Instructions and disclaimers

C----

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").

 $If your audit team plans to work on a shared online document - ensure the platform app supports \underline{macro-enabled} \ functionality.$

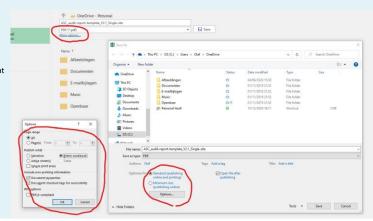
Please do not delete any rows, columns, fields or sheets (except for irrelevant species sheets). As the template is running multiple macros and formulas in the background, it is NOT possible to take out any sheets and copy paste them back in.

To safe 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.

Police all the about
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)

- 11 Document Pres
 12 Document Pres
 13 Document Pres
 14 Document Impage
 14 Use of certification type
 14 Document
 14 Document
 14 Document
 15 Standard version
 16 ACC Standard
 17 Standard version
 18 Certification process is subject to CAN version
 19 Name of the Canformity assessment body (CAI)

2.1 ASC standard principles covered by the audit

artification and		Linder scape of certification	Under Scope of this audit	Notes
t only.				
2.2.1	Stocking	Covered	Not Covered	
	Numing	Covered	Not Covered	
2.2.3	Growing Out	Covered	Covered	
2.2.4	Transferring	Covered	Not Covered	
2.2.5	Harvest	Covered	Covered	
2.2.6	Vaccination	Not Covered	Not Covered	
2.2.7	Fallowing	Covered	Not Covered	
2.2.8	Transportation	Not Covered	Not Covered	
2.2.9	Storage (if present at farm)	Not Covered	Not Covered	
2.2.10	Processing (if present at farm)	Not Covered	Not Covered	
2.2.11	Packing (if present at farm)	Not Covered	Not Covered	
2.2.12	Other (Please describe)	Not Covered	Not Covered	

- 1
 Surveillance audit
 1
 3
 No
 No
 Harvest was witnessed at the previous surveillance audit
 Consider

2.8	2.9	2.10
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

Audit team and other involved persons		1				
2.11	2.12	2.13	2.14	2.15		
	First name	Role	Expertise needed for the audit (required for technical experts only)	Person on-site or remote?		
Powell	Conrad	Audit team leader		On-site		
Munir	Abdullah	Social Auditor		On-site		
Rees	Howard	Witness auditor		On-site		

3.2	3.3	84	3.6	3.13	3.14	3.15	3.16	3.17	3.18
Site name	Ownership	Primary culture species	Cycle duration	Latitude (N, 5) (00.000000)*	Longitude (E,W) (00.000000)*	Production system*	Number of	Start date of audit	End date of audit
				(00.000000)	(00.000000)				
Culloden Site 13	Owned Owned	Atlantic salmon (Salmo salar)	Long-cycle species (x6 months)	49.796097	-124.098635 -123.844577	Net-pens	- 6	Tuesday, May 31, 2022 Tuesday, May 31, 2022	Friday, June 3, 2022
Site 13	Owned	Atlantic salmon (Salmo salar)	Long-cycle species (>6 months)	49.628552	-123.844577	Net-pens	2	Tuesday, May 31, 2022	Friday, June 3, 2021

	4.2	43	4.4	4.5	4.6	4.7	4.8	4.9	4.10
Name of Company/ Organisation if applicable	Contact person - First name	Contact person - Surname	Country where stakeholder is based	Email address of contact person/ stakeholder	Stakeholder type	if stakeholder type "other" was selected what type?	Contact date stakeholder	Did the stakeholder submit comments?	Stakeholder comments relate to what ASC standard indicator number?
City of Powell River			Canada		Government				
District of Sechelt			Canada		Government				
Salish Soils Inc.			Canada		Other	Contractor			
Paradise Trading Corporation			Canada		Other	Contractor			
Sunshine Coast Salmonid Enhancement Society(Chapman Creek Hatchery)			Canada		NGO - Environmental area	Conservation Group			
Powell River Salmon Society			Canada		NGO - Environmental area	Conservation Group			
shishálh Nation			Canada		Other	First Nation			
Living Oceans			Canada		NGO - Environmental area				

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)

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

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

Kristin

Storry

Environmental and Regulatory Responsibility Manager

kristin.storry@griegseafood.com

250 286.0838 Ext. 148

2.6

2.12



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	C Thursday, April 21, 2022							
2.2	Date - Draft report published on ASC website								
2.3	Date - Final report submitted to ASC	Frida	ay, September 16, 2022						
2.4	Audit ID		A0006098						
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						

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	Notes
Activities in the table apply to final product only.				
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	
	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

lease 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):

2.12.1	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

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?
Powell	Conrad	Audit team leader		On-site
Munir	Abdullah	Social Auditor		On-site
Rees	Howard	Witness auditor		On-site
den Boon	Nikki	Technical reviewer		

3. Site information

List all sites here, that are included in the certif

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

Mathematical Content of the conten																											
Site D S	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
confirmation of audit announcement.	Site ID - provided by	Site name	Ownership	Primary culture species	Secondary species (choose	Latitude (N, S)	Longitude (E,W)	Production system	Number of	Production type	production	Date of inclusion into the UoC	Start date of audit	End date of audit	First date of juvenile	Estimated Number of	Status at the time of the	List of other certificates (choose	List of other certificates: If 3.23 is	Is the site	If partially certified, which part is not in the UoC and	The volumes	Type of volumes	ASC-certified Non ASC-certified	Dispatched or sold Dispatched or sold	For Bivalve/Abalone:	: Note/ Other
confirmation of audit announcement.	ASC with publication				multiple species as relevant)	(00.000000)*	(00.00000)*		production		method	(for scope			stocking for the current	months post audit to	current audit	multiple options as relevant)	"Other", please list the certificates:	partially certifie	d? why?	indicated in the	indicated in 3.27-	production volume production	as ASC-certified as non ASC-	Volumes indicate in	information
Affantic salmon (Salmo Solozo73 Ahbrrom Point Owned Salar) Affantic salmon (Salmo Solozo74 Culloden Owned salar) 49.79960 -124.154600 Cages - square steel 6.000000 Monoculture Intensive 03/07/2020 31/05/2022 12/05/2021 1 2.75 % Biomass GAA/BAP No Salar) 5002074 Culloden Owned salar) 49.79640 -124.097600 Cages - square steel 6.000000 Monoculture Intensive 03/07/2020 31/05/2022 31/0	confirmation of audit								units			extension/group/multi-site)										fields 3.27-3.30	3.30	(in Kg) volume (in Kg)	Volume (in Kg) certified Volume (in	n 3.27 - 3.30 are given i	in
Affantic salmon (Salmo Solozo73 Ahbrrom Point Owned Salar) Affantic salmon (Salmo Solozo74 Culloden Owned salar) 49.79960 -124.154600 Cages - square steel 6.000000 Monoculture Intensive 03/07/2020 31/05/2022 12/05/2021 1 2.75 % Biomass GAA/BAP No Salar) 5002074 Culloden Owned salar) 49.79640 -124.097600 Cages - square steel 6.000000 Monoculture Intensive 03/07/2020 31/05/2022 31/0	announcement.																								Kg)	live weight equivalent	t e
Attantic salmon (Salmo salari) Attantic salmon (Salmo salari) Attantic salmon (Salmo (Salmo salari) Attantic salmon (Salmo salari) Attantic salmon (Salmo (Salmo salari) Attantic salmon (Salmo salari)																											
Abstrom Point Owned salar) 49,779360																						calendar year:				shell	
Attantic salmon (Salmo Salmo Salmon S				Atlantic salmon (Salmo																							
Collogen Custoder Charge State More Salar) 49,95640 -124,0897600 Cages - square steel 6,0000000 Monoculture Intensive 0,300/7,202 31,0%/2022 13,0%/2022	S0002073	Ahlstrom Poi	int Owned			49.779360	-124.15460	O Cages - square steel	6.000000	0 Monoculture	Intensive	03/07/2020	31/05/2022	03/06/2022	12/05/2021	1	≥ 75 % Biomass	GAA/BAP		No					1005000		Not audited
S0020075 Site 13 Owned salar) 49.628630 -123.845000 Cages - square steel 2.000000 Monoculture Intensive 03/07/2022 03/05/2022 04/04/2021 3 2.75 % Biomass GAA/BAP No 2022 Estimated volume 481000 481000 Monoculture Intensive 03/07/202 03/05/202																											
50002076 Salten Owned salar) 49.615360 -124.834000 Cages - square steel 5.00000 Monoculture Intensive 03/072020 31/05/2022 03/05/2022 10/05/2021 3 > 75 % Biomass GAA/BAP No 2002 Estimated volume 1176000 1176000 Not audited								0 Cages - square steel												No							
				salar)																							
	S0002077	Vantage	Owned	salar)		49.670950	-123.86140	O Cages - square steel	4.000000	0 Monoculture	Intensive	03/07/2020	31/05/2022	03/06/2022	30/03/2021	3	≥ 75 % Biomass	GAA/BAP		No		202	2 Estimated volume	874000	874000		Not audited
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4. Harvest witnessing

4.1	4.2	4.3	4.4	4.5	4.6	4.7	4.8
Site ID - provided by ASC	Site name	Date of witnessed	Production unit	Volume	Average	Partial harvest /	Note/ Other
with publication		harvest:	ID:	harvested (in	weight of	full harvest:	information
confirmation of audit				Kg):	animals (in g)		
announcement.							
S0002073	Ahlstrom Point						
S0002073 S0002074	Culloden						
S002075	Site 13						
S0002076	Salten						
S0002070 S0002077	Vantage						
30002077	vantage						
	1						

5. Stakeholder engagement

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:

ASC Privacy policy

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, ever where from the same company/organization

.1	5.2	5.3	5.4	5.5	5.6	5.7	5.8	5.9	5.10	5.11	5.12	5.13	5.14
ame of Company/ Organisation if oplicable	Contact person - First name	Contact person - Surname	Country where stakeholder is based	Email address of contact person/ stakeholder	Stakeholder type	If stakeholder type "other" was selected what type?	Contact date stakeholder	Did the stakeholder submit comments?	Stakeholder comments relate to what ASC standard indicator number?	Brief summary of points raised by stakeholder or complete submission	Date stakeholder submission was received	Date CAB responded to stakeholder	Actual changes made due to stakeholder comment?
ty of Powell River			Canada		Government		Friday, May 6, 2022	No					
strict of Sechelt			Canada		Government		Friday, May 6, 2022						
lish Soils Inc.			Canada		Other	Contractor	Friday, May 6, 2022	No					
aradise Trading Corporation			Canada		Other	Contractor	Friday, May 6, 2022						
unshine Coast Salmonid Enhancement ociety(Chapman Creek Hatchery)			Canada		NGO - Environmental area	Conservation Group	Friday, May 6, 2022						
owell River Salmon Society			Canada		NGO - Environmental area	Conservation Group	Friday, May 6, 2022	No					
híshálh Nation			Canada			First Nation	Friday, May 6, 2022	No					
ving Oceans			Canada		NGO - Environmental area		Friday, May 6, 2022	No					
				+									
					+								

7. Multisite UoC with IMS (option 2): CAR 17.1.3.2-17.1.3.3 This sheet is only recessory for Multi-site clients with IMS. Client to see better biller for will assessment. Auditor to welly

Clients to use delow tackes for self-assessment - Ad	accor to verry		
Requirements	Audit Evidence	Indicator evaluation	Description, justification is
1.1 The multi-site client shall be a legal entity.	Audit Evidence The client is Grieg Seafood BC Ltd. which is registered with the Canada		decision
1.2 The multi-site client shall have a legally	Reversue Agency under GST # 13887 6479 RT0001. All sites are directly owned by Grieg Seafood BC Ltd.	Compliant	
binding link(i.e. direct ownership, or contract) with all sites within the UoC. 1.3 The multi-site client shall be responsible for		Compliant	
	The client is responsible for the oversight and implementation of the organisation's internal management system.	Compliant	
organisation's internal management system 1.4 All sites in the UoC shall:	All sites in the IAC are invated in the same institution and operate under		
Operate within the same jurisdiction or within neighbouring jurisdictions that share relevant	All sites in the UoC are located in the same justidiction and operate under the requirements of the federal Aquaculture Activities Regulations and the conditions of their respective Marine Finfish Aquaculture Licences under		
common regulations; b) Have the same or similar production system:	the Fisheries Act. All sites produce Atlantic salmon in polar circles or square metal cages in marine waters.	Compliant	
		Compliant	
Standard.			
1.5 Subcontracted farms may be included in the			
1.5 Succentracted narms may be included in the unit of certification if all the following apply: if the ASC farm stondard being audited to contains indicator(s) for contract forming, the			
contains indicator(s) for contract forming, the below requirements (1.5.1 - 1.5.6) shall not			
 1.5.1 All of the operations of the farm are subject to the same procedures as the rest of the unit of 	There are no subcontracted farms in the UoC.		
		N/A	
1.5.2 The product produced by the subcontractor is owned by the certificate holder.	There are no subcontracted farms in the UoC.	N/A	
1.5.3 The central office has the same oversight and right to control over the operations of	There are no subcontracted farms in the UoC.		
subcontractors as it has for the client's own operations.		N/A	
1.5.4 All of the operations of the subcontracted farms shall be included in the multi-site	There are no subcontracted farms in the UoC.	N/A	
certificate. 1.5.5 The contract shall be transparent, mutually accepted by both parties and include the above	There are no subcontracted farms in the UoC.	N/A	
provisions (1.5.1-1.5.4).	There are no subcontracted farms in the UoC.	N/A	
1.5.6 Contract farming arrangements with subcontracted farms should follow the FAO "Guiding principles for responsible contract		N/A	
farming operations". 1.6 The multi-site client shall have a central office	Grieg's Environmental & Regulatory Affairs Manager located at the		
that is responsible for the management of and conformity to ASC requirements for the UoC.	company's central office. Campbell River, BC, is responsible for the management of and conformity to ASC requirements for the UoC.	Compliant	
The central office shall also :	Central office has the authority to require compliance of all sites included		
1.6.1 Have the authority to require compliance of all sites and operations included in the unit of certification.	in the UoC.	Compliant	
1.6.2 Demonstrate its ability to collect and	Data that demonstrates conformity with ASC requirements is readily		
analyse data from all sites, operations and the central office included, in the unit of certification			
including: A. Data required to demonstrate conformity with	entered in Fishtalk. Training records and records of investigations into accidents and incidents, wildlife mortalities, unexplained loss, etc., are entered in DATS (Digital Actions Tracking System). All	Compliant	
ASC requirements, and B. Implementation of corrective and preventive actions.	corrective/preventative actions are recorded in DATS, and records indicate timely resolution of issues requiring corrective actions.		
actions.			
1.6.3 Demonstrate its ability to implement organisational change if required.	Central Office authority to implement organisational change is specified in GSE Standard - Program Administration and GSE Standard - Docmuentation	Compliant	
	& Control. Per GSE Standard - Inspection & Monitoring: "The Certification Manager	Comprisers	
against applicable local regulations that are	must notify the ASC CAB of any non-compliances against applicable local regulations that are relevant to the ASC scope of certification within three (3) days of detection."	Compliant	
three (3) days of detection.	(3) days of detection."		
Internal Audit 1.7 The Multisite client shall conduct an internal	Internal audit reports were available for the five farms associated with the		
audit of the BMS against the applicable ASC CAR requirements on each site and against the applicable ASC standard at least annually.	current multi-site audit. Audits were completed in April and May, 2022.		
		Compliant	
completed before the esternal audit by the CAB.			
1.7.1 The outcome of the internal audit shall	With one exception (see Tab 8) IMS Auditor, G7), internal audit reports		
demonstrate conformity against the ASC multi- site requirements and the applicable ASC Farm Standard Requirements.	demonstrate conformity with ASC multi-site requirements and the ASC Salmon Standard. For each non-conformity identified, there are DATS records of investigations and corrective actions.	Compliant	
1.7.2 Some social requirements may be excluded from internal audits to maintain worker	Justifications for the exclusion of Indicators 6.4.2 (incidents of discrimination), 6.6.1 (wages), 6.8.2 (grievances) and 6.9.1 (disciplinary actions) were provided in document ASC Internal Audit – Final Report (May	Compliant	
confidentiality, if requirements are excluded justifications shall be recorded.			
1.7.2.1 Social indicator exclusion justifications shall have a valid and acceptable rationale.	Social indicator exclusion justifications have a valid and acceptable rationale. They are based on the relevant indicators that would require the auditor(s) to view confidential information concerning co-workers.	Compliant	
1.8 The multi-site client shall conform to the	source(p) or view communities incommend to containing co-working.		
following documented procedures: 1.8.1 Document control procedure.	Document control protocol is found in GSE Standard - Document	Compliant	
1.8.2 Record keeping and retention procedure.	Management & Control (v2. October 2019). Bernot beginn and retention properties is found in GSF Standard.	Compliant	
1.8.3 Procedure for managing changes to ASC	Document Management & Control Iv2: October 20191. Procedure for managing changes to ASC requirements is found in GSE Standard - Document Management & Control (v2, October 2019).		
requirements. 1.8.4 Procedure for conducting annual	Standard - Document Management & Control (v2, October 2019). Procedure for conducting annual management reviews is found in GSE	Compliant	
1.8.5 Procedure for conducting annual management reviews. 1.8.5 Procedure for managing complaints submitted to management by stakeholders and	Procedure for conducting armusi management reviews is found in GSC Standard - Impection & Moritoring (vd. May 2019). Procedure for managing complaints is found in document External Complaints Resolution Policy (June 2019).	Compliant	
	Complaints Resolution Policy (June 2019).	Compliant	
ASC Farm Standard. 1.8.6 Procedure for the evaluation and implementation of corrective and preventive	Procedure for the evaluation and implementation of corrective actions is		
implementation of corrective and preventive actions.	Procedure for the evaluation and implementation of corrective actions is described in GSE Standard - Prog. Administration (November 2020) and records of corrective actions are available in DATS.	Compliant	
1.8.7 Procedure for conducting root cause analyses for nonconformities, and for addressing identified root causes.	Management and supervisory personnel complete root cause analysis as part of training module incident investigation for Supervisors. Training records are available in DATS, as are records of investigations, root cause	Compliant	
	determinations and corrective actions.	mark	
1.8.8 Procedures to ensure compliance with legal requirements.	Procedures to ensure compliance with legal requirements are found in GSE Standard - Regulatory & Compliance and GSE Standard - Program	Compliant	
1.8.9 Procedures for conducting an annual	Administration. Percentures for conducting annual internal audits on ASC requirements are		
internal audit, covering ASC requirements.	found in GSE Standard - Inspections & Monitoring (v1, November 2019).	Compliant	
1.8.10 Procedures for planning for and evaluation of the results of internal audits.	Procedures for planning and evaluating internal audits re ASC requirements are found in GSE Standard - Inspections & Monitoring (v1, November	Compliant	
1.8.11 Procedures for the scheduled reporting of performance of management systems and sites.	2019). Section titled Management Review Meetings in GSE Standard Inspection &	Compliant	
	Montioring contains procedures for scheduled reporting and review of management systems. Procedures for the identification and segregation of products are found in		
1.8.12 Procedures for identifying and segregating all products within each site, among sites within the unit of certification, and products that are not	Procedures for the identification and segregation of products are found in SOP Pre-harvest, Seining and Harvest.	Compliant	
included in the unit of certification.			
The procedures shall describe: 1.8.12.1 How certified products are identified and	All fish at the farms are under ASC certification.		
segregated to prevent mixing with non-certified before the start of the MSC/ASC certified chain of		Compliant	
custody. 1.8.12.2 The conditions under which products	Conditions under which products must be segregated are found in SOP Pre-		
must be segregated, and measure to organit	harvest, Seining and Harvest.	Compliant	
mixing directly or indirectly. 1.8.13 The procedures and associated records shall allow products to be traced back from the	Farm site traceability data is transferred to Fishtalk which enables rapid recovery of traceability information. Site Managers are responsible for the		
	encuring that transphility data is available and accurate, and entered to	Compliant	
back to the production unit (i.e. cage/net/pen/pond/tank/ raceway).	FishTalk on a daily basis. Fishtalk reports provide summary of of product history including smolt and feed sources, chemicals used, transporters, etc. Various tracebility requirements are defined in GSE Standards.		
1.8.14 The multi-site client shall implement	See 1.8.13		
effective documented procedures to trace inputs (e.g. feed) used for each site as specified in the applicable ASC Farm standard.		Compliant	
Management Basiess	<u> </u>		
1.9 The central office shall be subject to an annual management review.	Per Management Review Meetings section of the GSE Standard - Inspection & Montioring, annual management review meetings are held. Minutes of	Compliant	
	the most recent meeting, Jul 19, 2021, were viewed in DATS.	- Ingreen	
Competency Requirements 1.10 Internal auditors shall be competent in ASC requirements as described in Annex B.	Informal auditors are trained and competent, and meet the requirements in		
requirements as described in Annex B. (Refer to tab 8 of this Audit Report Template)	Annex 8.	Compliant	
	1		
Risk evaluation			
Below table is to be filled out by the Auditor			
Is this the initial audit of the client or operation?	uple size calculator for sites and staff interviews in multi-site certification	No	
How many sites does the client or operation have? How many sites has the client or operation ADDED	since the last audit?	5	
How many employees does the client or operation b	nve? Threat	Risk Level	Justification Risk Level
Management system weakness Weakness of client's internal site checklist Internal audit weakness		Low Low	No weaknesses identified No weaknesses identified No weaknesses identified
Internal audit weakness Staff training weakness Multiple management systems		Low Low	No weaknesses identified No weaknesses identified No weaknesses identified
6. Records management weakness	and subcontracted services (related to the operations of the unit of	Low	No weaknesses identified Adequate controls in place for

		_
Table E1 - ASC sample size calculator for sites and staff interviews in multi-site certification		
Is this the initial audit of the client or operation?	No	
How many sites does the client or operation have?	5	
How many sites has the client or operation ADDED since the last audit?	0	
How many employees does the client or operation have?	10	
Threat	Risk Level	Justification Risk Level
Management system weakness	Low	No weaknesses identified
2. Weakness of client's internal site checklist.	Low	No weaknesses identified
3. Internal audit weakness	Low	No weaknesses identified
4. Staff training weakness	Low	No weaknesses identified
5. Multiple management systems	Low	No weaknesses identified
6. Records management weakness	Low	No weaknesses identified
7. Subcontractors including subcontracted farms and subcontracted services (related to the operations of the unit of	Low	Adequate controls in place for
certification	LUW	subcontracted services.
8. Use of resources	Low	Resources used responsibly
		Number of NCs raised is not
	Low	excessive. Response to NCs is
9. Record of NCs raised by the ASC CAB and response		adequate. All NC's are closed.
10. Complaints resolution weakness	Low	No weaknesses identified
11. Traceability weakness	Low	No weaknesses identified
12. Country risk assessment score	Low	

Threat	Thresholds for determining level of risk	Risk Level
Sample size (Sites)	2	

,	a. passe oo not menton ary mane	s in the evidence, be aware of consolettial information, which can be indical	THE CONTRACT OF THE CONTRACT O												
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 su	ubmitted VR used	Notes	Root cause analysis NC correction	NC Corrective action	Extension New de iustification close-ox	deadline for NC out
			Grieg has four persons qualified as internal auditors: (1) the Environmental & Regulatory Affairs Manager has a bachelor's degree in Environmental Science; (2) the Certifications Coordinator has a diploma in Fish & Wildlife Technology and a Post												I
			Certifications Coordinator has a diploma in Fish & Weldlife Fechnology and a Post Graduate Certificate in Aquaculture, both from Fleming College; (3) the OHS Manager has a backholor'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												
61	Education	G1 The individual shall have at least a post-high school diploma	Health and Safety; (4) the Regulatory Specialist has a Bachelor of Science degree and a Post Graduate Certificate in Aquaculture.	Compliant											
			The internal auditors demonstrated adequate knowledge of business processes and a execution destruction of the Orice operation in relation to size structure function and												
62	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.	good understanding of the Grieg operation in relation to size, structure, function and relationships.	Compliant											
		G2b The individual shall understand the social, economic and cultural relationships in worker communities.	communities.	Compliant											
63	Knowledge/ understanding of management systems and	G3 The individual shall have a general knowledge of management systems standards (such as ISO 9001), applicable procedures or other	The Internal Auditors demonstrated good knowledge of management systems reference douments.	Compliant											
	management systems and reference documents	management outcome decorporate used as built editors	The Environmental S. Bandaton Affairs M.												
		G4a The individual shall have successfully completed an Internal Auditor training course based on ISO 19011 principles that has a minimum	The Environmental & Regulatory Affairs Manager, OFS Manager and Regulatory Specials have completed a 16-hour Internal Assessor ISO 1901.1 course. The Certifications Coordinate has MSS Internal Assessor ISO 1901.1 course. The Certifications Coordinate has MSS Internal Asset Training in ISO 9001, SO 14001 and ISO 45001. Training certificates were viewed.												
		duration of sixteen (16) hours. The certificate must specify the course content and duration. Successful completion must be indicated on the	ISO 45001. Training certificates were viewed.												
G4	Audit/Inspection training	certificate. The course provider shall be accredited by the International Register of Certified Auditors (RCA) or equivalent. OR the Individual shall have successfully completed an Internal Auditor and Inspector training course that has been approved by ASC. OR The Individual shall have	d .	Compliant											
		course that has been approved by ASC. OR The individual shall have successfully completed a training of at least 16 hours by a qualified													
		(internal) auditor.	The RUoC in which this requirement is mentioned is currently not effective.												
		standard. G4c The individual shall have successfully completed a training course on	Training not yet available and the RUOC in which this requirement is mentioned is	N/A N/A											
		ASC certification requirements for Group certification G4d The individual shall have undertaken and successfully completed the	currently not effective. The internal auditors have completed online training in ASC Farm Traceability	Compliant											
		'ASC Farm Traceability' ordine training module. 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	s Training not yet available.	N/A											
		as specified by the ASC and training on changes to legislation, codes, relevant labour conventions as appropriate.		N/A											
		G4g The individual shall complete the ASC training for new requirements and changes to legislation, codes, relevant labour conventions as	Training not yet available and the RUoC in which this requirement is mentioned is currently not effective.	N/A											
		appropriate, by a qualified (internal) auditor.		Also.											
			The Certification & Regulatory Affairs Manager has held the position with Grieg for 5 years, and was previously the certification specialist with a consulting company. The Certification Specialist has 3 years working in salmon aquaculture as a Hatchery												
		GS The individual shall have experience relevant to the business being	Technician, before moving to the current position December 2021. The OHS Manager	Committee											
65	Work experience	audited or site being inspected.	has worked with Gring Seabood EC since 2017. The Regulatory Specialist has 4 years of experience in salmon aquaculture, including 2 years as the Certification Coordinator/Internal Adultor with another salmon farming company.	Complant											
			and the same of th												
			All four internal auditors have participated in numerous external ASC Salmon Standard audits since May 2020, as well as external BAP salmon farm and hatchery standards, and have conducted numerous ASC and BAP internal audits. The Environment &												
66	Audit/Inspection Experience	inspections in the last 2 years against any other aquaculture certification scheme as an acting auditor or inspector, shadowed and signed off by a	in the Certifications Coordinator is the Lead Auditor for BAP Group and QMS internal audits. The CHS Manager supports the company internal auditing program being certified as an OSSE Internal Auditor and ISO 19011 Internal Auditor. The Regulatory	Compliant											
		compresent internal auditor or inspector.	certified as an OSSE Internal Auditor and ISO 19011 Internal Auditor. The Regulatory Specialist has conducted numerous audits with both Grieg and the salmon company she worked for previously.												
		G6b The individual shall have an internal audit/inspection witnessed by a	a The four auditors meet the qualifications specified for ASC internal auditors, and have												
		qualified ASC internal auditor/inspector no less than once in each two (2) year ceriod.) witnessed one another on numerous internal audits.	Compliant											
			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		In the internal audit, one indicator (8.4) was evaluate as Compliant when in fact the information included a Audit Evidence indicated non-compliance.	d s						The indicator (8.4) was known to be not in compliance but an error	Going forward the internal audit members will complete the internal audit report and it will have a final		
			total phosphorus/tonne fish exceeded the ASC level of 4k/mt. The hitchery involved had supplied smolt to Site 13.		August Extragence indicated non-compliance.							was made in the	review by the Environmental and		
												audit report and this error was missed by the internal	to catch any errors. A section has been added to our Internal Audit		
67	Writing skills	G7 The individual will produce clear and accurate reports on										audit members.	template to document this.		
				Minor		03/06/2022	03/09/2022	05/07/2022	Closed						
47	Willing acts	audit/inspection findings.		Minor		03/06/2022	03/09/2022	05/07/2022	Closed						
	William State	audit/inspection findings.		Minor		03/06/2022	03/09/2022	05/07/2022	Closed						
47	wining sains	audit/inspection findings.		Minor		03/06/2022	03/09/2022	05/07/2022	Closed						
	withing and	audit/(nepection finding).		Minor		03/06/2022	03/09/2022	65/07/2022	Closed						
	Oral presentation skills	audit/(nepection finding).	All four internal auditors percipated in the current audit and demonstrated good and communications and the percipated in the current audit and demonstrated good and	Minor Compliant		03/06/2022	03/09/2022	65/07/2022	Closed						
		audit/Impection findings. GB The individual shall have good oral communication skills, which make hisrylar conditioned by the standard audience.	communication skills. Good organisational skills are evident in the arrangement and provision of documents	Compliant		03/06/2022	03/09/2022	05,07/2022	Closed						
		audit/Impection findings. GB The individual shall have good oral communication skills, which make hisrylar conditioned by the standard audience.	communication kids. Code organization kids are evident in the arrangement and provision of documents and records during the current external audit, and in the arrangements made for site toors and staff interviews, as well as in the scheduling of interval audits and handling of data from the audits. There was no evidence to suggest that the internal auditors do not possess good time.	Compliant		03,06/2022	0.\0\0\2022	05,807,7100.2	Closed						
		audit/Impection findings. GB The individual shall have good oral communication skills, which make hisrylar conditioned by the standard audience.	communication skibs, are evident in the arrangement and provision of documents and records during the current external sudit, and in the arrangements made for site town and staff enterwise, as well as in the schooling of internal sudds and sharing of data from the audits. There was no exidence to suggest that the internal auditors do not posses good training the suddence of the suddence of the suddence of management skills.	Compliant		03,06,7002	0.008/2022	cs,(07,7se22	Closed						
68	Oral presentation skills	audit/impaction findings GS The individual shall have good and communication skills, which makes lamphar understood by the intended adultimos. GD The individual shall have good organizational and time management skills.	communication within. Control agranted with are evident in the presentance of provision of documents of the control of agranted with a revident in the present and provision of documents with a recommendation of the control and an arrangement with a recommendation of the desire of the control and and in market from the water. There was no evidence to suggest that the internal auditor and handling of data from the water. There was no evidence to suggest that the internal auditor and not present an arrangement with a recommendation of the control auditor of the control	Compliant		03,06/2022	0.0/08/2022	cs,(07,7s022	Closed						
68	Oral presentation skills	and firmpettor finding. GIT The Individual shall have good and communication shift, which make bringles endersined by the strended solders. GIT The Individual shall have good organizational and time management shift.	communication skills. Cool organisational skills are evident in the amargament and provision of documents and record during the current oriental audit, and in the amargaments made for site accurate critical and a site of the amargaments made for site tour, and staff in the site, or well as in the shidwidge of internal audit and handling of data from the audits. There was no evidence to suggest that the internal auditors do not prosses good time and prosses good time and prosses good time and prosses good time and prosses good time. The internal auditors do not prosses good time and prossess good time and prossess good time and prossess good time and t	Compliant		03,064,00022	0.0/09/2022	05,877,2022	Closed						
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GS GS	Oral presentation skills	and frequention finding. GIT The individual shall have good and communication shift, which make bringles endersined by the strended soldence. GIT The individual shall have good organizational and time management shift. GIT The individual shall have good organizational and time management shift.	communication dals. The analysis of the second of the analysis of properties and department of department of the analysis of control date of the analysis of control date of the analysis of control date of the analysis of the analysis of the analysis of the analysis of distriction and definition of the analysis of th	Compliant Compliant		03/04/2022	0.00(2022	05,017,0022	Closed						
GS GS	Oral presentation skills Oral presentation skills Organisational skills	and frequenting findings. Git The individual shall have good and communication shift, which makes limited evaluation by the intended distinct. Git The individual shall have good organizational and time management with.	communication dals. The analysis of the second of the analysis of the analysis of discussions and control of the analysis of	Compliant Compliant		03/04/2022	0.409/2022	04,67,7622	Closed						
G8 G10	Oral presentation skills Oral presentation skills Organisational skills	and full impaction findings. GS The included shall have good and communication skills, which makes him/her understood by the intended subtract. GO The included shall have good organizational and time management skills. GIO The included shall have good organizational and time management skills. GIO The included shall have skills to ensure effective communication between thermorkers and other propile.	communication dails. The communication dails are related in the averagement and grandinal discussments and morth during the communication and communication	Compliant Compliant Compliant		03/04/2022	0.000/2022	94,67,7622	Good						
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G8 G10	One presentation skills Organizational skills. Facilitation skills	and full impaction findings. GS The included shall have good and communication skills, which makes him/her understood by the intended subtract. GO The included shall have good organizational and time management skills. GIO The included shall have good organizational and time management skills. GIO The included shall have skills to ensure effective communication between thermorkers and other propile.	communication dals. The account of the control of	Compliant Compliant Compliant		03/04/2022	0.000/2022	95,67,7692	Cleard						
G8 G10 G11 G12	One presentation skills Organizational skills Pacification skills Associational skills	and fungation finding. Git The individual shall have good and communication stills, which make homber understood by the intended subtinue. Git The individual shall have good organizational and time management shall. Git The individual shall have good organizational and time management shall. Git The individual shall have good organizational and time management shall. Git The individual shall have shall be unusure effective communication between themselves and other propie. Git The individual shall have paper. Git The individual shall be experienced in different types of intenviewing techniques. Git Division accompanied by an independent enterpress, the individual and intensity and understood to the organization being saided or inspected.	commonation dails. The commonation dails are related in the averagement and grandinal discussments and morth during the common dails and in some during the averagement and discussment and common dails and interest and common dails are designed as the common dails and the common dails are designed as the commonation dails to the commonation dails to the commonation dails to the commonation dails between dails are designed as the commonation dails are designed as the commonation dails designed as the commonation dails designed to the designed designed dails and designed dails are designed designed dails and designed dails designed designed dails designed	Complaint Complaint Complaint Complaint		03/04/2022	0.409/2022	08,67,7623	Closed						
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11. UoC volumes & Audit Closing

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

		Volume re	eporti	ng for com	olete U	oC	
	Quarter of the year:	Quarter 1		Quarter 2		Quarter 3	Quarter 4
11.1	The volumes indicated in this		2022		2022	2022	2022
	table apply to the following						
	year:						
11.1.1	Type of volumes indicated in	Estimated		Estimated		Estimated	Estimated
	11.2 - 11.5	volume		volume		volume	volume
11.2	ASC-certified production		0		19000	1223000	754000
	volume (in Kg)						
11.3	Non ASC-certified production		0		0	0	0
	volume (in Kg)						
11.4	Dispatched or sold as ASC-		0		19000	1223000	754000
	certified Volume (in Kg)						
11.5			0		0	0	0
	Dispatched or sold as non						
	ASC-certified Volume (in Kg)						

	Decision	
1.6	Certification decision	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
1.7	Certificate valid from	7/3/2020
1.8	Certificate valid till	7/2/2023
1.9	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		

12. Open & Extended NCs

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.

12.1	12.2	12.3	12.4	12.5	12.6	12.7	12.8	12.9
ndicator Number	Indicator evaluation in previous audit	Last day of previous audit	NC detected for sites (List site ID's)	Deadline for NC close- out, determined in previous audit	NC Status in previous audit	NC Status in current audit	Actual deadline for NC close-out	Notes/additional evidence

Summary of Certification & Accreditation Requ	ummary of Certification & Accreditation Requirement (CAR) Non Conformities (NC)			7) MS option 2, AR	8) IMS Auditor	NC Totals	
Standard:	Salmon	Major	0	0	0	0	
Standard version:	1.3	Minor	0	0	1	1	
CAR version:	2.2	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	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	Extension justification	New deadline for NC close- out	Notes
				decision		ciose out				Submitted vit		undrysis	concedion	action		ou.	

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 hilet sites was clear and accurate, with one exception. The report indicates compliance for indicator 8.4 although the total phosphorus/forme 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			

Audit findings Salmon

											Proposed by LloC and				
Indicat	or Indicator Text	A Marian	Overall Indicator	Description, justification and	Minor NC detected Major NC detected Deadline for NC	Actual date of close	NC Status VR submitted	Status of	VRused	QSA	Proposed by UsC and accepted by CAB Proposed by UsC and accepted by CAB Root cause analysis NC correction	Processed by UoC and accorded by CAB NC Corrective action Auditor evaluation	Estancias (cutification	New deadline for NC close-	Mater
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	indicator: Badas patential or (5) subplish levels in subfrant consider of the Albanda Zore of Effect (243) (b), following the sampling motivabilitys customer in appendix of the Genom installed of 1.3	Amount of the property of the													
2.6.1	Registered Telling State (1-700) Applicate 1.100 (1-80) (Compliant												
2.1.2	where there are no entering and the large an	nations 21.3 has beginn application on the last of WEEL, and FM 16, 2002, antimizing elemen in the contribution, groups and helming, registered under complete for the assessment of bertific backwards and benefits defined to surrogate for the assessment of bertific backwards and benefits defined and the surrogate for the assessment of benefits backwards and benefits defined and the surrogate for the assessment of benefits backwards and benefits defined and the surrogate for the assessment of benefits backwards and benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits benefit benefits and the surrogate for the assessment of benefits benefits and the surrogate for the assessment of benefits and the surrogate for the asse	N/A	VR 224											
2.1.2	indicates. A fundament of misconfinance laims in the submirror within the ACE, following the sampling materiologing submirror (appealed in the Science manaders is 2.3 Requirement: a 2 highly shandoor (i) taxes that are not published redicator species. Applicability of 5 misconfinance or production species that are a demonstrate that they published of requirement is a 2 highly shandoor (ii) taxes that are not published redicators grades. Applicability of 5 misconfinance is not application in a security from Applicability of 5 misconfinance in the confinence of 1 misconfinance in a security from Applicability of 1 misconfinance in the confinence in the confinence in a security from the confinence in the confinence in	Material II has larger qualitation or the large of WEX has affected (AS) and incharged once on the contribution pressure of the first hashests; and larger and the contribution pressure of the first hashests; and larger a	N/A	VR 234											
2.1.4	Taggiorest. You Applicable, Williams except, Closed production systems that can demonstrate the they called self-regionable, displace of 2.72 of a final nativest from the production system are assumption according and Colonico 2.1. See Appendix VI for requestment on transparency for 2.11, 2.12 see 2.13.	is at sists, saidopored en conducted following the SOT Touth to the Morth Mone Frields Application." The assessment of depotent is secured to the South Money of the	Compilant												
221	whole in which a reap private is strated to \$6 of \$ should appeal \$100.000 in them, and the strategy in special \$100.000 in the strategy in producing in specials \$100.000 in the strategy in	As Collabor, Norway or were only by the Sept. 2014 with some prevent underfaction than 1976 (a.g., 850%). The somey was not increased that reference and the professor of the Sept. 2014 (a.g., 850%). The Sept. 2014 (a.g., 850%) and sept. 2014 (a.g., 850%)	Minor	Cullider had one week in the sommet cycle with service Of the sommet cycle with service Of the was not considered with DO at the reference site.	50000274 60/98/2022	05/83/2022	Closed				On agranular 2, 2011 for influence describe fact 80% and Collader had 70% 00. The above in a price price price of the above in a price pr	Constitution from the constitution of the cons			
2.2.2	indicates: Maximum percentage of weekly samples from 2.2.1 that fall under 2 mg/L 00 Regularment: 5% Applicability: All	Balter sits has reportered under 2 mg/h 50 in the current cycls, Lowest readings are Collection 5.58 mg/h (key 17.3002); Sex 31.6.24 mg/h (key 12.3002).	Compliant												
223	which the productions the base returns a require clean a man painty (app. [10]), and the productions the production of t	In 2022, bits clearable Counted of Mosterns of the Construence of CNMI conditions files Counted in Water Southing Counted in the Procession of Appairs (August 19, 40 of the procession Mostern) of Clear Southing Counted in Counted in Water Southing Counted in Counted in Water Southing Counted in Counter Counted in Counted in Counter Counted in Counter Cou	Compilent												
2.2.4	refaire for principles without entitles all regions causes and the older steps, relative controlleged regions produptions CDI (World and and as of selections in the final entitles (in a logistic of the factors and older 12 entitles on a logistic of the factors and older 12 entitles (in a logistic older 12 experience); Consider principles of the control of the confidence of the experience of the control of the control of the control of the control of the experience of the control of the control of the control of the control of the experience of the control of the control of the control of the control of the experience of the control of the control of the control of the control of the experience of the control of the experience of the control of the co	Ser 223	N/A	Ther are water quality targets exist for artish Columbia.											

	laings saimon					orresponds to Salmon Standard V.1.3								
		Gleg has created an Excel spreadthest which was reviewed during audit and found to be providing accurate calculations of 800. ECO values jets O ₂ (1) for the last completed cycles were 2,029 nr. O ₂ (1 for Cullodes, and 1,161 nr. O ₂ (1 for Ste 1).									T	I I		
	ndicator: Demonstration of calculation of biochemical oxygen demand (800(24) of the farm- in a production cycle basis													
2.2.5		BOD values were submitted to ASC May 16, 2022.	Compliant											
	ipplicability: All													
		The company has a developed a comprehensive quality management pargens, Crieg Seabood Societiness, that incorporates the best practices is submy, environment and social timens, en, well as elements of the Selb-QCC and OCIC (Excopational Selm) Societies of Societies Societies, and sociales and position for the storage of advantaged or developed as works, Rededing control, the Control should be indeed and social social for control social social social control social so												
	ndicator: Appropriate controls are in place that maintains good culture and hygienic conditions on the farm which extends to all dhersicals, including weterlary drugs, thereby ensuring that observe impacts on environmental quality are minimised.	Interactions and daily mortality collection and proper storage and disposal of mortalities. Drug usage is under weterinary authorization and is fully documented. Workers have been adequately trained to perform duties per company requirements.												
2.2.6			Compliant											
	ndicator: Percentage of Fines (25) in the Feed at point of entry to the farm (26) (calculated of lowing methodology in Appendix Loff the Salmon standard v. 1.3)	Under VR, 24G, MCW uses fines data provided by EWOS Canada and Saveting Canada from quarterly sampling and testing conducted by the suppliers.												
		Skretting records (SRC Fines Testing Records) for 2021 and 1st Quarter 2022 indicate feed fines levels were either 0.0% or 0.1%.												
2.3.1	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	EWOS records (Grieg Feed Fines Summary 2021; Grieg Feed Fines Summary Q1 2022) Indicate feed fines in the range 0.00-0.10%.	Compliant											
	o farm for sites with no feed storage where it is not possible to sample on farm. Closed reduction systems that can demonstrate the collection and responsible disposal of > 75% of													
	olid nutrients and > 50% of dissolved nutrients (through bioffitration, settling and/or other echnologies) are exempt.													
		Culloden is locaed in lenis Insit, and Site 13 is in Sechell Indet. The following reports were presented: - Impact Assessment shorts lind (Sansary 2002):												
		- Impact Assessment Sechelt Inlet (January 2022). - Impact Assessment Sechelt Inlet (January 2022).												
		has appear to propose the Conf., Confliction Message which is Registered in Production Strategies for American Strategies for												
	ndicator: Evidence of an assessment of the farm's potential impacts on biodiversity and nearby conystems that contains at a minimum the components outlined in Appendix I-3	Resident Killer Whales (Orcinus oncs) in Canada, Marine Planning Partnenhip Initiative North Vancouver Island Marine Plan, etc Wildlife species at risk and species of concern are covered, as well as special ecosystems and habitats including IBAs (Important Bird Awas). The												
2.4.1		assistments address pans and protected areas and other users of the area, and decreate management strategies for protecting and ecosystems. Each report contains a series of maps from provincial and federall government and NGD sources, showing BMA; according to the following both conservation from markets to commercial code fisheries. Conservation from, marine protected areas, critical habitats for the killer whate population and marbled manufacts, commercial code fisheries.	Compliant											
		and herring spawning areas. The assessments conclude that the impact from the sites are not significant and are limited to potential interactions with species at risk for which there are sufficient procedures in place to minimize these interactions.												
	ndicator: Allowance for the farm to be sized in a protected area (27) or High Conservation Value	Neither farm is situated in a protected area or HCVA (see 2.4.1). Although Site 11 is within a DFO-designated Rocidish Conservation Area (RCA). RCAs are in place for the costrol of fishing activity, and fish farms are deemed not be of concern in this regard.							 					
		RCAs are in place for the control of flabing activity, and flab farms are deemed not be of concern in this regard. GIS files were verified and submitted to ASC.							1					
	lequinement None (29)							1	1					
	opilicability: All, The following exceptions shall be made; - For protected areas classified by the international Union for the Conservation of Nature (IUCN) is Clasgory Vor VI blane areas preserved primarily for their landscapes or for sustainable secure managements.							1	1					
2.42	escurce management). For HCVAs if the farm can demonstrate that its environmental impacts are compatible with the		Compliant					1	1					
	onservation objectives of the HCVA designation. The burden of proof would be placed on the arm to demonstrate that it is not negatively impacting the core reason an area has been ferrefled to a MCVA.								1					
	For farms located in a protected area if it was designated as such after the farm was already in pperation and provided the farm can demonstrate that its environmental impacts are consettled							1	1					
	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/designation of the							1	1					
	notected area. The burden of proof would be placed on the farm to demonstrate that it is not segatively impacting the core mason an area has been protected.													
	ndicator: Number of days in the production cycle when acoustic deterent devices (ADDs) or countic harassment devices (AHDs) were used	ADDs and AHDs are prohibited under 10.2 of the Firtish Aquaculture Ucense (Pacific Aquaculture Regulations) where it is stated: "Marine mammal acoustical deterrent devices must not be used." The auditor did not observe any ADDs or AHDs at the farm sites.		ADD and AHD use are prohibited										
2.5.1			N/A	under the farms' aqualculture licences.										
	Applicability: All	Drawfator control is achieved with the use of resolutor nate Nortnets when events and electric fencine. Under Section 10 of the Civilian												
		Predictor control is achieved with the use of predictor nets, bird nets, otter guands and electric fencing. Under Section 10 of the Firlish Aquaculates Licence, marine mammal montalities must be reported to DPD. There have not been any lethal incidents insolving marine mammals.												
2.5.2		Each Grieg farm maintains a log of lethal widdlife incidents. In the last two years, the two farms involved in the current audit have recorded the deaths of one wasgull and one commonat (Cullodes) and one kingfluber (Size 13), neither of which is a red-listed species.	Compliant											
	laquimente () (pero)	deaths of one seaguil and one cormonant (Culloden) and one kingfisher (Site 13), neither of which is a red-lated species. Grieg has a Wildlife interaction Plan that contains a list of species that are red-lated (endangered) by the BC government.												
		Lethal incidents are posted on the Grieg website.												
	ndicator: Evidence that the following steps were taken prior to lethal action (34) against a predator:													
	neason. All other awenues were pursued prior to using lethal action I. Approval was given from a sesior manager above the farm manager I. Suplicit permission was gratted to take lethal action against the specific animal from the													
252	 Lisplicit permission was granted to take lethal action against the specific animal from the elevant regulatory authority 	Gring Severar passive, non-lethal measures of predistor control, and the farms have not taken any lethal action in the past 12 months. Predistors of concern are seaks and sea lions; per SDP Wildlife Interactions (Manch 2020): "A marine mammal may only be culled after nonsultation with Grise hand office and effect in the hand determined for DDI that the mammal is an imminent risk for human selfative or harm to.	Compliant											
2.2.5		Going Execut, passion, non-lethid measures of predictor control, and the forces have not taken any lethal action in the past 12 months. Prediction of common are useful and as looks page 150 Wildlife Internations (Nation 2002). "A resister manneral usay only to called other consultation with College and Office and Enter Internations (Section 2004). "An existent manneral usay only to called other their internations of the college and office and international production of the manneral as incommon distributions and open the label and their college and their colle	Company											
	opticability: All except cases where human safety is endangered. Exception to these conditions may be made for a rare situation where human safety is endangered. Should this be required, oost-incident approval from a senior manager should be made and relevant authorities must be													
	out-incident approval from a senior manager should be made and relevant authorizes must be efformed.													
	ndicator: Evidence that information about any lethal incidents on the farm has been made	There have not been any lethal actions on the farms, but there have been lethal incidents involving:												
2.5.4		Culloden - accidental drowning of a use gull, bit 24, 2020, and a cormorant was found dead Mar 2, 2022, cause of death unknown; Site 31 - accidental drowning of a kingfibher, Apr 16, 3221.	Compliant											
	lequimment: Yos Lopicability: All	Size 11 - accidental drowning of a kingfisher, Apr 16, 2021. Wildlife mortalities are posted on the Grieg website (https://griegseafood.com/gd-british-columbia-reporting).												
		7,477,8-2												
	ndicator: Maximum number of lethal incidents (27) on the farm over the prior two years													
2.5.5		Culloden has had two lethal incidents in the prior two years, and Site 12 has had one (see 2.5.4). Neither incident involved a marine mammal.	Compliant					1	1					
	lopikability: All			<u> </u>			_	L						
	ndicator: In the event of a lethal incident, evidence that an assessment of the risk of lethal ncidenti() has been undertaken and demonstration of concrete steps taken by the farm to educe the risk of future incidences													
2.5.6	educe the risk of future incidences faquitement: Yes	An assessment is conducted of each lethal incident and recorded in DATS (Digital Action Tracking System). The auditor viewed DATS investigation #1105 and #1210, for the Cuitodes and Else 13 incidents, respectively, (deceibled in 2.5.4. When the cause of the lethal incident can be determined; DATS-records incided action takes not the first to prevent converses.	Compliant						1					
	loskshihr: Al	And a second of the second sec											,	
														1
								1	1					
								1	1					
		Culloden Point and one other Grieg farm (Ahlstrom) are located in Jenus Inlet. Mow! Canada West operates a broodstock site further in the						1	1					
	existance to treatments that includes occordination of stocking, fallowing, therapeutic neatments and information-sharing. Detailed requirements are in Appendix II of the Salmon	mer, and notes potential broodstock in marine pens for about eight morths each year. By water, the Grieg farms are roughly 42 km and 47 km days from the Mousi size. Size 12, along with two other Grieg farms (vartage Point and Salten) are in Sechelt inter which is an offishood of Bernit Infect. The farms are, respectively. 49 km. 52 km and 55 km distant from the Mousi sharin India in Each latter and ASIA was not seen to be a second to be						1	1					
2.1.1	tandard v.l. 2	as the Mowl broodsock site and the Grieg farms operate under different conditions of licence and with differing operational objectives. Currently, the nearest operational salmon farms to the Grieg sites in the lensin/Sechelt area are approximately 240 km distant and are Grieg-	Compilant											
		owned. The nearest site operated by another company is about 255 km distant. Closer to the Jervis/Sechelt area is the Discovery Inlands archipalogo which was brone to a number of farms operated by Grieg and two other companies. The sites are currently inactive due to DFO						1	1					
	applicability: All except farms that nelease no water; farm sites for which there is no release of sater that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	Such as The County of the Coun						1	1					
		and the second s						1	1					
									1					
								1	1					
		Grieg Seafood RC is involved in collaborative efforts with NGOs, academics and government agencies and presented an overview of current						-	-					
	ndicator. A demonstrated commitment (42) to collaborate with NOOs accidence and	Gring Seafood BC is involved in collaborative efforts with NGOs, academics and government agencies and presented an overview of current projects. Some examples are: (i)participating with DGO, Massac Casada and Genome Casada in the Compiler GID bases initiative; (ii) a strategistage with DGO is study on the the size, day, letterosign; (ii) brushed in mostuchy objectowarously statuse with the the University of Alberta and Vancouver Island University. The Gring Fish Health Manager is on the Science Addrony Council of the BC Salmon Farmers						1	1					
	ndEcator: A demonstrated commitment (43) to collaborate with NGOs, academics and powerments on areas of mutually agreed research to measure possible impacts on wild stocks	Alberta and Vancouver Island University. The Grieg Fish Health Manager is on the Science Advisory Council of the EC Salmon Farmers Association.												
2.1.2			Compliant											
	Lopica By: All except farms that release no water; Farm sites for which there is no release of vater that may contain pathogers into the resural (freshwater or marke) environment are exempt from the standards under Criterion 2.1.							1	1					
								1	1					
	ndicator: Establishment and annual review of a maximum usa lice load for the entire ASM and	The maximum was lice loads for active Gring forms and areas are established on the basis of the number of fish at the farm or area times three (i.e., 050 trigger level of 3 mostle Lepeophtherus salmonis per fish). Maximum was lice loads are:						l	-					
		per, erro regge event a mote Lepropromerus samons per run, nosimum sea lice loads are: - lenis/Sechelt area: 3,546,637						1	1					
2.1.2	lequirement: Yes Applicability: All except farms that release no water: Farm sizes for which there is no release of	- Jennin/Sechelt ansa: 1,548,427 - Culdede: 1,004,844 - Sin 11: 386,736 - Sin 11: 386,736	Compliant					1	1					
	applicability: All recept farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marke) environment are exempt from the standards under Criterion 2.1.	Sea lice loads information was submitted to ASC May 16, 2022.						l						
					1 1	1								

Audit findings Salmon				corresponds to Salmon Standard V.1.3				
indigener. Fringereit (El) an Fern herberg für von bin, wich beit deute herber herberg publish, werden der Geschleite (El) wichte von der der der fernige. 2.6.6 Auf der Geschleite (El) wich von der der der der Geschleite (El) wich der Geschleite in von der Auffrechtung von der der Geschleite (El) wich der Geschleite in von der Geschleite (El) wich der Geschleite (El) wird der Geschleite (El)	Gong smoother has lost despite glaten 2020 protects for shape research to stropp with the regularments of ACC and her field for live protections and colors according to the colors and the regular protection of the protection of the regular protection o	Compliant						
11.1 Management is recognized by the second of second of second or	As a security of distinction and by Group the short which the plant of	Compliant Compliant						
subjects in your of all connects, resistance on here in the sour during extensive products and the source products of the source should be a source of the s	wer 15 and 12 moths. James any mich at Collecte leaver day 21 24 year for 12 liperar day for 510, reportingly. The highest course it for 11 in the 201 collectes were ordinated for 12 25 sees in 19 week 201 collectes were controlled the 201 25 sees in 19 week 201 collectes were controlled the 201 25 sees in 19 week 201 collectes were collected for 201 collectes were collected to 201 collectes which collectes and 51 collectes were being basined at the treath and to date their has been an action needed. Like levels on with flab. Level to a period of the 201 collectes were collected as the 10 collectes and 12 collectes were collected. The 201 collectes are collected as the 201 collected as the 20	Compliant						
Assumed to tell. Assumed to the control of the con	tel	Compliant						
moderate and the control of the cont	No disconsistantiment of the final of individual most of the final side of the final	Compliant						
Aut of September Store Populating At MEASURE for of Energies (Ed) almost by the form Saladan Store of Energies (Ed) almost by the form Applicability At MEASURE Section of Energies (ET) in the most most production cycle MEASURE Section on Section (ES) in the most most production cycle	Seek on the seek quality in a LL LOSSE. Posiglement CS. A service of the Country by and on the Country by a Mark when to the CAA points repeting controlled by the CAA points repeting controlled by Caseach Apparatus Hadray Water (CAA). — As at them; and the level advance and are not appropriate managing of the Caseach Apparatus Hadray Water (CAA). — As at them; and the level advance and are not appropriate managing of them. The caseach Apparatus Hadray Water (CAA) — As at them; and the level advance of the managing hadray Potent Apparatus Acts as participated with the caseach and the participated of the participated of the participated of the caseach and the participated of the par	Compliant						
Applicability of Service and S	Then have been no encapes at the form during the current cycles. Sold was addented to SCC May 23, 2523. Selected to the control of the current cycles. Sold was addented to SCC May 23, 2523. Selected to the control of the Control	Compliant						
subsects for complete first country inholding or country ended and for country and country	to expense is audit cross where the instructive Consistent religion to helpings persodic transcered (2022 transceres as not accept continued for a continued (2022 transceres) as not accept such many acceptance as a continued (2022 transceres) as a continued of a continued (2022 transceres) as not accept such many acceptance as continued as a continued of acceptance accept	Compliant						
Maken' General anadomiches (II) of Loned schools is make publick sociale. 2.13 Replacement for Applicability of	CLI is the bird cycle or Culladen was SES (9.27%) of the repected harvest number. Size 12 recountered an actual harvest number that was 402 0.21%) record foll that respected. Editionated unreplained loss for the last cycle has been submitted to AEC (946y 54, 2023).	i Compliant						
MARKANIC CORRECT OF ON the proceeding planning and minder analyses browning including and markanic planning an	As part of the doing factural Examinum Program has 2.0, the concept has developed and implemental that actual of Energy Companies and Companie	Compliant						
Makes (Lineau de London), discontinued in the had produce, of had systems, the service of the had good one. 4.14 Applications (Inc.) Application of the had good one of the had good one of the had good one. Application of the had good one of the had good one of the had good one.	the displaced for Configuration and American Configuration American America	Compliant						

Audit findings Salmon					,	Corresponds to	Jannon Star	ndard v.1.3			
	The feet company have provided information or the preventing of Thinman's man from datins, the second of Thinman's and of the feet feet prevention of the feet feet feet feet feet feet feet	Compliant									
Segmenters (Table 1 22) What State (Table) the segment of the se	Contain 2.28 Title be 12.12 Title be assuderfined to ACC, felly \$1, 2022. Contact ACC, politics	V6	Current ASC position								
Hagisteen to require Applicable, Ist.		N/A	Current ASC position								
indicator: Prior to subming 4.3.5, demonstration of third party viriling chain of custods and microstilly for the statistics of different level to be labeled to incomplishing with 4.3.2	The text against here provided followers can not he cast quarties and in the cast and the cast of the	Compliant Compliant									
Applicability. As Michael: Food containing followed widely find all properties from they make to \$10 or treatment for the title of the all properties and the title of the t	Secretary Casalida has provided a four of all agrees as off howary of angels for make and all derived from to receivings. The Manatous Segalater Casal of fines (Regul, companied and companied (ADI) Moning (Links). The National Agreement (Links) is the second of the Regul, companied and companied (ADI) Moning (Links). The National Agreement (Links) is the second of the Regulary of of the Reg	Compliant									
indicates from a red colorer of a regionalis source golde for the first constitution for the regional section of the red constitution of the red const	Manufacture content contents on a second or feel feel feel feel feel feel feel fee										
indigener i have a ser observe de a separable source gentre la tre best montantes de ses dependent ser la major administrativo de servicio en completa de la major	Section County and of the National page and of a result principal Section County is a place where all applies must get applicable development and the section of the Section County Section County of the Section County of	Compliant									
wild all of the company of any arrange affirmed regulation in the head that are conflicted by the seasonable of the company of	No Strategy of Conspired unter 10 x 3, 2013. "Cong Sandrea anginerishakanan drapa adahir naya deneral ngeritarish nof Constitutione anginerishakanan drapa adahir naya deneral ngeritarish nof Constitutione anginerish normal natura deneral ngeritarish natura dener	Compliant									
Margane Colonics of discloses to the hospit(I) of the primary discloses of include of engages(III) and it is married, or one mornion discretificate engages (and it, the first AA3 Application to the form of the control of control of control of the primary (and III) Application to the form of the control of control of control of the primary (and III) Application to the control of the control of control of the primary (and III) Application to the control of the control of control of the co	sake spiller (Judity haumzer sider for 1905 Cooks Cultumen (Jahr), 2012, 1905 deather con glain read with my be persolly consected from transpiller capital solved transpiller consected from the personal solved from the consected from the con	Compilant									
wild deer in heart and colorises of a facility register for proper and representability therefore in the billing of search that and characteristy. States of the spring of the property of the	The content of the proper of experience and a pr	Compilant									

Audit fir	ndings Salmon					•	Corresponds to	o Salmon Sta	ndard v.1.3					
	indicator. Evidence that non-biological waste (including net pens) from grow-cut site is either	See 4.5.1. There was no evidence that non-biological waste is being handled in an irresponsible manner, and there have been no infractions or			1					1		1	1	
452		frees for improper waste disposal.	Compliant											
	Applicat lity: All	All energy sources and consumption are recorded.												
	indicator: Presence of an energy use assessment verifying the energy consumption on the farm and regressenting the whole life cycle at sea, as outlined in Appendix V of the Salmon standard	Energy consumption (ki/t fishlin the last production cycles:												
4.61		Culloder: 12,546,451 Size 12: 12,012,946	Compliant											
		Energy use data was submitted to ACC, May 18, 2022. Crieg user CEMMys for the calculation of energy consumption. Quantities of diesel and propane consumed are entered to CEMMys each month.												
		Records are maintained using the CEMARys system. All quantities of fuel and electricity used are being tracked and uploaded into CEMARys on a monthly basis by the accounting department. CEMARys respons state that courses used as a basis for calculations include the international legacy departs, integrowmental Plant or climate change, and the UKG-Genement conversion factors for GRIG reporting. There are no stops 2 GRIG emissions, and scope 1 emissions (ptr. CO ₂ s) in the last cycle were:												
	indicator: Secreta of manhouse an IGIGRG aminimated on farm and address of an													
4.62	indicator: Records of greenhouse gas (GHC(ES) emissions(RR) on farm and evidence of an annual GHS assessment, as outlined in Appendix V of the Salmon standard v.1.3 Requirement: Ves	Calloder: 1,476.4 Site 12: 757.8	Compliant											
		GHG data was submitted to ASC, May 16, 3022.												
	indicator: Documentation of GHG emissions of the feed[87] used during the previous production tycin, as outlined in Appendix V of the Salmon standard v.1.2													
4.61		From information provided by freed suppliers for the last complete production cycle, the GMG emissions from freed were 5,221.76 mt CDJeq for Culloders, and 2,038.98 mt COJeq for Size 13. The information was submitted to ASC, May 56, 2022.	Compliant											
	Applicability: All indicators that use copper-treated nets(RS), evidence that nets are not cleaned(SS) or			Grieg farms are not using copper- treated nets.										
			N/A	treated nets.										
	Applicability: All farms. Closed production systems that do not use nets and do not use antifoliants shall be considered exempt from standards under Cotedon 4.7.													
		At the end of the cycle, all nets at a site are cleaned on land by Badnotti Net Services Canada LLE. The Grieg Certification Team conducted audit of the facility Cit. 20, 2016, and we'fined efficient treatment system in gives. Audit report (MCC Net Service Offliners Audit) was a sailable, as wan copy of Badnotto Operational and Georgian phrotocols and Proceedings Ministry.												
4.7.2	Regularment: Yes Replicability: All farms. Closed production systems that do not use nets and do not use		Compliant											
	Applicability: All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Citerion 4.7.													
	indicator: For farms that use copper nets or copper-treated nets, evidence of testing for copper level in the sediment outside of the ASE, following methodology in Appendix I of the Salmon	Grieg farms are not using copper-treated nets.		Grieg farms are not using copper- treated nets.										
4.7.1	transferd v.1.3 Requirement: Yes		N/A											
	Applicability: All farms: Closed production systems that do not use nets and do not use writinglates shall be considered example from standards under Citation & 2													
	The state of the s	Grieg farms are not using copper-treated nets.		Grieg farms are not using copper- treated nets.										
4.74	or, in instances where the Cu in the sediment exceeds 34 mg Cu/kg dry sediment weight, demonstration that the Cu concentration falls within the range of background concentrations as measured at three reference sites in the water body		N/A											
	Applicability: All farms. Closed production systems that do not use nets and do not use entitlouisants shall be considered exempt from standards under Citiesion 4.7.													
	indicator: Evidence that the type of bloodes used in net antifouling are approved according to legislation in the European Union, or the Unibed States, or Australia	Grieg farms are not using blockles for net antifouling purposes.												
4.7.5			Compliant											
	Applicability: All farms. Closed production systems that do not use nets and do not use smill subsets shall be considered exempt from standards under Otterion 4.7.													
	indicator: Evidence of a fish health management plan for the identification and monitoring of this disease, pursuins and enviconmental conditions relevant for good fish health, including implementing corrective action when required	The Salmondd Health Maragement Plan (MMP) covers both freehwater and manine operations, it covers the requirements of the Firstish Aquacultural Licence and references a comprehensive set of applicable SOHs, SMT record indicates the HMP was last reviewed and approved by Golday sentencina Mark 7, 2022. The plan designates the vestinarian's duties and responsibilities, including the responsibility for coverseing mattern of Fish health management for Gring Santouck Canada.												
5.1.1		matters of fish health management for Grieg Seafood Canada.	Compliant											
		Records of Fish Health Team whits to farm indicate frequent wicks by veterinarian and other them members, but that the frequency of viols												
		Records of Flab Health Tasm with to farm indicate frequent with by vehicularia and other them members, but that the frequency of violations of control violation of the property with UK requirement in all cours, regarding Culdinot, but had health for White Liquid Cours and the company is vehicularia. In the control cours of the												
	iodicator: Site visits by a designated seterinarian(85) at least four times a year, and by a fish health manager(96) at least cone a month	started in early Agril 2003, and morthly fish leath Team visits with the exception of August 2021. The documents ACS 5.1.2 - Risk Assessment and associated indentification of Crisical Risks Form were presented, re-leveled and accepted by the sudder. The assessment collede "that the risk of an unidentified disease in cultured stock and/or risk to wild stock is Low at any Grigg sites under the current fish health practices."												
5.1.2		Records of veterinarian's and technicians' qualifications are on hand.	Compliant											
ľ														
		300N of mortalises are retrieved.					1							
		Mortality collection occurs at least daily. Mortalities are stoned in sealed and water-tight tote boxes on a designated Mort Roat. As the totes become full, a vessel removes them to so flow where they are picked up by Salish Solis libr., which uses the material in a compost product.												
5.1.2	Requirement: 100% (97) Applicability: All	There have been no exceptional montality events at any site.	Compliant											
		All mortalities are recorded and classified. A report generated from Fiehtalk shows the numbers of mortalities by classification.												
		Workers are trained in the classification of mortalities according and, during the site visit, demonstrated thorough understanding of the classification process.												
524	oracles of the control of the contro	When mortality classification is inconclusive or disease is suspected, samples may be sent to the Centre for Aquatic Health Sciences (CAHG) and/or the Animal Health Centre (AHC).	Compliant											
		Mortality numbers and post-mortem analysis data have been submitted to ASC.												
	indicator: Maximum viral disease-related mortality (99) on farm during the most recent	There were no diagnosed viral disease-related mortalities in the last cycle.						 						
		Uncodeable mortalities (potentially viral disease-related) in the last cycles were: Culloder: 20,753 (6.00%)	Compliant											
	Applicability: All	Cultoders 20,73 fl. 60 (N) Sen 11- 6,300 fl. 60 (N) Mortally data was submitted to ACC, May 16, 3022.												
		Total mortality rates in the most recent complete production cycles were 17.62% (Culloden) and 14.54% (site 13). Maximum unexplained mortality rate in the previous two cycles: Options 16.75% (MSTNY) 23.75%, (MSTNY)	Compliant											
		Culloder: 56.72K (2017YC; 13.73K (2019YC) Site 12: 20.17K (2017YC; 31.61K (2019YC) Micrality data was submitted to ACC, May 56, 2022.												
		Mortality data was submitted to ASC, May 56, 2022. Farm mortality records are detailed in the Fishtalk database which enables datasets to be compared and analysed.												
		sam mortality records are desirated into a locate contains which entained catastatic to de compared and analysed. Althorishly Reduction Strategy was swallable for all farms. The strategies, all dated June 2021, include measures for the reduction of overall mortality and reduction of unexplained mortality.												
	indicator. A form-specific monalities enduction program that includes defined annual targets for reductions in monalities and reductions in unexplained monalities. Requirement: Yes	mortality and reduction of unexplained mortality. Gring has set Global Survival Objectives of 89% to be achieved by 2005.												
5.1.7		Workers confirm that the Fish Health team laises with them on mortality collection and classification.	Compliant											
ľ														

					Corresponds to Salmon Standard V.1.3					
	Records of therapeutant use are maintained in Fishtalk, and identify the prescribing veterinarian, the product and chemical name, reason for						1			
	Records of therapectant use are maintained in Fahtall, and identify the prescribing veterinarian, the product and chemical name, reason for use, restment date, pero treated, amount of drag and dosage, Sionass treated, WHO classification and drag supplier. Prescriptions are maintained at the factors per GFO experiments.									
indicator. On farm documentation that includes, at a minimum, detailed information on all chemicals[101] and therapsectants used during the most recent production cycle, the amounts used (including grants per too of fish produced), the dates used, which group of fish were treats and against which diseases, proof of proper dosing, and all diseases and partners detected or and against which diseases, proof of proper dosing, and all diseases and partners detected or and against which diseases, proof of proper dosing, and all diseases and partners detected or and against which diseases, proof of proper dosing, and all diseases and partners detected or and against which diseases, proof of proper dosing, and all diseases and partners detected or and against which diseases, proof of proper dosing, and all diseases and partners detected or and detected or d	Giffider current cycle - 1 florferical treatment jedelo majoril, 3 enamentic hierarab treatment þes lörgi, previous cycle - 1 florferical treatment jedelo mantal jand i enamenti herarabst marketter jede logi. 2012 12 carrent cycle - 1 florferical treatment jedelo mantal janden herosade treatment jede logi previous cycle - 1 daystracyclae et arrabsterical previous janden i florferical treatment jedelo mantal jand cymarentich hexasist beståmenten jala lösi. I florferical treatment jedelo mantal jand cycle mantanten jala lösi.									
and against which diseases, proof of proper dosing, and all disease and pathogens detected or	Information on therapeutant was submitted to AGC, May 16, 2022.	Compliant								
Requirement: Yes										
Applicability: All										
	The common follows the midsons found in the:									
Indicator: Allowance for use of the rapeutic treatments that include antibiotics or chemicals to are banned (202) in any of the primary salmon producing or importing countries (203)	The compare follows the galaction found in the: (I) CDA Aquaction Therappeach Relead Modeshing List which is a table of barried artibilities and chemicals, as a usell as permitted artibilities and chemicals and allowable liversity. (I) Hearth Canada List of Vienninum y hosp Authorized for use in Food Producing Aquatic Species.									
5.2.2 Requirement None		Compliant								
Applicability: All	No banned substances have been used at the farm.									
indicator: Percentage of medication events that are prescribed by a veterinarian	300% of treatments are under veterinarian's prescription.									
5.2.3 Requirement 100%	Original prescriptions are maintained at the farm per DFO requirements, and digital copies are maintained, as well.	Compliant								
Applicability: All										
	Withdrawal periods are noted on prescriptions, and treatment records indicate last date of breatment and date when withholding period and. Withholding period are specified on the leath Curods webder. Firstimes, 100 days, 100 may 100 periods 201, 200 periods 201, 201, 201, 201, 201, 201, 201, 201,									
	ou days it waster temperature case", so days it waster reperature case", remains can become, "no pressugater withdrawas period a required when this drug product is used according to label directions. To ensure residues do not exceed the maximum residue intitle, Atlantic salmon should not be treated more than over in the 60 days prior to the four fish below become for human consumertion."									
Indicator: Compliance with all withholding periods after treatments	In the last cycle at each farm, the required withdrawal times were fulfilled.									
5.2.4 Requirement Yes	Culloders first harvest (Mar 22, 2020) occurred 275 days after last florfesical treatment (Jun 3, 2019) and 62 days after last SLICE treatment	Compliant								
Applicability: All	Collisions first harvest (Nav 22, 2003) occurred 755 days ther last fireferenced transformed (Jun 3, 2018) and 62 days other last SLAC transformed (Jun 3, 2018) and 62 days other last SLAC transformed (Jun 3, 2018) and 153 days other last SLAC transformed (Jun 3, 2018) and 153 days other last SLAC transformed (Jun 3, 2018) and 153 days other last SLAC transformed (Jun 3, 2018) and 153 days other last SLAC transformed (Jun 3, 2018) and 154 days oth									
	First date of harvest, and 94 days after the last day of the second treatment (Jul 10, 2000) and the next harvest at the farm (Oct 11, 2000).									
indicator: The farm shall publicly report (via Appendix of the Salmon standard v.1.2) the: 1. Weighted Number of Medicinal Treatments (see Appendix VIII) for each production cycle	The WMMT numbers were contained in the transparency document submitted to AGC, May 16, 2022. The values have been calculated correctly and the records used were available for auditor review. WMMT values are shown in 5.2.6.	Y								
Weighted Number of Medicinal Treatments (see Appendix VII) for each production cycle The parasiscide load for each agent over the production cycle	Parasiticide loads for the most recent cycle are:									
The parasiticide load for each agent over the production cycle S.2.5 The benthic parasiticide residue levels	Culloder: Ernamectin berzoate, 0.185 kg; Site 12: Ernamectin berzoate, 0.210 kg.	Compliant								
Requirement: Yes	Benthic parasticide residue levels are not applicable at this time as AGC has not yet provided guidance.									
Applicability: All										
indicator: The Weighted Number of Medicinal Treatments shall be at or below the country En- Level (see Appends VIII of the Salmon standards 1.2.)	tri			 	 					
		Compliant								
5.2.6 Requirement: Yes Applicability: All	Cultoder: 1 Site 13: 2									
indicator: The farm shall reduce the Weighted Number of Medicinal Treatments, after schiev indicator 5.2.6, with 25% per 2 years until the WWMT is at or below the Global Level (see	ne.									
Appendix VII of the Salmon standard v.1.3) 5.2.7	Culoden and Site 13 have WWMF which are below the Global Level.	Compliant								
Aequirement: Yes										
Applicability: All										
indicator: The farm shall implement integrated Pest Management (IPM) according to the	Griss Seafood DF forms operate under the parent community Group Dollary Seatoinable Derminer Sea Line Control (for 27 3031) which is bessed									
indicator: The farm shall implement integrated Petr Management (PRV) according to the guidance in Appendix VII of the Salmon standard v.1.2 5.2.8 Requirement: Yes	on IPM principles. In addition, Grieg Seafood 9C and the other two Atlantic salmon companies in 9C are signatories to the Salmon Farming Industry Integrated Pest Management Memorandum of Undentanding. The document was put together by the 9C	Compliant								
Applicability: All	Going Seafond IC forms operate under the parent compay's Gosap Policy, Sustainable Faming, Sas Lice Control (Jun 27, 2021), which is based on Pell principle. In addition, Gridge Seafond IC another other low Martin submourcepasies in CE are operations to the Salmon Faming industry integrated to Management Memoration of Orderstanding of the Governer way an Equation by the Seafond Seafond Salmon Seafond									
indicator: The farm shall public present (e.g. via company website) the IPM-measures that the	Grieg Seafscoth global IPM strategy (Sea Lice Control, Jun 27, 2021) in found on the company website at: https://revetor.griege.edo.dc.com/cognosise-governance									
company applies which need to be approved by a authorised veterinarian 5.2.9 Requirement: Yes	https://eventor.griegueslood.com/corporate-governance	Compliant								
AND THE PROPERTY OF THE PROPER										
Antichille: 41										
Applicability: All ledicator: The farm shall monitor parasticide residue levels annually in the benthic sediment	Per ASC QBA 111, the indicator is not applicable until such time as a guidance document is available.									
directly outside the A25	Per ACLQBA 111, the indicator is not applicable until such time as a guidance document is available.	N/A	ASC QBA 111							
Applicable, As Security for the first description residue levels aroundly in the facilities endorsely firstly consist the AS Sequiments for Association of AS As		N/A	ASC QBA 111							
directly outside the A25		N/A	ASC QUA 111							
directly outside the A25	Then it is an purphylicity and of antimicrobian. All articises chief interests are water versions; substitution and for diagrams filtered. Mode can first purphers records and controlling proceedings are available. Medication interest events are recorded in Faltatia and in hard capte to find.	N/A	ASC QBA 111							
STATE Application to ACL STATE Application to ACL Market Date At the Acceptance to	Then is to express on an electronic of a description, or a description of	N/A Compliant	ASC QBA 111							
Control Section for ACT Happingson Try Administration of prophysics and elementarine intermental in Market Administration prophysics and elementarine intermental in Application of the Control Section of	Them is to any prohydical, and of intercontion. All artiferences of intercontion is an order reserving year from continuous and for diagonal discuss. Medicander legarithms worth and intercontinuous or includes. Medication-interleavenin an incoded in finition and inhard sizes of the finite and intercontinuous discussions are incoded in finition and inhard which is used in the current and intercolors principles and contains including all Debigods 200g.	N/A Compliant	ASC QBA 111							
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Control Section for ACT Happingson Try Administration of prophysics and elementarine intermental in Market Administration prophysics and elementarine intermental in Application of the Control Section of	Them is to any prohydical, and of intercontion. All artiferences of intercontion is an order reserving year from continuous and for diagonal discuss. Medicander legarithms worth and intercontinuous or includes. Medication-interleavenin an incoded in finition and inhard sizes of the finite and intercontinuous discussions are incoded in finition and inhard which is used in the current and intercolors principles and contains including all Debigods 200g.	N/A Compliant Compliant	ACC QBA 111							
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Control Section for Last Michigan State To The Control Section Sectio	These is no our photographics out of endocumbios. All antimicrobial in sentents are under ententine variation and are diagnost determined by the control of	Compliant Compliant Compliant Compliant	ACC GAS 133							
Control Section for Last Michigan State To The Control Section Sectio	New to the expression of a plantine date. We consider the section is a relative to the company of the section of the company o	Compliant Compliant Compliant Compliant	AC GAA111							
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Control Section 19 (2011) Associated in 19 (2	These is no our photographics out of endocumbios. All antimicrobial in sentents are under ententine variation and are diagnost determined by the control of	Compliant Compliant Compliant Compliant	ACC GAS 133							
Control Section 19 (2011) Associated in 19 (2	These is no availabilities and electrocodosis. All antirecodos esta under various yardinostation and the diagnost distance and the control of	Compliant Compliant Compliant Compliant	ACC GAS 131							
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	rindings saimon					`	orresponds to Salmon Standard V.1.3						
		The farms have not experienced an OIG-notifiable disease.								T .			
5.4.4	indicator: if an OEF-cetf table disease(118) is confirmed on the fairn, evidence that: 1. the fairn, is a minimum, inmediating called the peoply individually disease was described. 2. the fairn inmediately extended to the three is the MAM (25). 3. the fairn and the MAM enhanced minimizing and conducted (group a testing for the disease. 4. the fairn pointps)(22) made feelings publicly available.		Compliant										
	Regularization (16) Applicability: All Mediator: Evidence that we rivers have access to trade unions (if they entity and union regularization)(c) becoming themselves without managemic literaterises.	There is no trade union or worker representation system. Nowever, as below reference, engagives have freedom to join or rose join a union.											
6.1.1	Requirement: Yes Annitrochiber: 45 wedcester: Evidence that workers are free to form organizations, including unions, to advocable	have to be passed control worker registerations yeter. Shower, or solvine reference, employees have freedom to join or red join audion. Conflicted indext reduces to expose the forest protect the lines in Interview with INE director who provided with paley and training how that policy ensures the and nonlinead of approach managed towards employee discision.	Compliant										
6.1.2	tar and postect their rights Requirement: Yes Applicability: All	The pulse, clearly defined in Conduct of credict under CLS which employees to tride usino! The advanced association. Worker are trained (incommissioned on SOES system about code of conduct covering the advanced association complexes feedback confirmed the above as week.	Compliant										
6.1.3	wide state: Colores that workers are free and able to bargate collectively for their rights Registerated: Tre Applicability: Al	Reporting procedure, worker engagement access and expendent channel for worker resulting at its impose of measurement based effectives. Employees benefit was not first right through mode of conduct and policies of employee shouldess), through training as DES system. Descriment reference Cade of conduct, worker training executs, employee information period in without place work are and accommodation.	Compliant										
6.2.1	widerator: Number of incidences of child[123] bioux[124]. Requirement: None Applicability: All except; Child: Any person under 15 years of age. A higher age would apply if the indistant age has of an area sighalates a higher age for work or manufactory unbusing. Michieum age may be 45 if the country allows it surder the developing country exceptions in 1.0 conventio 131.	The form operator in a Consider provious where this logic incinence age is \$1, \$1, \$1, \$1, \$1, \$1, \$1, \$1, \$1, \$1,	Compliant										
6.2.2	indicators. Percentage of young worken([25] that are protected([26]) Regularment: 100% Applicability: All	Management down't him anyone below 55 years.	Compilant										
6.3.1	indicator: Number of incidences of ficund(120), booked(120) or computerly inhour Requirement. Nume Applicability: Al	Engineers was except of the cathodic, they conflow understading of the contract. Engineers are fined to be son in accordance with local conflowed and the co	Compliant										
6.4.1	indicator: Evidence of comprehension(122) and proactive anti-discrimination policies, procedure and practice. Regularization: You Applicability: All	The energ and discrementine policy in in place, to employee herdiness with however optic policy and size creamed sole of a reduction. The energy optic control contro	Compliant										
6.42	indicator: Number of incidences of discrimination Requirement: Nume Applicability: All	There was no complaint, which was confirmed by employers interviewed.	Compliant										
6.5.1	Additional Processings of excitors trained in health and selfery practices, proceediness(22) and solicious are a yearly as the self-self-self-self-self-self-self-self-	Enginese understanding of emergency procedures checked by their basiness reviewed on DATS and their feedback. Training encode reviewed for all employees of the two sites audited which are conducted or on a year and immediately for all new employees on potential brasels and nick minimization, Coroquestand Safety and Health (DAS) and Effective use of PEC.	Compilant										
652	MEANT: Enforce the window our frames frinched (against) (FE) efficiently Registrated. To: Registrately: 61	In the control model plan writings on the control model and of severance grants and of thosing prodeful an engine with PRE and dis- cretional resolution. SE is a first to SQL point onese Q Promotograp prodeful or control to red (s) ESS distance. SE is a first to SQL point onese Q Promotograp prodeful or control to red (s) ESS distance. SE is a second to the control of the con	Compliant										
6.5.3	Militable: Prosect of a health and softing risk assessment and recitors of provides action. Requirement: Yes Applicability: All	In the law injuries the Standard for Institutioning and Engineery of Francisch and Institution and Engineery of Engineery	Minor	Feed storage area was partially obstructing site evacuation such material storage is stored disaggarized during studio. They have the nating and signage, 20,004,2022 however, with severaging due to comprehen them adequality, hence rated as minor.)	50030075	63/99/2022	26 Aug-23 Closed		Culcion has one of the smaller fixed larges of the Greg forms and when fixed debury hopping. The large is acro approximately an other spagement the fixed statements the smaller graph.	Maisteining good houseleeging and appoining the space to create maintains efficiency of society the five large. Alternative eraculation equipment/foute put in place so eraculation can happen on either other of fixed area if needed.	Evidence of an alternative execution equipment/male in place so execution can happen on either side of feed seas if reeded. Picture provided as evidence received direted Aug 20, 2022 and feeding is closed.		
654	Medium: Soliton that of hash and other related accident and solitons are morted an investigate about the soliton accounts. Applications of the soliton accounts are soliton accident and solitons are morted an investigations. The soliton accident acciden	Standard garmining procedure and equivant in an established and diseased all according and the commission formation. All distillates in tracked fellowing exercity analysis more than the commission of the commis	Minor	Root cause analysis and severity rating is not a smallpile in some (This is not a simple in some (This is not a lesser that they were decisioned as yet in protection they spring, it as as simply not clear from the control causes that did not need further analysis. Their decision was further analysis. Their decision was hence coincid as a minori)	50000074 50000075	63/99/3022	22 Aug 23 Closed		This was recognised steemarky prior to the entered audit and a standard for when interegrations and out of course are recorded after including or other adult was in the private of long discouraged.	DOTS Digital Action Tracking Systems I templates for first and and modern impring two spilled and well be implemented in QI and DISON. Principles with an assessment resemble of principles and principles and principles of principles consuguence sensitive of 30 principles of principles consuguence sensitive of 30 principles of principles and sensitive principles. Alternative principles and principles and principles in the respect of the principles and principles and principles and principles and principles and principles and principles and principles and principles	balance of egiphosics "virtuoi" which reads to virtuoi "which reads to the control of the contr		
6.5.5	subdiated. Colorine of employer exponsibility and/or proof of enumerous brookens or injury for 2000 of works excess in a pile-related accident or injury when not covered under national law langularizated. Yes Applicability: All	Measures managed by Word party found solid. It covered SION cost for job related accidents, / Injury - If any.	Compliant										
6.56	Nationals: Evidence that all diving operations are conducted by divers who are certified Regularizated: Yes Applicability: All	Chaing Contractions Aligner, Aligne lever records of from deling operations and a list of all personnel involved. All selevant closels are maintained by the SCO Aligne During List VI 2 was to the milder by this provide. Herm: market involved or deliver confer Carlos List, cupies of certification) for each person involved on during operations are accredited by control or consciption from certifications.	Compilant										
6.6.1	before: The personness of motion where bean expected perform continue and beaused in these the motions respected). Replacement of these persons are personness of the personn	logge are distalled in the Content of Englayment and average quotien agreement. On the Content of Englayment and average quotien agreement, and average content and average are set of a second and average content average are average and average content and average content average avera	Compliant										
6.62	indicator: Evidence that the employer is working toward the payment of basic needs wages[15]. Requirement: Yes Applicability: Al	The Budge wage in British Calumbia, Canada is CAD 18:50 per hour, the pays CAD 11 per hour. Director life provided robusty benchmark analysis of wages comparing with basic reads analysis occurrage. The wage good for the employee well-above hobusty analysis and fulling wage.	Compilant										
663	Network Transporacy in segmenting and endorse[127] Registered In Applicability of	Bugs on detailed in the Central of Engineer and energing worker agreement. Control, reprint purpose of the mount, belonging countered and engineer and energing the same marked for the countered and engineer and e	Compliant										

Audit findings Salmon

Corresponds to Salmon Standard v.1.3

Audit findings Salmon								Corresponds to							
	All employees are provided with a contract of employment, each worker has also averaging agreement that explains the worker hours and					1			1	ı	г т	٦			Soldman provided for own controls indicated to incomment engineers before the finding and the control of the control of the control of the control of the and which week facility of the control of the sold with the control of the control of the sold on the control of the control of the sold on the control of the control of the sold on the control of the control of the sold of the control of the control of the sold of sold of sold sold of sold
	All employees are grounded with a centract of employment, each worker has also averaging agreement that explains the worker hours and other conditions for exceptional working but an absorb. The practice does not indicate the practice they have any way related to labor-only contracting agreement or false appendiceship relations, implying referred of does not indicate in proceedancies.		Averaging Agreements for six employees were out-of-date. (Excessed of averaging contract was already fragered by them to update before the audit, note this was not any contracts which were mixing update, rateher, these												concerned employees (noted in the finding) and auditor's observations at farm size (where the issue
Indicator: Percentage of workers who have contracts(176)	Employee feedback did not indicate any inconsistencies. However, during audit, the Greig Averaging Agreement for each worker that explains work hours and other conditions for exceptional situations.		(Renewal of averaging contract												was already marked by site) deemed sufficient evidence to close this non-conformity. (Abdullah
6.7.1 Requirement 100%	(which is an additional document beside contract) was found expired for 6 employees.	Minor	update before the audit, note this	03/06/2022	50020074 50002075		09/09/2022	7-lun-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.	Music, 2d 6, 2022).
Applicability: All			missing update, rateber, these were additional documents being		2002073							receiving this sour had statistic.		by email Jul 6, 2022.	
			updated lately, hence it is rated as a minor.)												
			a maga. y												
Indicator: Evidence of a policy to ensure social compliance of its suppliers and contractors															
6.7.2 Requirement Yes	Code of Conduct details the policy for working with third parties who amongst other things must adhere to values and principles which found consistent during sampled document review and supplier performances following established orderis for approved wendors. No inconstance, noted during employee feedback.	Compliant													
Applicability: All	No inconstancy noted duling employee feedback.														
Indicator: Evidence of worker access to effective, fair and confidential grievance procedures															
6.8.1 Requirement Yes	through the Whistelellower Hotline, which all employees interviewed confirmed training on those on DATS.	Compliant													
Applicability: All	With corporate Code of Conduct writtee procedures are available for all employees to communicate with Managem, Human Resources or through the Withdebbower Hollen, which all employees interviewed conformed training on those on OATS. There also is a domested after reliability policy to pretext any conformation or nonreconnectations. Current practice and employee feedback confirm that employees have fine and fair access to those system.														
Indicator: Serventees of prisoners handled that are addressed LEE within a Study timefra															
6.8.2 Requirement 100%	Following a backward tracking for an extremely sensitive case about abuse reporting worker and actions by management (all sensitive info are not shared) it clearly indicated; Site maintain record of all enveances, complaints and labor conflicts that are raised.	Compliant													
Indicable: II	Size maintain record of all grevances, complaints and labor conflicts that are raised. Sizes keps a record of corrective actions and timeframe in which grevances are addressed with documentary evidence well before 90 days of the base raised.														
Indicator: Incidences of excessive or abusive disciplinary actions															
6.9.1 Requirement None	No threatering, humilating or punishing disciplinary practices, corporeal punishment, mental abuse, physical coercion, or verbal abuse are in practice and strongly prohibited. An historical case suggested site was extreme quick on taking highest action for any deviations on this issue.	Compliant													
Analicability: All															
Indicator: Evidence of a functioning disciplinary action policy whose aim is to improve the	Following a backward tracking for an extremely sensitive case about abuse reporting worker and actions by management (all sensitive into are														
6.9.2 Recomment You	The A small of clearly indicated. See a small of clearly indicated and indicated in the conflicts that are raised. See a small of clearly indicated and indicated in the conflict that are raised. See a small of clearly indicated and indicated in the conflict that are raised in the conflict that are rais	Compliant													
Applicability: All	Sites keeps a record of corrective actions and timeframe in which grievances are addressed with documentary evidence. Improvement reference are made available to all concerned stakeholders. Employee feedback confirmed this as well.														
Applicability: All															
							1	1	1	1					
							1	1	1	1					
	There are no incidences, violations or abuse of working hours and overtime laws. For both sites communication with interviews confirmed and						1	1	1	1					
Indicator: Incidences, violations or abuse of working hours (143) and overtime laws	These are included, collisioner about of writing hours and quantities have for both the communities and therefore a period for the collision of the collisioner and the state of the collisioner and the state of period for the collisioner and the state of the collisioner and the state of the collisioner and the state of the collisioner and the co						1	1	1	1					
6.10.1 Requirement None	-Employees work a shift schedule consisting of 8 days, on/16 days off. Daily hours of work range between 6-10 hours, based on business needs. -Sea size employees are guaranteed 80 hours of pay per shift cycle, provided that the employee works the full 8 days per shift cycle.	Compliant													
Applicability: All	Otherwise, the guaranteed hours will be prorated. All overtime must be preauthorized by each employee's supervisor. -Hours worked overtime from 1 to 2 hours is paid at time and a half, in excess of 2 overtime hours per day will be calculated at a rate of						1	1	1	1					
	double the regular hours pay. There is one-hour unpaid rest period between the hours work which is taken within 5 hours of 8 or more hours of workday.						1	1	1	1					
	Marie William of No. 100 Marie William of No. 100 Marie Walland of No.						1	1	1	1					
							1	1	1	1					
Indicator: Overtime is limited, voluntary(344), paid at a premium rate and restricted to exceptional incurrentances	Engloyee feedback and document reviewed confirmed: Now would downtine from 1 to 2 bounts justed at time and a half, in excess of 2 overtine boun per day will be calculated at a rate of double the registributing. The time and attraction of the registributing is a distribution of the registributing. The time and attractions appears. The time and attractions appears confirmed that overtine is infrequent. Overtine is worked on a valuatory basis as confirmed during the controllar process.										1		1		
6.102 Bandament Vo.	Hours worked overtime from 1 to 2 hours is paid at time and a half, in excess of 2 overtime hours per day will be calculated at a rate of double the regular hours pay.	Compliant													
Andrahite II	The time and attendance system confirmed that overtime is infrequent. Overtime is worked on a voluntary basis as confirmed during the intensiew process.														
andicator: Evidence that the company regularly performs training of staff in fish husbandry, general farm and fish excape management and health and safety procedures	Date offices also skill traving and growth travining to employees at their of cost. All terent planting seconds are antitizated on the DGTs system. Be enratizate seconds (verification of entered travining Employees confirmed that they are excassing learns and be included with travining constant. Other than compulsion years and exception of antification travining Their annual plan for rife sharing and project spades review confirmed their approach.														
	All internal training records are maintained on the DATS system. Site maintains records /certification of external training. Employees confirmed that they are encouraged to learn and be involved with training courses. Other than compulsory health and safety	Compliant													
	training workers dictate the speed of additional training. Their annual plan for info sharing and project update review confirmed their approach														
Applicability: All															
Indicator: Demonstration of company-level(146) policies in line with the standards under 6.1	10														
6.11 above 6.12.1	Code of Conduct and WR Policies are in line with all social and labor requirements. The Senior Management Team approves corporate policy and sport is boat requirements at Corporate Office in Compiler River. The scope of all corporate policies covers all company operations. All requested deformentation was produced and reviewed.	Compliant													
Requirement You	All requested documentation was provided and reviewed.														
Applicability: All															
	Grieg Seafood continues to support efforts to include communication with the indigenous communities ensuring consultations at least twice														
Indicator: Syldence of meular and meaningful(147) consultation and engagement with	year and the communication found to be reciprocals covering the intent of this standard. The dialog and support took place to - Gate House Community Association (Port McNelli)														
community representatives and organizations	Powell River Salmon Society Port McNell Chamber of Commerce														
7.11 Requirement Yes	Port Hardy Chamber of Commerce Sumbine Coast Salmonid Enhancement	Compliant													
Applicability: All	- Sunshine Coast Salvation Anny - Sechelt & District Food Bank														
	Garg Senford enthrant to support filted to solded communication with the indigenous assemblers assumed amounted makes of the solded. The dadage and separation paints of the solded the solded communication of the solded communication o														
	Complaints Policy in place, there have been no complaints to date. Review of the documented mechanism is adequately maintained to provide multiple common methods of communication.														
Indicator: Presence and evidence of an effective (348) policy and mechanism for the presentation, treatment and resolution of complaints by community stakeholders and	Process – 1. By Email – Community, relations@griegueafood.com 2. Phone – 250-286 (828), extension 112, 3. Mail – 9366-1180 increwood Street, Campbell River, DC V9WSP2, Attentions. Director of Indigenous & Community Relations.														
organizations 7.12	Street, Campbell River, BC V9WSP7, Attention: Director of Indigenous & Community Relations.	Compliant													
Requirement: Yes	Grieg BC will acknowledge the receipt of the complaint within 2 business days. Policy - External Complaints Resolution														
Applicability: All	Ging BC will acknowledge the receipt of the complaint within 2 business days. Plots: - Salamat Complaint Resolution. Plots: - Salamat Complaint Resolution. Solid Complaint Security of Complaint Security of Complaint Security of Complaint Security Security of Complaint Security Secu						1	1	1	1					
	No representative made themselves available for the audit.						1	1	1	1					
							1	1	1	1					
indicator: Evidence that the farm has posted visible notice(149) at the farm during times of							-	-	1	 		+			
therapeutic treatments and has, as part of consultation with communities under 7.1.1,	Signage posted on farms and record of consultations attached for the Pesticide Use Permits and with risk associated with it.														
7.1.3 Requirement: Yes	Sprange pointed on farms and recorded consultations attached for the Pesticide Use Permits and with risk associated with it. Set to turn conformed they are visible in centact establishables. Feed-date, from visible by impact charts following community consultations. Conformable prolymer feedback.	Compliant													
Applicability: All	.commed by employee feedback.						1	1	1	1					
										1					
							1	1	1	1					
Indicator: Evidence that indigenous groups were consulted as required by relevant local and/	All farms operate in indeprecus territories. For each farm, there are two forences: (i) the federal government issues the Marine Firsh in Apparatures License under the Firsheries Act; (ii) the province issues the License of Occupation, Gring in its aware of Local, national laws and regulation for each firsh Marines.						1	1	1	1					
itabocal laws and regulations							1	1	1	1					
7.2.1 Regularment You	Gligg demonstrates practive engagement and supports government consultation. In its ongoing efforts to recognize the United Nations Description on the Rights of Indigenous Peoples (UNDRP), the Province of BC's Bill 41 and Canada's steps towards reconciliation, Grieg Sealood BC has the position Director of Reconciliation.	compliant													
Applicability: All farms that operate in indigenous tentrories or in proximity to indigenous or aboriginal people							1	1	1	1					
	No representatives made themselves available for the audit.														
							<u></u>					 <u> </u>			
Indicator: Evidence that the farm has undertaken proactive consultation with indigenous communities	The five Grieg farms in the Jevik and Sechell index are in territory of the shishilb First Nation. The company consults frequently with the First Nation. For example, enable on Seconsisteding of inner Sechell terms and on shishilb terming proposal were sect Mar 12, 2021, and Mar 17, 2021, respectively, and Dishish Pre-Ingeneens Applications energies unseen but page 22 and Marky 2, 2021. Memory could be an example on the Seconsisted Section 1992, and Dishish Pre-Ingeneens Applications energies unseen but page 22 and Marky 2, 2021. Memory could be an extended to the Section 2012 and Marky 2021.									1					
7.2.2 Requirement You (150)	2021, respectively, and Shishalfi Pre-Engagement Application meetings were held April 26 and May 3, 2021. Meeting notes are available.	Compliant					1	1	1	1					
Applicability: All farms that operate in indigenous territories or in proximity to indigenous or							1	1	1	1					
aboriainal secole	The whishalf Nation has been consistent in its opposition to the farming of Atlantic salmon. Give has continually effectively effectively annual with the							-	1	-	 				
indicator: Evidence of a protocol agreement, or an active process(ESS) to establish a protocol agreement, with indigenous communities	The platibility is not been consistent in its apposition is the families of families unknown. Graph are contravally attempted to engage with the stability to be its entirelooding. The company communications down on other communications or instruction communication families, with memoring order personnel communications of the communication of t						1	1	1	1					
7.2.3 Requirement Yes	Grieg conducts weekly lice counts at all five farms during the out-migration period for wild salmind juveniles.	Compliant					1	1	1	1					
Agreement, with indigenous communities 7.23 Replanment? I Agreement with the communities of the process of the communities of the communit							1	1	1	1					
aborignal people							1		ļ	ļ					
endicator: changes when taken restricting access to vital community resources(1Ω) without community approval	Grieg Seafood has established a very progressive mechanism to ensure that communities resources are never used without community														
7.3.1 Requirement None	Gring Self tool has established a very progressive mechanism to ensure that communities resources are never used without community appress. The communities networks in exhancis and frequent interactions with the relevant Flore rations, ensures that there is no restricted access to community resources.	Compliant													
Antiques people Indicator (age) Indica							1		ļ	ļ					
indicator: Evidence of assessments of company's impact on access to resources	Going Seafood has established a very progressive mechanism to ensure that communities resources are never used without community approach. It is tough the wpact that feedback coming frequently from community without additional effort by the late to reach and provide ways, to some from feedback is gathered other than approved source (Eoch, MGD etc.). Hence also engenises community insolvement activity procedure, they are doing only just because of this standard requirement but also to remain acceptable in those are read.	Compliant													
7.32 Requirement Yes	ways, so some form feedback is gathered other than approved source (Govt, NGO etc.). Hence site organizes community involvement activity proactively. They are doing not just because of this standard requirement but also to remain acceptable in those area.	Compliant					1	1	1	1					
A0203107. A1															

81	walkeling. Completions with his order ordered regulations are seen use and during a qualification products consists search quality. Applications 10 Security Securit	This covers cross of Calculors is too scrools applied by Gray Cold flow realthing (SDR) and County (County) State have for policitary county (SDR) and County (County) State have for policitary county (SDR) and	Compilant							
8.2	Indicator: Compliance with labour laws and regulations Requirement: Yes Applicability: All Small Producers	GBU is never by Greg Enricold E-and operator under the same pricious and procedures described in Principle 6 of this report. Not the Commay hashbern BBU, GBB and GBD "Commay Cando assess to ment? contents that it complete with all local and adminish and Commay hashbern BBU, GBB and GBD "Commay Cando assess to ment? contents that it complete with all factor of the command of th	Compliant							
ga	Micros Editors of an assument of the lamb partial regions as businessly and soft- many committee contain the same components in the assument for gone out further under Administration for the same components of the assument for gone out further under Applicability. All front Produces	The action works decount foliated hypoxyla Assessed Egiptic, Gold four teachers, April 2011, prepared by Mannessen Biological Consulting. The operations have been specified in regard inside the Second Seco	Compliant							
2.4	Annual Control of the	Gill and Lillini exempt - beth duchage to Fosion environment as per VE GOT bent dis to New 1.2 - most period May 2021 - April 2022 COL Lilling System Col. Edit (2) - Col. Lilling System Col. Lilling System Col. Lilling System Col.	Compliant							
25	Market or it is not make specially have postable the special of the base selection commercially produced or the selection prior to the publication(CS) of the ACC Schools Strokets. Registrates: To VC(S) Adjustable, AC Second	The tour hatcherin level-end-produce relateds software, a species which is not native to the waters of Smith Columbia. Regarding the history of Allance softwares IRC, we 3.2.3.	Compliant							
24	Make the Manimum lander of an apparent SSI bits need a cover of production cycle. Registrates, 2015-2016. Registrates,	On the excession (Fig. 2001, America A. 2001) from each in recorder of early find of the freezing of investigation and conscious actions and the confidence of the find of the	Compliant							
2.7	Moderner: Accuming(13)) of the counting technology or counting method used for calculating the National of this. Registerance: 13(5): Applicability: NJ Smith Producers	Old has counting engineered with stand accuracy of 1990s, and the dated accuracy of the equipment at the Centeschalcherin (BUL, 1991) and Centes has Control.	Compilant							
2.2	Applicating. At all of Products	DBIS needs). Dry defined C-religendes under the serve prices of profits as I dry form (see 1.5.1.5, Reporting BIS. ABBIT or ONLY in the Contract sector for the Contract secto								
19	Middles - Names y of an energy case sensement on right for energy consequence of the send of the contract of the contract of the contract of the contract of t	The Company of the Co	Compilent							
8.10	Requirement: Yes	Gorg GGG emissions are scholded, recorded and regarded using CDMAny bettering (pos 4.1.2). Page-disg BUL IBBS and GDM, per the ACC requirement of the Coresp, Chancel Code and Code (post 1.20	Compilant							
8.11	Metabor: Solven of 6 fine health management plan, approachly the designated internation, for the identification on designing of the design and generate Regulations. The Applicability: All Smith Production	Abbendingship Mangemen Fig. (2009). It is appeared the high period beams. To little fig. (2004) the many transfer and eventuring of the date, period and eventuring of the date, and eventuring of the date, and eventuring of the date, 2003, and eventuring of the date of t	Compliant							
8.12	Milliant: Premiting of this that are experiented for whiteout diseases that are become to premit A spilling of the last the large methor which are difference according an expension of the last the last three according and three according and three according and three according and three according as a second according to the last three according as a second according to the last three according as a second according to the last three according as a second according to the last three accordi	extremely an extremely but in the common parties of the first fellow intermediately compares (capitally only and parties of the first fellow intermediately compares (capitally only and parties of the first fellow). So place for common capitally c	Compliant							

Audit findings Salmon

Corresponds to Salmon Standard v.1.3

Audit mindings Salmon Corresponds to Salmon Standard V.1.3													
		The diseases for which fish must be setted prior to movement are listed in Appendix 2 of the Freshwater Aquaculture Licence issued by 550. The following document were available for all hatches yo for term transfers: (1) Federal Authorisation Coccenting the Movement of Live Fish in Administration Concenting Conference of the Fish Appendix Countries, (1) Federal Authorisation Concenting the Movement of Live Fish in Administration Countries, (1) Federal Authorisation value of the Conference of the Fish Appendix Concentration of the Fisheria Authorisation reperfing vaccinations, diseases, mortality rates and seeting, and is required in order to obtain the Federal Authorisation.											
	Indicator: Percentage of smolt groups(162) tested for select diseases of regional concern prior to entering the grow-out phase on farm(162)	health questions regarding vaccinations, diseases, mortality rates and testing, and is required in order to obtain the Federal Authorization. Cermaq Carada compliance with this indicator is described in the ASC Declaration Letter for Cermaq Canada Smolt Customers. The company											
9.13	Requirement 100%	Thesis all smolt groups for select diseases of regional concern and as required by conditions of its Aquaculture License Appendix III."	Compliant										
	Applicability: All Smolt Producers												
		GRH smolts sent to Culloden were treated at the hatchery with ownerszycline for Yeninia rucker, Jan 17-30, 2021, per Rx # 21-03xPW, and											
		GRI smots sext to Cultidos were treated at the hatchey with oxysteracycles for Yenida racker, jan 17-30, 2011, per bx 9 21-039W, and with filter feecol for extend monosth, san 21-30, 2021, per 8x et 021-44PW. Detailed information was available in report Fishtaik Manine CV: Product information, and associated documents.											
	indicator: Detailed information, provided by the designated weterinarian, of all chemicals and therapeutants used during the smost production cycle, the amounts used (including grams per too of fish produced), the dates used, which group of fish were treated and against which diseases, proof of proper during and all disease and perhogens detected on the size.	Cermaq Canada compliance with this indicator is described in the ASC Disclaration Letter for Cermaq Canada Smott Customers. The company "Documents detailed information of all Chemicals and therapeutams used during the smott production cycle including amounts used, dates used, failing use treated and against which diseases, proof or proper doling and all diseases and polythogon detected on tiles."											
9.14		used, fish groups treated and against which diseases, proof of proper dosing and all diseases and pathogens detected on site."	Compliant										
	Requirement: Yes Applicability: All Smolt Producers												
	, Addition of the second												
		Ging maintain: a table of banned antibidic and chemicals, as well as permitted antibidics and chemicals and allowable levels. The information is available to GB/s/via DASS. No banned substances have been used at the facility.			 								
	noficator: Allowance for use of therapsufic treatments that include arcibiosis: or chemicals that are banned[166] in any of the primary salmon producing or importing countries [166]	Cermina Canada compliance with this indicator is described in the ASC Declaration Letter for Cerman Canada Smolt Customent. The company "has no allowance for use of therapeutic treatments including antibiotics or chemicals that are banned in any of the primary salmon producing in importing constitute."											
	Requirement: Yes Applicability: All Smoit Producers												
	Indicasor: Number of treatments of antibiotics over the most recent production cycle	GRH records indicate that there two artiblistic treatments in the most necest cycle.											
8.16	Requirement x3	Regarding BLH, LEBH and GRH, Central declares: "Does not exceed 3 antibiotic treatments over the most recent hashery production cycle" AGC Declaration Letter for Central Care & Smot Customers, Jan 1, 2023.	Compliant										
	Applicability: All Smolt Producers	Acc. Decaration Letter for Central Canada Smolt Customers, Jan 1, 2023).											
	Indicator: Allowance for use of antibiotics listed as officially important for human medicine by the WHO (166)	The WHO Critically important Antimicrobials for Human Medicine 6th Revision 2019 is available on Grieg DATS. GRH has not used any critically important antibiotics.											
8.17	Requirement None (167)	Cermaq Canada compliance with this indicator is described in the ASC Declaration Letter for Cermaq Canada Smolt Customers. The company "Complies with the WHO Each of antinicrobials critically important for human health, a per each facility's Freshwater/Land-based Againschises Users under the Taheline A.F., fish health Anagement Plans Excellent 7 Fish Health Againsch WIL."	Compilant										
	Applicability: All Smolt Producers	Aquacuture License under the Fisheries Act, Fish Health Management Plan Section 7 Fish Health Appendix VIII."											
		Slectronic copy of OIE Aquatic Animal Health Code Compliance 23rd Edition 2021 on Grieg DATs and is available to all sites, including GBH.											
	Indicator: Evidence of compliance(ISB) with the OIF Aquatic Animal Health Code(ISB)	Cermaq Canada states in the AIC Declaration Letter for Cermaq Canada Smoll Customers, that the company "complex with Old Aquatic Admini swith Cold as per each facility in Freshwater/Land-based Aquasulture License under the Fabrieries Act, Fish Health Management Ren Action 27 fish											
8.18	Requirement: Yes	Plan Section 7 Fish Health Appendix VIII."	Compliant										
	Applicability: All Smolt Producers												
		GBH is owned by Grieg Seafood BC and operates under the same labor laws and regulations and polices and procedures as described in Section											
9.10	under 6.1 to 6.11	6.	Compliant										
	Requirement: Yes Antiferhilibre All Smolt Producers	Per ACC Declaration Letter for Cermaq Canada Smolt Customers: "Cermaq has developed a set of Ethical and Corporate Responsibility Guidelines that Cermaq Canada address to. These guidelines can be found on the Cermaq websits under the Code of Conduct section using the othorwing this: Tolerin and Guidelines.											
	Applicability: All Smolt Produces indicator: Evidence of regular consultation and engagement with community representatives and organizations												
8.20	Requirement Yes	GRH is owned and operated by Grieg Seafood BC and the information found under Principle 7 of this report is applicable.	Compilant										
	Applicability: All Small Producers Indicator: Evidence of a policy for the presentation, treatment and resolution of complaints by community stakeholders and organizations												
8.21	community stakeholders and organizations Requirement: Yes	GRH is owned and operated by Grieg Seafood BC and the information found under Principle 7 of this report is applicable.	Compliant										
	Applicability: All Smolt Producers												
	Indicator: Where relevant, evidence that indigenous groups were consulted as required by	GRH operates in the town of Gold River located in Mowachahr-Muchalaht territory. There is a 25-year agreement in place with the Nation for the sea sites. Revisions are currently being needlated and include conditions regarding the hatchery. Recent Applications to DPD and MoS have											
8.22	nelevant local and/or national laws and regulations Requirement: Yes	ther updates in this desert most before the property of the sea of the Revision and the sea of the Revision are currently being negociated and include conditions regarding this handway Review Applications to OOP and Mor Bave have with the Asia Communication, indicates frequent information-thanking with the Frest Nation. Austron. Austron.	Compliant										
	Applicability: All Smalt Producers	Per ACC Declaration Letter for Central Canada Smolt Customen: "By halding federal aquaculture licenses for its facilities, Central Canada acknowledges that the federal government has satisfied its duty to consult with indigenous communities."											
	Noticebor: Where relevant, evidence that the farm has undertaken proactive consultation with indiseases communities.												
8.22	Indigenous communities Requirement: Yes	See 8.22. By holding federal aquaculture licenses, the hatcheries demonstrate that they have satisfied their duty to consult with indigenous communities.	Compliant		1								
	Applicability: All Smolt Producers	The hatcheries are land-based tanks operations.											
	Indicator: Allowance for stocking smolts produced in cage-culture	and the second s											
8.25	Requirement: Permitted only if supplying farms are 3) operated in a region where indigenous salmonids are present of the same species being cultivated and 2) the farm is certified to the ASC Freshwater trout Standard		N/A	The hatcheries are not open operations.									
	Freshwater trout Standard Applicability: open (set-gen) production of smolt			specialitis.									
		The hatcheries are land-based tanks operations.											
	Indicator: Water quality monitoring matrix completed and submitted to ASC (see Appendix VIII of the Salmon standard v.1.2)	THE TREATMENT WITH MICH. GREEN											
2.26	Requirement: Yes(171)		N/A	The hatcheries are not open operations.									
	Applicability: open (set-per) production of small												
		C2N and LIBBH discharge to the matrix environment, and OTH discharges to ground. Thus, the three facilities are exempt form this requirement. The minimum monthly average oxigen subcratato in EU cutflow is 2022 was 50%.											
8.27	Requirement: 60%(172, 173)	The recommendation of the state	Compliant										
	Applicability: All Smolt Producers Using Sent-Closed on Closed Production Systems indicator: Macro-invenibrate surveys downstream from the farm's effluent discharge	GRH, LBBH and OFH do not dicharge effluent to streams.											
4.25	Appricately, an amon industrial using semi-closed or colored industrials systems wickaster. Many-inventebrate surveys downstream from the farm's effluent discharge demonstrate bentilic health that it similar or better than surveys upstream from the discharge (methodology in Appendix VIII of the Salmon standard v. 1.3)	Relevant to Soci Lagoon Hatchery, the AGC Declaration Letter for Cermaq careds Smolt Guistness states: "Macro-investobrate surveys have been conducted deventraren from the hatchery's effluent discharge to demonstrate benthic health that is similar or better than surveys applraren from the discharge. This methodology is described in AGC Appendix VIVI-3. Consistent good results have been observed for 3 years and sampling that been reduced to once every two years."	Compliant										
	Requirement: Yes	upstream from the discharge. This methodology is described in ASC Appendix VIII-3. Consistent good results have been observed for 3 years and sampling has been reduced to once every two years."											
	Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems						-						
	indicator: Evidence of Implementation of biosolids (studge) Best Management Practices (BMPs). (Appendix VII of the Salmon standard v.l. 2)	At GRM, bloscilds are separated by drum filters and settling pond, and sludge is removed on a monthly basis. The auditor viewed Walco											
8.29	Appendix VII of the Salmon standard v.1.3) Requirement: Yes	A CDR, blackful are apparately your filters and entiting pood, and sludge is immosed on a monthly basic. The auditor viewed Walco foliations invoiced 40005 (eye 21, 2022) for the removal and transport of GRH sludge, as well as Vancouver briand Remarket Resources Ltd. Location 2 2020 (for 4, 2022) for processing the markets.	Compliant										
	Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems	Per ASC Declaration Letter for Cermaq Canada Smolt Customen: "Section 1.4 of Cermaq Canada's Reath Water Program includes a description of bio solid (sludge) handling, storage and removal best practices."											

agreement or false apprenticeship relations. Employee feedback did not indicate any inconsistencies.

However, during audit, the Greig Averaging Agreement for each worker that explains work hours and other conditions for exceptional situations (which is an additional document beside contract) was found anxieto for Kamerhouse.

4 6.7.1 Requirement: 100%

Deadline for NC Actual date of NC Status VR Status of VR used Submitted/VR Status of VR used Submitted VR USED NC Status Committed NC STATUS C On September 2, 2021 the reference station had a 90% and Cuiloden had 70% CO. This below the 12% closelated average difference between % 200 when Farns have barrens in place (Cindbeh did here barrens in Section of the Cindbeh did here barrens associated owages supplementation system was still considered a trial system in September 2021. As occurs during systems under trial, there are instances where we learn from these types of events and improve going ferward. Indicator. Workly energy present insertable (\$10) This samples have been missed in the current cycles at Culloden and \$10s. \$11.

Global control engine (\$10) This micro, calculated (\$10) This micro, calculated (\$10) This micro, calculated (\$1.3) Culloden had one week in the current cycle with average DO <70% saturation. The low average was not consistent with DO at the reference site. Regularisment 2 70% (EB)

No weekly average % statisticative where a forecast select 00.0 Me lowestly average is statisticative where a file of 1 has been 000.0 Me flowest weekly average was 7.54% (EB) = 5.45%, (2012) = 5.45\%, (2012) = 5. Since September 2021, we have re-vamped our oxygin systems to better regulate the within pen Olivests and have not seen an greater than 17% odeviation of in pen vs reference station DO. 1 2.2.1 Requirement: ≥70% (18) 03/09/2022 05/07/2022 Closed Size has implemented the Standard for investigating and Reporting of Hazards and Unwanted twents.

Employees are being trained on DATS on hazards and risk and proventions on the 20°P established. The SC Department provider Institut and Startly Performance Metrics or the Section Management Team The SC Department of the Section Startly Performance Metrics or the Section Management Team (Section Section Sectio Feed storage area was partially exhausted and the storage area was partially exhausted and the storage and signage, however, with oversight due to unspected load, they could not or graite them storage. Indicator: Presence of a health and safety risk assessment and evidence of preventive actions taken Culloden has one of the smaller feed barges of the Grieg farms and when feed delivery happens if the barge is not organized/has extra equipment the feed can encroach the walking path. Maintaining good housekeeping and organizing the space to create maximum efficiency of estacking the feed bags. Almensative executation equipment/route put in place so evacuation caupisment/route put in place so evacuation can happen on either side of feed areal in feeded. Picture provided as evidences received dated Aug 26, 2022 happen on either side of feed areal infeeded. 03/09/2022 26-Aug-22 Closed 2 6.5.3 Requirement: Yes However, during safety tour for the farm Culloden, evacuation space found almost blocked by the feed totes 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. Applicability: All DATS (Digital Action Tracking System) beneficiate for first as and incidents reporting an updated for first as and incidents reporting an updated for first as and incidents reporting an updated for the properties of the properti Root cause analysis and severity rating is not available in some accident report. (This is not an issue that they were deviated anything from the system, it was simply not clear how soverity was calculated for some root cause that did not need further analysis. It is a simply not the contract of the c Standard operative procedure and system are established and showed all accidents and near misses tracked. All violation is tracked following severity analysis matrix. Indicator: Fulderon that all health, and safelyrelated accidents and violations are recorded and
corrective actions are valuations are recorded and
corrective actions or a value when necessary

Requirement: Yes

Applicability: All

Applicability: All

Septimized or the septimized This was recognized internally prior to the external audit and a standard for when investigations and root cause are needed after incidents or dose calls was in the process of being developed. 03/06/2022 50020074 50002075 03/09/2022 22-Aug-22 Closed 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 Averagine Aprenents for its

region of Aprenents for its

flamewall of Averaging contract was

already regioned by them to update

facility of the about 1, role this was

facility of the about 1, role this was

and 1, role this was not

applicated to the average

additional documents being updated

with, hermal it a read as minor.] All averaging agreements that were out-of-date laws here spotted and are current now. Copies of signed documents sent to auditor by email Audit 6, 2022. We have been sent to auditor by email Audit Marris, Ind. 6, 2022. Indicator: Percentage of workers who have contracts(139)

03/09/2022 7-Jun-22 Closed

