

Instructions and disclaimers

General:

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

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

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

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

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

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

How to use this document

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

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

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

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

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

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

Document type - PDF conversion - Guidance

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

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

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

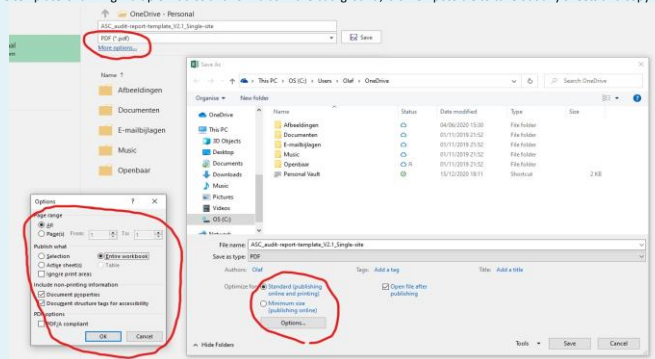
To save the full excel document as a pdf, please follow these steps:

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

Extra note:

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

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



Spelling Check

How to run the excel spell check in this document?

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

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

What if changes are made?

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

Confidential information - Data protection and publication of reports

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

Comments or guidance

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

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

Data restrictions & conditional formatting

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

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

Link to all the sheets

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

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

[2\) Audit Information](#)

[3\) Site Information](#)

[4\) Harvest witnessing](#)

[5\) Stakeholder engagement](#)

[6\) Social Audit](#)

[7\) Traceability risk assessment](#)

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

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

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

[Audit findings "species"](#)

Audit Announcement (Form 3)

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

1. General, Client/CAR information

1.1 Document Type	Audit announcement
1.2 Document language	English
1.3 Second document language	
1.4 Unit of certification type	Single Site
1.4.1 Company name	Greg Seafood BC Ltd.
1.4.2 UOC Name	Concepcion PI
1.5 Country where UOC is located	Canada
1.6 ASC Standard	Salmon
1.7 Standard version	1.3
1.8 Certification process is subject to CAR version	2.2
1.9 Name of the Conformity assessment body (CAR)	SGS Nederland BV
1.15 First name	Kristin
1.16 Surname	Storoy
1.17 Position in the UOC (job title)	Certification Manager
1.18 Email address	kristin.storoy@gregseafood.com
1.19 Phone number	2502860838 Ext. 148
1.20 Other means of contact e.g. Skype	

2. Audit information

2.1 ASC standard principles covered by the audit		ASC standard principles			
2.1.1	Principle 1	Covered			
2.1.2	Principle 2	Covered			
2.1.3	Principle 3	Covered			
2.1.4	Principle 4	Covered			
2.1.5	Principle 5	Covered			
2.1.6	Principle 6	Covered			
2.1.7	Principle 7	Covered			
2.1.8	Principle 8	Covered			
2.2 Activities covered under the scope of the certification and under the scope of the audit. Activities in the table equal to final product only.		Activity	Under scope of certification	Under scope of this audit	Notes
2.2.1	Smoking	Covered	Covered		
2.2.2	Netting	Covered	Covered		
2.2.3	Seining/Die	Covered	Covered		
2.2.4	Transferring	Covered	Covered		
2.2.5	Harvest	Covered	Covered		
2.2.6	Vaccination	Covered	Covered		
2.2.7	Feeding	Covered	Covered		
2.2.8	Transportation	Covered	Covered		
2.2.9	Stripping (if present at farm)	Not Covered	Not Covered		
2.2.10	Processing (if present at farm)	Not Covered	Not Covered		
2.2.11	Marketing (if present at farm)	Not Covered	Not Covered		
2.2.12	Other (Please describe)				
2.3 Certification cycle	1				
2.4 Audit type	Surveillance audit				
2.5 Audit number in certification cycle	3				
2.6 Will harvesting be witnessed during audit?	Yes				
2.7 Audit conducted (On-site/Remote)	It is intended to witness harvest				

Please indicate the hours expended by the different audit activities in the table below, separated by the hours spent on the activities by the environmental and social auditor(s).

2.8		2.9	2.10		
Time allocated to audit activities	Social Auditor(s)	Environmental Auditor(s)			
Off-site activities	20	44			
On-site activities	40	64			
TOTAL man-days	75	115			
2.11 Audit team and other involved persons		2.13	2.14	2.15	
2.11.1	Surname	First name	Role	Expertise needed for the audit (Required for technical experts only)	Person on-site or remote?
	Beck	Howard	Audit team leader		On-site
	Johnson	Robert	Social Auditor		Remote

3. Site information

3.2 Site name	3.3 Ownership	3.4 Primary culture species	3.5 Cycle duration	3.13 Latitude (N/S 100.000000°)	3.14 Longitude (E/W)	3.15 Production system*	3.16 Number of production units	3.17 Start date of audit	3.18 End date of audit
Concepcion PI	Owned	Atlantic salmon (Salmo salar)	Long cycle species (>6 months)	49.659437	-126.476220	Cages - square steel	14	Wednesday, March 16, 2022	Friday, March 25, 2022

4. Stakeholder engagement

4.1 Name of Company/Organization if applicable	4.2 Contact person - First name	4.3 Contact person - Surname	4.4 Country where stakeholder is based	4.5 Email address of contact person/ stakeholder	4.6 Stakeholder type	4.7 If stakeholder type "Other" was selected, what type?	4.8 Contact date	4.9 Did the stakeholder submit comments?	4.10 Stakeholder comments (note to what ASC standard indicator number?)
Mowaschit M'ichablit First Nation			Canada		Other	First Nation			
Nootka Sound Watershed Society, West Coast Marine Terrestrial			Canada		NGO - Environmental org.				
Tahsis Salmon Enhancement Society			Canada		NGO - Environmental org.				
Village of Gold River			Canada		Government	Municipal Government			
Nootka Marina Adventures			Canada		Other	Industry			
Westview Marine			Canada		Other	Industry			
Cougar Creek Resort			Canada		Other	Industry			
Moscho Bay Resort			Canada		Other	Industry			
Air Nootka			Canada		Other	Industry			
Nootka Sound Service - Nootka Sound Marine Freight			Canada		Other	Industry			
Living Oceans Society			Canada		NGO - Environmental org.				

1. General, client/CAB information

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

- 1.9 Name of the Conformity assessment body (CAB)

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

Client contact person - from the UoC

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

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

2. Audit Information

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

2.1	Date - Audit announcement published on ASC website	Wednesday, January 26, 2022	
2.2	Date - Draft report published on ASC website		
2.3	Date - Final report submitted to ASC	Friday, July 22, 2022	
2.4	Audit ID	A0005762	
2.5	ASC standard principles covered by the audit	Principle 1	Covered
2.5.1		Principle 2	Covered
2.5.2		Principle 3	Covered
2.5.3		Principle 4	Covered
2.5.4		Principle 5	Covered
2.5.5		Principle 6	Covered
2.5.6		Principle 7	Covered
2.5.7		Principle 8	Covered

2.6	Activities covered under the scope of the certification and under the scope of the audit. Activities in the table apply to final product only.	Activity	Under scope of certification	Under Scope of this audit	Notes
2.6.1	Stocking		Covered	Covered	
2.6.2	Nursing		Covered	Covered	
2.6.3	Growing Out		Covered	Covered	
2.6.4	Transferring		Covered	Covered	
2.6.5	Harvest		Covered	Covered	
2.6.6	Vaccination		Covered	Covered	
2.6.7	Fallowing		Covered	Covered	
2.6.8	Transportation		Covered	Covered	
2.6.9	Storage (if present at farm)		Not Covered	Not Covered	
2.6.10	Processing (if present at farm)		Not Covered	Not Covered	
2.6.11	Packing (if present at farm)		Not Covered	Not Covered	
2.6.12	Other (Please describe)				

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

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

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

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

3. Site information

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

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

3.1	3.2	3.3	3.4	3.5	3.13	3.14	3.15	3.16	3.17	3.18	3.19	3.20	3.21	3.22	3.22.1	3.22.2	3.23	3.23.1	3.24	3.25	3.26	3.26.1	3.27	3.28	3.29	3.30	3.31	3.32
Site ID - provided by ASC with publication confirmation of audit announcement	Site name	Ownership	Primary culture species	Secondary species (choose multiple species as relevant)	Latitude (N, S) (00.000000)*	Longitude (E, W) (00.000000)*	Production system	Number of production units	Production type	Production method	Date of inclusion into the UoC (for scope extension/group/multi-site)	Start date of audit	End date of audit	First date of juvenile stocking for the current production cycle	Estimated number of months post audit to peak biomass/ first harvest	Salinity at the time of the current audit	List of other certificates (choose multiple options as relevant)	List of other certificates: if 3.23 is "Other", please list the certificates:	Is the site partially certified?	If partially certified, which part is not in the UoC and why?	The volumes indicated in the fields 3.27-3.30 apply to the following <u>fish</u> calendar year:	Type of volumes indicated in 3.27-3.30	ASC-certified production volume (in Kg)	Non ASC-certified production volume (in Kg)	Harvested or sold as ASC-certified Volume (in Kg)	Harvested or sold as non ASC-certified Volume (in Kg)	For Bivalve/Abalone: Volumes indicate in 3.27 - 3.30 are given in live weight equivalent or volume without shell	Note/ Other information
50001952	Concepcion Pt	Owned	Atlantic salmon (<i>Salmo salar</i>)		49.659437	-126.476220	Cages - square steel	14.000000	Monoculture	Intensive		16/03/2022	25/03/2022	20/01/2021	2	± 75 ‰ Biomass	GAA/BAP		No		2018	Actual volume	2040		2040			

4. Harvest witnessing

4.1	4.2	4.3	4.4	4.5	4.6	4.7	4.8
Site ID - provided by ASC with publication confirmation of audit announcement	Site name	Date of witnessed harvest:	Production unit ID:	Volume harvested (in Kg):	Average weight of animals (in g)	Partial harvest / full harvest:	Note/ Other information
S0001952	Concepcion Pt	23/03/2022	Pen 13	113284.75	4880	Partial harvest	Harvest witnessed at a different site (Muchalat North). Harvest practices, procedures and documentation are the same among all Grieg sites. Harvest Vessel - Silver Dolphin.

8. UoC volumes & Audit Closing

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

Volume reporting for complete UoC				
Quarter of the year:	Quarter 1	Quarter 2	Quarter 3	Quarter 4
8.1	The volumes indicated in this table apply to the following year:			
8.1.1		2022	2022	
8.2	Type of volumes indicated in 8.2 - 8.5	Estimated volume	Estimated volume	
8.2	ASC-certified production volume (in Kg)	1264	1896	
8.3	Non ASC-certified production volume (in Kg)	0	0	
8.4	Dispatched or sold as ASC-certified Volume (in Kg)	1264	1896	
8.5	Dispatched or sold as non ASC-certified Volume (in Kg)	0	0	

Decision	
8.6	<p>Certification decision</p> <p>All elements in the standard and guidance documents have been completed. There was 1 major NC that relates to the previous production cycle that was raised and closed during the previous audit process. However, as the current cycle was not completed at this point it has included for transparency. No stakeholder feedback was submitted. It is determined that the UoC has the capability to meet the objectives of the relevant ASC Standard. Ongoing certification granted on 22/07/2022. Any complaint or objections to this decision are to be subject to SGS's complaints procedure. All complaint and/or objections should be submitted in writing to asc.report@sgs.com. The related procedures can be found at www.sgs.com</p>
8.7	Certificate valid from 5/20/2020
8.8	Certificate valid till 5/19/2023
8.9	Eligibility date

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

Adjust the column width as needed to show the whole text or provide more space to write
 Comments by ASC Salmon standard version 1.3

Indicator Number	Indicator Text	Audit Evidence	Overall indicator evaluation	Description, justification and conclusion for the evaluation decision	Date of NC detection	Deadline for NC close-out	Actual date of close out	NC Status	VR submitted	Status of identified VR	VR used	QSA submitted/used	Proposed by UIC and accepted by CAB	Proposed by UIC and accepted by CAB	Proposed by UIC and accepted by CAB	Auditor evaluation	Extension justification	New deadline for NC close-out	Notes
													Root cause analysis	NC correction	NC Corrective action				
2.1.1	Indicator: Presence of documents demonstrating compliance with local and national regulations and requirements on land and water use Requirement: Yes Applicability: All	Digital copies of applicable land and water use laws are available and the following documents were presented: 1) British Aquaculture Licence ADP# 120950 issued by the Department of Fisheries and Oceans (DFO), expiring June 30, 2022; 2) Licence of Occupation in Island File No. 1402424 was issued May 15, 2022, Status Active on government online system; GASTOR (General Access to Online Requests); 3) Coastal Farm Business Licence issued March 13, 2023 exp Feb 27, 2023 DFO auditing and enforcement activities conform GPS co-ordinates, file monitoring records, PHMP compliance, benthic surveys and site debris. The farm is not located in any national preservation areas.	Compliant																
2.1.2	Indicator: Presence of documents demonstrating compliance with all tax laws Requirement: Yes Applicability: All	Greg Seafood is a registered company operating under tax number GST 13887 6470 R70001, confirmed in Canada Revenue Agency letter of Jan 18, 2018. The company is also incorporated in the Province of British Columbia under incorporation # BC1147436. The City of Campbell River Business Licence is renewed annually (20045), Exp. Feb 27, 2023 Specific to the Conception site: (1) 2021 Property Tax Notice – Account Number RPT-1113-2370 (BC Ministry of Finance); (2) Crown Land Invoic # 17997006 (Ministry of Forests, Land and Natural Resources); The BC Employment Standards Act - this details minimum wages and rights for employees and collective agreements and bargaining. The Minister of Labour, Citizens Services and Client Government is the relevant Authority. Farm labour inspections are not required in BC. See full details in Principal 6 of this audit. The minimum wage in B.C. is \$15.20 per hour (as of June 1, 2023)	Compliant																
2.1.3	Indicator: Presence of documents demonstrating compliance with all relevant national and local labour laws and regulations Requirement: Yes Applicability: All	No water quality impacts permit is required for the Aquaculture Licence or Licence of Occupation. The farm site does not fall under any discharge laws or regulations. For licensing requirements, sediment samples and around the farm must be monitored at peak biomass, and data provided to DFO, and at least where the sulphides data does meet DFO requirements, further testing must be carried out prior to relocking. Greg presented the Conception Operational Monitoring Report (May 12, 2020) prepared by Mainstream Biological Consulting, and the subsequent DFO letter (June 5th, 2020) indicating that the site met requirements for relocking. Section 6 of this checklist concerns discharge for the hatcheries.	Compliant																
2.1.4	Indicator: Potential of (S) sulphide levels in sediment outside of the Allowable Zone of Effect (AZE) following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: Nitrite potential > 0 mv or sulphide < 1.500 µM(S) Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system as exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	This site and its associated zone of effect is over a soft bottom. As a result, the sulphides can be measured and the DFO guidelines require a transect to establish that the zone of effect is acceptable to allow re-locking. This transect survey is in place for the previous year class effects prior to relocking the site for the current on site class. The survey report date was May 12, 2020 Mainstream biological conducted the bottom sampling April 22, 2020: Stations at 30m from the On Station (Station 30A and Station 30B) The mean sulphide levels at Station 30A (148 µM(S)) was less than the pre-ventryland Station threshold of 300 µM(S). Station B is hard bottom and was not sampled. Stations at 12.5m from the On Station (Station 12.5A and Station 12.5B) The mean sulphide levels at Station 12.5A and Station 12.5B (21.0 µM(S) and 10.6 µM(S), respectively) were less than the pre-ventry threshold of 700 µM(S). Letter from DFO stating that "No further monitoring is required prior to fish entry at this facility" and dated June 5th, 2020	Compliant																
2.1.5	Indicator: Fungal index score indicating good (7) to high microbial quality in sediment outside the AZE, following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: AZI Marine Biotic Index (AMBI) score > 2.3, or Shannon-Wiener index score > 3, or Benthic Quality Index (BQI) score > 15, or Infaunal Trophic Index (ITI) score > 2 Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system as exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Indicator 2.1.5 is no longer applicable. Based on VR 226, issued Feb 18, 2018, authorizing reliance on the scientifically proven and federally regulated sulfide surrogates for the assessment of benthic biodiversity and benthic effects.	Compliant																
2.1.6	Indicator: Number of macrofaunal taxa in the sediment within the AZE, following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: > 2 highly abundant (9) taxa that are not pollution indicator species Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system as exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Indicator 2.1.6 is no longer applicable. Based on VR 226, issued Feb 18, 2018, authorizing reliance on the scientifically proven and federally regulated sulfide surrogates for the assessment of benthic biodiversity and benthic effects.	Compliant																
2.1.7	Indicator: Definition of a site-specific AZE based on a robust and credible (10) modeling system (10) Requirement: Yes Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system as exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	DEFONDED is required by DFO on sites in British Columbia. The DFO benthic survey requirement detailed in 2.1.1 uses DEFONDED for survey design. The Defonped was carried out in Aug of 2018. The model for this site was based on an average feed rate of 5300g/day. These modelled zones of effect are shown on the site maps and used to establish sampling stations. Maps in place in the benthic report include the Defonped site impact zones. There has been no change to the site since it was modelled, the site is in the same location, the stocking density and biomass has remained the same.	Compliant																
2.1.8	Indicator: Weekly average percent saturation (16) of dissolved oxygen (DO) (17) on farms, calculated following methodology in Appendix I of the Salmon standard v.1.3 Requirement: > 70% (18) Applicability: All farms. An exception to this standard shall be made for farms that can demonstrate consistency with a reference site in the same water body.	Weekly averages were calculated and submitted to ASC. There were no missing samples during fish production. There were no readings below 70%, the sites lowest reading was in week 32 of 2021 with a site reading of 74.07 and a reference station reading of 72%	Compliant																
2.1.9	Indicator: Maximum percentage of weekly samples from 2.1.2 that fall under 2 mg/500 Requirement: 5% Applicability: All	There have been no DO readings under 2 mg/l in the current cycle.	Compliant																
2.1.10	Indicator: For jurisdictions that have national or regional coastal water quality targets, demonstration through bioassay analysis that the farm is in an area recently (20) classified as having "good" or "very good" water quality (21) Requirement: Yes (22) Applicability: All farms except: Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients as well as > 50% of dissolved nutrients through biofiltration, settling and/or other technologies and exempt from standards 2.1.2 and 2.1.4.	Mainstream Biological Consulting undertook a water quality survey in the spring of 2021. Sampling for total nitrogen, nitrate, total phosphorus and orthophosphate concentration occurred in Tropicana Inlet, Marshall Inlet, Service Inlet, Seabird Inlet and On Channel in the spring of 2021. The sampling results from the spring of 2021 indicate that British aquaculture facilities operated by Greg Seafood BC Ltd are located in areas of good or very good water quality as defined by the Provincial BCMAQ and CCME water quality guidelines and objectives for the parameters of interest.	Compliant																
2.1.11	Indicator: For jurisdictions without national or regional coastal water quality targets, evidence of monitoring of nitrogen and phosphorus (23) levels on farm and at a reference site, following methodology in Appendix I of the Salmon standard v.1.3 Requirement: Consistency with reference site Applicability: All farms, except: Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients as well as > 50% of dissolved nutrients through biofiltration, settling and/or other technologies and exempt from standards 2.1.2 and 2.1.4.	See 2.1.3	N/A																
2.1.12	Indicator: Demonstration of calculation of biochemical oxygen demand (BOD) (24) of the farm on a production cycle basis Requirement: Yes Applicability: All	BOD for the last cycle SP 2018 was 5074 mg O2/L, and this information has been submitted to ASC. Greg has an Excel spreadsheet which was reviewed during audit and found to be providing accurate calculations of BOD.	Compliant																
2.1.13	Indicator: Appropriate controls are in place that maintain good culture and hygienic conditions on the farm which extends to all elements, including veterinary drugs, thereby ensuring that adverse impacts on environmental quality are minimized Requirement: Yes Applicability: All	The company has a developed a comprehensive quality management program, Greg Seafood Excellence, that incorporates the best practices in safety, environment and social license, as well as elements of the BAP, ASC and ISOE (Occupational Safety Standard of Excellence) standards. Procedures are in place for the storage and handling of chemicals and waste, feeding practices, fish containment, wildlife interactions and daily mortality collection and proper storage and disposal of mortalities. Drug usage is under veterinary administration and is fully documented. Workers have been adequately trained to perform duties per company requirements.	Compliant																
2.1.14	Indicator: Percentage of fines (25) in the feed at point of entry to the farm (26) calculated following methodology in Appendix I of the Salmon standard v.1.3 Requirement: < 1% by weight of the feed Applicability: All farms except: To be measured every quarter or every three months, samples that are measured that do not measure. Feed may be sampled immediately prior to delivery to farms for sites with no feed storage where it is not possible to sample on farm. Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients and > 50% of dissolved nutrients through biofiltration, settling and/or other technologies are exempt.	VR248 allows the use feed free sampling results directly from the feed mills. Feed free ranges from 0.0 to 1% in all 4 quarters of the 2021 year Skimming feed free ranged from 0.0 to 1% in all 4 quarters of the 2021 year	Compliant																

<p>Indicator: Evidence of an assessment of the farm's potential impacts on biodiversity and nearby ecosystems that contain at a minimum the components outlined in Appendix 1.1</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The applicant presented the document Impact Assessment Nootka - Jan 2022, an update of original assessment created in 2019. The report was prepared by Greg a Certification Manager who is a Registered Professional Biologist. It lists several sources from which information was drawn, including the Nootka Coastal Land Use Plan, a 2020 document prepared by the provincial government, Wildlife species at risk and species of concern are covered, as well as special ecosystems and habitats including BAs (Important Bird Areas). The assessment addresses parks and protected areas and other users of the area, and describes management strategies for protecting biodiversity and ecosystems. It contains a series of maps from provincial and federal government sources showing BAs, Rockfish Conservation Areas, marine protected areas, critical habitats for the Southern killer whale population and marbled murrelets, commercial crab fisheries and herring spawning areas. The assessment concludes "that there are no identified high Conservation Value Areas within the vicinity of the Nootka fish aquaculture sea sites. The biological impact from the site is not significant and is limited to potential interactions with species at risk and there are sufficient procedures in place to minimize these interactions."</p>	<p>Compliant</p>														
<p>Indicator: Evidence for the farm to be located in a protected area (21) or High Conservation Value Area(22) (HCVAs)</p> <p>Requirement: None (21)</p> <p>Applicability: All. The following receptors shall be made: a) For protected areas classified by the International Union for the Conservation of Nature (IUCN) in Category I or II (There are none preserved primarily for their landscape or for scientific/recreative management). b) For HCVAs, the farm can demonstrate that its environmental impacts are compatible with the conservation objectives of the HCVAs mitigation. The burden of proof would be placed on the farm to demonstrate that it is not negatively impacting the core reason an area has been identified as a HCVAs. c) For farms located in a protected area if it was designated as such after the farm was already in operation and provided the farm can demonstrate that its environmental impacts are compatible with the conservation objectives of the protected area and it is in compliance with any relevant conditions or regulations placed on the farm as a result of the formation/designation of the protected area. The burden of proof would be placed on the farm to demonstrate that it is not negatively impacting the core reason an area has been protected.</p>	<p>The farm is not situated in a protected area or PCVA (see 2.4.1). GIS files were submitted to ASC and were verified by auditor.</p>	<p>Compliant</p>														
<p>Indicator: Number of days in the production cycle when acoustic deterrent devices (ADCs) or acoustic harassment devices (AHDs) were used</p> <p>Requirement: 0</p> <p>Applicability: All</p>	<p>ADCs and AHDs are prohibited under 10.2 of the British Aquaculture License (Pacific Aquaculture Regulations) where it is stated: "Marine mammal acoustic deterrent devices must not be used" The auditor did not observe any ADCs or AHDs during the tour of the farm site.</p>	<p>Compliant</p>														
<p>Indicator: Number of mortalities (22) of endangered or red-listed (23) marine mammals or birds on the farm</p> <p>Requirement: 0 (year)</p> <p>Applicability: All</p>	<p>No mortalities of endangered or red-listed marine mammals or birds on the farm.</p>	<p>Compliant</p>														
<p>Indicator: Evidence that the following steps were taken prior to lethal action (24) against a predator: 1. All other avenues were pursued prior to using lethal action 2. Approval was given from a senior manager above the farm manager 3. Explicit permission was granted to take lethal action against the specific animal from the relevant regulatory authority</p> <p>Requirement: Yes (24)</p> <p>Applicability: All. In most 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, post incident approval from a senior manager should be made and relevant authorities must be informed.</p>	<p>There have been no lethal actions taken against predators since the previous audit. Passive predator controls are in place. Bird nets over the top of the pens, predator netting around the main containment net, electric fencing if required to keep predators off the pen system. The SCP SW - Wildlife Interaction, states "A marine mammal may only be culled after consultation with Greg head office and after it has been determined by DFO that the mammal is an imminent risk for human safety or harm to the infrastructure that could result in a significant fish escape event. Any lethal actions must be made in consultation, and upon the direction of DFO [with the involvement of the Regulatory Affairs Manager]."</p>	<p>Compliant</p>														
<p>Indicator: Evidence that information about any lethal incidents on the farm has been made easily and publicly available (25)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Records are available on the Greg website at https://www.gregeafoodcanada.com/environmen/information-sharing/ The SCP SW - Wildlife Interaction, states: "All mortality incidents must be posted to the Greg website within 30 days of the incident."</p>	<p>Compliant</p>														
<p>Indicator: Maximum number of lethal incidents (25) on the farm over the prior two years</p> <p>Requirement: <= 9 lethal incidents (25) with no more than two of the incidents being marine mammals</p> <p>Applicability: All</p>	<p>There have been no lethal incidents at the farm in the last two years, this information has been provided to ASC.</p>	<p>Compliant</p>														
<p>Indicator: In the event of a lethal incident, evidence that an assessment of the risk of lethal incidents has been undertaken and demonstration of concrete steps taken by the farm to reduce the risk of future incidences</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Within the SCP SW Wildlife Interactions dated April 2022, the farms are required to report mortalities and nuisance interactions with animals into the complete DATS reporting system. There is also an "Emergency Response SCP Wildlife Interaction, dated April 2022. The DATS reporting system, for Wildlife Mortality, the farm used in investigations (environmental), includes the details of the incident and the concrete steps taken by the farm that reduce the risk of future incidence.</p>	<p>Compliant</p>														
<p>Indicator: Participation in an Area-Based Management (ABM) scheme for managing disease and resistance to treatments that includes coordination of stocking, following, therapeutic treatments and information sharing. Detailed requirements are in Appendix 1 of the Salmon standard v.1.3</p> <p>Requirement: Yes</p> <p>Applicability: All except farms that release no water. Farm sites for which there is no release of water that may contain pathogens into the natural (Drainwater or marked) environment are exempt from the standards under Criterion 3.2.</p>	<p>An ABM is not required for this site. The intent of the ABM is to have full knowledge of all operations. Given the distance between the Greg owned Farms and other farms which is about 75 km distant by water, and as all farms in the nearby area are owned by Greg and licensed by DFO, there is full control of synchronized operations such as stocking following and medicinal treatments as well as full knowledge of health on all sites.</p>	<p>Compliant</p>														
<p>Indicator: A demonstrated commitment (26) to collaborate with NGOs, academics and governments on areas of mutually agreed research to measure possible impacts on wild stocks</p> <p>Requirement: Yes</p> <p>Applicability: All except farms that release no water. Farm sites for which there is no release of water that may contain pathogens into the natural (Drainwater or marked) environment are exempt from the standards under Criterion 3.2.</p>	<p>There are multiple areas of research that the company is engaged in: University of BC, University of PEI, Memorial University of Newfoundland and St. John's University in BC is providing Crawford Rowse with Sea lice data to establish trends and make details publicly available, research is finished (Mar 2022) results to be published mid/late 2022. The applicant is a member of the BC Salmon Farmers and has been and will be involved in any research conducted through that forum. H2O/PFA, Vancouver - vaccine trial in summer of 2022 Pacificus, Seattle Recapture and Peroxide Dispersion Plus many others.</p>	<p>Compliant</p>														
<p>Indicator: Establishment and annual review of a maximum sea lice load for the entire audit and for the individual farm as outlined in Appendix 1 of the Salmon standard v.1.3</p> <p>Requirement: Yes</p> <p>Applicability: All except farms that release no water. Farm sites for which there is no release of water that may contain pathogens into the natural (Drainwater or marked) environment are exempt from the standards under Criterion 3.2.</p>	<p>For the five active farms in Nootka Sound the maximum sea lice loads are established on the basis of the number of fish at the farm times three (3), a DFO target level of 6 smolts (age-dependent salmon, per fish). The maximum sea lice load for the ABM is 12,881,040 lice (3 x 3,960,336 fish) and a Conception 2,328,786 lice (3 x 776,262 fish). Lice load is reviewed annually. Sea lice load information has been submitted to ASC.</p>	<p>Compliant</p>														
<p>Indicator: Frequent (26) on-farm testing for sea lice, with test results made easily publicly available (26) within seven days of testing</p> <p>Requirement: Yes</p> <p>Applicability: All except farms that release no water. Farm sites for which there is no release of water that may contain pathogens into the natural (Drainwater or marked) environment are exempt from the standards under Criterion 3.2.</p>	<p>Counting of sea lice is carried out according to the SW SOP on sea lice counting dated March 2022 and according to the DFO licence requirements to more stringent. Non-regulation Window: July 1 – January 31. Sampling will be conducted once a month on every site unless an acceptable reason for not sampling is provided. Monthly sampling at three pens a total of 20 fish per pen (total = 60 fish) results provided to DFO by the 15th of the following month. Pre-regulation Window: February 1 – February 28 (or 29). All stocked Containment Structures are assessed at least once by conducting two Counting Events (completed within a 5 day window), each of which includes a minimum of three Containment Structures. On-regulation Window: March 1 – June 30. During the period from March 1st to June 30th sampling frequency will be increased to once per week (60 fish per sample unless an acceptable reason for not sampling is provided and documented). Counting Events (events) completed within a 5 day window on a minimum of three stocked Containment Structures within the first week of the Window, and once every week thereafter throughout the Window, and - if the sea lice threshold is exceeded: - within 7 days (seven days) conduct a Counting Event on all stocked Containment Structures. It further quotes that "Data must be entered within 48 hrs of sampling (for ASC it must be posted to the website within 7 days of sampling)."</p>	<p>Compliant</p>														

4.1.1	<p>Indicator: <i>Ingredients for all farmed and wild fish on feed to come from fisheries certified under a scheme that is an ISFA member 3(7) and has guidelines that specify serious responsible environmental management of small pelagic fisheries.</i></p> <p>Requirement: Not required</p> <p>Applicability: N/A</p>	Not required	N/A																		
4.1.2	<p>Indicator: <i>Prior to achieving 4.1.1, the FishSource score (S, G) for the fishery(ies) from which all marine raw material in feed is derived</i></p> <p>Requirement: All individual scores 4, and biomass score 4</p> <p>Applicability: All</p>	<p>The feed supplier have provided FishSource scores for each species used in feed and the information has been verified by the Certification Specialist. The forage fish species involved and their FishSource scores as of Apr 23, 2021: Feed used for the 2019/2020 or classes</p> <p>In the order presented on FishSource website: Species/Area is their management strategy precautionary? Do manager follow scientific advice? Do fishers comply? Biomass: is the fish stock healthy? Will the fish stock be healthy in future?</p> <p>Skretting 2021 North Pacific Hake, (NE Pacific) 10/20/20/20/1.2 Atlantic Herring (Chagresak, Kattegat & W. Baltic) 10/18/20/7/1/6.9 Sandown sea (Central Eastern North Sea) 10/20/20/20/6 European Sprat (North Sea, Skagerrak, Kattegat) 16/20/10/20/2/5/6 South American Herring (Gulf of California) 16/20/20/18/20/6 Alaska Pollock (Alaska Peninsula) 10/20/20/20/1/2/2 Arctic herring (Arctic Ocean) 16/20/20/20/6/16 Gulf Menhaden (Gulf of Mexico) 16/20/18/20/9/3 Chikan Jack Mackerel (Southeast Pacific) 16/20/20/8/20/9.8 Pacific Thread Herring (Greece) 16/20/20/16/20</p> <p>Since Jan 15, 2022 Gulf Menhaden (Gulf of Mexico) 16/20/16/10/9.5 Arctic herring (Arctic Ocean) 16/20/16/10/9.5</p>	Compliant																		
4.1.3	<p>Indicator: <i>Prior to achieving 4.1.1, demonstration of third-party verified chain of custody and traceability for the fisheries of farmed and wild fish which are in compliance with 4.1.2</i></p> <p>Requirement: Yes</p> <p>Applicability: All</p>	Both Fresh and Skretting feed mills have BAP certifications and Skretting also has Global GAP (see 4.1.3). BAP and Global GAP both have a traceability component	Compliant																		
4.1.4	<p>Indicator: <i>Feed containing fishmeal and/or fish oil originating from by-products (BPs) or trimmings from fish (FOT) catches or from fish species that are categorized as vulnerable, endangered or critically endangered according to the IUCN Red List of Threatened Species (2), whole fish and fish meal from the same species and family as the species being farmed</i></p> <p>Requirement: None (2)</p> <p>Applicability: All. For species listed as "vulnerable" by IUCN, an exception is made if a regional population of the species has been assessed to not be vulnerable or if national best practice that is managed explicitly in the same science-based way as IUCN. It is noted that a national best practice assessment of BP or FOT management decisions with IUCN guidelines, an exception is allowed when an assessment is conducted using IUCN's methodology and demonstrates that the population is not vulnerable.</p>	<p>EWOS has provided a list of all species and fishery of origin for meal and oil derived from trimmings, and states in its Supplier Quality Assurance Letter for EWOS Canada Customers:</p> <p>(Management of Raw Materials and Feeds) (Jan 21, 2022): "No fishmeal or fish oil originating from by-products or trimmings from IUU (Illegal, unreported, unpermitted) catches or from species categorized as vulnerable, endangered or critically endangered according to the IUCN Red List of threatened species are used in EWOS Canada feeds." Based on EWOS list of raw materials, neither meal or oil are derived from species deemed vulnerable by IUCN.</p>	Compliant																		
4.1.5	<p>Indicator: <i>Presence and evidence of a responsible sourcing policy for the feed manufacturer for marine ingredients that includes a commitment to continuous improvement of source fisheries (7)</i></p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Skretting (Norway) has a supplier code of conduct that is online that includes no IUU and declares responsible sourcing and commitment to the environment, this also includes the Supplement for Marine Products which contains a section on Fishery Improvement Programmes in which all suppliers sourcing from fisheries that do not comply with the FAO Code of Conduct for Responsible Fisheries are encouraged to avoid those fisheries to improve their management practices so they are able to comply. https://www.skretting.com/en-CA/sustainability/</p> <p>EWOS statements on Supplier Selection and Sustainable Sourcing of Raw Material, the Supplier Quality Assurance Letter for EWOS Canada Customers (Management of Raw Materials and Feeds) dated Jan 21, 2022 are in the audit pack dated February 2022. The Cargill (i.e., parent company) website has Responsible sourcing and sustainability policies and information, including the EWOS document Sustainable Sourcing for Future Generations under the Sustainability section, www.cargill.com</p>	Compliant																		
4.1.1	<p>Indicator: <i>Presence and evidence of a responsible sourcing policy for the feed manufacturer for feed ingredients that comply with recognized crop monitoring(7) and local laws(7)</i></p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Skretting Canada is part of the farming group and a member (parent Supplier Code of Conduct) in place where all suppliers must sign applicable declarations guaranteeing source. The code contains the Supplement for Agricultural Products. https://www.skretting.com/en-CA/sustainability/responsible-sourcing/</p> <p>The EWOS Canada Supplier Quality Assurance Letter for EWOS Canada Customers (Jan 21, 2022) states: "EWOS will comply with any recognized crop monitoring(7). There are policies and procedures for supplier control, monitoring and audits.</p> <p>Third-party audits of the feed suppliers include review of responsible sourcing policy and implementation. See 4.1.1</p>	Compliant																		
4.1.2	<p>Indicator: <i>Percentage of soya or soya-derived ingredients in the feed that are certified by the Roundtable for Responsible Soy (RTRS) or equivalent (7)</i></p> <p>Requirement: 100%</p> <p>Applicability: All</p>	<p>Neither feed supplier is using soya-derived ingredients in the feeds supplied to Grog farms.</p> <p>Per Skretting ASC Compliance Letter (Jan 21, 2021): "The formulated average inclusion for soya-derived ingredients 0%."</p> <p>The Supplier Quality Assurance Letter for EWOS Canada Customers (January 21, 2022) "Currently, EWOS Canada does not use soya products in its Atlantic salmon feed production"</p>	Compliant																		
4.1.3	<p>Indicator: <i>Evidence of disclosure to the buyer(7) of the sum of inclusion of transgenic plant raw material, or raw materials derived from transgenic plants, in the feed</i></p> <p>Requirement: Yes, for each individual raw material containing >1% transgenic content (8)</p> <p>Applicability: All</p>	<p>Small February 25, 2022, from Certification & Regulatory Affairs Manager to Grog Sales, re Notification of Transgenic Material in Feed: "There is transgenic plant raw material in the feed that our fish operators, which has been disclosed to by the supplier."</p> <p>Skretting - Approved ingredients include some that are classed as genetically modified. (Materials considered as GMO include canola oil and corn gluten), EWOS Careful - Apart from corn gluten meal (CGM), no transgenic raw material, or raw material derived from transgenic material, or raw material derived from transgenic corn crops.</p>	Compliant																		
4.1.1	<p>Indicator: <i>Presence and evidence of a functioning policy for proper and responsible(3) treatment of non-biological waste from production (e.g., disposal and recycling)</i></p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The applicants Environmental policy, dated May 2019 outlines the commitments on waste. This includes:</p> <ul style="list-style-type: none"> Minimize our environmental footprint, including reducing greenhouse gas emissions, water and plastic that may harm nature. Ensure proper and responsible disposal of all waste associated with our operations, practices and facilities (e.g., no ocean dumping). To apply practical and control technologies, whenever possible, that minimize and/or prevent pollution. <p>The applicants Waste Management policy (June 2016) deals specifically with waste aspects that includes: Waste Characterization, Waste Reduction, Reuse and Recycling, Off-site Disposal and Monitoring and Evaluation</p>	Compliant																		
4.1.2	<p>Indicator: <i>Evidence that non-biological waste (including net pens) from grow-out sites is either disposed of properly or recycled</i></p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>During the site tour there was no evidence that non-biological waste is being handled in an irresponsible manner, storage areas were neat, waste oil is stored in designated drums, materials are stored in covered bins on a designated float. Trash and solid waste is brought to shore and taken by Rainbow Services. The Waste management policy states: Grog will record details regarding storage and movement of waste during regular operations; each shipment of waste removed from the site will include the requisite documentation (e.g. manifests), which will ensure traceability of the material to its final destination. The auditor reviewed the site binder that contained manifests from the Noctua Sound Service Ltd. showing routine collection of the site dumpsters, pallets, bags, oil and batteries.</p> <p>The Waste management policy states: Monitoring will be completed through daily visual inspections of the waste storage areas. Storage areas will be reviewed to ensure the material segregation, storage, and handling procedures are followed and confirm zero discharge to the environment. In addition to the visual inspections, a quarterly internal audit will be conducted to ensure the effective implementation of waste handling procedures and identify opportunities for continuous improvement of the waste process streams. Each site visited also separates cans and bottles for recycling.</p>	Compliant																		
4.1.1	<p>Indicator: <i>Presence of an energy use assessment verifying the energy consumption on the farm and representing the whole life cycle at sea, as outlined in Appendix V of the Salmon standard 4.1.3</i></p> <p>Requirement: Yes, measured in kilograms fish produced/production cycle</p> <p>Applicability: All</p>	<p>Biomass, including mortalities produced in the last cycle at Conception (2018) was 2889 mt. Energy consumption for the last cycle was 11,106,844 kWh fish harvested.</p> <p>Energy use data has been submitted to ASC.</p> <p>Grog uses CEManys for the calculation of energy consumption. Quantities of diesel and propane consumed are returned to CEManys each month</p>	Compliant																		
4.1.2	<p>Indicator: <i>Records of greenhouse gas (GHG/CO2e) emissions(8) on farm and evidence of an annual GHG assessment, as outlined in Appendix V of the Salmon standard 4.1.3</i></p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Records are maintained using the CEManys system. Monthly records are maintained on a site energy evaluation document. All scopes are listed and recorded. The CEManys reports data that is used as a basis for calculations include: International Energy Agency (IEA/CO2E), Intergovernmental Panel on Climate Change (IPCC), UK Government, Greenhouse gas reporting: conversion factors.</p> <p>The Conception GHG for the 2022 Calendar year were 1033.9 Tco2e</p> <p>This information has been submitted to ASC</p>	Compliant																		
4.1.1	<p>Indicator: <i>Documentation of GHG emissions of the feed(7) used during the previous production cycle, as outlined in Appendix V of the Salmon standard 4.1.3</i></p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The previous cycle (2018) at Conception had 832.89 tons CO2 eq for feed</p> <p>This information has been submitted to ASC</p>	Compliant																		

4.1.1	<p>Indicator: For farms that use copper-treated nets(202), evidence that nets are not re-used(21) or treated(23) in the re-use assessment.</p> <p>Requirement: Yes</p> <p>Applicability: All Farms. Closed production systems that do not use nets and do not use antibiotics shall be considered exempt from standards under Criterion 4.1</p>	<p>Gring farms do not use copper-treated nets.</p>	Compliant																
4.1.2	<p>Indicator: For any farm that cleans metal strand sites, evidence that net-cleaning site has effluent treatment(24)</p> <p>Requirement: Yes</p> <p>Applicability: All Farms. Closed production systems that do not use nets and do not use antibiotics shall be considered exempt from standards under Criterion 4.1</p>	<p>Once a farm has harvested their fish, all nets from the site are cleaned on land by Badroets Net Services Canada Ltd. The Gring Certification Team conducted audit of the facility October 20, 2023, and verified effluent treatment system in place. Audit report (ASC Net Service Effluent Audit) was available. A copy of the Badroets Operational and Biosecurity Protocols and Procedure Manual was also available.</p>	Compliant																
4.1.3	<p>Indicator: For farms that use copper nets or copper-treated nets, evidence of testing for copper levels in the sediment outside of the AZE, following methodology in Appendix 1 of the Salmon Standard v.1.3</p> <p>Requirement: Yes</p> <p>Applicability: All Farms. Closed production systems that do not use nets and do not use antibiotics shall be considered exempt from standards under Criterion 4.1</p>	<p>Gring farms do not use copper-treated nets.</p>	Compliant																
4.1.6	<p>Indicator: Evidence that copper levels(25) are < 34 mg Cu/kg dry sediment weight, 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</p> <p>Requirement: Yes</p> <p>Applicability: All Farms. Closed production systems that do not use nets and do not use antibiotics shall be considered exempt from standards under Criterion 4.1</p>	<p>Gring farms do not use copper-treated nets.</p>	Compliant																
4.1.5	<p>Indicator: Evidence that the type of Bioicides used in net antifouling are approved according to legislation in the European Union, or the United States, or Australia</p> <p>Requirement: Yes</p> <p>Applicability: All Farms. Closed production systems that do not use nets and do not use antibiotics shall be considered exempt from standards under Criterion 4.1</p>	<p>Bioicides are not being used.</p>	Compliant																
5.1.1	<p>Indicator: Evidence of a fish health management plan for the identification and monitoring of fish diseases, parasites and environmental conditions relevant for good fish health, including implementing corrective actions when required</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The Gring Salmonid Health Management Plan (HMPP) covers both freshwater and marine operations. It covers the requirements of the Fresh Aquaculture Licence and references a comprehensive set of applicable SOPs. The plan designates the veterinarian's duties and responsibilities, including the responsibility for overseeing matters of fish health management for Gring Seafood Canada. DATS record indicates the HMPP was last reviewed and approved by Patrick Whittaker, the Gring Veterinarian 3 Sept 2023.</p>	Compliant																
5.1.2	<p>Indicator: Site visits by a designated veterinarian(26) at least four times a year, and by a fish health manager(27) at least once a month</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>There are two staff who undertake site visits including the veterinarian. List of site visits have been kept. Qualifications were made available to the auditor for review and no concerns are raised. The site Visitor Log was reviewed by the auditor and indicated visits at least monthly by the fish health technician (and/or) the company Veterinarian. The veterinarian Patrick Whittaker has visited the site 11 times since this year class was stocked in Jan 2021</p>	Compliant																
5.1.3	<p>Indicator: Percentage of dead fish removed and disposed of in a responsible manner</p> <p>Requirement: 100% (28)</p> <p>Applicability: All</p>	<p>Mortalities are stored on a designated Mort Float in sealed and water tight totes. The full totes are removed by a vessel that delivers them to shore where they are picked up by Earthbank Resource Systems. Earthbank Resource Systems uses the material in a compost product. Auditor visited Earthbank Resource Systems Invoice # 11193 dated 31 Oct 2023 for mortalities pick-up at various sites, 87 totes, 202.3 tons</p> <p>There have been no exceptional mortality events during the current stocking cycle at this site</p>	Compliant																
5.1.4	<p>Indicator: Percentage of mortalities that are recorded, classified and receive a post-mortem analysis</p> <p>Requirement: 100% (29)</p> <p>Applicability: All</p>	<p>All mortalities are recorded, classified and receive a post-mortem analysis. A report generated from FishLab shows the numbers of mortalities by classification. Workers are trained in the classification of mortalities by the fish health professionals during their site visits. The mortalities are removed from the pens daily and each fish is viewed, classified and recorded by the site staff. Site staff demonstrated the retrieval and classification of most's during the site visit.</p> <p>Once the fish are recorded and classified the details are recorded into the companies recording database providing the fish health team with results daily. Unusual mortality is brought to the attention of the fish health team immediately when mortality classification is incubation or disease is suspected, samples may be sent to the Centre for Aquatic Health Sciences (CAHS) and/or the Animal Health Centre (AHC).</p>	Compliant																
5.1.5	<p>Indicator: Minimum viral disease-related mortality(30) on farms during the most recent production cycle</p> <p>Requirement: < 10%</p> <p>Applicability: All</p>	<p>There were no viral disease-related mortalities identified in the last cycle at Conception</p> <p>The total of untraceable mortalities in the last cycle (2023) was 43,743 fish from a stocking of 869,704. Thus, on the basis that untraceable mortalities (which some may have been due to viral disease), the related mortality for the last cycle was 5.03%.</p> <p>Mortality data has been submitted to ASC.</p>	Compliant																
5.1.6	<p>Indicator: Maximum unexplained mortality rate from each of the previous two production cycles, for farms with total mortality > 5%</p> <p>Requirement: < 40% of total mortality</p> <p>Applicability: All Farms with > 5% total mortality in the most recent complete production cycle</p>	<p>2018 YC: Total treat 595,266, Total mortality 303,186, Total mortality 50.9%, 2018 YC: Total treat 869,704, Total mortality 356,638, Total mortality 40.9%, 2016 YC: Total mortality 103,164, total non-catchable/unexplained 14,973, 14.5% 2023 YC: Total mortality 356,808, total non-catchable/unexplained 43,743, 12.3%</p>	Compliant																
5.1.7	<p>Indicator: A farm-specific mortality reduction program that includes defined annual targets for reductions in mortalities and reductions in unexplained mortalities</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Farm mortality records are detailed in the FishLab database which enables datasets to be compared and analysed. The Mortality Reduction Strategy (original March of 2019, revised March 2021) was presented. A review of previous year class provides opportunities for improvement in Feed, Sea Lice Management, Environmental Mitigation and Treatment. Gring has set Global Survival Objectives (80% to be achieved by 2025). The strategy includes measures for the reduction of overall mortality and reduction of unexplained mortality. Workers confirm that the Fish Health team liaises with them on mortality collection and classification.</p>	Compliant																
5.1.1	<p>Indicator: On-farm documentation that includes, at a minimum, detailed information on all treatments(31) and therapeutic use during the most recent production cycle, the amounts used (including grams per ton of fish produced), the date used, which group of fish were treated and against which diseases, proof of proper dosing, and all disease and pathogens detected on the site</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Paper records of the prescriptions used are maintained on the farm and on the farm database. It's a legal requirement for all sites to retain a copy of prescriptions orders for DFO review, these were reviewed by the auditor. To date the 2022 YC has received TMS, Slic and Aquafix</p> <p>Example from records provided, Prescription RX 21-42PV Aquafix treatment for Yarrowmouth / Mouth net Licence number ADFP 120950 dated Mar 29 2023, Pen C163, Pen 160 221.14 average weight 130g, Biomass = 18075kg. A total of 1000 x 3mm Slic, Active ingredient 24g of Iver, Feed rate of 0.5% fish body weight per day over a 30-day period 230 kg/day. Withdrawal period 15 days.</p> <p>Example from records provided, Prescription RX 22-40APV Emmanectin Benzolate Slic treatment for sea lice, Licence number ADFP 120950 dated Sept 3, 2022, for pens on site, Net 16447 average weight 155kg, Biomass = 3,49540kg. A total of 65,500kg of Slic and 21000 kg of Benz feed, Active ingredient 6.77mg/kg of feed, Feed rate of 0.75% fish body weight per day over a 7 day period, Pen 1: 2150 kg of Emne/day; Pen 2: 1750 kg of Emne/day; Pen 3: 2620 kg of Emne/day; Pen 4: 1640 kg of Emne/day. Withdrawal period 9 days.</p>	Compliant																
5.1.2	<p>Indicator: Evidence for use of therapeutic treatments that include antibiotics or chemicals that are banned(32) in any of the primary salmon producing or importing countries (33)</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>No banned substances have been used at the farm.</p> <p>The company maintains a table of permitted antibiotics and chemicals, as well as banned antibiotics and chemicals.</p>	Compliant																
5.1.3	<p>Indicator: Percentage of medication events that are prescribed by a veterinarian</p> <p>Requirement: 100%</p> <p>Applicability: All</p>	<p>Veterinarian's prescriptions cover 100% of treatments.</p> <p>Digital prescriptions are maintained at the farm as per DFO requirements, DFO inspectors review these during their site inspections, and digital copies are also maintained.</p>	Compliant																
5.1.4	<p>Indicator: Compliance with all withholding periods after treatments</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Withholding periods are included on the prescriptions that are drawn up by the company Veterinarian. These withholding periods are logged into the Fish Lab system and highlight the treated fish lots, indicating they cannot be selected for harvest during the withholding period. For Aquafix the withholding period was noted to be 15 days, for TMS it is 5 days when temp is 10 degrees and above and 10 days if the temp is below 10 degrees. Emmanectin Benzolate emmanectin Benzolate, "no pro-gastroler withdrawal period is required when this drug product is used according to label directions. To ensure residues do not exceed the maximum residue limit, Atlantic salmon should not be treated more than once in the 60 days prior to the first fish being harvested for human consumption."</p>	Compliant																
5.2.5	<p>Indicator: The farm shall publicly report (see Appendix of the Salmon standard v.1.3) the 1. Weighted Number of Medicinal Treatments (see Appendix VIII) for each production cycle 2. The parasiticide load for each agent over the production cycle 3. The netic parasiticide residual levels</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The WNMNT score in the 2018 production cycle was 5.0 based on the farm having had four hydrogen peroxide treatments, and two SLICE treatments with the number of pens treated with each treatment. The WNMNT score has been calculated correctly and the records used were available for auditor review.</p> <p>For the 2023 YC, 3 WNMNT score has been calculated correctly and the records were available for auditor review. The 2 score was based on the farm having 1 Paromovo 50 treatment started 9/23/2021 and 1 Slic treatment started 11/30/2021.</p> <p>The WNMNT was contained in the transparency document submitted to ASC.</p>	Compliant																

5.1.6	<p>Indicator: The weighted number of Medicinal Treatments (MT) for or in fallow that exceeds the Entry Level (see Appendix VI) of the Salmon Standard v.1.3</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>From ASC Interpretation OIA-97, Farms in British Columbia - as set E), (i.e. 3 WNMAT) farms in BC are required to meet GGL.</p> <p>The current 2020 YC, with a score of 2 WNMAT is below the Global Limit of 3</p>	Compliant																						
5.1.7	<p>Indicator: The farms that reduce the weighted number of Medicinal Treatments, after achieving Indicator 5.1.6, with 25% per 2 years until the WNMAT is at or below the Global Limit (see Appendix VI) of the Salmon Standard v.1.3</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>This is the farms second surveillance audit.</p>	Compliant																						
5.1.8	<p>Indicator: The farm shall implement Integrated Pest Management (IPM) according to the guidance in Appendix VI of the Salmon Standard v.1.3</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The Salmon Farming Industry Integrated Pest Management Memorandum of Understanding was created by the BC Salmon Farmers Association in collaboration with Greg Seafood BC, Cormaq Canada and Moser Carrels West. The Managing Directors of these three companies signed the MOU on Dec 1, 2020.</p>	Compliant																						
5.1.9	<p>Indicator: The farm shall present (e.g. via company website) the IPM measures that the company agrees which need to be approved by a authorized veterinarian</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Greg Seafood's Global IPM strategy can be found on the company website at: https://investor.gregseafood.com/corporate-governance</p>	Compliant																						
5.1.10	<p>Indicator: The farm shall monitor parasitic risk levels annually in the genetic movement strategy across the AQZ</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The ASC CRA 11, the indicator is not applicable until a guidance document is made available.</p>	Compliant																						
5.1.11	<p>Indicator: Allowance for prophylactic use of antimicrobial treatments(104)</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>Antibiotic use is only authorized with a Veterinarian diagnosis and a prescription. All treatments are recorded in the FishTalk system and then on the fish CV's used for generational history. Medicated feed purchase records and conceding prescriptions are available</p> <p>The current cycle, 108.2 kg of florfenicol has been used.</p>	Compliant																						
5.1.12	<p>Indicator: Allowance for use of antibiotics listed as critically important for human medicine by the World Health Organization (WHO/CDC).</p> <p>Requirement: None(105)</p> <p>Applicability: All</p>	<p>The applicant has accessed the WHO CA list 6th on list online and downloaded this version Oca 2021, no critically important antibiotics have been used. Only Florfenicol which complies with the CFIA - Canadian Food Inspection Agency has been used.</p>	Compliant																						
5.1.13	<p>Indicator: Number of treatments(107) of antibiotics over the most recent production cycle</p> <p>Requirement: < 3</p> <p>Applicability: All</p>	<p>In the most recent production cycle, there has been one antibiotic treatment, prescribed by Patrick Whitlaur DVM. The treatment was over the course of several months (Jan thru June 2021). Prescription was viewed and cross referenced with treatment records.</p>	Compliant																						
5.1.14	<p>Indicator: If more than one antibiotic treatment is used in the most recent production cycle, demonstrate that the antibiotic used(108) is at least 10% less than that of the average of the two previous production cycles</p> <p>Requirement: Yes (109)</p> <p>Applicability: All</p>	<p>There has been one antibiotic treatment in the most recent production cycle.</p>	Compliant																						
5.1.15	<p>Indicator: Presence of documents demonstrating that the farm has provided buyers(110) of its salmon a list of all therapeuticals used in production</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The required records of last medication treatment (Shewax Declaration Form) accompany fish to the processing plant and is transferred to plant staff. These must be reviewed by at least 2 site personnel to ensure the accuracy of these records.</p> <p>Greg supplied for review their "SUPPLIER QUALITY ASSURANCE LETTER, Greg Seafood BC Ltd. - Brown's Bay Parking Co. Ltd, January 2020"</p>	Compliant																						
5.1.16	<p>Indicator: Bayesian analysis for antibiotic resistance when two applications of a biocontrol have not produced the expected effect.</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>There has not been a time when two applications of a treatment have not produced the expected effect.</p>	Compliant																						
5.1.17	<p>Indicator: When bio-assay tests determine resistance is forming, use of an alternative, amended treatment, or an immediate harvest of all fish on the site</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>There has not been a time when two applications of a treatment have not produced the expected effect.</p>	Compliant																						
5.1.18	<p>Indicator: Specific rotation, proving that the farm has > 2 effective medicinal treatment product available, every Broad treatment must belong to a different family of drugs</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The site does rotate between 2 medicinal treatments. Generally the in-feed treatment Sica is used for small fish and Fenoxone 50 (MDO2 Bath) is used for larger fish. MDO2 is considered a pesticide and does not require a prescription. The RESCIDE USE PRODUCT No. 471-0006-16122 authorizing the use of hydrogen peroxide in the Neelika Sound region expires Dec 17, 2022</p>	Compliant																						
5.1.19	<p>Indicator: Evidence that all salmon on the site are a single-year class(112)</p> <p>Requirement: 100% (113)</p> <p>Applicability: All farms. Exception is allowed for: 1) farms that have been constant production units where there is complete separation of water between units and no sharing of filtration systems or other systems that could spread disease. or 2) farm sites that have 100% water recirculation, a pre-entry disease screening protocol, dedicated biosecurity capability and similarly measures for water to ensure there is no discharge of live biological material to other related environments (e.g. SW or other offshore treatment of effluent)</p>	<p>The 2020 YC of smolts were introduced between Jan 22 and Mar 12 2021. The smolt transfer summary record indicates that 776,262 smolts of the 2020 YC were stocked from the Paradise Bay, Gold River and MHC Dalrymple hatcheries.</p> <p>The fallow period between the 2018 YC and the 2020 YC was 181 days</p>	Compliant																						
5.1.20	<p>Indicator: Evidence that if the farm suspects an unidentified transmissible agent, or if the farm experiences unexplained increased mortality(114), the farm has: 1. Reported the issue to the ABM and to the appropriate regulatory authority 2. Increased monitoring and surveillance(115) on the farm and within the ABM 3. Implemented(116) health strategy promptly available</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The farm has not suspected an unidentified transmissible agent in any mortality event. Fish are held routinely each month. Samples are sent to the BC Centre for Aquatic Health Sciences (BC CAHS) located in Campbell River. No mortality event has had a statistically significant increase over background mortalities.</p>	Compliant																						
5.1.21	<p>Indicator: Evidence of compliance(117) with the OIE Aquatic Animal Health Code(118)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The fish health management plan is consistent with the OIE animal health code, Greg has the electronic copy of OIE Aquatic Animal Health Code Compliance 2nd Edition 2020 in OAS and the code is available to all sites. The staff are well informed and relevant policies are implemented.</p>	Compliant																						
5.1.22	<p>Indicator: If an OIE notifiable disease(120) is confirmed on the farm, evidence that: a. The farm, at a minimum, immediately (until the point) in which the disease was detected b. The farm immediately notified the other farms in the ABM (120) c. The farm and the ABM enhanced monitoring and conducted rigorous testing for the disease d. The farm promptly(121) made findings publicly available</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>There have been no OIE notifiable diseases detected onsite.</p>	Compliant																						
6.1.1	<p>Indicator: Evidence that workers have access to trade unions (if they exist) and union representation(122) chosen by themselves without management interference</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>No trade unions are present at the site. GREG Human Rights Policy -#1- Our Principles - March 10, 2021 - The ILO Declaration on Fundamental Principles and Rights at Work, which defines principles and rights: freedom of association and the effective recognition of the right to collective bargaining. Employees, during private interviews confirmed that they signed the Contract of Employment and felt that their rights are not affected. Employees signed receiving and accepting a copy of the Employee Handbook and an effective open-door policy and agreed for communication of the Human Rights Policy.</p>	Compliant																						
6.1.2	<p>Indicator: Evidence that workers are free to form organisations, including unions, to advocate for and protect their rights</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>GREG Human Rights Policy -#1- Our Principles - March 10, 2021 - The ILO Declaration on Fundamental Principles and Rights at Work – Privacy and Rights – Greg Seafood welcomes and promotes unionization, collective bargaining, and other formal employee representation avenues according to the business culture. All our employees have the right to join or not join a labor union. All employees have access to third-party representation regardless of whether they are a union member or not. Employees, during private interviews confirmed that they signed the Contract of Employment and felt that their rights are not affected. Employees signed receiving and accepting a copy of the Greg Human Rights Policy.</p>	Compliant																						

<p>Indicator: Evidence that workers are free and able to bargain collectively for their rights.</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>ORIG – Grieg Seafood welcomes and promotes unionization, collective bargaining, and other formal employee representation areas according to the business culture of each of our operating countries. All our employees have the right to join or not join a labor union. All employees have access to third-party representation regardless of whether they are a union member or not.</p> <p>The employer has explicitly communicated a commitment to ensure the collective bargaining rights of all workers as stated in 6.1.5 & 6.1.2. The documentary evidence shows that workers are free and able to bargain collectively. Detailed in the Grieg Human Right Policy and training records, maintained in DATS. All workers used their free will in exercising their freedom.</p>	<p>Compliant</p>	
<p>Indicator: Number of incidences of child labor(134)</p> <p>Requirement: None</p> <p>Applicability: All except Child. Any person under 15 years of age. A higher age would apply if the minimum age law of the country is higher. Age for each of mandatory schooling. Minimum age may be 14 if the country allows it under the developing country exceptions in ILO Convention 138.</p>	<p>Grieg Seafood - Ages of all workers stored on Human Resources management system. There are no persons employed under the age of 18 covering this audit on bags work at this site. All activities shall be conducted with respect for individuals without discrimination. Grieg Seafood do not tolerate any form of forced labor and are committed to the abolition of child labor, as noted in the Human Rights Policy, March 10, 2021. Copies of identification are held on file for all employees and is signed and verified by Senior Management at the time of employment. Required checks of personal Social Insurance Number, which is a 9-digit number required to work in Canada. Reviewed all randomly selected personnel in the scope of the audit with the check of their date and age, was found that youngest of the sampled was age 18 at time of hire.</p>	<p>Compliant</p>	
<p>Indicator: Percentage of young workers(125) that are protected(126)</p> <p>Requirement: 100%</p> <p>Applicability: All</p>	<p>Ages of all workers stored on Human Resources management system. Age of hire is at a minimum age of 18 years of age, nothing younger. At time of hire, two forms of identification is reviewed, which is normally the SIN Number and another form of ID, such as a Drivers License or Passport. Facility will not hire anyone under age 16, but for bags work, it will be 15 years old as a minimum age. No young workers employed at the time of the audit. During tour of the areas of work, no workers had the appearance of being under age, and review of personnel files confirmed compliance. Youngest randomly sampled employee was age 18 at the time of hiring.</p>	<p>Compliant</p>	
<p>Indicator: Number of incidences of forced(129), bonded(130) or compulsory labour</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>All employees are provided with contracts of employment, that are signed by both the employee and the company. This was confirmed during the private interviews of randomly selected employees. Employees can keep a copy of the contract and the employer retains a signed copy. Original identity documents are not kept by the company and are returned to the employees after verification. Documentation checks confirmed that all working hours are performed on a voluntary basis on a schedule and rotating basis. The employer does not withhold any part of workers' salaries, benefits, property or documents to obligate them to continue working for the employer.</p> <p>As noted in the Grieg Employee Handbook and Grieg Human Rights Policy that all employees are free to leave upon reasonable notice. All employees understand and comply with applicable laws and international conventions on labor practices to which Grieg Seafood subscribes and supports. No employees are reporting debt. The randomly selected employees confirmed at the above during the interview process with no issues raised.</p>	<p>Compliant</p>	
<p>Indicator: Evidence of comprehensive(132) and proactive anti-discrimination policies, procedures and practices</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The anti-discrimination policy that is in place, Human Rights Policy, March 10, 2021 - They are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. The right to not be discriminated based on race, sex, religion, sexual orientation, age, or disability is single. Base employment decisions are made on job qualifications and merit. All employees are educated with respect to equal treatment as confirmed during the private and confidential interview process. All managers have been trained in equality and diversity, and evidence of the training is recorded on DATS, which has required annual recertification.</p>	<p>Compliant</p>	
<p>Indicator: Number of incidences of discrimination</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>Grieg Seafood has a procedure in place to document all discrimination complaints. To date, there are no current open complaints. When asked during the private interview process with randomly selected employees, there was no issue mentioned by the employees. All the employees commented on the firmness and stable work environment, regardless of length of employment.</p>	<p>Compliant</p>	
<p>Indicator: Percentage of workers trained in health and safety practices, procedures(133) and policies on a yearly basis</p> <p>Requirement: 100%</p> <p>Applicability: All</p>	<p>Grieg Seafood has a comprehensive OHS Management System based on the federal and provincial health and safety requirements (WorkSafeBC, Transport Canada etc.) The program includes Grieg's Health and Safety Policy, Standards, and various work procedures, Grieg's Management Control Program (Integrative Occupational Health and Safety and Environmental Management System under ISO (Grieg Seafood Environment) Program and is documented and controlled using an electronic system DATS (Digital Action Tracking System). Evaluation Drills are noted below and documented in DATS. DATS Training Records have training covering issues for safety. Conception: > August 30th, (Fhs/Trnam/Medical) Drill</p>	<p>Compliant</p>	
<p>Indicator: Evidence that workers use Personal Protective Equipment (PPE) effectively.</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Grieg uses an online SDS portal named CHANGSCAPE that provides high quality controls over Grieg's SDS database.</p> <p>Grieg's PPE (Personal Protective Equipment) Standard outlines training and wearing requirements for employees and contractors who perform work in any of Grieg's operational areas. Risk assessments both like CR (Identification of Critical Risk) and PRE Job (Hazard Assessment) are used to identify, control (reduce or eliminate) and rank the risks at Grieg Seafood BC.</p> <p>Health and safety Standard and procedures that outline roles, responsibilities, and training requirements around risk assessments and PPE.</p> <ul style="list-style-type: none"> • STD – WHMIS • STD – Hazard Identification & Risk Assessments • PPE (Personal Protective Equipment) Standard • STD – Inspection & Monitoring • IQRMS – Identification of Critical Risks • IQRMS – Job Hazard Assessment (JHA) • IQRMS (Standard Operating Procedures) based on assessing the risk associated with the task. <p>In the private and confidential worker interviews confirmed that personal protective equipment is issued, and training has been provided.</p>	<p>Compliant</p>	
<p>Indicator: Presence of a health and safety risk assessment and evidence of preventive controls(135)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>STD – Hazard Identification & Risk Assessments, outlines requirements for formal risk assessments. Risks are formally evaluated and categorized using a risk matrix through two risk processes at Grieg Seafood:</p> <ul style="list-style-type: none"> • Identification of Critical Risk (ICR) and • Job Hazard Assessment (JHA). <p>These risk assessment processes are used to categorize risks and determine whether controls are adequate, or if a job may proceed. There are investigation forms that are created for each documented incident, that require corrective actions to reduce/prevent future occurrences, with evidence of better working conditions.</p> <p>STD-Inspection and Monitoring that outlines requirements for inspection frequency and expectations for identifying and implementing corrective actions. Monthly inspections done by departmental management.</p> <p>Quarterly inspections done by Health & Safety Management Team in conjunction with JHSC (Joint Occupational Health and Safety Committee)</p>	<p>Compliant</p>	
<p>Indicator: Evidence that all health- and safety-related accidents and violations are recorded and corrective actions are taken when necessary</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The HS Department provides Health and Safety Performance Metrics to the Senior Management Team and across the organization on a quarterly basis, starting with 2020. The metrics include leading and lagging safety indicators (lost time incidents, lost time incident rate, close calls etc.). Starting this year HS Department plans to expand the leading indicators pool by tracking (number of completed tasks associated with the monthly inspections, number of SOPs reviewed by the department etc.). All recordable incidents have a report created and tracked for closure. 2021 Recordable Incidents Conception: 3 (five sets, 1 Modified duties)</p>	<p>Compliant</p>	
<p>Indicator: Evidence of employer responsibility and/or proof of insurance (accident or injury) for 100% of worker costs in a job-related accident or injury when not covered under national law</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>TeloMed, Inc. is coordinating our claim management process and is representing Grieg in relationship with WorkSafeBC, BC and also is supporting our employees through injury management plan and return to work process. Policy is in compliance with WorkSafeBC that is maintained on a quarterly basis.</p>	<p>Compliant</p>	
<p>Indicator: Evidence that all diving operations are conducted by divers who are certified</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Diving Contractors: Diveco, All-Pro & Coastal Divers</p> <p>Contractor information is requested on an annual basis, and site managers complete quarterly dive inspection when diving contractors perform diving operations in each of the locations. All Contractors maintain Grieg Seafood Standards of safety and adhere to all regulations maintained at each site.</p>	<p>Compliant</p>	
<p>Indicator: The percentage of workers whose basic wage(137) is below overtime and (some)(s) below the minimum wage(135)</p> <p>Requirement: 0 (None)</p> <p>Applicability: All</p>	<p>Wages are detailed in the Contract of Employment, which was reviewed by the auditor in the HR system maintaining signed contracts, and does note the pay being established and accepted by all employees at time of employment. Employees receive wage payments biweekly by direct deposit. All interviewed workers stated they were clear on wage rates and had no issues with payments. All reviewed payroll data confirms that pay is above the minimum wage for BC.</p>	<p>Compliant</p>	
<p>Indicator: Evidence that the employer is working toward the payment of basic needs wage(141)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>There is no nationally recognized Living Wage in Canada. Grieg Seafood uses information from ¹ Statistics Canada, (unemployment rate, consumer price index), ² Gorn Ferry – Market data review with the Canadian Market to assist with setting pay levels. Minimum wage at the facility was higher than the average wage for the area and Grieg starting rate is \$18 per hour. This was confirmed with sampled employees interviewed.</p>	<p>Compliant</p>	
<p>Indicator: Evidence of transparency in wage-setting and rounding(137)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Wages are detailed in the Contract of Employment, which was reviewed in the HR system maintaining signed contracts by auditor and does note the pay being established and accepted. Employees receive wage payments biweekly by direct deposit. All interviewed workers stated they were clear on wage rates and had no issues with payments. Pay is at a minimum of \$18.00 per hour, and lowest of the sampled employees were all above this minimum wage per hour.</p>	<p>Compliant</p>	
<p>Indicator: Percentage of workers who have contracts(138)</p> <p>Requirement: 100%</p> <p>Applicability: All</p>	<p>All employees are provided with a contract of employment, and a copy of the contract was available in the sampled personnel files. CONFIRMED WITH Debra Gattaka, Payroll and Benefits Administrator – Reviewed on 10/17/2022. There was no evidence of labor only contracts or false appointments. This was confirmed with a review with Grieg Seafood HR Management files for the randomly selected personnel. Interviewed personnel confirmed.</p>	<p>Compliant</p>	
<p>Indicator: Evidence of a policy to ensure social compliance of its suppliers and contractors</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Grieg Seafood Code of Conduct details the policy for working with third parties who amongst other things must adhere to values and principles that are consistent with Grieg Seafood expectations. Grieg Seafood keeps a list of approved suppliers and contractors, which is maintained and updated as required to maintain permits and licenses for work performed on behalf of Grieg Seafood. Updated at least annually with documented agreements.</p>	<p>Compliant</p>	
<p>Indicator: Evidence of worker access to effective, fair and confidential grievance procedures</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Grieg Code of Conduct - /2/2021 - It is expected of employees to use the procedure most common to the employee either orally or in writing as early as possible. Written procedures are available for all employees to communicate with Managers, Human Resources or through the WhatIfFollower Hotline, which all employees interviewed confirmed to be using in this policy. There also is a documented anti-retaliation policy to protect any confidential or anonymous communications. Complaints or issues are NOT commonly maintained within an employee's personnel file and are removed and deleted from HR files as they are closed out. This was confirmed with communication with HR Management during the audit.</p>	<p>Compliant</p>	

6.8.1	<p>Indicator: Percentage of grievances resolved that are addressed(145) within a 90-day timeframe</p> <p>Requirement: 100%</p> <p>Applicability: All</p>	<p>As per Debra Gaska, Payroll and Benefits Administrator commented that the established grievance policy and procedures are well documented. Any grievance used are recorded and maintained within a confidential file within the HR system. Interviewed employees confirmed knowledge of these procedures and there is a formal grievance system available for all employees, but none have been raised.</p>	Compliant																	
6.9.1	<p>Indicator: Evidence of measures to address disciplinary actions</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>Gring Code of Conduct – 7/27/2021 – Performance Management – Disciplinary Actions does not use any threatening, humiliating or punishing disciplinary practices that negatively impact a worker's physical and mental health or dignity. The disciplinary procedure is fair and legitimate as confirmed during worker's interview at each site. All employees sign and acknowledge their policies in OATS.</p>	Compliant																	
6.9.2	<p>Indicator: Evidence of a functioning disciplinary action policy whose aim is to improve the worker (145)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Covered in the Gring Code of Conduct - 7/27/2021 – Progressive improvement to the worker in becoming a better employee. The company's disciplinary policy explicitly states that its aim is to improve the worker. The company has also established a performance management policy to not only improve the disciplinary policy, the aim of this policy is to develop the worker's performance to bring behaviors up to an acceptable standard. For the review of the sampled employees, there is the procedure, but no active disciplinary action on file.</p>	Compliant																	
6.10.1	<p>Indicator: Incidences, violations or abuse of working hours(143) and overtime law</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>Location:</p> <ul style="list-style-type: none"> All salt water sea site employees work a shift schedule consisting of 8 days on/5 days off. Daily hours of work range between 6-10 hours, based on business needs. All site employees are guaranteed 80 hours of pay per shift cycle, provided that the employee works the full 8 days per shift cycle. Otherwise, the guaranteed hours will be prorated. All overtime must be pre authorized 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 double the regular hours pay. <p>Communication with interviewees confirmed that work hours are properly addressed, and overtime is paid properly when authorized. Working hours are controlled by daylight timetables, which are different for each season, but confirmed with the interviewed employees that they WOT OT is allowed, and is always voluntary.</p>	Compliant																	
6.10.2	<p>Indicator: Overtime is limited, voluntary(144), paid at a premium rate and restricted to exceptional circumstances</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>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.</p> <p>The time and attendance system confirmed that overtime is infrequent. Overtime is worked on a voluntary basis as confirmed during the interview process.</p>	Compliant																	
6.11.1	<p>Indicator: Evidence that the company regularly performs training of staff on fish handling, general farm and fish welfare management and health and safety procedures</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>All training records are maintained on the OATS system. Emergency Preparedness & Response Training - 100% of completion for this mandatory training. Posters covering all these areas available for all employees.</p> <p>Workers confirmed that they are encouraged to learn and be involved with training courses. Other than compulsory health and safety training workers desire the speed of additional training.</p>	Compliant																	
6.11.2	<p>Indicator: Demonstration of company level(146) policies in line with the standards under 6.1 to 6.11 above</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Gring Seafood Code of Conduct and HR Policies are in line with all social and labor requirements. The Senior Management Team approves corporate policy and specific local requirements at Corporate Offices in Campbell River. The scope of all corporate policies covers all company operations.</p> <p>All requested documentation was provided and reviewed.</p>	Compliant																	
7.1.1	<p>Indicator: Evidence of regular and meaningful(147) consultation and engagement with community representatives and organizations</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Gring regularly engages with community members and the local municipality, particularly the Mayor and Councilors via online meetings, phone calls and email communications. It has established relationships with the local governments for the communities in which we operate. Gring has a field office in Gold River. Gring has a strong presence in the Gold River community by making contributions to donations, salaried or other opportunities of activities or events in the area. Gring is also a member of the Nicola Sound Watershed Society and the Gold River Chamber of Commerce. Continued coordination and communication are provided in 2023 and 2024.</p>	Compliant																	
7.1.2	<p>Indicator: Presence and evidence of an effective(148) policy and mechanism for the prevention, treatment and resolution of complaints by community stakeholders and organizations</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>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.</p> <p>Proxies - 1. By Email – Communityrelations@gringseafood.com 2. Phone – 250-286-0838, extension 112, 3. Mail – #100-1180 Ironwood Street, Campbell River, BC V9W5P7, Attention: Director of Indigenous & Community Relations.</p> <p>Gring BC will acknowledge the receipt of the complaint within 2 business days.</p> <p>Policy - External Complaints Resolution</p> <p>Gring Seafood's Code of Conduct, section 6, states "Care for local communities – We aim for positive relationships in communities where we operate, and to contribute to local development."</p> <p>No representative made themselves available for the audit.</p>	Compliant																	
7.1.3	<p>Indicator: Evidence that the farm has posted notices(149) at the farm during times of therapeutic treatments and has, as part of consultation with communities under 7.1.1, communicated about potential health risks from treatments</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Signage posted on farms and there are records of engagement are included with the Pesticide Use Permit applications. During COVID 19, there have been strict restrictions of any personnel other than Gring Seafood Employees from working in and around the farm sites.</p>	Compliant																	
7.2.1	<p>Indicator: Evidence that indigenous groups were consulted as required by relevant local water/ natural laws and regulations</p> <p>Requirement: Yes</p> <p>Applicability: All Farms that operate in indigenous territories or in proximity to indigenous or aboriginal people</p>	<p>All farms operate in indigenous territories. Yes licenses are issued by government; the federal government issues the Marine Fish-Aquaculture License under the Fisheries Act and the province issues the Provincial tenure.</p> <p>Gring has an impact benefits agreement/ working relationship with the Mowachah/Muchahat First Nation who are the only rights holders for Conception.</p>	Compliant																	
7.2.2	<p>Indicator: Evidence that the farm has undertaken proactive consultation with indigenous communities</p> <p>Requirement: Yes (150)</p> <p>Applicability: All Farms that operate in indigenous territories or in proximity to indigenous or aboriginal people</p>	<p>Gring has an impact benefits agreement/ working relationship with the Mowachah/Muchahat First Nation who are the only rights holders for Conception. Gring demonstrates proactive engagement and supports government consultation. Gring keeps a record of communications and engagement with communities and First Nations (Gring Seafood - Communications Report).</p>	Compliant																	
7.2.3	<p>Indicator: Evidence of a protocol agreement, or an active process(151) to establish a protocol agreement, with indigenous communities</p> <p>Requirement: Yes</p> <p>Applicability: All Farms that operate in indigenous territories or in proximity to indigenous or aboriginal people</p>	<p>Gring has an impact benefits agreement/ working relationship with the Mowachah/Muchahat First Nation who are the only rights holders for Conception Site.</p>	Compliant																	
7.3.1	<p>Indicator: Company consideration restricting access to vital community resources(152) without community approval</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>Gring Seafood has established a very progressive mechanism to ensure that communities resources are never used without community approval. The communications mechanism and frequent interactions with the relevant First Nations, ensures that there is no restricted access to community resources.</p>	Compliant																	
7.3.2	<p>Indicator: Evidence of assessments of company's impact on access to resources</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Gring Seafood has established a very progressive mechanism to ensure that communities resources are never used without community approval and has an impact assessment for the Nicola Sound. Gring includes information provided by the Nations along with publicly available datasets to ensure that Gring is not impacting resources.</p>	Compliant																	
8.1	<p>Indicator: Compliance with local and national regulations on water use and discharge, specifically providing permits related to water quality</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>Three hatcheries were used for stocking this Site. Gold River Hatchery owned by Gring, Lena Creek for whom Gring is the only customer and MHC Dalrymple Hatchery.</p> <p>Gring: Gold River Hatchery: Freshwater/Land-based Aquaculture Licence Under the Fisheries Act, Licence No. AQFW 115270 2015/2024, issued by DFO and expiring June 18, 2024. Permit PE17245 issued by the BC Ministry of Environment, Lands and Parks specifying effluent volume and load limits and requiring annual reporting of monitoring data.</p> <p>Lena Creek Hatchery: (Hotham Sound Hatchery/Paradise Trading Corporation): Freshwater/Land-based Aquaculture Licence Under the Fisheries Act, Licence No. AQFW 113782 2015/2024, issued by DFO and expiring June 18, 2024. Permit PE8318 issued April, 2017 by the BC Ministry of Environment, Lands and Parks specifying effluent volume and load limits and requiring annual reporting of monitoring data.</p> <p>Gring: Gold River Hatchery: Freshwater/Land-based Aquaculture Licence Under the Fisheries Act, Licence No. AQFW 115270 2015/2024, issued by DFO and expiring June 18, 2024. Permit PE17245 issued by the BC Ministry of Environment, Lands and Parks specifying effluent volume and load limits and requiring annual reporting of monitoring data.</p> <p>Lena Creek Hatchery: (Hotham Sound Hatchery/Paradise Trading Corporation): Freshwater/Land-based Aquaculture Licence Under the Fisheries Act, Licence No. AQFW 113782 2015/2024, issued by DFO and expiring June 18, 2024. Permit PE8318 issued April, 2017 by the BC Ministry of Environment, Lands and Parks specifying effluent volume and load limits and requiring annual reporting of monitoring data.</p> <p>MHC Dalrymple Freshwater/Land-based Aquaculture Licence Under the Fisheries Act, Licence No. AQFW 113771 2015/2024, issued by DFO and expiring Jan 15, 2024.</p> <p>None has consulted the monthly effluent water results from these but water results</p>	Compliant																	
8.2	<p>Indicator: Compliance with labour laws and regulations</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>Gring: Gold River Hatchery, Gring Seafood Code of Conduct and HR Policies are in line with all social and labor requirements. The Senior Management Team approves corporate policy and specific local requirements at Corporate Offices in Campbell River. The scope of all corporate policies cover all company operations.</p> <p>Gring: Lena Creek has signed the declaration stating they are in compliance and good standing with provincial and federal health and safety and employment standards legislation under Work Safe BC and Employment Standards Act of BC and the Canada Labor Code.</p> <p>All laws and regulations are maintained by all noted in the reviewed documentation.</p>	Compliant																	

<p>Indicator: Evidence of an assessment of the farm's potential impacts on biodiversity and nearby ecosystems that considers the same components as the assessment for grow-out location under 2.1.3</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>The Biodiversity Impact Assessment Update Gold River Hatchery (April 2023) prepared by Mainstream Biological Consulting indicates: "The evaluation of potential impacts to biodiversity relating to the fish production operation at the Gold River Hatchery operated by Gring Seafood revealed no significant concerns."</p> <p>The Biodiversity Impact Assessment HOTHAM SOUND HATCHERY (DECEMBER 2021) (aka Lena Creek, Paradise Bay) prepared by Mainstream Biological Consulting indicates: "The evaluation of potential impacts to biodiversity relating to the fish production operation at the Hotham Sound Hatchery operated by Paradise Trout Corporation revealed no significant concerns."</p> <p>The Biodiversity Impact Assessment Update Dalrymple Hatchery (April 2023) prepared by Mainstream Biological Consulting indicates: "No significant concerns were identified in the evaluation of potential impacts to biodiversity based on the updated operations at the Dalrymple Creek Hatchery. Site activity in 2022 was generally assessed as having improved in performance in terms of environmental protection compared to survey findings from 2018."</p>	<p>Compliant</p>	
<p>Indicator: Maximum total amount of phosphorus released into the environment per metric ton of fish produced over a 12-month period (see Appendix VIII of the Salmon Standard v.1.3)</p> <p>Requirement: 4 kg/m of fish produced over a 12-month period</p> <p>Applicability: All Small Producers</p>	<p>Under VR 473, the Gold River Hatchery is excluded from the requirements of indicator 8.4 as their effluent is discharged to the marine environment.</p> <p>Gring Lena Creek: Phosphorus Calculation - 2021 was reviewed by the auditor. Total Phosphorus released per weight of fish produced in 2021 was 1.453kg/t fish production.</p> <p>The MRC Dalrymple hatchery provided their phosphorus discharge data for 2021 which was reviewed by the auditor. Total Phosphorus released per weight of fish produced in 2021 was 1.185 kg/t fish production.</p>	<p>Compliant</p>	
<p>Indicator: If a non-native species is being produced, the species shall have been widely commercially produced in the area prior to the publication(154) of the ASC Salmon Standard</p> <p>Requirement: Yes (154)</p> <p>Applicability: All Small Producers. Exceptions shall be made for production systems that use 100 percent sterile fish or systems that demonstrate separation from the wild by effective physical barriers that are in place and well-maintained to ensure no escapes of sterile specimens or biological material that might survive and subsequently reproduce</p>	<p>The first BC salmon farm was established in 1972 and as the industry grew it transitioned from growing Pacific Salmon to growing Atlantic salmon almost exclusively by 1985-86.</p>	<p>Compliant</p>	
<p>Indicator: Maximum number of escapes(155) in the most recent production cycle</p> <p>Requirement: 300(157) fish</p> <p>Applicability: All Small Producers. A rare exception to this standard may be made for an escape event that is clearly documented as being outside of the farm's control. Only one such exceptional episode is allowed in a 10-year period for the purposes of this standard. The 10-year period starts at the beginning of the production cycle for which the farm is applying for certification. The farmer must demonstrate that there was no reasonable way to predict the events that caused the episode. Extreme weather (e.g., 100-year storm) or incidents caused by farms located near high-traffic waterways are not considered under this exception.</p>	<p>There have not been any escapes from the small producing facility at Lena Creek or the MRC Dalrymple hatchery</p> <p>Hoveest 3 = 5gr fish was reported on Aug. 3 2021 to be outside the Gold River Hatchery in the effluent stream this fish was recovered as a merr on Aug 6th. The report to DFO " a singular fish was located in part of the effluent system beyond the boundary of the hatchery. At this time there is no obvious route that fish may have taken to have left the facility and further investigation is ongoing. The Hatchery installed a fine mesh net further down the effluent stream and monitored it for 2 weeks, no other fish were found.</p>	<p>Compliant</p>	
<p>Indicator: Accuracy(158) of the counting technology or counting method used for calculating the number of fish</p> <p>Requirement: >98%</p> <p>Applicability: All Small Producers</p>	<p>The Gold River, Lena Creek and MRC Dalrymple Hatcheries use the Vaki Counter (prior and main) accuracy is stated as >99%.</p>	<p>Compliant</p>	
<p>Indicator: Evidence of a functioning policy for proper and responsible treatment of non-hazardous waste from production (e.g., disposal and recycling)</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>The Gold River and Lena Creek Hatcheries are certified to the Global Seafood Alliance's best Aquaculture Practices Hatchery Standard (BAP) and as such have practices in place for proper storage and disposal of all waste.</p> <p>The Marine Harvest Dalrymple hatchery was previously certified to the BAP Hatchery Standard and still maintain the high level of practice put in place for proper storage and disposal of all waste.</p>	<p>Compliant</p>	
<p>Indicator: Presence of an energy use assessment verifying the energy consumption at the small production facility (see Appendix V subsections 2 of the Salmon Standard v.1.3 for advice and required components of the records and assessment)</p> <p>Requirement: Yes, measured in kilowatt/hour fish/production cycle</p> <p>Applicability: All Small Producers</p>	<p>Full records on all energy use is done monthly. The records presented here are for the last year class of fish that are a complete cycle which was 2021. The applicant also reports annual consumption and emission. The recording of the energy use at hatcheries is done in the same manner as for the marine farms (see 4.5.1). Energy use is calculated and recorded monthly, annually and at the end of the production cycle.</p> <p>Gold River: Total energy consumption (kWh) 46,464,532.994 x 43 Lena Creek: Total energy consumption (kWh) 23 kg CO2 equivalent as the site produces its own electricity using a water turbine and is self-sufficient. Dalrymple: Total energy consumption (kWh) 4,584,527.263 kWh. Dalrymple has solar panels in use.</p> <p>Gold River: Total kWh/ton production 177,818.815.073k Lena Creek: Total kWh/ton production 0% as the site produces its own electricity using a water turbine and is self-sufficient. Dalrymple: Total kWh/ton production 5460046 kWh/t</p>	<p>Compliant</p>	
<p>Indicator: Records of greenhouse gas (GHG)(159) emissions(160) at the small production facility and evidence of an annual GHG assessment (see Appendix V of the Salmon Standard v.1.3)</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>GHG emissions are calculated, recorded and reported using CRMAyrs technology (see 4.6.2).</p> <p>Jan 3 - Dec 31, 2021: Gold River Hatchery: 2493 tonnes CO2e Lena Creek: 23 kg CO2 equivalent as the site produces its own electricity from water turbine. Dalrymple Hatchery: 2648.6 Tonnes CO2e</p>	<p>Compliant</p>	
<p>Indicator: Evidence of a fish health management plan, approved by the designated veterinarian, for the identification and monitoring of fish diseases and parasites</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>Gring provided the auditor with their Health Management Plan (HMP) - Version 2.0 February 2020, signed March 11, 2021 by the designated Veterinarian Patrick Whittaker for the identification, monitoring and response to fish diseases and parasites.</p> <p>Lena Creek supplied their Salmonid Health Management Plan (Issue Date: May 2018, signed February 24, 2021 by the designated Veterinarian Patrick Whittaker for the identification, monitoring and response to fish diseases and parasites.</p> <p>Dalrymple Hatchery - Fish health is overseen by a designated veterinarian for the identification, monitoring and response to fish diseases and parasites, under the Fresh Water Program.</p>	<p>Compliant</p>	
<p>Indicator: Percentage of fish that are vaccinated for selected diseases that are known to present a significant risk in the region and for which an effective vaccine exists(161)</p> <p>Requirement: 100%</p> <p>Applicability: All Small Producers</p>	<p>All small producers in the area are vaccinated. Vaccination is not mandatory but is common practice. Full-time records show the smolts entered at the farm were vaccinated against venous disease. All hatcheries have different vaccination regimes which may include: furunculosis, vibriosis, cold water vibriosis, infectious haematopoietic necrosis, winter sores and enteric redmouth.</p> <p>Smolts from the Gring Gold River Hatchery were vaccinated with Alpha Dig ERM Salar, APEX + AIS-3 Smolts from the Lena Creek Hatchery were vaccinated with Alpha Dig ERM Salar, APEX + AIS-3, APEX + AIS-3 Smolts from the Dalrymple Hatchery were vaccinated with APEX + AIS-3, Ranigan</p>	<p>Compliant</p>	
<p>Indicator: Percentage of critical groups(162) tested for select diseases of regional concern prior to entering the grow-out phase on farm(163)</p> <p>Requirement: 100%</p> <p>Applicability: All Small Producers</p>	<p>Fish must be tested prior to movement, these diseases are listed in Appendix II of the Freshwater Aquaculture License issued by DFO. The Centre for Aquatic Health Services (CAHS) and the Animal Health Centre (AHC) are utilized for testing the fish prior to transfer. The auditor reviewed hatchery transfer records, which reference the testing and provide attestations that there have been no diseases of regional concern or CPA reportable or immediately notifiable diseases.</p>	<p>Compliant</p>	
<p>Indicator: Detailed information, provided by the designated veterinarian, of all chemicals and therapeutics used during the small production cycle, the amounts used (including grams per ton of fish produced), the date used, which group of fish were treated and applied which disease, proof of proper dosing and all disease and pathogens detected on the site</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>None of the three hatcheries supplying smolts to this site had treated with chemicals or therapeutics at the hatchery.</p>	<p>Compliant</p>	
<p>Indicator: Evidence that use of therapeutic treatments that include antibiotics or chemicals that are banned(164) in any of the primary salmon producing or importing countries(165)</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>No antibiotic treatments had been used in the three hatcheries that provided smolts to this site.</p>	<p>Compliant</p>	
<p>Indicator: Number of treatments of antibiotics over the most recent production cycle</p> <p>Requirement: 0-3</p> <p>Applicability: All Small Producers</p>	<p>No antibiotic treatments have been used in either of the hatcheries on the 2020 VC. No antibiotic treatments were used on the 2022 VC in the three hatcheries that provided smolts to this site.</p>	<p>Compliant</p>	
<p>Indicator: Evidence that use of antibiotics listed as critically important for human medicine by the WHO (166)</p> <p>Requirement: None (167)</p> <p>Applicability: All Small Producers</p>	<p>No antibiotics listed as critically important by the WHO are used. See 8.16</p>	<p>Compliant</p>	
<p>Indicator: Evidence of compliance(168) with the OIE Aquatic Animal Health Code(169)</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>The Gold River Hatchery is part of Gring Canada. The OIE Aquatic Animal Health Code is available online in DATS for Gring. Relevant staff know how to locate it. The fish health team are the most relevant and the head was interviewed during the audit.</p> <p>The contracted Lena Creek Hatchery has its own PFP and Section 2 HEALTH CONCEPTS & REQUIRED ELEMENTS demonstrate compliance to the requirements of the OIE Aquatic Health Code.</p> <p>Dalrymple Hatchery - Fish health is overseen by a designated Veterinarian for the identification, monitoring and response to fish diseases and parasites, under the Fresh Water Program.</p>	<p>Compliant</p>	
<p>Indicator: Evidence of company level policies and procedures in line with the labour standards under 6.1 to 6.1.1</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>Gring owns the Gold river hatchery and contracts Paradise Bay Hatchery. They operate under the same conditions as detailed in Section 6 on the marine sites are applied to the hatchery. MOWI Dalrymple hatchery operates under the same labor laws and regulations, similar to Gring Seafood BC, as legislated in the Province of BC. They adhere to these corporate policies. MOWI Policies: https://mowi.com/sustainable/policies/</p>	<p>Compliant</p>	
<p>Indicator: Evidence of regular consultation and engagement with community representatives and organizations</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>Gring has a field office in Gold River with Gring personnel staffing, and has a strong presence in the Gold River community by making contributions in donations or other sponsorship of activities or events in the area. Gring is also a member of the Nootka Sound Watershed Society. Review of on-going meetings and communication as provided in 2021 and 2022.</p>	<p>Compliant</p>	
<p>Indicator: Evidence of a policy for the prevention, treatment and resolution of complaints by community stakeholders and organizations</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>See Section 7 - Complaints policy/ no complaints to date.</p>	<p>Compliant</p>	

8.21	<p>Indicator: Where relevant, evidence that indigenous groups were consulted as required by relevant local and/or national laws and regulations.</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>Gold River Hatchery is operating in Mowachahli Muchakali territory. There is a 25-year agreement in place with the Nation for the sea sites. Revisions are currently being negotiated and include conditions regarding the hatchery. Applications to DFO and Mtd have been shared with the Nation in 2021. Conception is provided with stock from this Hatchery.</p>	Compliant																													
8.22	<p>Indicator: Where relevant, evidence that the firm has undertaken proactive consultation with Indigenous communities.</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers</p>	<p>By holding federal aquaculture licenses for its facilities, it demonstrates that the hatcheries have satisfied its duty to consult with indigenous communities.</p>	Compliant																													
8.25	<p>Indicator: Allowance for stacking smolts produced in cage-culture</p> <p>Requirement: Permitted only if supplying farms are 2) operated in a region where infectious diseases are present and the same species being cultured and 2) the farm is certified to the ASC Freshwater Trout Standard</p> <p>Applicability: All Small Producers</p>	<p>The hatcheries that supplied this farm are land-based tank operations.</p>	Compliant																													
8.26	<p>Indicator: Water quality monitoring matrix completed and submitted to ASC (see Appendix VI of the Salmon standard v.1.3)</p> <p>Requirement: N/A(17)</p> <p>Applicability: open (not used) indicator of aquac</p>	<p>The hatcheries that supplied this farm are land-based tank operations.</p>	Compliant																													
8.27	<p>Indicator: Minimum oxygen saturation in the outflow (methodology in Appendix VI of the Salmon standard v.1.3)</p> <p>Requirement: 65(17), 7(7)</p> <p>Applicability: All Small Producers Using Semi-Closed or Closed Production Systems</p>	<p>This indicator does not apply to the Gold River Hatchery as effluent discharges to the marine environment.</p> <p>The Lana Creek Hatchery Monitors the effluent monthly with morning afternoon readings, in 2021 the lowest reading was in June with the morning reading at 65%, the lowest daily avg was in May at 65% saturation.</p> <p>The Dalrymple Hatchery monitors the effluent monthly with morning afternoon readings, in 2021 the lowest daily avg was in April at 80% saturation.</p>	Compliant																													
8.28	<p>Indicator: Macro-invertebrate surveys downstream from the farm's effluent discharge demonstrate benthic health that is similar or better than surveys upstream from the discharge (methodology in Appendix VII of the Salmon standard v.1.3)</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers Using Semi-Closed or Closed Production Systems</p>	<p>This indicator does not apply to the Gold River Hatchery as effluent discharges to the marine environment.</p> <p>The Lana Creek Hatchery has only 40m between the steam discharge and the Marine environment. An Examination of Macrobenthic Invertebrate Community Health Downstream of Effluent Discharge from the northern Socond Hatchery, Lana Creek, BC, July 2022 concluded the effluent is considered to have a "low impact". Sampling 27 sites 0.5m to 100m in July 2022. The report shows that there are more species of invertebrate downstream than upstream.</p> <p>Dalrymple Hatchery - Comparison of water quality parameters in effluent with the BC Water Quality Guidelines show that the site discharge does not exceed the thresholds for the protection of freshwater aquatic life. Water quality monitoring conducted downstream of the effluent discharge point also shows that water quality meets the conditions for protection of aquatic life. Implementation of measures to address the consistently high concentrations of nutrients in effluent is recommended and an upgrade of the existing effluent treatment facility is planned by MCFW Canada West.</p>	Compliant																													
8.29	<p>Indicator: Evidence of implementation of bioassays (Sludge) Best Management Practices (BMPs) (Appendix VIII of the Salmon standard v.1.3)</p> <p>Requirement: Yes</p> <p>Applicability: All Small Producers Using Semi-Closed or Closed Production Systems</p>	<p>At Gold River Hatchery, bioassays are separated by drum filters and settling ponds, and sludge is removed on a monthly basis by Walco industries, who transports the material to Vancouver Island Biorefinery Resources Ltd, Campbell River.</p> <p>HOTHAM HATCHERY SOP XX - BIOLOGICAL MANAGEMENT stated March 2021 (aka Lana Creek) indicates the settling ponds are dredged as required. The resulting sludge is used on the banks or is piled along the pond edge where it is allowed to compost and is then used in the site housing gardens.</p> <p>Dalrymple Hatchery - Uses drum filters to remove the sludge from the effluent, which is sent out to composting facilities.</p>	Compliant																													

Summary of Standard Non Conformities (NC)

Standard: Salmon
Version: 1.3

NC Type	NC Totals
Major	1
Minor	0
Total	1

Other data fields in this summary worksheet populate automatically

NC Code (CAB)	Indicator Number	Indicator Text	Audit Evidence	Overall Indicator evaluation	Description, justification and conclusion for the evaluation decision	Date of NC detection	Deadline for NC close-out	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	Q&A submitted/used	Root cause analysis	NC correction	NC Corrective action	Auditor evaluation	Extension justification	New deadline for NC close-out	Notes
1	3.4.1	<p>Indicator: Maximum number of escapes (57) in the most recent production cycle</p> <p>Requirement: 300 (58)</p> <p>Applicability: All farm. A rare exception to this standard may be made for an escape event that is clearly documented as being outside the farm's control. Only one such exceptional episode is allowed in a 10-year period for the purposes of this standard. The 10-year period starts at the beginning of the production cycle for which the farm is applying for certification. The farmer must demonstrate that there was no reasonable way to predict the events that caused the episode. See auditing guidance for additional details.</p>	<p>For the last complete recent cycle (2018 YC), the final harvest count was 86,398 fish (9.93%) less than expected which could be indicative of an undetected escape event.</p> <p>Morts are collected daily by mort uplifts and numbers entered to the Fishtrak database. Final numbers on the site with assessment of unexplained loss is carried out following count at harvest. Net checks are carried out by divers. There are cameras in every cage with excellent resolution and they can pan, tilt and move up and down in the cages for inspection purposes.</p> <p>Escape monitoring data has been submitted to ASC. (NC from previous report)</p>	Major	<p>For the last complete cycle, the final harvest count was 86,398 fish less than expected. (NC from previous report)</p>	04/05/2021	04/08/2021	29-Jul-21	Closed					<p>For all farms that have inventory variances above or below the cumulative counting error, we complete an investigation into the potential causes for the error and possibility of a escape. For Concepcion, there was no indication that there was an escape (no unexplained decrease in feed, no unidentified large holes, no predator damage to the nets). In this case the largest factor contributing to the discrepancy was the increased number of acute 24-hour environmental mortality events and using hand counters for mortality event enumeration.</p>		<p>Grig has updated their procedures so all mortalities from acute events will be enumerated by weight sampling and total biomass rather than the hand counters. Also, Grig is replacing older nets with new circle nets that have been redesigned with a canvas bottom to efficiently move mortalities to the uplift retrieval system.</p>	<p>This is the same NC from the audit previous report as the new cycle has not yet been completed. The information (RCA, C, CA) provided at time still applies and remains accepted. Accepted by Conrad Powell, July 29, 2021 and technical committee, as sufficient to mitigate large discrepancy in the actual and expected numbers of fish harvested:</p> <ol style="list-style-type: none"> 1. BAP Variance Reports for Concepcion Point; and other farms, that indicate adequate investigators; 2. SOP Mortality Collection & Storage; 3. Garware net design drawings. 			