to be not in compliance but an error was made in the completion of the internal audit report and this error was missed by the internal audit members.	Going forward the internal audit members will complete the internal audit report and it will have a final review by the Environmental and Regulatory Responsibility Manager to catch any errors. A section has been added to our internal Audit template to document this.				
G7	Writing skills	G7 The individual will produce clear and accurate reports on audit/inspection findings.		Minor		01/06/2022	03/09/2022	05/07/2022	Closed								
G8	Oral presentation skills	G8 The individual shall have good oral communication skills, which makes him/her understood by the intended audience.	All four internal auditors participated in the current audit and demonstrated good oral communication skills.	Compliant													
		G9 The individual shall have good organisational and time management skills.	Good organisational skills are evident in the arrangement and provision of documents and records during the current external audit, and in the arrangements made for site tours and staff interviews, as well as in the scheduling of internal audits and handling of data from the audits. There was no evidence to suggest that the internal auditors do not possess good time management skills.	Compliant													
G9	Organisational skills	G10 The individual shall have skills to ensure effective communication between themselves and other people.	The internal auditors demonstrated effective communication skills, both written and verbal, with the ASC Technical and Social Auditors, and from the quality of the Internal Audit Reports. It is apparent that they are capable of eliciting the necessary information from persons participating in the audits.	Compliant													
G10	Facilitation skills	G11 The individual shall be experienced in different types of interviewing techniques.	Having not witnessed the Internal Auditors conducting interviews, the ASC auditors can only assume, on the basis of content in Internal Audit Reports, that effective interviewing techniques were applied.	Compliant													
G11	Interpreting skills	G12 Unless accompanied by an independent interpreter, the individual shall be a fluent speaker and reader of the language(s) used by managers, administrators and workers of the organisation being audited or inspected.	The internal auditors and all employees are fluent in English which is the language of business at Ging Seaford BC.	Compliant													
G13	Detection skills	G13 The individual shall have knowledge and skills to detect and document evidence of non-conformities.	The Internal Audit Reports indicate that the internal auditors have the knowledge and skills to detect and document evidence of non-conformities	Compliant													
G14	Listening	G14 The individual shall understand and interpret verbal and non-verbal communication.	During interactions with the ASC Technical and Social Auditors, the internal auditors demonstrated the ability to understand both verbal and non-verbal communication.	Compliant													
G15	Numeracy	G15 The individual shall understand and interpret number systems and their significance.	Understanding and interpretation of number systems and their significance was demonstrated in the Internal Audit Reports and in the presentation of data during the external audit.	Compliant													
G16	Reading	G16 The individual shall understand and interpret written material related to the topics of audit/inspection.	Understanding and interpretation of written material was demonstrated in the Internal Audit Reports and in the presentation of data during the external audit.	Compliant													
G17	Verbal skills	G17 The individual will be able to adjust readily to different situations and to effectively resolve conflict and arrive at consensus agreement as far as possible.	During external ASC audits, the Ging auditors have demonstrated the ability to adjust readily to different situations and have reacted to conflict in a manner that facilitates consensus.	Compliant													
G18	Ethical	G18a The individual will be fair, truthful, unbiased, sincere, discreet, trustworthy and honest.	The ASC Technical Auditor has dealt with the Ging internal auditors during previous audits and has always found them to be fair, truthful, unbiased, sincere, discreet, trustworthy and honest. The Social Auditor for the current audit is working with the individuals for the first time, but previous Social Auditors have never reported unethical behaviour on the part of the internal auditors.	Compliant													
		G18b The individual will possess a high level of integrity, particularly in relation to bribery and corrupt practices.	The ASC Technical Auditor has dealt with the Ging internal auditors during previous audits and has always found them to possess a high level of integrity. The Social Auditor for the current audit is working with the individuals for the first time, but previous Social Auditors have always found the internal auditors to possess a high level of integrity.	Compliant													

11. 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
11.1	The volumes indicated in this table apply to the following year:	2022	2022	2022	2022
11.1.1	Type of volumes indicated in 11.2 - 11.5	Estimated volume	Estimated volume	Estimated volume	Estimated volume
11.2	ASC-certified production volume (in Kg)	0	19000	1223000	754000
11.3	Non ASC-certified production volume (in Kg)	0	0	0	0
11.4	Dispatched or sold as ASC-certified Volume (in Kg)	0	19000	1223000	754000
11.5	Dispatched or sold as non ASC-certified Volume (in Kg)	0	0	0	0

Decision	
11.6	<div>Certification decision</div> <div>All elements in the standard and guidance documents have been completed. 5 minor NC's have been raised, 1 against the Management System and 4 against the Salmon Standard. All NC's were satisfactorily closed within the NC deadlines. 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 16/09/2022. 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</div>
11.7	Certificate valid from <div>7/3/2020</div>
11.8	Certificate valid till <div>7/2/2023</div>
11.9	Eligibility date

Confidential Annexes	Annex filled in?	Annex submitted to ASC?
11.10	Annex-1 Interviewee information	
11.11	Annex-2 Stakeholder comments	
11.12	Annex-3 Social information	
11.13	Annex-4 Volume data	

Please indicate in the table below **ONLY** the non-conformities detected in the previous audit, which had the status: open or extended in the previous final audit report. This table is to evaluate the closure of the open/extended non-conformities from the previous audit.

Add rows to the tables as needed.

Summary of Certification & Accreditation Requirement (CAR) Non Conformities (NC)

Standard: Salmon
Standard version: 1.3
CAR version: 2.2

NC Type	6) MS option 1, AR	7) MS option 2, AR	8) IMS Auditor	NC Totals
Major	0	0	0	0
Minor	0	0	1	1
Total	0	0	1	1

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

6) MS option 1, AR - NC Summary

NC Code	Requirements	Audit Evidence	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	Root cause analysis	NC correction	NC Corrective action	Extension justification	New deadline for NC close-out	Notes
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7) MS option 2, AR - NC Summary

NC Code	Requirements	Audit Evidence	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	Root cause analysis	NC correction	NC Corrective action	Extension justification	New deadline for NC close-out	Notes
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8) IMS Auditor - NC Summary

NC Code	Requirement	Audit Evidence	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	VR used	Notes
MS - G7		The internal audit report for the Jervis Inlet/Sechelt Inlet sites was clear and accurate, with one exception. The report indicates compliance for Indicator 8.4 although the total phosphorus/tonne fish exceeded the ASC level of 4k/mt. The hatchery involved had supplied smolt to Site 13.	Minor	In the internal audit, one indicator (8.4) was evaluated as Compliant when in fact the information included as Audit Evidence indicated non-compliance.	03/06/2022	03/09/2022	05/07/2022	Closed			

Adjust the column width as needed to show the which text or provide more space to write
Corresponds to AOC Salmon standard version 1.3

Indicator Number	Indicator Text	Audit Evidence	Overall Indicator Evaluation	Observations, justification and justification for the evaluation process	Date of NC observation	Minor NC detected for sites (this and 2.2)	Major NC detected for sites (this and 2.2)	Deadline for NC close-out	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	QSA submitted/used	Presented by VR and accepted by CRA		Presented by VR and accepted by CRA		Auditor evaluation	Extension justification	New deadline for NC close-out	Notes
															Root cause analysis	NC correction	NC Corrective action					
1.1.1	Indicator: Presence of documents demonstrating compliance with local and national regulations and requirements on land and water use Requirement: Yes Applicability: All	Digital copies of applicable land and water use laws are available, and the following documents were presented: Colubien Report: (1) Fishery Aquaculture Licence A027-12088, expiring June 30, 2023; (2) Licence of Occupation File No. 2468043 issued Jan 26, 2023; and (3) a month-to-month lease; Site 13: (1) Fishery Aquaculture Licence A027-12088, expiring June 30, 2023; (2) Licence of Occupation File No. 2468043 issued Sep 1, 2008, and valid on a month-to-month basis.	Compliant																			
1.1.2	Indicator: Presence of documents demonstrating compliance with all tax laws Requirement: Yes Applicability: All	Ging Seafood BC is a registered company in British Columbia operating under provincial registration number BC1847656 and federal tax number 987158879 (GST/HST), confirmed with BC Register Services and Canada Revenue Agency documentation, respectively. The City of Campbell River Business License is \$556.45, expiring Feb 27, 2023. The Crown Lands license (BC Ministry of Forests, Lands and Natural Resources Operations) and Property Tax Notice (Ministry of Finance) for Colubien and Site 13 were viewed.	Compliant																			
1.1.3	Indicator: Presence of documents demonstrating compliance with all relevant national and local labour laws and regulations Requirement: Yes Applicability: All	The company operates under the BC Employment Standards Act which details minimum wages and rights for employees and collective agreements and bargaining. The Ministry of Labour, Citizens Services and Open Government is the relevant Authority. The minimum wage at start of audit was \$15.20 per hour and increased to \$16.40 per hour during the audit (June 1, 2022). The minimum work age is 16. There is no requirement for inspections or compliance with labour laws and regulations.	Compliant																			
1.1.4	Indicator: Presence of documents demonstrating compliance with regulations and permits concerning water quality impacts Requirement: Yes Applicability: All	There is no permit required to demonstrate requirements for water quality impacts for the marine sites in the license required. The farm site does not fall under any discharge laws or regulations. Licensing requirements include monitoring of sediments for specified parameters and submission of annual reports to DFO for review. The requisite Operational Monitoring Reports and subsequent QSO return authorizing monitoring of the farms were viewed.	N/A	Farms are not subject to regulations regarding water quality																		
2.1.1	Indicator: Benthic potential or (2) benthic levels in sediment outside of the Alouette Zone of protection (AZ). Following the sampling methodology outlined in Appendix 1 of the Salmon Standard v.1.3. Requirement: Benthic potential > 0.01 or Sediment > 1.000 g/0.01 m ² Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly manage 97% of solid nutrients from the production system or manage the nutrients under Criterion 2.1.1. See Appendix 1 for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3	The British Aquaculture Site Aquaculture Stewardship Council Report for each site was viewed. The sampling, analysis and reports were done by Microstream Biological Consulting, and the report dates were Apr 28, 2020, and May 12, 2020, for the Colubien and Site 13 reports, respectively. Colubien: Benthic biomass for the last cycle was Mar 20, 2020, and the survey date was Mar 21, 2020. Sediment was 38.4 g/0.01 m ² and 62.4 g/0.01 m ² for transects B and C, respectively. Transect A was hard bottom and sediment samples could not be obtained. Current cycle benthic data not available as the firm has not yet reached peak biomass. As husbandry conditions have not changed since the previous cycle, benthic benthic are expected to be in the appropriate range encountered in the previous cycle. Site 13: Benthic biomass for the last cycle was Apr 1, 2020, and the survey date was Apr 27, 2020. Sediment was 48.70 g/0.01 m ² for transect C. Transects A and B were hard bottom and sediment samples could not be obtained. Current cycle benthic data not available as the firm has not yet reached peak biomass. As husbandry conditions have not changed since the previous cycle, benthic benthic are expected to be in the appropriate range encountered in the previous cycle.	Compliant																			
2.1.2	Indicator: Federal nutrient reduction goal (75% to high ecological quality in watersheds outside of the AZ). Following the sampling methodology outlined in Appendix 1 of the Salmon Standard v.1.3. Requirement: AZ0 Marine Benthic Index (MBI) score > 5.5, or Benthic biomass index > 1.0, or Benthic quality index (BQI) score > 1.0, or Benthic trophic index (BTI) score > 2.0 Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly manage 97% of solid nutrients from the production system or manage the nutrients under Criterion 2.1.1. See Appendix 1 for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3	Indicator 2.1.2 is no longer applicable on the basis of VR 224, issued Feb 18, 2018, authorizing reliance on the scientifically proven and federally regulated sulfate surrogate for the assessment of benthic biodiversity and benthic effects.	N/A	VR 224																		
2.1.3	Indicator: Number of microplastic loads in the sediment within the AZ, following the sampling methodology outlined in Appendix 1 of the Salmon Standard v.1.3. Requirement: > 2 highly abundant (5) near that are not pollution indicator species Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly manage 97% of solid nutrients from the production system or manage the nutrients under Criterion 2.1.1. See Appendix 1 for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3	Indicator 2.1.3 is no longer applicable on the basis of VR 224, issued Feb 18, 2018, authorizing reliance on the scientifically proven and federally regulated sulfate surrogate for the assessment of benthic biodiversity and benthic effects.	N/A	VR 224																		
2.1.4	Indicator: Submission of one specific AZ0 based on a relevant and credible data monitoring system (DMS) Requirement: Yes Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly manage 97% of solid nutrients from the production system or manage the nutrients under Criterion 2.1.1. See Appendix 1 for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3	All AZ sites, sub-panels were conducted following the DFO "Guide to the Pacific Marine Fishery Application". The assessment of Dependent is based on Canadian Scientific Advisory Council Research Document 2005(03). The availability of DMSMS for use in the management of aquaculture sites, with particular reference to Pacific Region from Chamberlain et al., "A sub-panels report" dated June 10, 2018, for Colubien, and June 6, 2018, for Site 13.	Compliant																			
2.2.1	Indicator: Weekly average percent saturation (SD) of dissolved oxygen (DO) in farm, considering following/monitoring in Appendix 1 of the Salmon Standard v.1.3. Requirement: > 70% DO Applicability: All farms, except: Closed production systems that can demonstrate that they collect and responsibly manage 97% of solid nutrients from the production system or manage the nutrients under Criterion 2.1.1. See Appendix 1 for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3	No samples have been issued in the current cycle at Colubien and Site 13. At Colubien, there was one week (Aug 30-Sep 5, 2022) with average percent saturation less than 70% (i.e., 68.00%). The average was not consistent with the reference site DO. No weekly average % saturation value at Site 13 has been <70%. The lowest weekly average was 71.14% (Jan 24-30, 2022). The non-conformity is observed either as it relates to only one site, there was only one week with DO below 70% saturation, and the low readings were only slightly below 70%.	Minor	Colubien had one week in the current cycle with average DO <70% saturation. The low average was not consistent with DO at the reference site.	05/06/2022	5082074	06/06/2022	05/07/2022	Closed				On September 2, 2022 the reference station had a 90% and Colubien had 70% DO. This is below the 17% calculated average difference between % DO when farms have barriers in place (Colubien did have barriers down in September 2022). The barrier and associated oxygen supplementation system was off considered a real system in September 2022. As occurs during systems under test, there are instances where we have seen these types of events and improve going forward.		Since September 2022, we have re-sampled our oxygen system to better regulate the within pen DO levels and have not seen a greater than 17% deviation of in-pen vs reference station DO.	Explanation provided in conjunction with DO data included in Transparency addendum and auditor's observations of farm site general sufficient evidence to close this non-conformity. (C. Powell, Jan 5, 2023).						
2.2.2	Indicator: Dissolved oxygen percentage of weekly samples from 2.2.1 test bed under 2 mg/L DO Requirement: 15% Applicability: All	Neither site has experienced under 2 mg/L DO in the current cycle. Lowest readings are: Colubien: 5.68 mg/L (Apr 17, 2022) Site 13: 6.29 mg/L (Sep 10, 2022).	Compliant																			
2.2.3	Indicator: For jurisdictions that have national or regional coastal water quality targets, inclusion of nitrogen and phosphorus (2) weeks or more and at a reference site, following methodology in Appendix 1 of the Salmon Standard v.1.3. Requirement: Yes (2) Applicability: All farms except: Closed production systems that can demonstrate the collection and responsible management of 97% of solid nutrients as well as > 90% of dissolved nutrients through best practices, existing water quality technologies (for example from standards 2.1.1, 2.1.2 and 2.1.3).	In 2022, the Canadian Council of Ministers of the Environment (CCME) established the Canadian Water Quality Guidelines for the Protection of Aquatic Life, and the provincial Ministry of Environment (BC MNE) published its guidelines in 2018 (BC Ministry of Environment and Climate Change Strategy, Water Sustainability Branch, 2018, British Columbia Approved Water Quality Guidelines, Aquatic Life, WQGLs & Aquatic Life) (2) per 0.8-2.0 (20-200 µg/L) (2) Ammonia: 15 mg/L maximum, 2.2 mg/L 30-day average (6) Nitrate: 3.7 mg/L (2) 30-day average. Ging the environmental Strategic Natural Resources Consultation, is included the assessment of monitoring data. The auditor viewed the document Water Quality Monitoring Report - Ging Seafood BC Ltd. Aquaculture Area October 2021. The report was prepared by Microstream Biological Consulting and stated data from seven sampling stations in the pens and hatchery Channel areas in Spring 2021. The results indicate no significant nutrient loading in this area, and the report concludes: "The sampling results from the spring of 2021 indicate that British aquaculture facilities operated by Ging Seafood BC Ltd are located in areas of good or very good water quality."	Compliant																			
2.2.4	Indicator: For jurisdictions without national or regional coastal water quality targets, inclusion of nitrogen and phosphorus (2) weeks or more and at a reference site, following methodology in Appendix 1 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 management of 97% of solid nutrients as well as > 90% of dissolved nutrients through best practices, existing water quality technologies (for example from standards 2.1.1, 2.1.2 and 2.1.3).	See 2.2.3	N/A	There are water quality targets exist for British Columbia.																		

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Summary of Standard Non Conformities (NC)		NC Type		NC Totals	
Standard:	Salmon	Major		0	
Version:	1.3	Minor		4	
		Total		4	

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

NC Code (CAS)	Indicator Number	Indicator Text	Audit Evidence	Overall Indicator evaluation	Description, justification and conclusion for the evaluation decision	Date of NC detection	Minor NC detected for sites (List site ID's)	Major NC detected for sites (List site ID's)	Deadline for NC close-out	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	Q&A submitted/ used	Root cause analysis	NC correction	NC Corrective action	Auditor evaluation	Extension justification	New deadline for NC close-out	Notes
	2.2.1	Indicator: Weekly average percent saturation (18) of dissolved oxygen (DO) (17) in farm, calculated following methodology in Appendix I of the Salmon standard + 1.3 Requirement: > 70% (18) Applicability: All Farms. An exception to this standard shall be made for farms that can demonstrate consistency with a reference site in the same water body.	No samples have been missed in the current cycles at Culoden and Site 13. At Culoden, there was one week (Aug 30-Sep 5, 2022) with average percent saturation less than 70% (i.e., 68.02%). The average was not consistent with the reference site DO. No weekly average % saturation value at Site 13 has been <70%. The lowest weekly average was 75.14% (Jan 24-30, 2022). The non-conformity is deemed minor as it relates to only one site, there was only one week with DO below 70% saturation, and the low reading was only slightly below 70%.	Minor	Culoden had one week in the current cycle with average DO <70% saturation. The low average was not consistent with DO at the reference site.	03/06/2022	5002074		03/09/2022	05/07/2022	Closed					On September 2, 2023 the reference station had a 100% and Culoden had 70% DO. This is below the 17% calculated average difference between % DO when farms have barriers in place (Culoden did have barriers down in September 2021). The barriers and associated oxygen supplementation system was still considered a trial system in September 2021. As oxygenating systems under trial, there are instances where we learn from these types of events and improve going forward.		Since September 2021, we have re-ramped our oxygen systems to better regulate the within pen DO levels and have not seen a greater than 17% deviation of in pen vs reference station DO.	Explanation provided in conjunction with DO data (included in Transparency subsection) and auditor's observations at farm site deemed sufficient evidence to close this non-conformity. (C.Powell, Jul 5, 2022).			
	6.5.3	Indicator: Presence of a health and safety risk assessment and evidence of preventive actions taken Requirement: Yes Applicability: All	Sites have implemented the Standard for Investigating and Reporting of Hazards and Unwanted Events. Employees are being trained on DATS on hazards and risk and provisions on the SOP established. The H&S Department provides health and safety Performance Metrics to the Senior Management Team and across the organization on a quarterly basis that provides lagging safety indicators (lost time incidents, lost time incident rate, close calls etc.). 2022 Recordable incidents were 10, five for identified for each site. However, during safety tour for the farm Culoden, evacuation space found almost blocked by the feed bins stored for the entire space, no evacuation marking was established for feed storage (following evacuation map) as well within which a path is commonly used between unloading area and other work/processing area.	Minor	Feed storage area was partially obstructing safe evacuation with material storage found disorganized and cluttered. (This was the marking and signage, however, with oversight due to unexpected load, they could not organize them adequately, hence rated as a minor.)	03/06/2022	5002075		03/09/2022	26-Aug-22	Closed					Culoden has one of the smaller feed barge of the Grieg farms and when feed deliveries happens if the barge is not organized/loaded put in place so evacuation can happen on either side of feed area if needed.		Maintaining good housekeeping and organizing the space to create maximum efficiency of stacking the feed bags. Alternative evacuation equipment/route put in place so evacuation can happen on either side of feed area if needed.	Evidence of an alternative evacuation equipment/route put in place so evacuation can happen on either side of feed area if needed. Picture provided as evidence received dated Aug 26, 2022 and finding is closed.			
	6.5.4	Indicator: Evidence that all health- and safety-related accidents and violations are recorded and corrective actions are taken when necessary Requirement: Yes Applicability: All	Standard operative procedure and system are established and showed all accidents and near misses tracked. All violation is tracked following severity analysis matrix. However, managers needs attention to ensure corrective actions following cause analysis for each accident, even same accident may not result lost time for cause analysis and corrective actions of accidents, the digital action tracking system - DATS (site is currently using, needs attention. During audit, out of 10 incidents reviewed for two sites, indicate they investigated only those that result in lost time, or when it gets to the severity level score as identified in the DTWD procedure. An accident was identified as "twisted ankle", did not have investigation because it did not result any lost time, but they stated corrective actions there without tracking the cause analysis. It also could not show the severity level it fell in to.	Minor	Root cause analysis and severity rating is not available in some accident reports. (This is not an issue that they were deviating something from the system, it was simply not an issue that they were calculating for some report that did not need further analysis. Their decision was correct but clarity was not there, hence rated as a minor.)	03/06/2022	5002074	5002075	03/09/2022	22-Aug-22	Closed					This was recognized internally prior to the external audit and a standard for when investigations and root cause are needed after incidents or close calls was in the process of being developed.		DATS (Digital Action Tracking System) templates for first aid and incidents reporting are updated and will be implemented in Q3 of 2023. All incidents with a consequence severity of 2 (minor) or greater must be investigated. Similarly, all close calls with a potential consequence severity of 3 (moderate) or greater must be investigated. An investigation is also required any time a Senior Manager accountable for the management of hazards and/or work processes in the area requests for one to be completed.	Evidence of explanation "criteria" when need for further analysis" provided in conjunction with DAS data and auditor's observations at farm site deemed sufficient. This has also been implemented into the application software. Evidence provided on Update on DATS, communication, and rating of implementation was received by email dated Aug. 22, 2022, found satisfactory to close the finding.			
	6.7.1	Indicator: Percentage of workers who have contracts(13) Requirement: 100% Applicability: All	All employees are provided with a contract of employment, each worker has also averaging agreement that explains the worker hours and other conditions for exceptional working hour situations. The practice does not indicate the practice they have any way related to labor-only contracting agreement or false apprenticeship violations. Employee feedback did not indicate any inconsistencies. However, during audit, the Grieg Averaging Agreement for each worker that explains work hours and other conditions for exceptional situations (which is an additional document beside contract) was found omitted for 6 employees	Minor	Averaging Agreements for six employees were out-of-date. I reviewed if averaging contract was already triggered by them to update before the audit, note this was not any contracts which were missing updates, rather, these were additional documents being updated lately, hence it is rated as a minor.)	03/06/2022	5002074	5002075	03/09/2022	7-Jun-22	Closed					This was recognized internally prior to the external audit and the process of rectifying this issue had started.		All averaging agreements that were out-of-date have been updated and are current now. Copies of signed documents sent to auditor by email Jul 6, 2022.	Evidences provided for new contracts related to concerned employees (noted in the finding) and auditor's observations at farm site (where the issue was already marked by site) deemed sufficient evidence to close this non-conformity. (Abdullah Murir, Jul 6, 2022).			

Inside Sechelt - Overview Map

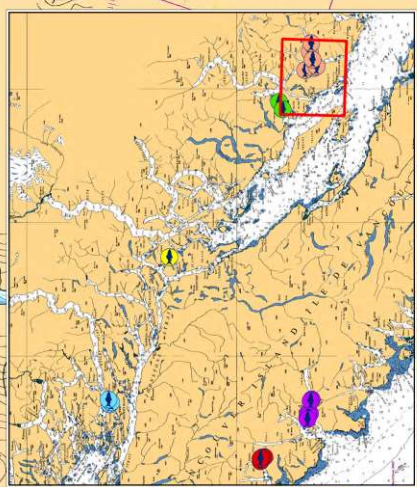
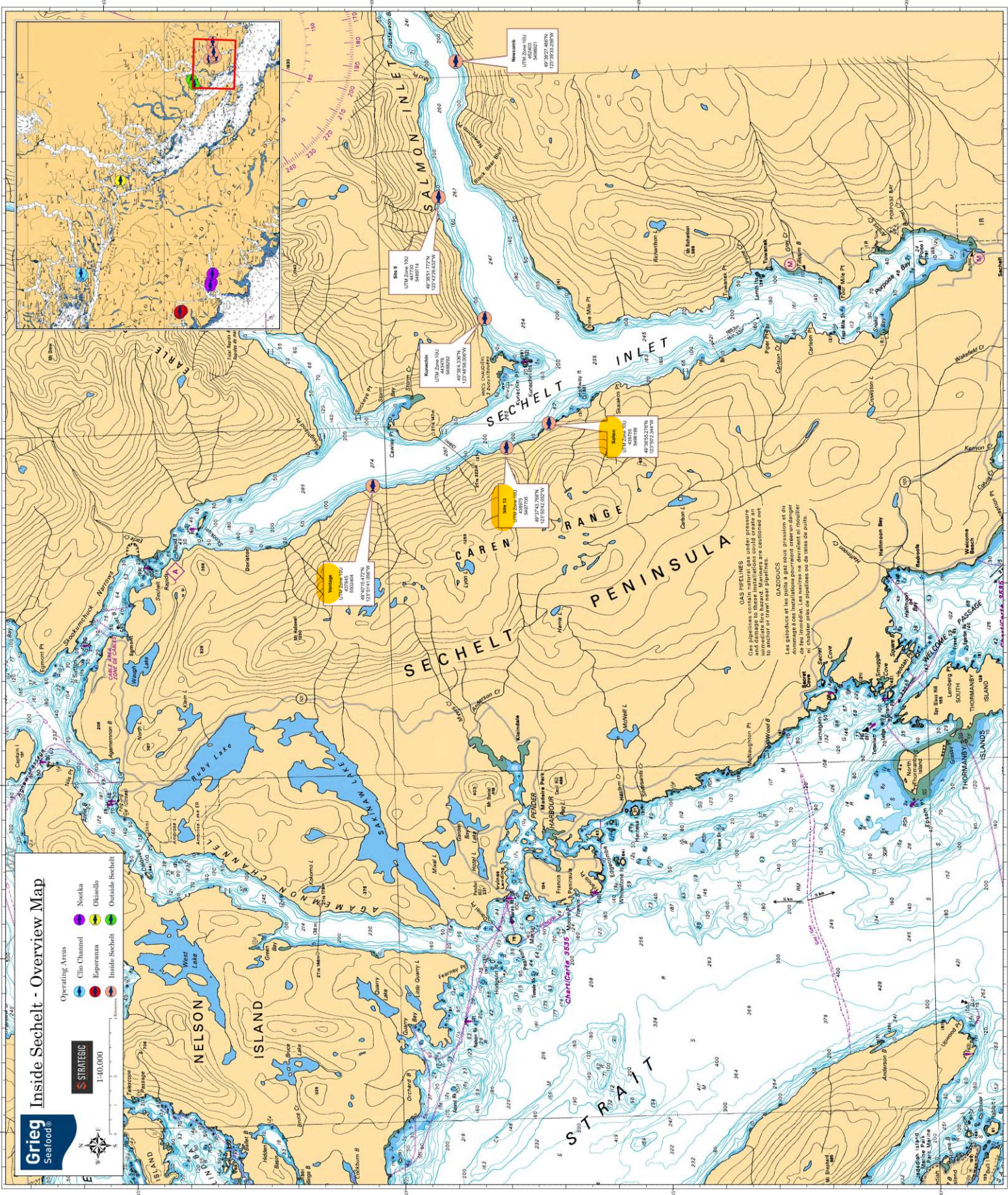
Grieg
Seaford®

Operating Areas

- Nooda
- Chlo Channel
- Esperanza
- Inside Sechelt
- Outside Sechelt

STRATEGIC

1:40,000



GAS PIPELINES
Gas pipelines contain natural gas under pressure and disperse into the atmosphere in the event of a leak. Gas pipelines are not to be anchored or towed near reefs or pilings.

GAZODUITS
Les gazoduits contiennent du gaz naturel sous pression et du gaz s'échappe dans l'atmosphère en cas de fuite. Les gazoduits ne doivent pas être ancrés ou traînés près de récifs ou de pilotis.

