

Instructions and disclaimers

General:

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

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

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

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

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

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

How to use this document

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

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

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

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

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

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

Document type - PDF conversion - Guidance

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

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

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

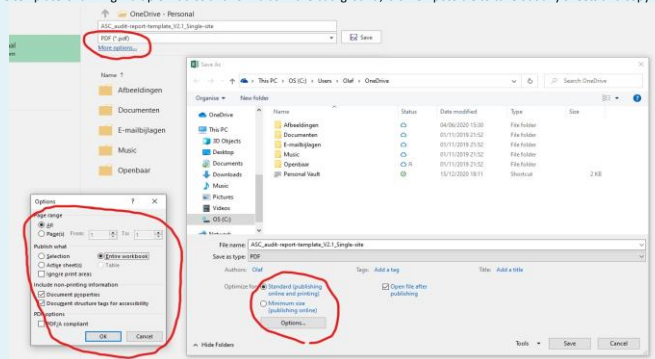
To save the full excel document as a pdf, please follow these steps:

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

Extra note:

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

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



Spelling Check

How to run the excel spell check in this document?

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

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

What if changes are made?

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

Confidential information - Data protection and publication of reports

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

Comments or guidance

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

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

Data restrictions & conditional formatting

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

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

Link to all the sheets

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

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

[2\) Audit Information](#)

[3\) Site information](#)

[4\) Harvest witnessing](#)

[5\) Stakeholder engagement](#)

[6\) Social Audit](#)

[7\) Traceability risk assessment](#)

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

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

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

[Audit findings "species"](#)

1. General, client/CAB information

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

- 1.9 Name of the Conformity assessment body (CAB)

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

Client contact person - from the UoC

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

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

2. Audit Information

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

2.1	Date - Audit announcement published on ASC website	Wednesday, January 26, 2022	
2.2	Date - Draft report published on ASC website		
2.3	Date - Final report submitted to ASC	Monday, July 25, 2022	
2.4	Audit ID	A0005766	
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		Not Covered	Not 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	2
2.10	Will harvesting be witnessed during audit?	Yes
2.10.1	If harvest is NOT witnessed, please justify:	It is intended to witness harvest
2.11	Audit conducted (On-site/Remote):	Assisted remote

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

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

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

3. Site information

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

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

3.1	3.2	3.3	3.4	3.5	3.13	3.14	3.15	3.16	3.17	3.18	3.19	3.20	3.21	3.22	3.22.1	3.22.2	3.23	3.23.1	3.24	3.25	3.26	3.26.1	3.27	3.28	3.29	3.30	3.31	3.32
Site ID - provided by ASC with publication confirmation of audit announcement	Site name	Ownership	Primary culture species	Secondary species (choose multiple species as relevant)	Latitude (N, S) (00.000000)*	Longitude (E, W) (00.000000)*	Production system	Number of production units	Production type	Production method	Date of inclusion into the UoC (for scope extension/group/multi-site)	Start date of audit	End date of audit	First date of juvenile stocking for the current production cycle	Estimated number of months post audit to peak biomass/ first harvest	Status at the time of the current audit	List of other certificates (choose multiple options as relevant)	List of other certificates: if 3.23 is "Other", please list the certificates:	Is the site partially certified?	If partially certified, which part is not in the UoC and why?	The volumes indicated in the fields 3.27-3.30 apply to the following [last 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
50003359	Steamer	Owned	Atlantic salmon (Salmo salar)		49.887605	-126.790878	Cages - square steel	12.000000	44636.000000	Intensive		16/03/2022	25/03/2022	15-Dec-21	12	On-growing (<75% biomass)	GAA/BAP		No		2021	Actual volume	1,975,000		1,975,000			

4. Harvest witnessing

4.1	4.2	4.3	4.4	4.5	4.6	4.7	4.8
Site ID - provided by ASC with publication confirmation of audit announcement.	Site name	Date of witnessed harvest:	Production unit ID:	Volume harvested (in Kg):	Average weight of animals (in g)	Partial harvest / full harvest:	Note/ Other information
S0003359	Steamer	23/03/2022	Pen 13	113284.75	4880	Partial harvest	Harvest witnessed at Muchalat North. Harvest practices, procedures and documentation are the same among all Grieg sites. Harvest Vessel - Silver Dolphin.

7. ASC 37.4.3.2 Substitution risk assessment

Item	Assessment
1	Low
2	Low
3	Low
4	Low
5	Low
6	Low
7	Low
8	Low
9	Low
10	Low
11	Low
12	Low

12. If you're a provider of a service, a substitution risk assessment is being undertaken for you & your customers. It's a risk assessment that you should be aware of.

Item	Assessment
1	Low
2	Low
3	Low
4	Low
5	Low
6	Low
7	Low
8	Low
9	Low
10	Low
11	Low
12	Low

13. If you're a provider of a service, a substitution risk assessment is being undertaken for you & your customers. It's a risk assessment that you should be aware of.

Item	Assessment
1	Low
2	Low
3	Low
4	Low
5	Low
6	Low
7	Low
8	Low
9	Low
10	Low
11	Low
12	Low

14. If you're a provider of a service, a substitution risk assessment is being undertaken for you & your customers. It's a risk assessment that you should be aware of.

Item	Assessment
1	Low
2	Low
3	Low
4	Low
5	Low
6	Low
7	Low
8	Low
9	Low
10	Low
11	Low
12	Low

ASC 37.4.3.2 Product line, bundling and segregation

Product line, bundling and segregation are important considerations for providers of services. It's a risk assessment that you should be aware of.

Item	Assessment
1	Low
2	Low
3	Low
4	Low
5	Low
6	Low
7	Low
8	Low
9	Low
10	Low
11	Low
12	Low

12. If you're a provider of a service, a substitution risk assessment is being undertaken for you & your customers. It's a risk assessment that you should be aware of.

Item	Assessment
1	Low
2	Low
3	Low
4	Low
5	Low
6	Low
7	Low
8	Low
9	Low
10	Low
11	Low
12	Low

13. If you're a provider of a service, a substitution risk assessment is being undertaken for you & your customers. It's a risk assessment that you should be aware of.

Item	Assessment
1	Low
2	Low
3	Low
4	Low
5	Low
6	Low
7	Low
8	Low
9	Low
10	Low
11	Low
12	Low

ASC 37.4.3.3 The point from which share of custody is required to

Item	Assessment
1	Low
2	Low
3	Low
4	Low
5	Low
6	Low
7	Low
8	Low
9	Low
10	Low
11	Low
12	Low

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:	2021	2021	2021	2021
8.1.1	Type of volumes indicated in 8.2 - 8.5	Actual volume	Actual volume	Actual volume	Actual volume
8.2	ASC-certified production volume (in Kg)	0	1,481,250	493,750	0
8.3	Non ASC-certified production volume (in Kg)	0	0	0	0
8.4	Dispatched or sold as ASC-certified Volume (in Kg)	0	1,481,250	493,750	0
8.5	Dispatched or sold as non ASC-certified Volume (in Kg)	0	0	0	0

Decision	
8.6	<p>Certification decision</p> <p>All elements in the standard and guidance documents have been completed. There was 1 minor and major raised, both of which have been closed. The major NC was closed after an SGS issued 1 month extension. 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 25/07/2022. 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 5/10/2021
8.8	Certificate valid till 5/9/2024
8.9	Eligibility date

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

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

Indicator Number	Indicator Text	Audit Evidence	Overall indicator evaluation	Description, justification and conclusion for the evaluation function	Date of NC detection	Deadline for NC close-out	NC status	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	O&A submitted/used	Processed by NUC and assessed by CAR		Processed by NUC and assessed by CAR	Author evaluation	Extension justification	New deadline for NC close-out	Notes
														NC correction	NC Corrective action					
1.11	<p>Indicator: Presence of documents demonstrating compliance with local and national regulations and requirements on land and water use</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Digital copies of applicable land and water use are available, and the following documents were presented:</p> <ul style="list-style-type: none"> (1) Fish Aquaculture Licence (FAL) 22105 issued by the Department of Fisheries and Oceans (DFO), expiring June 30, 2022. (2) Licence of Occupation on Land File No. 164985 was shown as issued April 25, 2014, Status Active on government online system, LICO (General Access to Online Requests). (3) Camped River Access License issued March 15, 2022 exp Feb 27, 2023 <p>DFO auditing and enforcement activities confirm OPE co-ordinators, the monitoring records, PHMP compliance, bioactive surveys and site status. OPE presented were on site May 21, 2021, as evidenced by the OPE Post Inspection Report. The farm is not located in any National preservation areas.</p>	Compliant																	
1.12	<p>Indicator: Presence of documents demonstrating compliance with all relevant environmental laws and regulations</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Gring Seafood is a registered company operating under file number 037 13887 6479 91000, confirmed in Canada Revenue Agency letter of Jan 18, 2018. The company is also incorporated in the Province of British Columbia under incorporation # B0114706. The City of Campbell River Business License is renewed annually (2020), Exp Feb 29, 2023. Specific to the Steamer site: (1) 2021 Property Tax Notice - Account Number RPT 1074-2377 (BC Ministry of Finance); (2) Crown Land Invoice # 421765 (BC Ministry of Forests, Lands and Natural Resources).</p>	Compliant																	
1.13	<p>Indicator: Presence of documents demonstrating compliance with all relevant environmental laws and regulations</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Gring Seafood has provided documented evidence through training records in DATS, review of Company Handbook and interviews with all employees at each site. No issues have been seen. The company is compliant with all labour laws.</p>	Compliant																	
1.14	<p>Indicator: Presence of documents demonstrating compliance with regulations and permits concerning water quality impacts</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>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. Per licensing requirements, sediments beneath and around the farms must be monitored at peak biomass, and data provided for DFO, and in cases where the sulphides data does meet DFO requirements, further testing must be carried out prior to re-aerating.</p> <p>Gring presented the Steamer Operational Monitoring Report (June 7, 2021), prepared by Microstream Biological Consulting, and the subsequent OPE letter (Sept 22, 2021) indicating that the site met requirements for re-aerating. Section 4 of the checklist concerns discharges for the hatcheries.</p>	Compliant																	
2.11	<p>Indicator: Residue potential on (S) sulphide levels to sediment outside of the Allowable Zone of Effect (AZE) (S). Following the sampling methodology outlined in Appendix H of the Salmon standard v.1.3</p> <p>Requirement: Residue potential > 5 mg of sulphide < 1,500 µM(AW)</p> <p>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 are 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.</p>	<p>This site and its associated zone of effect is a hard bottom site. As a result, the sulphides cannot be measured and the DFO guidelines require a video transect to establish that the zone of effect is acceptable to allow re-aerating. This video transect survey is in place for the previous year class effects prior to re-aerating the site for the current site class. The survey report was June 7, 2021, under farm DFO stating that "No further monitoring is required prior to fish entry at this facility" and dated Sept 22, 2021. Microstream biological conducted the video transect. Biological scoring more than 15% of the substrate was not observed in four out of six time units or in the last two time units of a sequence at or beyond the Zone of Compliance on either of the transects. DFC was not observed on either transect during the video survey at the Steamer Point site.</p>	Compliant																	
2.12	<p>Indicator: Faunal Index score indicating good (G) to high ecological quality to sediment outside of the AZE, following the sampling methodology outlined in Appendix H of the Salmon standard v.1.3</p> <p>Requirement: AZI Marine Benthic Index (AMBI) score > 3, or Shannon-Wiener Index score > 3, or Benthic Quality Index (BQI) score > 15, or Infaunal Trophic Index (ITI) score > 25</p> <p>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 are 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.</p>	<p>Indicator 2.1.2 is no longer applicable.</p> <p>Based on VR 224, under farm No. 18, 2016, authorizing reliance on the scientifically proven and federally regulated sulfide sampling for the assessment of benthic biodiversity and benthic effects.</p>	Compliant																	
2.13	<p>Indicator: Absence of detectable trace metals in sediment outside of the AZE, following the sampling methodology outlined in Appendix H of the Salmon standard v.1.3</p> <p>Requirement: > 2 highly abundant (5 less than are not pollution indicator species)</p> <p>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 are 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.</p>	<p>Indicator 2.1.3 is no longer applicable.</p> <p>Based on VR 224, under farm No. 18, 2016, authorizing reliance on the scientifically proven and federally regulated sulfide sampling for the assessment of benthic biodiversity and benthic effects.</p>	Compliant																	
2.14	<p>Indicator: Definition of a site-specific AZE based on a robust and credible (10) monitoring system (14)</p> <p>Requirement: Yes</p> <p>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 are 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.</p>	<p>DEFONCO is required by DFO on sites in British Columbia. The DFO benthic survey requirement detailed in 2.1.3 uses DEFONCO for survey design. The design was carried out in the 2020. The model for the site was based on an average fish rate of 400 kg/ha. Three modified zones of effect are shown on the site maps and used to establish sampling stations. Maps in place in the benthic report include the Dependent site impact down. There has been no change to the site since or was modified, the site is in the same location, the stocking density and biomass has remained the same.</p>	Compliant																	
2.15	<p>Indicator: Weekly average percent saturation (SD) of dissolved oxygen (DO) (17) (18) - calculated following methodology in Appendix H of the Salmon standard v.1.3</p> <p>Requirement: > 90% (18)</p> <p>Applicability: All farms. An exception to this standard is that for farms that can demonstrate consistency with a reference site in the same water body.</p>	<p>The farm DO readings were < 90% saturation during 5 weeks in 2021.</p> <p>Week 1: Site 03.9 Ref not available Week 10: Site 03.9 Ref 67.0 Week 21: Site 03.9 Ref 76.0 Week 22: Site 03.9 Ref 105.0 Week 23: Site 03.9 Ref 105.0 Week 35: Site 03.9 Ref 101</p>	Minor		25-Mar-21	24-Jun-22	2-May-23							0	0	0	0	0	0	0
2.16	<p>Indicator: Maximum percentage of weekly samples from 2.2.1 that fall under "poor"</p> <p>Requirement: < 5%</p> <p>Applicability: All</p>	<p>There have been no DO readings under 2 mg/l in the current cycle.</p>	Compliant																	
2.17	<p>Indicator: Total phosphorus (TP) in place that maintains good (G) and high (H) conditions on the farm which extends to all streams, including tributary flows. Thereby ensuring that adverse impacts on environmental health are minimized</p> <p>Requirement: Yes (22)</p>	<p>Microstream Biological Consulting undertook a water quality survey in the spring of 2021. Sampling for total nitrogen, nitrate, total phosphorus and orthophosphate concentration occurred in September (Site 1), March (Site 2), June (Site 3), and October (Site 4) in the current cycle. The sampling results from the spring of 2021 indicate that fish aquaculture facilities operated by Gring Seafood SC Ltd are located in areas of good or very good water quality as defined by the Provincial BC Mod and CCME water quality guidelines and objectives for the parameters of interest.</p>	Compliant																	
2.18	<p>Indicator: The prohibitions without national or regional coastal water quality targets, evidence of monitoring of nitrogen and phosphorus (23) levels on the farm or at a tributary site, following methodology in Appendix H of the Salmon standard v.1.3</p> <p>Requirement: Consistency with reference site</p> <p>Applicability: All farms, except: Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients as well as > 75% of dissolved nutrients through biofiltration, settling and/or other technologies) are exempt from standards 2.2.3 and 2.2.4.</p>	<p>See 2.2.3</p>	Compliant																	
2.19	<p>Indicator: Demonstration of calculation of biochemical oxygen demand (BOD) (24) of the farm or a production cycle basin</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>BOD for the two cycle SP 2019 was 3730 mg O2/L, and this information has been submitted to ASC. Gring has an Excel spreadsheet which was reviewed during audit and found to be providing accurate calculations of BOD.</p>	Compliant																	
2.20	<p>Indicator: Appropriate controls are in place that maintains good (G) and high (H) conditions on the farm which extends to all streams, including tributary flows. Thereby ensuring that adverse impacts on environmental health are minimized</p> <p>Requirement: Yes</p>	<p>The company has a developed a comprehensive quality management program, Gring Seafood Excellence, that incorporates the best practices in safety, environment and social license, as well as elements of the BAP, ASC and CCME (Dispositional) 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. One stage is under veterinary authorization and is fully documented. Workers have been adequately trained to perform duties per company requirements.</p>	Compliant																	
2.21	<p>Indicator: Percentage of feed (25) in the feed at point of entry to the farm (S) calculated following methodology in Appendix H of the Salmon standard v.1.3</p> <p>Requirement: < 5% by weight of the feed</p> <p>Applicability: All farms except: To be measured every quarter or every two months. Details that are not available shall be obtained immediately. Feed that is sampled immediately prior to delivery to farms for sites with no feed change when 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 > 75% of dissolved nutrients through biofiltration, settling and/or other technologies) are exempt.</p>	<p>MS246 allows the use feed fine sampling results directly from the feed mills.</p> <p>Feed fine loss ranged from 0.0 to 0.2% in all 4 quarters of the 2021 year.</p> <p>Skimming feed fines ranged from 0.0 to 0.1% in all 4 quarters of the 2021 year.</p>	Compliant																	

<p>4.14 Indicator: Feed processing information audit (all fish originating from the province) (also covering farm fish) (70) catch on farm farms that are categorized as vulnerable, endangered or critically endangered, according to the IUCN Red List of Threatened Species (C), which fish and fish meal from these same species and family as the species being farmed Requirement: None (0) Applicability: All For species listed as "vulnerable" by IUCN, an exception is made if a report of presence of the species has been received by the fishery authorities in a National Red List process that is managed positively in the same species and family as IUCN. Catch of National Red List of Threatened Species is managed in accordance with IUCN guidelines, an exception is allowed when an assessment is conducted using IUCN methodology and demonstrates that the population is not vulnerable.</p>	<p>Stevring Canada has provided a list of all species and fishery of origin for meal and oil derived from trimmings. The Stevring ASC Certification - Supplier Quality Assurance Letter Dated: Jan 27, 2022 contains the following: "All fishing activity Fishery material must not be from Inland, unpermitted and unpermitted (C) fishing activity nor sourced from vessels officially listed as engaging in ICA Rating activity". The material species: Suppliers shall not process species or by-products from species that are classified as Critically Endangered or Endangered in the IUCN Red List. Species that are listed as Vulnerable are not eligible for use as by-products, unless for Fisheries from a discrete sub-population assessed to be responsibly managed." Neither meal or oil are derived from species deemed vulnerable by IUCN.</p>	<p>Compliant</p>	
<p>4.15 Indicator: Presence and evidence of a responsible sourcing policy for the feed manufacturer for feed ingredients that include a commitment to continuous improvement of source fisheries (2) Requirement: Yes Applicability: All</p>	<p>Stevring (Nutreco) has a supplier code of conduct that is online that includes no IUU and declares responsible sourcing and commitment to the environment. This also includes the Supplement for Marine Products which contains a section on Fishery Improvement Programs in which all suppliers sourced from fisheries that do not comply with the PAC Code of Conduct for Responsible Fisheries are encouraged to assist those fisheries to improve their management practices as they are able to comply. http://www.stevring.com/en-us/sustainability/responsible-sourcing/</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 Feb 2022. The Catch Co., parent company website, has Responsible sourcing and sustainability policies and information, including the EWOS document Sustainable Seafood for Future Generations under the Sustainability section, www.sargel.com</p>	<p>Compliant</p>	
<p>4.16 Indicator: Presence and evidence of a responsible sourcing policy for the feed manufacturer for feed ingredients that comply with recognized crop management (7) and food (4) (7) Requirement: Yes Applicability: All</p>	<p>Stevring Canada is part of the Nutreco group and a vendor policy Supplier Code of Conduct is in place where all suppliers must sign applicable declaration governing source. The code contains the Supplement for Aquaculture Products: https://www.stevring.com/en-us/sustainability/responsible-sourcing/</p> <p>The EWOS Canada Supplier Quality Assurance Letter to EWOS Canada Customers (Jan 21, 2022) states: "EWOS will comply with any recognized crop management". 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 4.1.2</p>	<p>Compliant</p>	
<p>4.17 Indicator: Percentage of dry or wet-derived ingredients on the feed that are certified by the Aquaculture for Responsible Sea (OT) or equivalent (2) Requirement: 100% Applicability: All</p>	<p>Neither feed supplier is using wet-derived ingredients in the feeds supplied to Gring farms.</p> <p>Per Stevring ASC Compliance Letter (Jan 27, 2022): "The formulated average inclusion for wet-derived ingredients 0%."</p> <p>The Supplier Quality Assurance Letter for EWOS Canada Customers (January 21, 2022) "Currently, EWOS Canada does not use wet products in its Atlantic salmon feed production"</p>	<p>Compliant</p>	
<p>4.18 Indicator: Evidence of disclosure to the buyer (7) of the salmon of salmon transgenic plant raw material, or raw materials derived from transgenic plants in the feed Requirement: Yes, for each individual raw material containing > 1% transgenic content (2) Applicability: All</p>	<p>Email February 25, 2022, from Certification & Regulatory Affairs Manager to Greg Sales, re Notification of Transgenic Material in Feed "There is transgenic plant raw material in the feed that our fish consume, which has been disclosed to us by the supplier".</p> <p>Stevring: Approved ingredients include ones that are classified as genetically modified. Materials considered as GM include canola oil and corn gluten.</p> <p>EWOS Catch: Apart from corn gluten meal (CGM), no transgenic raw materials or raw materials derived from transgenic material, or raw material derived from transgenic plants is used by EWOS Canada Ltd in any of its feed products. The corn gluten meal which can be used in the feed may be partially sourced from transgenic corn crops.</p>	<p>Compliant</p>	
<p>4.19 Indicator: Presence and evidence of a functioning policy for proper and responsible treatment of non-biological waste from production (e.g. disposal and recycling) Requirement: Yes 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, waste 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 practices and control technologies, wherever possible, that minimize and or prevent pollution. <p>The applicants Waste Management policy (June 2019) deals specifically with waste aspects that include: Waste Characterization, Waste Reduction, Reuse and Recycling, Off-site Disposal and Monitoring and Evaluation</p>	<p>Compliant</p>	
<p>4.20 Indicator: Evidence that non-biological waste (including net panels) from grow-out sites is either reused or properly recycled Requirement: Yes 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 tubs on a designated floor. Trash and solid waste is brought to shore and taken by Babbott Services</p> <p>The Waste management policy states: Gring will record details regarding storage and movement of waste during regular operations; Each shipment of waste removed from the site will include the requisite documentation (e.g. manifests) which will ensure traceability of the material to its final destination. The auditor reviewed the site binder that contained manifests from the North Seafood Senior fish. During routine collection of the site containers, 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 management, storage, and handling practices are followed and odours are discharged 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 stream. Each site related site reports are on file for reporting.</p>	<p>Compliant</p>	
<p>4.21 Indicator: 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 v.1.3 Requirement: Yes, measured in kgCO₂e/kg fish production/production cycle Applicability: All</p>	<p>Business, including mortalities, produced in the last cycle (2020) was 2,458 mt. Energy consumption for the last cycle was 12,728,507 kWh fish.</p> <p>Energy use data has been submitted to ASC.</p> <p>Gring uses CEMAs for the calculation of energy consumption. Quantities of diesel and propane consumed are entered to CEMAs each month.</p>	<p>Compliant</p>	
<p>4.22 Indicator: Records of greenhouse gas (GHG) emissions (on farm and in water) of an annual GHG assessment, as outlined in Appendix V of the Salmon standard v.1.3 Requirement: Yes Applicability: All</p>	<p>Records are maintained using the CEMAs system. Monthly records are maintained on a site energy evaluation document. All crops are listed and recorded. The CEMAs reports state that sources used as a basis for calculations include: International Energy Agency (IEA/GHG), Intergovernmental Panel on Climate Change (IPCC), UK Government Greenhouse gas reporting: conversion factors.</p> <p>GHG was 1,348.7 tCO₂e - 2020 Calendar year. This information has been submitted to ASC.</p>	<p>Compliant</p>	
<p>4.23 Indicator: Documentation of GHG emissions of the feed (2) used during the salmon production cycle, as outlined in Appendix V of the Salmon standard v.1.3 Requirement: Yes Applicability: All</p>	<p>Summer GHG emissions equals 5,867.45 tons CO₂e for feeds for the 2020 Year Class. This information has been submitted to ASC.</p>	<p>Compliant</p>	
<p>4.24 Indicator: Ten farms that use copper treated nets (20), evidence that nets are not certified (1) or treated in situ or the marine environment Requirement: No Applicability: All farms. Closed production systems that do not use nets and do not use antibiotics shall be considered exempt from standards under Criterion 4.2</p>	<p>Gring farms do not use copper treated nets.</p>	<p>Compliant</p>	
<p>4.25 Indicator: All farms that clean nets at on land sites, evidence that clean sites have effluent treatment (2) Requirement: Yes Applicability: All farms. Closed production systems that do not use nets and do not use antibiotics shall be considered exempt from standards under Criterion 4.2</p>	<p>One farm has hauled their fish, all nets from the site are cleaned on land by Babbott Net Service Canada Ltd. The Gring Certification team conducted audit of the facility October 26, 2019, and verified effluent treatment system in place. Audit report IAC Net Service Effluent Audit) was available, as was a copy of Babbott's Operational and Recovery Protocol and Procedures Manual.</p>	<p>Compliant</p>	
<p>4.26 Indicator: Ten farms that use copper nets or copper treated nets, evidence of testing for copper level in the water (sample of water, following methodology in Appendix I of the Salmon standard v.1.3 Requirement: Yes Applicability: All farms. Closed production systems that do not use nets and do not use antibiotics shall be considered exempt from standards under Criterion 4.2</p>	<p>Gring farms do not use copper treated nets.</p>	<p>Compliant</p>	
<p>4.27 Indicator: Evidence that copper levels (2) are < 34 mg Cu/kg dry sediment weight (2), in sediments 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 Requirement: Yes Applicability: All farms. Closed production systems that do not use nets and do not use antibiotics shall be considered exempt from standards under Criterion 4.2</p>	<p>Gring farms do not use copper treated nets.</p>	<p>Compliant</p>	
<p>4.28 Indicator: Evidence that the type of fish used in net manufacturing are reported according to Appendix I of the Salmon standard v.1.3 in Australia Requirement: Yes Applicability: All farms. Closed production systems that do not use nets and do not use antibiotics shall be considered exempt from standards under Criterion 4.2</p>	<p>Buoys are not being used.</p>	<p>Compliant</p>	
<p>4.29 Indicator: Evidence of fish health management plans for fish identification and monitoring of fish diseases, parasites and environmental conditions. Measures for good fish health, including implementing corrective action when required Requirement: Yes Applicability: All</p>	<p>The Salmon Health Management Plan (HMP) covers both freshwater and marine operations. It covers the requirements of the Fish Health Management Plan and references a comprehensive set of applicable SOPs. The HMP was last reviewed and approved by Gring operations in Sept 2021. The plan designates the veterinarian, the duties and responsibilities, including the responsibility for overseeing matters of fish health management for Gring Seafood Canada.</p>	<p>Compliant</p>	
<p>4.30 Indicator: Site visits by a designated veterinarian (2) at least four times a year, and a fish health management (2) at least once a month Requirement: Yes Applicability: All</p>	<p>There are two staff who undertake site visits including the Veterinarian. List of all 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 to meet monthly by the fish health technician (and) the company veterinarian. The veterinarian has visited the site 2 times since this year class was stocked starting Dec 15 2021 (11 visits in the previous cycle)</p>	<p>Compliant</p>	

5.1.3	Indicator: Percentage of dead fish removed and disposed of in a reasonable manner Requirement: 100% (10) Applicability: All	100% of mortalities are retrieved. Mortality collection occurs at least daily. Mortalities are stored in sealed and water-tight tote boxes on a designated Mort Floor. As the tote becomes full, a vessel removes them to shore where they are packed up by FerretBark Resource Systems, which uses the material as a compost product. Auditors viewed FerretBark Resource Systems Invoice # 11339 dated 31 Dec 2023 for mortuaries pickup at various sites, 87 totes, 201.3 tons. There has been no exceptional mortality events.	Compliant
5.1.4	Indicator: Percentage of mortalities that are recorded, classified and receive post-mortem analysis. Requirement: 100% (10) Applicability: All	All mortalities are recorded, classified and receive a post-mortem analysis. A report generated from Fothabk shows the number of mortalities by classification. Workers are trained in the classification of mortalities by the Fish Health Professionals during their site visits. The fish are removed from the pens daily and each fish is recorded and reported by the site staff. Site staff demonstrated the recording and classification of mort's during the site visit. Once the fish are recorded and classified the details are recorded into the computer recording database for analysis and the health team get the results daily. Unusual mortality is brought to the attention of the fish health team immediately. When mortality classification is inconclusive or disease is suspected, samples may be sent to the Centre for Aquatic Health Sciences (CAHS) and/or the Animal Health Centre (AHC).	Compliant
5.1.5	Indicator: Maximum oral disease-related mortality(%) on farm during the most recent production cycle Requirement: 0 (20)	There were no oral disease-related mortalities identified in the last cycle. The total of credible mortalities in the last cycle(2022) was 2482 fish with a standing of 664.83. Thus, on the basis that credible mortality (which some may have been due to oral disease), the related mortality for the last cycle was 3%.	Compliant
5.1.6	Indicator: Maximum unexplained mortality rate from each of the previous two production cycles, for farms with total mortality > 6% Requirement: 4 0% of total mortality. Applicability: All farms with > 6% total mortality in the most recent complete production cycle.	2021 QC Total Input 743,348, Total mortality 315,548, Total mortality 42.45% 2020 QC Total Input 646,811, Total mortality 232,430, Total mortality 35.94% 2022 QC Total mortality 325,348, total non-credible, unexplained 42,339, 13.1% 2023 QC Total mortality 232,026, total non-credible, unexplained 7802, 3.3%	Compliant
5.1.7	Indicator: Farm-specific mortality reduction program that includes defining control areas for reductions in mortalities and reasons to unexplained mortalities Requirement: Yes Applicability: All	Farm mortality records are detailed in the Fothabk database which enables datasets to be compared and analyzed. The Mortality Reduction Strategy (draft 2023) has presented a review of previous year data provide opportunities for improvement in Feed, Sea Lice Management, Environmental Mitigation and Treatment Staff. Grog has set Global Survival Objectives of 85% to be achieved by 2025. The strategy includes measures for the reduction of oral mortality and reduction of unexplained mortality. Workers confirm that the Fish Health team leaves with them on mortality collection and classification.	Compliant
5.1.11	Indicator: Water documentation that includes, but is not limited, detailed information on all chemicals(10) and disinfectants used during the most recent production cycle, the amounts used (including grams per ton of fish produced), the dates used, which group of fish were treated and approval signatures, proof of proper dosing, and all disease and pathogens detected on the site. Requirement: Yes Applicability: All	Water documentation is maintained on the farm and on the farm database. It's a legal requirement for all sites to retain a copy of prescriptions on file for DFO review, these were reviewed by the auditor. To date the 2023 QC has only received DMS and Aquafur. Example from records provided: Prescription RX 23-137M Aquafur treatment for Yellowtail / Mouth rot Licence number AQF7 122139 dated on 30/10/2022, Dosage: 1kg. No. Fish:61,332 average weight: 55kg. biomass = 72273kg. A total of 8000kg of them feed. Active ingredient: 2g/kg of feed, Feed rate of 0.5% fish weight per day over a 30-day period 540 kg/day. Withdrawal period 15 days. Includes the per pen feed amounts for pens 2, 3, 4, 5, and 10.	Compliant
5.1.8	Indicator: Allowance for use of therapeutic treatments that include antibiotics (20) or vaccines(20) in any of the primary waters producing or importing countries (20) Requirement: None	No banned substances have been used at the farm. The company maintains a table of permitted antibiotics and chemicals, as well as banned antibiotics and chemicals.	Compliant
5.1.9	Indicator: Percentage of medication events that are prescribed by a veterinarian Requirement: 100% Applicability: All	Veterinarian prescriptions cover 100% of treatments. Original prescriptions are maintained at the farm as per DFO requirements, DFO inspectors review these during their site inspections, and digital copies are also maintained.	Compliant
5.1.14	Indicator: Compliance with all withholding periods after treatments Requirement: Yes Applicability: All	Withholding periods are included in the prescriptions that are drawn up by the company Veterinarian. These withdrawal periods are input into the Fish CV's system and highlight the treated fish, indicating they cannot be selected for harvest during the withdrawal period. For Aquafur the withdrawal period was noted to be 25 days, for TMS it is 5 days when temp is 10 degrees and above and 10 days if the temp is below 10 degrees.	Compliant
5.1.5	Indicator: The farm shall publicly report the Appendix VI of the Salmon standard 4.1.1 file. 2. The number of Medicinal Treatments (see Appendix VI) for each production cycle 3. The percentage level for each agent over the production cycle 4. The herbicide pesticide residue levels Requirement: Yes Applicability: All	The Steamer site has a 0 WNM, no treatments for list to date. The WNMF was contained in the transparency document submitted to ASC.	Compliant
5.1.6	Indicator: The Weighted Number of Medicinal Treatments shall be at or below the country Entry Level (see Appendix VI of the Salmon standard 4.1.3 file) Requirement: Yes Applicability: All	The WNMF was contained in the transparency document submitted to ASC.	Compliant
5.1.7	Indicator: The farm shall reduce the Weighted Number of Medicinal Treatments, after achieving indicator 5.1.6, with 25% per 2 years until the WNMF is at or below the Global Level (see Appendix VI of the Salmon standard 4.1.3 file) Requirement: Yes Applicability: All	The farm is undergoing its first surveillance audit.	Compliant
5.1.8	Indicator: The farm shall implement Integrated Pest Management (IPM) according to the guidance in Appendix VI of the Salmon standard 4.1.3 file. Requirement: Yes Applicability: All	The Salmon Farming Industry Integrated Pest Management Memorandum of Understanding was presented. The document was prepared by the BC Salmon Farmer Association with the collaboration of Grog Salmon BC, Cormac Canada and Mow Canada West, and the Managing Directors of the three companies signed off on the MOU Dec 1, 2023.	Compliant
5.1.9	Indicator: The farm shall publicly present (e.g. the company website) the IPM measures that the company applies which need to be approved by a authorized veterinarian Requirement: Yes Applicability: All	Grog Seafood's global IPM strategy is found on the company website at: https://investor.grogseafood.com/corporate-governance	Compliant
5.1.10	Indicator: The farm shall monitor pesticide residue levels annually in the bottom sediment directly outside the AZE Requirement: Yes Applicability: All	Per ASC QBA 111, the indicator is not applicable until such time as a guidance document is available.	Compliant
5.1.11	Indicator: Allowance for prophylactic use of antimicrobial treatments(20) Requirement: None Applicability: All	Antibiotic use is only authorized with a Veterinarian diagnosis and a prescription. All treatments are recorded in the Fothabk system and then on the Fish CV's used for generational history. Medication feed purchase records and controlling prescriptions are available. The current cycle, 30.4 kg of florfenicol has been used. In the previous cycle, 270.042 kg of florfenicol was used.	Compliant
5.1.12	Indicator: Allowance for use of antibiotics listed as critically important for human medicine by the World Health Organization (WHO)(20) Requirement: None(20) Applicability: All	The applicant has accessed the WHO CA list 6th rev list online and downloaded this version (Oct 2020), no critically important antibiotics have been used. DNA Florfenicol which complies with the OIA, Canadian Food Inspection Agency.	Compliant
5.1.13	Indicator: Number of treatments(20) of antibiotics over the most recent production cycle Requirement: 0 (2) Applicability: All	There has been one antibiotic treatment in the most recent production cycle. Prescribed by Patrick Whiteaker DVM, the course of treatment for this one antibiotic treatment was over the course of several months. Prescription was viewed and cross-referenced with treatment records.	Compliant
5.1.14	Indicator: If used then one antibiotic treatment is used in the most recent production cycle, demonstrating that the antibiotic load(20) is at least 25% less than the average of the two previous production cycles. Requirement: Yes (20) Applicability: All	There has been one antibiotic treatment in the most recent production cycle.	Compliant
5.1.15	Indicator: Record of documents demonstrating that the farm has provided support(10) of an owner a list of all treatments used in production Requirement: Yes Applicability: All	The required records of last medication treatment (Treatment Declaration Form) accompany fish to the processing plant and is transferred to plant staff. These must be reviewed by at least 2 the personnel to assure the accuracy of these reports. Grog supplied for review their "SUPPLIERS QUALITY ASSURANCE LETTER, Grog Seafood BC Ltd. - Brown's Bay Paving Co. Ltd, January 2020"	Compliant
5.1.16	Indicator: Bio-assay analysis to determine resistance when two applications of a treatment have not produced the expected effect. Requirement: Yes Applicability: All	There has not been an incidence when two applications of a treatment have not produced the expected effect.	Compliant
5.1.17	Indicator: When bio-assay fails, determine resistance is forming, use of an alternative, permitted treatment, or an immediate harvest of all fish on the site. Requirement: Yes Applicability: All	There has not been an incidence when two applications of a treatment have not produced the expected effect.	Compliant

5.13	<p>Indicator: Evidence that salmon on the site are a single year class(12)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The site does rotate between 2 medicinal treatments. Generally the in-feed treatment Sika is used for small fish and H2O2 bath is used for larger fish. H2O2 is considered a pesticide and does not require a prescription. The PESTICIDE USE PERMIT No. 877-0007/30/22 authorizing the use of hydrogen peroxide on the Esquimalt region waters issue June 23 2021</p>	Compliant
5.14	<p>Indicator: Evidence that if the farm suspects an undesirable bacterium (e.g. Aeromonas salmonicida) is present, the farm has:</p> <ol style="list-style-type: none"> 1. A formal plan to investigate and contain the disease 2. A formal plan to investigate and contain the disease 3. A formal plan to investigate and contain the disease <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The 2021 IC of smelt were introduced between Dec 15th 2021 and Feb 8 2022. The smelt transfer summary record revealed indicate that all 88273 smelt tested were 2021 IC.</p> <p>The fallow period between the 2019 IC and the 2021 IC was 149 days July 18 to Dec 15 2021</p>	Compliant
5.15	<p>Indicator: Evidence that if the farm suspects an undesirable bacterium (e.g. Aeromonas salmonicida) is present, the farm has:</p> <ol style="list-style-type: none"> 1. A formal plan to investigate and contain the disease 2. A formal plan to investigate and contain the disease 3. A formal plan to investigate and contain the disease <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Fish were tested routinely each month. Samples are sent to the BC Centre for Aquatic Health Sciences (BCCAHS) located in Campbell River. No mortality event has had a statistically significant increase over background mortalities and the farm has not suspected an unidentified undesirable agent in any mortality event.</p>	Compliant
5.16	<p>Indicator: Evidence of compliance(17) with the OIE Aquatic Animal Health Code(18)</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 Code Edition 2020 (OIE) and the code is available to all sites. The staff are well informed and relevant policies are implemented.</p>	Compliant
5.17	<p>Indicator: Evidence that if the farm suspects an undesirable bacterium (e.g. Aeromonas salmonicida) is present, the farm has:</p> <ol style="list-style-type: none"> 1. A formal plan to investigate and contain the disease 2. A formal plan to investigate and contain the disease 3. A formal plan to investigate and contain the disease <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>There have been no OIE notifiable diseases detected onsite.</p>	Compliant
5.18	<p>Indicator: Evidence that workers have access to trade unions (if they exist) and union representation(19) (Issue by interview without managerial interference)</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>No trade unions are present at the site. GREG Human Rights Policy #3- 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.</p> <p>Employees, during private interviews confirmed that they signed the Contract of Employment and felt their rights are not affected. Employees signed receiving and accepting a copy of the Employee Handbook and an effective open-door policy and good fair communication of the Human Rights Policy.</p>	Compliant
5.19	<p>Indicator: Evidence that workers are free from labor organizations, including unions, to associate and exercise their rights</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>GREG Human Rights Policy #3- Our Principles - March 10, 2021 - The ILO Declaration on Fundamental Principles and Rights at Work - Strategy and Rights - Greg Seaford 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.</p> <p>Employees, during private interviews confirmed that they signed the Contract of Employment and felt their rights are not affected. Employees signed receiving and accepting a copy of the Greg Human Rights Policy.</p>	Compliant
5.20	<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>GREG - Greg Seaford welcomes and promotes unionization, collective bargaining, and other formal employee representation avenues 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>An employer has explicitly demonstrated a commitment to ensure the collective bargaining rights of all workers as stated in 8.1.3 & 8.1.2. The documentary evidence shows that workers are free and able to bargain collectively. Detailed in the Greg Human Rights Policy and training records, maintained in DATS. All workers used they have no issues with exercising their freedom.</p>	Compliant
5.21	<p>Indicator: Number of incidences of H4N2(12)(14)(24)</p> <p>Requirement: None</p> <p>Applicability: All except CHM. Any person under 15 years of age. A higher level applies if the maximum age limit of the disease is higher age. For work or manufacturing activities. Minimum age may vary by 14 if the country allows under the following country exceptions to ILO convention 138.</p>	<p>Greg Seaford - Ages of all workers stored on Human Resources management system. There are no persons employed under the age of 18 covering the audit on large scale on this site. All activities shall be conducted with regard for individuals without discrimination. Greg Seaford 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 details of personal Social Insurance Number, which is a 9-digit number required to work in Canada. Reviewed all randomly selected personnel within the scope of the audit with the check of his date and age, was found that amongst the sampled was age 18 at time of hire.</p>	Compliant
5.22	<p>Indicator: Percentage of young workers(22) that are protected(23)</p> <p>Requirement: 100%</p> <p>Applicability: All</p>	<p>Ages of all workers stored on Human Resources management system. Age of hire is an interview age of 18 years of age, nothing younger. At time of hire, two forms of identification is reviewed, which is normally the SIN Number and another form of ID, such as a Drivers License or Passport. Facility will not hire anyone under age 18, but for bargeman, it will be 18 years old and an interview age. No young workers employed at the time of the audit. During hours of the area of work, no workers had the appearance of being under age, and review of personnel files confirmed compliance. Fourteen randomly sampled employee was age 18 at the time of hire.</p>	Compliant
5.23	<p>Indicator: Number of incidences of forced(24), bonded(24) or compulsory labor(24)</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>All employees are provided with contracts by employees 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 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 Greg Employee Handbook and Greg 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 Greg Seaford subscribes and supports.</p> <p>No employees are required OHS. The randomly selected employees confirmed all the above during the interview process with no issues.</p>	Compliant
5.24	<p>Indicator: Evidence of comprehensive(24) and proactive anti-discrimination policies, procedures and practices</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The company has an 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, origin, or any other status. The right to not be discriminated based on race, sex, religion, sexual orientation, age, or disability is illegal. Basic employment decisions are made on job qualifications and merit. All employees are respected with regards 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>	Compliant
5.25	<p>Indicator: Number of incidences of discrimination</p> <p>Requirement: None</p> <p>Applicability: All</p>	<p>Greg Seaford has a procedure in place to document all discrimination complaints. To date, there are no current open complaints. When asked during the private interview process with randomly selected employees, there was no issues mentioned by the employees. All the employees consented on the fairness and stable work environment, regardless of length of employment.</p>	Compliant
5.26	<p>Indicator: Percentage of workers trained in health and safety practices, protocols(15) and policies in a quarterly basis</p> <p>Requirement: 100%</p> <p>Applicability: All</p>	<p>Greg Seaford has a comprehensive OHS Management System based on the federal and provincial health and safety requirements (WorkSafeBC, Transport Canada etc.) The program includes Greg's Health and Safety Policy, Standards, and various work procedures. Greg's Management Control Program integrates Occupational Health and Safety and Environmental Management System under OHS (Greg Seaford Environmental Program and is documented and controlled using the electronic system GHS Digital Action Training System). Evaluation Drills are tested BLOW and documented on DATS. DATS Training Records have training covering issues for Safety. Evaluation Drills are tested BLOW and documented on DATS. The training:</p> <ul style="list-style-type: none"> • Nov 16, 2021, Evaluation (PPE/Turnouts/Medical Drill) • April 15, 2021, Evaluation (PPE/Turnouts/Medical Drill) 	Compliant
5.27	<p>Indicator: Evidence that workers use Personal Protective Equipment (PPE) effectively</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Greg uses an online IOS portal named CHAMICARE that provides high-quality controls over Greg's IOS database.</p> <p>Greg's PPE (Personal Protective Equipment) Standard outlines training and wearing requirements for employees and contractors who perform work on any of Greg's operational areas.</p> <p>Risk assessments tools like RCR (Classification of Critical Risk) and JRA (Job Hazard Assessment) are used to identify, control (reduce or eliminate) and track the risks at Greg Seaford 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 - WMSMS • STD - Hazard Identification & Risk Assessments • PPE (Personal Protective Equipment) Standard • STD - Inspections & Monitoring • OHSM - Identification of Critical Risks • OHSM - Job Hazard Assessment (JHA) • SOPs (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 available.</p>	Compliant
5.28	<p>Indicator: Presence of a health and safety risk assessment and evidence of preventive actions taken</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>STD - Hazard Identification & Risk Assessments, outlines requirements for formal risk assessments.</p> <p>Risks are formally evaluated and categorized using a risk matrix through two risk processes at Greg Seaford:</p> <ul style="list-style-type: none"> • Identification of Critical Risks (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 title is present. 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. STD-Inspections and Monitoring that require corrective actions to reduce/prevent future occurrences, with evidence of better working conditions. STD-Inspections and Monitoring that require corrective actions to reduce/prevent future occurrences, with evidence of better working conditions.</p> <p>Quarterly Inspections: Done by Health & Safety Management Team in conjunction with OHSM (Occupational Health and Safety Committee).</p>	Compliant
5.29	<p>Indicator: Evidence that all health and safety-related accidents and violations investigated 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 extend the leading indicators pool by tracking (number of completed tasks associated with the monthly inspection, number of SOPs reviewed by the department etc.). All recordable incidents have a report created and tracked for closure.</p> <p>2 close calls, 2 Modified Outlets</p>	Compliant
5.30	<p>Indicator: Evidence of employer responsibility and/or good resources (incidents or injury) for 100% of worker cases in a job-related accident or injury when not covered under workers law</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>Tabbed, Inc. coordinates Greg's claim management process and is representing Greg in relationship with WorkSafeBC and also supporting their employees through injury management plan and return to work process. Policy is in compliance with WorkSafeBC that is maintained on a quarterly basis.</p>	Compliant

6.0	Indicator: Evidence that all drifing operations are conducted by drivers who are certified Requirement: Yes	Doing Contractors: Drivers, All-Pin & Coastal Drivers Contractor information is requested on an annual basis, and site managers complete quarterly site inspection when doing contractor perform drifing operations in each of the locations. All Contractors maintain Greg Seafood Standards of safety and adhere to all regulations maintained at each site.	Compliant
6.01	Indicator: The percentage of workers whose basic wage is above the minimum wage(17) Requirement: 0 (None)	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. Employees receive wage payments biweekly by direct deposit. All interviewed workers stated they were clear on wages rates and had no issues with payments. All reviewed payroll data confirms that pay is above the minimum wage for BC.	Compliant
6.02	Indicator: Evidence that the employer is working toward the payment of basic hourly wage(18) Requirement: Yes	There is no nationally recognized living wage in Canada. Greg Seafood uses information from Statistics Canada, (employment site, current price index), 2. Cost-They – Market deal review with the Canadian Market to assist with setting pay levels. Minimum wages at this facility are higher than the average wage for the area and Greg starting rate is \$28 per hour. This was confirmed with sampled employees interviewed.	Compliant
6.03	Indicator: Evidence of transparency in wage setting and rounding(17) Requirement: Yes	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 wages rates and had no issues with payments. Pay is at a minimum of \$28.00 per hour, and lowest of the sampled employees were all above this minimum wage per hour.	Compliant
6.04	Indicator: Percentage of workers who have contracts(18) Requirement: 100%	All employees are provided with a contract of employment, and a copy of the contract was available in the sampled personnel files. CONFIRMED WITH Delta Galtsie, Payroll and Benefits Administrator - Reviewed on 3/17/2024. There are no instances of labor only contracts or false representations. This was confirmed with a review with Greg Seafood HR Management files for the randomly selected personnel. Interviewed personnel confirmed.	Compliant
6.05	Indicator: Evidence of a policy to ensure social compliance of its suppliers and contractors Requirement: Yes	Greg 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 Greg Seafood operations. Greg 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 Greg Seafood. Updated at least annually with documented agreements.	Compliant
6.06	Indicator: Evidence of worker access to effective, fair and confidential grievance procedures Requirement: Yes	Greg Code of Conduct - 7/27/2021 - It is expected of employees to use the procedure most common to the employer within only or in writing if any is possible. Written procedures are available for all employees to communicate with Managers, Human Resources or through the Whistleblower hotline, which all employees interviewed confirmed training on 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.	Compliant
6.07	Indicator: Percentage of grievances handled that are addressed(19) within 90 days Requirement: 100%	As per Delta Galtsie, Payroll and Benefits Administrator confirmed that the established grievance policy and procedure are well documented. Any grievance raised 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.	Compliant
6.08	Indicator: Incidence of excessive or abusive disciplinary actions Requirement: None	Greg 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 equitable as confirmed during worker's interview at each site. All employees sign and acknowledge these policies in OATS.	Compliant
6.09	Indicator: Evidence of a functioning disciplinary action policy whose aim is to improve the worker(14) Requirement: Yes	Consistent in the Greg Code of Conduct - 7/27/2021 - Progressive improvement to the worker is basing a better employee. The company's disciplinary policy explicitly states that in aim to improve the worker. The company has also established a performance management policy to be noted alongside 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 a the procedure, but no active disciplinary action on file.	Compliant
6.10	Indicator: Incidence, violations or abuse of working hours(14) and overtime pay Requirement: None	See Note: • All work water site employees work a shift schedule consisting of 8 days on/8 days off. Daily hours of work range between 6-10 hours, based on business needs. • Six 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. • A hour 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 hour pay. • Communication with interviewees confirmed that such hours are properly addressed, and overtime is paid properly when authorized. Working hours are controlled by daylight timetables, which are different for each location, but confirmed with the interviewed employees that very little OT is allowed, and is always voluntary.	Compliant
6.101	Indicator: Overtime is limited, voluntary(14), paid at a premium rate and restricted to exceptional circumstances Requirement: Yes	• 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 hour pay. The time and attendance system confirmed that overtime is infrequent. Overtime is worked on a voluntary basis as confirmed during the interview process.	Compliant
6.11	Indicator: Evidence that the company regularly performs training of staff in fish handling, general farm and fish farm management and health and safety procedures Requirement: Yes	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.	Compliant
6.12	Indicator: Administration of company wide(14) policies in line with the standards under 8.1 to 8.11 above Requirement: Yes	Workers confirmed that they are encouraged to learn and be involved with training courses. Other than compulsory health and safety training workers discuss the speed of additional training.	Compliant
7.0	Indicator: Evidence of respect and meaningful(15) consultation and engagement with community representatives and organizations Requirement: Yes	Greg 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. All required documentation was provided and reviewed.	Compliant
7.01	Indicator: Presence and evidence of an effective(16) policy and mechanism for the prevention, treatment and resolution of community stakeholders and organizations Requirement: Yes	Greg regularly engages with community members and the local municipalities, particularly the Mayor and Councilors (in written meetings, phone calls and email communications). It has established relationships with the local governments for the community in which we operate. Greg has a hot office in Gold River. Greg has a strong presence in the Gold River community by making contributions to donations, sponsor or other sponsorship of activities or events in the area. Greg is also a member of the British Saund Watershed Society and the Gold River Chamber of Commerce. Continued coordination and communication are provided in 2024 and 2025. Compliance 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. Process - 1. By Email - Community.relations@gregseafood.com 2. Phone - 250-286-0438, extension 312, 3. Mail - 4536-1380 Inverwood Street, Campbell River, BC V9W0P7, Attention: Director of Indigenous & Community Relations. Greg BC will acknowledge the receipt of the complaint within 2 business days. Policy - General Complaints Resolution Greg 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." No requests for the audit.	Compliant
7.02	Indicator: Evidence that the firm has posted visible notices(16) 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 Requirement: Yes	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 Greg Seafood Employees from working to and around the farm site.	Compliant
7.03	Indicator: Evidence that indigenous groups were consulted as required by contract law and/or national laws and regulations Requirement: Yes	The firm operates in indigenous territories. Two licenses are issued by government, the federal government issues the Marine Fishery Aquaculture License under the Fisheries Act and the province issues the Provincial license. Greg has an Impact Benefits Agreement with the Chatham First Nation, Greg does not have an agreement with the Nuchatlut First Nation, however they are actively engaging with them to develop an agreement. They are identified as rights holders for the Steamer Farm.	Compliant
7.04	Indicator: Evidence that the firm has undertaken proactive consultation with indigenous communities Requirement: Yes (15)	Greg has a good working relationship and agreement with the Chatham First Nation who are rights holders of Espiranza Inlet / Escudo Channel. They have provided information regarding the location of any significant or critical resources, culturally sensitive or resource use areas, to which the Greg sea sites are not located near nor impede access to. Greg continues to engage with Nuchatlut First Nation who are also rights holders of the area. Greg demonstrates proactive engagement and supports government consultation. Greg keeps a record of communications and engagement with communities and first nations (Greg Seafood - Communications Report).	Compliant
7.05	Indicator: Evidence of a protocol, agreement, or an active process(15) to establish a protocol, agreement, with indigenous communities Requirement: Yes	Greg has an impact benefits agreement working relationship with the Chatham First Nation, who is one of the rights holders for the Steamer farm. Greg is actively engaging with Nuchatlut First Nation to develop an agreement.	Compliant
7.06	Indicator: Changes undertaken restricting access to vital community resources(16) without community approval Requirement: None	Greg 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.	Compliant
7.07	Indicator: Evidence of assessments of company's impact on access to resources Requirement: Yes	Greg 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 Steamer fish. Greg includes information provided by the Nations along with publicly available datasets to ensure that Greg is not impacting resources.	Compliant
8.0	Indicator: Compliance with local and national regulations on water use and discharge, specifically providing permits related to water quality Requirement: Yes	2 Hatcheries were used for stocking this site, Gold River Hatchery owned by Greg, Lena Creek for whom Greg is the only customer. Greg: Gold River Hatchery - Freshwater/Land-based Aquaculture License Under the Fisheries Act, License No. ADPW 122370 2023/2024, issued by DFO and expiring June 18, 2024. Permit #12763 issued by the BC Ministry of Environment, Land and Parks specifying effluent volume and load limits and requiring annual reporting of monitoring data. Lena Creek Hatchery (Nathan Sound Hatchery/Paradise Trading Corporation) - Freshwater/Land-based Aquaculture License Under the Fisheries Act, License No. ADPW 121282/2023/2024, issued by DFO and expiring June 18, 2024. Permit #21218 issued April, 2023 by the BC Ministry of Environment, Land and Parks specifying effluent volume and load limits and requiring annual reporting of monitoring data.	Compliant

82	<p>Indicator: Compliance with labour laws and regulations.</p> <p>Requirement: Yes.</p> <p>Assealibility: All Smolt Producers.</p>	All laws and regulations are maintained by all rated in the reviewed documentation.	Compliant																				
83	<p>Indicator: Evidence of an assessment of the farm's potential impacts on biodiversity and healthy ecosystems that contains the same components as assessments for green facilities under v.1.3.</p> <p>Requirement: Yes.</p> <p>Assealibility: All Smolt Producers.</p>	<p>The Biodiversity Impact Assessment Update Gold River Hatchery (April 2022) 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 Greg 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 Trading Corporation revealed no significant concerns."</p>	Compliant																				
84	<p>Indicator: Maximum total amount of phosphorus released into the environment per metric ton (mt) of fish produced over a 12-month period (see Appendix 10 of the Salmon Standard v.1.3).</p> <p>Requirement: 4 kg/mt of fish produced over a 12-month period.</p> <p>Assealibility: All Smolt Producers.</p>	<p>Under #6 475, the Gold River Hatchery is excluded from the requirements of Indicator 8.4 as its effluent is discharged to the marine environment.</p> <p>Gold River Creek-Phosphorus Calculation - 2022 was reviewed by the auditor, Total Phosphorus released per weight of fish produced in 2022 was 1.485kg/t fish production.</p>	Compliant																				
85	<p>Indicator: A fish welfare system is being produced, the species that has been widely commercially produced in the area prior to the publication(134) of the ASC Salmon Standard.</p> <p>Requirement: Yes (132)</p> <p>Assealibility: All Smolt Producers. Exemptions 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 degree of lateral operations or biological material that might survive and subsequently reproduce.</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.	Compliant																				
86	<p>Indicator: Maximum number of escapes(135) in the most recent production cycle.</p> <p>Requirement: 200,023 fish.</p> <p>Assealibility: All Smolt Producers. A one 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 escape is allowed in a 12-month period for the purposes of this indicator. The 12-month period runs at the beginning of the production cycle for which the farm is reporting for verification. The farmer must demonstrate that one such exceptional event occurred in the month that caused the escape. Extreme weather (e.g., 100-year storms) or incidents caused by firms located near the hatchery are not intended to be covered under this exception.</p>	<p>There have not been any escapes from the smolt producing facility at Lena Creek.</p> <p>However 1 x Sp. fish was reported on Aug 3 2022 to be outside the Gold River hatchery in the effluent stream this fish was recovered as a result on Aug 4th. The report to DFO + a single fish was located in part of the effluent system beyond the boundary of the hatchery. At this time there is no obvious cause that the fish may have taken to have left the facility and further investigation is ongoing. The hatchery installed a fine mesh out further down the effluent stream and recovered it for 2 weeks no other fish were found.</p>	Compliant																				
87	<p>Indicator: Accuracy(136) of the counting technology or counting method used for estimating the number of fish.</p> <p>Requirement: 100%.</p> <p>Assealibility: All Smolt Producers.</p>	The Gold River, Lena Creek Hatcheries use the VMS Counter (gross and mass) accuracy is stated as 99%.	Compliant																				
88	<p>Indicator: Evidence of a functioning policy for proper and responsible treatment of non-biological waste from production (e.g., chemical and recycling).</p> <p>Requirement: Yes.</p> <p>Assealibility: All Smolt Producers.</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 policies in place for proper storage and disposal of all waste.	Compliant																				
89	<p>Indicator: Presence of an energy use assessment verifying the energy consumption at the smolt production facility (see Appendix V subsection 2 of the Salmon Standard v.1.3 for guidance and required components of the record and assessment).</p> <p>Requirement: Yes, measured in kilojoules/mt fish/production cycle.</p> <p>Assealibility: All Smolt Producers.</p>	<p>All records on all energy use is done monthly. The records presented here are for the last year class of fish that use a complete cycle which was 2022. 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 6.6.1) Energy use is calculated and recorded monthly, annually and at the end of the production cycle.</p> <p>Gold River: Total energy consumption (kJ) 48,464,632,394.4 kJ Lena Creek: Total energy consumption (kJ) 0 kJ as the site produces its own electricity using a water turbine and is self-sufficient.</p>	Compliant																				
90	<p>Indicator: Records of greenhouse gas (GHG)(138) emissions(140) at the smolt production facility and production of an annual GHG assessment (See Appendix V of the Salmon Standard v.1.3).</p> <p>Requirement: Yes.</p> <p>Assealibility: All Smolt Producers.</p>	<p>GHG emissions are calculated, recorded and reported using CEMXys technology (see 4.2.3).</p> <p>See 1 - Dec 31, 2021: Gold River Hatchery 2489 tonnes CO2e Lena Creek 0 kgCO2e equivalents as the site produces its own electricity from water turbine.</p>	Compliant																				
91	<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>Assealibility: All Smolt Producers.</p>	<p>Greg provided the auditor with their Health Management Plan (HMP) – Version 2.0 February 2020, signed March 11 2021 by the designated veterinarian Patrick Whitaker 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, 2023 by the designated veterinarian Patrick Whitaker for the identification, monitoring and response to fish diseases and parasites.</p>	Compliant																				
92	<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(142).</p> <p>Requirement: 100%.</p> <p>Assealibility: All Smolt Producers.</p>	All smolts introduced to the site were vaccinated. Vaccination is not mandatory but is the common practice. Fishfarm records show the smolts entered at the farm were vaccinated against various diseases. All hatcheries have different vaccination regimes, which may include: furunculosis, vibriosis, cold water vibriosis, infectious haematopoietic necrosis, winter sore and enteric redmouth.	Compliant																				
93	<p>Indicator: Percentage of smolt groups(143) tested for select diseases of regional concern prior to entering the grow-out phase on farm(144).</p> <p>Requirement: 100%.</p> <p>Assealibility: All Smolt Producers.</p>	Smolts from the Greg Gold River Hatchery were vaccinated with Alpha Dig ERM Salar, Alpha + ADS-1 Smolts from the Lena Creek Hatchery were vaccinated with Alpha Dig ERM Salar, Alpha + IHN, APEX + ADS-1	Compliant																				
94	<p>Indicator: Decoded information, provided by the designated veterinarian, of all chemicals and therapeutics used during the smolt production cycle, the amounts used including gross and net of fish produced, the date used, which group of fish were treated and against which diseases, proof of proper storage and all diseases and pathogens detected on the site.</p> <p>Requirement: Yes.</p> <p>Assealibility: All Smolt Producers.</p>	Fish must be tested prior to movement, these diseases are listed in Appendix B 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 reportable diseases.	Compliant																				
95	<p>Indicator: Evidence for use of therapeutic treatments that include antibiotics or chemicals that are banned(145) in any of the primary salmon producing or importing countries(146).</p> <p>Requirement: All Smolt Producers.</p>	<p>Neither of the hatcheries supplying smolts had treated with chemicals or therapeutics at the hatchery</p> <p>No antibiotic treatments have been used in either of the hatcheries, Greg maintains a table of banned antibiotics and chemicals, as well as permitted antibiotics and chemicals at allowable levels.</p>	Compliant																				
96	<p>Indicator: Number of treatments of antibiotics over the most recent production cycle.</p> <p>Requirement: 0</p> <p>Assealibility: All Smolt Producers.</p>	No antibiotic treatments have been used in either of the hatcheries on the 2023 VC.	Compliant																				
97	<p>Indicator: Evidence for use of antibiotics listed as critically important for human medicine by the WHO (146).</p> <p>Requirement: None (147).</p> <p>Assealibility: All Smolt Producers.</p>	No antibiotics listed as critically important by the WHO are used. See 8.3.6.	Compliant																				
98	<p>Indicator: Evidence of compliance(148) with the OIE Aquatic Animal Health Code(149).</p> <p>Requirement: Yes.</p> <p>Assealibility: All Smolt Producers.</p>	The Gold River Hatchery is part of Greg Canada. The OIE Aquatic Animal Health Code is available online in OIE's for Greg. Relevant staff know how to locate it. The fish health team are the most relevant and the head was interviewed during the audit. The controlled Lena Creek Hatchery is its own IP and Section 2 HEALTH CONCEPTS & REQUIRED ELEMENTS demonstrate compliance to the requirements of the OIE Aquatic Health Code.	Compliant																				
99	<p>Indicator: Evidence of environmental policies and procedures in the with the indicators under v.1.3 8.11</p> <p>Requirement: Yes.</p> <p>Assealibility: All Smolt Producers.</p>	Greg owns the Gold River hatchery and contracts Paradise Bay Hatchery. They operate under the same conditions as detailed in Section 8 on the marine site are applied to the hatchery.	Compliant																				
100	<p>Indicator: Evidence of regular consultation and engagement with community representatives and organizations.</p> <p>Requirement: Yes.</p> <p>Assealibility: All Smolt Producers.</p>	Greg has a field office at Gold River with Greg personnel staffing, and has a steering committee in the Gold River community by making contributions to donations or other opportunities of activities or events in the area. Greg is also a member of the Hotham Sound Watershed Society. Review of on-going meetings and communication as provided in 2023 and 2022.	Compliant																				
101	<p>Indicator: Evidence of a policy for the presentation, treatment and resolution of complaints by community stakeholders and organizations.</p> <p>Requirement: Yes.</p> <p>Assealibility: All Smolt Producers.</p>	See Section 7 – Complaints policy/ no complaints to date.	Compliant																				

<p>8.22 Indicator: Where relevant, evidence that indigenous grass seed conspires is required by relevant local and/or national law and regulations. Requirement: Yes Applicability: All Smolt Producers</p>	<p>Gold River Hatchery is operating in Mowechitl Mushkalah territory. There is a 25 year agreement in place with the Nation for the use of the site. Revisions are currently being requested and include conditions regarding the hatchery. Applications to OPD and MFL have been shared with the Nation in 2021. Steamer is provided with stock from this hatchery.</p>	<p>Compliant</p>																																					
<p>8.23 Indicator: Where relevant, evidence that the farm has undertaken proactive consultation with Indigenous communities. Requirement: Yes Applicability: All Smolt Producers</p>	<p>By holding federal aquaculture licenses for its facilities, it demonstrates that the hatcheries have satisfied its duty to consult with Indigenous communities.</p>	<p>Compliant</p>																																					
<p>8.25 Indicator: Allowance for stocking smolts produced in open culture. Requirement: Permitted only if supplying firms are 31 contained in a region where indigenous salmonids are present of the same species being cultured and 2) the firm is certified to the ASC freshwater code standard. Applicability: open (not semi production or closed)</p>	<p>The hatcheries that supplied this firm are land-based tank operations.</p>	<p>Compliant</p>																																					
<p>8.26 Indicator: Where aquatic monitoring results completed and submitted to ASC User Appendix VII of the Salmon Standard v.1.3. Requirement: Yes (L77) Applicability: open (not semi production or closed)</p>	<p>The hatcheries that supplied this firm are land-based tank operations.</p>	<p>Compliant</p>																																					
<p>8.27 Indicator: Minimum oxygen saturation in the dissolved oxygen/saturation in Appendix VII of the Salmon Standard v.1.3. Requirement: 60% (L72, L75) Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems</p>	<p>This indicator does not apply to the Gold River Hatchery as effluent discharge to the marine environment. The Lena Creek hatchery monitors the effluent monthly with recording an offstream readings, in 2021 the lowest reading was in June with the morning reading at 65%, the lowest daily avg was in May at 69% saturation</p>	<p>Compliant</p>																																					
<p>8.28 Indicator: Micro-invertebrate surveys downstream from the farm's effluent discharge demonstrate benthic health that is equal or better than sample upstream from the discharge (methodology in Appendix VII of the Salmon Standard v.1.3) Requirement: Yes Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems</p>	<p>This indicator does not apply to the Gold River Hatchery as effluent discharge to the marine environment. The Lena Creek hatchery has only 4km between the effluent stream discharge and the Marine environment. An Examination of Microbenthic Invertebrate Community Health Downstream of Effluent Discharge from the North Sound Hatchery, Lena Creek, BC, July 2020 concluded the effluent is considered to have a "low impact" (category 2, Table 4) at 4km in July 2020. The report shows that there are more species of invertebrate downstream than upstream.</p>	<p>Compliant</p>																																					
<p>8.29 Indicator: Evidence of implementation of biosecurity (sludge) Best Management Practices (BMPs) (Appendix VII of the Salmon Standard v.1.3) Requirement: Yes Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems</p>	<p>All Gold River Hatchery, biosecurity are separated by drum filters and settling pond, and sludge is removed on a monthly basis by Mike Beaudry, who transports the material to Biosolids Island Bioreactors Ltd., Campbell River. NORTHAM HATCHERY SOP v.1 - BIOSOLIDS MANAGEMENT dated March 2021 Lena Creek indicates the settling ponds are dewatered as required. The resulting sludge is used on the embankments or is piled along the pond edge where it is allowed to compost and is then used in the site housing gardens.</p>	<p>Compliant</p>																																					

Summary of Standard Non Conformities (NC)
 Standard: Salmon
 Version: 1.3

NC Type	NC Totals
Major	1
Minor	1
Total	2

Note: Unique NC codes can be entered in column 6. All other data fields in this summary worksheet populate automatically.

NC Code (CAS)	Indicator Number	Indicator Text	Audit Evidence	Overall Indicator evaluation	Description, justification and conclusion for the evaluator 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	OBA submitted/ used	Root cause analysis	NC correction	NC Corrective action	Auditor evaluation	Extension justification	New deadline for NC close-out	Notes
1	2.2.1	Indicator: Weekly average percent saturation (S6) of dissolved oxygen (DO) (17) on farm, 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.	The farm D.O readings were < 70% saturation during 6 weeks in 2021. Week 1: Sla 69.5 Ref not available Week 16: Sla 69.9 Ref 67.0 Week 21: Sla 66.6 Ref 74.0 Week 22: Sla 67.2 Ref 105.0 Week 31: Sla 66.7 Ref 101	Minor	The farm DO's were significantly lower than the Reference station on 3 weekly readings. Week 1 was 69.5 with no Reference station reading. Week 21 was 67.2 with the reference at 105. Week 31 was 66.7 with the reference at 101.	25-Mar-22	24-Jun-22	2-May-22						Weekly DO's are averaged over the week do not always compare to the reference site that is sampled once a week. There can be a significant change over the week but when comparing the reference site readings from the site data from the same day, they match or are within 10% of the readings. On May 22, 2021 the reference site DO on was 74% (like station 67%) and at the end of week 21 (May 29) the reference station was 105 (like station 71%). On August 8, 2021 the reference site DO on was 75% (like station 73%) and at the end of week 31 (Aug 21) the reference station was 101% (like station 101%). In addition, the reference site reading sampling was missed in error as can't was forgotten due to the staff being distracted with fish welfare when low oxygen mitigation is in progress.	Going forward we will review the data and weeks associated with the reference station sample date and provide more information in the transparency data. We will also endeavor to try and take additional reference site readings on the weeks that experience lower site DO's. The Environmental department has setup outlook reminder system to send reminders to sites when they should be taking sampling reference sites.	The documentary evidence along with the newly implemented reminder system in Outlook is accepted as corrective action by Howell Rees on May 2 2022 and the technical committee.	Evidence: 1. Export of the data from the Sea Skala database with date specific information. 2. Email with outlook reminder to sites from the Environmental Department.			
2	1.1.7	Indicator: In areas of wild salmonids, maximum on-farm lice levels during sensitive periods for wild fish (47). See detailed requirements in Appendix II of the Salmon standard v.1.3 Requirement: 0.1 mature female lice per farmed fish Applicability: All farms operating in areas with wild salmonids, except farms that release no water. Farm sites for which there is no release of water that may contain pathogens into the natural freshwater or marine environment are exempt from the standards under Criterion 3.1.	VR nr 141 approved 28.3.26 by ASC on indicator 3.1.7. Rationale for use of VR 141 during audit is that the DFO requirements for lice levels on farmed salmon is accepted by ASC. The DFO requirements have a trigger level for lice set at 3 motile lice. Sensitive period in the region is set from March 1st to June 30th. The farm was over the trigger level of 3 motile lice, once during the sensitive period. Results show that for the count on May 26, 2021 the lice count was over the trigger level at 5.66.	Major	The farm was over the trigger level of 3 motile lice, once during the sensitive period 2021-05-26. Pre-treatment count: 5.66 2021-05-29. Post Treatment Count: 1.13	The farm was over the trigger level of 3 motile lice, once during the sensitive period 2021-05-26. Pre-treatment count: 5.66 2021-05-29. Post Treatment Count: 1.13	25-Mar-22	26-Jun-22	11-Jul-22						In Esperanza Inlet, in-migrating wild salmon pass by our sea sites and we experience a rapid increase the sea lice levels in May/June, which exceeds the sensitive period. For example at our Esperanza site, in 2020, a large wild salmon in-migration event correlated with an increase in sea lice levels from 0.7 to 2.20 between one sampling event (11 days). These numbers can be interpreted as encouraging, demonstrating healthy returning salmon populations, however, it's not practicable or economically feasible to have a mechanical or medical treatment resources idling on standby. This is one of the reasons why trialed new barriers at our Steamer site, during the last production cycle, and found that they kept the farm well under threshold and reduced the number of required treatments.	Historically, we have not seen an infestation during the first year of the production cycle (2020), and this is the case with the fish currently in the water at all our farms in Esperanza Inlet. Investments in barriers and new oxygenation systems have been approved by the Grieg board and are scheduled to be installed at our Esperanza, Luisi, and Steamer farms by March 2023. In addition, our new mechanical treatment vessel is in full operation and is effectively treating our Noorda Farms, maintaining the levels under the 3 motile threshold during the 2022 swimigration period.	Documentary evidence provided for Corrective Action: 1. Grieg 2022 + 2023 Sea Lice Action Plan. 2. 2022 Osmigration section graph demonstrating success of net barriers that were trialed at the Steamer site. These documents and the arrival and use of the new mechanical treatment vessel, which the auditor observed in operation during a walkie count are infrastructures put in place by Grieg to close this NC. Following the one month extension, no sea lice exceedance have occurred during the sensitive period at the Steamer site. Therefore the corrective actions put in place by Grieg Seafood are accepted as adequate and effective to prevent recurrence of sea lice exceedances and the major NC is closed on 11/07/2022 by the auditor and technical committee.	SOS decided to extend this NC by 1 month so the NC deadline covers the full sensitive period (March - June), in order to verify the effectiveness of the infrastructure put in place that are aimed to ensure that no sea lice exceedances are occurring during this time.	24-Jul-22	