



FRIEND OF THE SEA

Sustainable Seafood

FRIEND OF THE SEA CERTIFICATION CRITERIA CHECKLIST FOR WILD CATCH FISHERIES

(Last Update 11/05/2010)

Friend of the Sea is a non-governmental organisation founded in 2007 with the purpose of conserving the marine habitat and its resources by incentivising a sustainable market and specific protection and conservation projects.

Friend of the Sea has created a certification program for products deriving from both fishing and sustainable aquaculture. Certification follows audits carried out by Independent bodies and ensures that the product conforms to the sustainability requirements.

The use of the logo is authorized by Friend of the Sea only following a positive outcome of an inspection carried out by the Assessing Entity.

For Sustainable Fishery, certification covers the following areas:

1. Stock status criteria
2. Ecosystem impact criteria
3. Selectivity criteria
4. Legal compliance criteria
5. Management
6. Waste management
7. Energy management
8. Social accountability



FRIEND OF THE SEA

Sustainable Seafood

Each of these areas sets out essential or important requirements, or recommendations.

Essential requirements: 100% conformity to essential requirements is necessary in order for the Certification body to recommend the enterprise for certification. Any shortfall with regard to these requirements is considered as a Major Nonconformity and corrective actions are necessary, to be carried out within a maximum term of three months from the date of the Nonconformity finding. The enterprise must provide the Certification body with satisfactory evidence of corrective actions for all Major Nonconformities. Solely for requirements 2.1 and 2.2, in consideration of the complexity of the information to be covered, the term allowed for assessing the nonconformity is extended to 6 months.

Important Requirements: 100% conformity to important requirements is necessary in order for the Certification body to recommend the enterprise for certification. Any shortfall with regard to these requirements is considered as a Minor Nonconformity and corrective actions (declaration of intent and plan of action) must be proposed to the Assessing Entity, to be submitted within a maximum term of three weeks from the date of the Nonconformity finding. The enterprise must include in their proposal a timeline for the achievement of each corrective action. The maximum term for the complete implementation of each corrective action is one year.

Recommendations: conformity to recommendations is not a strict requirement in order to be recommended for certification. However, as part of the assessment, all aspects relating to such requirements will be inspected and each shortfall will be indicated in the Audit report under the form of a Recommendation. The enterprise must assess any possible corrective action and, no later than the subsequent inspection, must inform the Certification body of decisions taken and corrective actions carried out.

Where a requirement is not applicable to the Organisation assessed this requirement should be marked N/A.

This document may only be compiled by the Certification body and by the Auditor responsible for the inspection. The form must be compiled in the Auditor's mother tongue or in English if fluent.



FRIEND OF THE SEA

Sustainable Seafood

a) NAME OF THE ORGANISATION BEING AUDITED:

CIBEL

b) ADDRESS OF THE ORGANISATION BEING AUDITED:

BP 311 Quartier Ind ANZA, AGADIR MOROCCO

c) IS THE ORGANISATION PART OF A GROUP OR ASSOCIATION:

Yes, BEL HASSAN GROUP (GBH), which integrate;

CIBEL (Canned fish unit at AGADIR + Fishmeal unit and Fish oil unit at AGADIR + Fishmeal and oil at TANTAN)

LHSB (Les Huileries du Souss Belhassan at AGADIR)

SBGS (Embouteilleurs sous licence Coca-Cola dans la région du sud du Maroc)

Domaine Nora : (principale exploitation agricole du groupe (production d'oranges)).

d) FLEET TO BE AUDITED:

Fishing vessel name	Registration Number	S	Fishing Method	Capacity (Metric Tons)	Harbour of unload	Ship-Owner Company - if different from a)
---------------------	---------------------	---	----------------	------------------------	-------------------	---

SEE Appendix- Fishing vessels.pdf

e) ONSITE AUDITED VESSELS: (Auditor must list the vessels actually audited as a sample of the fleet)

Fishing vessel name	Registration Number	Harbour of unload
ALWAFAE	12-80	VISITED AT AGADIR PORT WHEN HE WAS IN MAINTENANCE PROGRAM (NORMALLY HIS HARBOUR UNLOAD IS DAKHLA – SEE Appendix TRAWLER AL WAFAE)
AL ABRARE	11--269	LAAYOUNE-TARFAYA-TANTAN-AGADIR-SIDI IFNI (SEE Appendix SEINER AL ABRARE)
ATAIBAT	11-287	LAAYOUNE-TARFAYA-TANTAN-AGADIR-SIDI IFNI (SEE Appendix SEINER ATAIBAT)
REGURAGUI II	6/2-118	LAAYOUNE-TARFAYA-TANTAN-AGADIR-SIDI IFNI (SEE Appendix SEINER REGURAGUI II)
ISSAM II	11-195	LAAYOUNE-TARFAYA-TANTAN-AGADIR-SIDI IFNI (SEE Appendix SEINER ISSAM II)

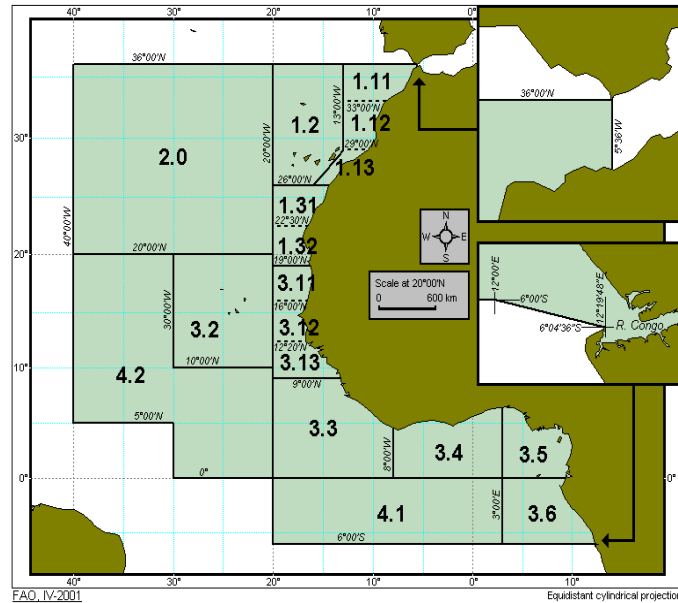
f) FISHING AREA:

FAO34 ZONE A, B AND C

Zone A: 32°N – 29°N Safi - Sidi Infi

Zone B: 29°N – 26°N Sidi Ifni – Cap Boujdour

Zone C: 26°N – Cape Boujdour - Cap Blanc



g) FISHING METHOD:

Morocco traditional coastal purse-seine and pelagic trawl

h) COMMON NAME OF AUDITED SPECIES:

Sardine & mackerel

i) SCIENTIFIC NAME OF AUDITED SPECIES:



Sardine pilchardus



Scomber japonicus

(See Appendix – *Sardina pilchardus*)

(See Appendix – *Scomber japonicus*)

j) TOTAL NUMBER OF EMPLOYEES:

814 (80 Permanent and 734 Temporary) - 1 SHIFT

k) ENVIRONMENTAL CERTIFICATIONS AND ACKNOWLEDGEMENTS:

No environmental certification was obtained by the company

SEDEX AUDIT (include environment chapter)

BSCI AUDIT (include environment chapter)

ICS AUDIT (include environment chapter)

(See Appendix: SEDEX SOCIAL AUDIT.pdf, BSCI SOCIAL AUDIT.pdf and ICS Social Audit.pdf)



FRIEND OF THE SEA

Sustainable Seafood

I) ADDITIONAL INFORMATION:

AUDIT SCOPE

As the company is supplied with raw material from 4 unload harbour; LAAYOUNE, TERFAYA, DAKHLA and AGADIR where the processing company is installed, a visit to AGADIR and LAAYOUNE ports has been performed to auditing the fleet composed by 2 seiners and one trawler at Agadir port and 2 seiner more at Laayoune port.

Facility description:

The company was created on A989 and is belonging to BEL HASSAN GROUP (GBH), based in AGADIR; Southern Moroccan city known for its fishing port and its fish wealth, the company is specialized in canned sardines and mackerel.

BUSINESS LICENCE: RC 105 – CNSS 2061480 – AGREEMENT 9421

Total surface: 2000 M²

Product destination: 99% EXPORT and 1% LOCAL MARKET

BRANDS OWNED :FIESTA – FRESHCO – MER DE SUD – GOLDEN FISH

BRANDS CLIENT :BOLTON ALIMENTARY, REWE and MORISSON

Turnover: 500 Million MAD

Annual production: 75.000.000 canned fish

Low season : January to June & **High season :** July to December

FOOD SAFETY SYSTEM INSTALLED:

- HACCP : Installed
- ORTHODOX UNION: Valid until 30/09/2016 *(See Photo Report)*
- BRC VERSION 6: Valid until 09/01/2016 *(See Photo Report)*
- IFS VERSION 6: Valid until 05/09/2016 *(See Photo Report)*



FACTORY VIEW



FACTORY INTERNAL PROCESS



AGADIR UNLOAD HARBOUR



AL WAFAE RSW VISIT



SEINERS AT LAAYOUNE PORT




TRACKING GPS SYSTEM



FRIEND OF THE SEA

Sustainable Seafood

- ☒ **Friend of the Sea project has been introduced**
(If not, auditor should provide short description)
- ☒ **The Audited company has been informed that in case of approval confirmation, it can use the Friend of the Sea logo on its certified products**
- ☒ **The Company has handed over a copy of the company organigram identifying the role of the staff involved in the audit**
- ☒ **Audit timing has been agreed upon.**
- ☒ **Data of Preliminary Information Form have been confirmed:** (In case of different info please detail)

NAME OF THE CERTIFICATION BODY: SGS MOROCCO	AUDIT TEAM: KHALID EL FELLAHI	AUDIT START AND END DATE: 08&09&10/12/2015
SIGNATURE OF AUDITOR: 	NAME OF PERSON IN CHARGE OF THE ORGANISATION ACCOMPANYING THE AUDITOR THROUGH THE ASSESSMENT HIND M'KADEM/ Quality MANAGER	AUDIT CODE:

NOTES FOR THE AUDITOR

- 1) The Auditor must complete all fields of the checklist
- 2) The Auditor must read the notes in the blue boxes before filling in the fields
- 3) The Auditor must provide an explanation when qualification requirements are not applicable
- 4) The Auditor must answer Yes (Y) when the Organization is compliant with the requirement and No (N) when it is not compliant
- 5) The Auditor must provide comments and explanations for positive or negative responses. Yes, No or Not Applicable are not sufficient
- 6) Any significant documentation must be attached to the final audit report in a separate and numbered appendix
- 7) Photographs added to the checklist and/or as an annex will be helpful

1 - STOCK STATUS CRITERIA

No	Requirement	Level	Y/N	Comments
1.1	Adequate data and/or information are collected and, according to the most recent stock assessment produced by one of the following: FAO, Regional Fishery Monitoring Organization, National Marine Research Authority, the stock under consideration is NOT			
1.1.1	Data Deficient	Essential	Y	The stock of pelagic are checked every year by the Ministry of Agriculture, Marine Fisheries and managed by INRH (NATIONAL INSTITUTE OF FISHERIES RESEARCH) New assessment of pelagic stock has appeared at the end of 2014. (See Appendix ETAT DES STOCKS DES PETITS PELAGIQUES.pdf)



FRIEND OF THE SEA

Sustainable Seafood

No	Requirement	Level	Y/N	Comments
1.1.2	Overexploited ($F > F_{msy}$)	Essential	Y	<p>INRH source: A 2013 deadline, the results of the comprehensive evaluation model indicate that small pelagic stocks of mackerel are fully exploited at A, B, and C zone as well as sardine in zone C.</p> <p>For the sardine stock in centre (A + B), due to the large fluctuations observed biomass and large uncertainties in fishing effort, despite the different evaluations tests, the model results prove inconclusive to decide on the operating status of this stock. However, the biomass and abundance indices estimated by acoustic method, the last four years show an upward trend since 2008 with a peak in 2013. This gradual recovery of the stock would be linked to improved environmental conditions including those of the upwelling, which were favourable to good recruitment.</p> <p>The stock of small pelagic at zone C.</p> <p>(See Appendix ETAT DES STOCKS DES PETITS PELAGIQUES.pdf ; Conclusion)</p> <p>The strategic plan developed by Morocco for small pelagic stocks guarantee sustainable exploitation of this resource and ensures the maximizing of its value. It concerns five fisheries scattered along the coast: Mediterranean, North Atlantic, central Atlantic and South Atlantic. This development plan, launched in February 2010 has introduced management measures to governing the permitted fishing areas, allowable species and accessories, operating procedures by different fleets and tracking documents and monitoring catches.</p> <p>(See Appendix Plan d'aménagement des petits pélagique.pdf)</p>
1.1.3	Overfished ($B < B_{msy}$)	Essential	Y	<p>Sardine: in Zone A + B Group work that wrote the report CECAFA therefore maintained its recommendations from the previous three years that the capture should not exceed 400,000 tonnes. In Zone C; Sardine is not overfished</p> <p>Mackerel: It was recommended that the catch should not exceed 200,000 tonnes. In Zone C; Mackerel is not overfished</p> <p>(See Appendix -Report of Working Group of the FAO Evaluation of Small Pelagic fish off Africa North West. Banjul, The Gambia, 18-22 May 2010).</p> <p>(See Appendix -CECAF_XX_2012_4)</p>
The Auditor must consider only the most updated official stock status conclusions. These conclusions can be provided by the audited fishery or company, by Friend of the Sea, by other stakeholders and by the auditor. The Auditor must report, with clear reference to the documents and websites, evidence of stock status conclusions.				
1.2	An exception to requirement 1.1 is made for those fisheries that:		NA	
1.2.1	respect all other criteria	Essential	NA	
1.2.2	are not responsible for the overexploitation of the stock and represent no more than 10% of the total catch of the "stock under consideration"	Essential	NA	
The Auditor must fill in these fields ONLY in case of negative answer to requirement 1.1				

2 – ECOSYSTEM IMPACT CRITERIA

No	Requirement	Level	Y/N	Comments
2.1	The Fleet does not operate in Marine Protected Areas	Essential	Y	<p>In Morocco, a heterogeneous fleet of three main types of vessels performs fishing of sardines and mackerel; The traditional coastal (2100 unit according to 2013) Purse seiners (598 units according to 2013). Pelagic trawls; 613 coastal trawlers and modern boats equipped with</p>



FRIEND OF THE SEA

Sustainable Seafood

				<p>refrigerated seawater tanks (RSW – 21 unit according to 2013), and pelagic freezer trawlers (12 according to 2013) that also take other species (species as 'target' or as an accessory' by catch).</p> <p>In zones A and B, sardines and mackerel are fished exclusively by traditional Moroccan coastal and purse seiners.</p> <p>In Zone C fishing is done with pelagic trawlers (RSW and freezer) and seiners.</p> <p>The monitoring and control of fisheries by ONP confirm that the fleet are not operate in Marine Protected Areas:</p> <p>1 - At sea, it is supervised by the supervisory authorities: the Royal Navy and the Royal Gendarmerie, through patrol and surveillance aircraft</p> <p>2 - On land, it is ensured by the Ministry of Maritime Fishing by officers, scientists and observers of GPS (Mouchard system) system for the fleet offshore.</p> <p>The fishing license issued and renewed annually establish fishing areas authorized by the competent Authorities, and if the fleet not respecting the approved areas, the permit is withdrawn directly.</p> <p>(See Appendix - Licence_VESSEL)</p>
<p>The Auditor must be allowed to verify, on a random sampling basis, by viewing on board vessels VMS or by valid alternative evidence, that no fishing occurs in Marine Protected Areas (MPA). In alternative, an official statement from the related Control Authority, that no fishing has occurred in MPA must be produced. A list of MPA must be produced by the auditor also consulting www.mpaglobal.org</p>				
2.2	The Fishery must use gears that do not impact the seabed unless evidence is provided that this impact is negligible.	Essential	Y	The species are fished 10-15 miles from the shore, international literature confirms that purse seine and trawl fishing method have no impact on the seabed.
2.3	The Organization must provide the evidence that the fishery does not negatively impact spawning and nursery grounds.	Essential	Y	The species are fished 10-15 miles from the shore, which had no negative impact on spawning and nursery grounds.
<p>The Auditor must collect evidence of compliance.</p>				
2.4	The role of the “stock under consideration” in the foodweb is considered. (See Art.31.2 FAO 2009 Guidelines).	Recommendation	Y	See Appendix -Variability and state of development of small pelagic stocks, see 2.1
<p>The Auditor must collect any study available and it must ask the organization if any related study has been developed. If no study has yet been developed, the Auditor must recommend in its audit report to start such a study in the next 12 months.</p>				

3 – SELECTIVITY CRITERIA

No	Requirement	Level	Y/N	Comments
3.1	The target species cannot be fished by gears that have discard levels higher than 8% in weight terms, considered by FAO 2005 to be the average discard level worldwide. (FAO 2005 “Discard in the World’s marine Fisheries. An Update”).	Essential	Y	<p>According to FAO 2005 update on discards, weighted discard rate for purse seining on small pelagic is 1,6% (low than 5%). The fisheries for small pelagic generally have low discard rates because the schools tend to be monospecific and the fish tend to be of a similar size.</p> <p>With the purse seine, false catches species are other pelagic like; Sardinella aurita, Sorting is done inside the processing plant. the rate is less than 5%, the company is keeping daily records of results.</p>
<p>The Auditor must obtain a list of normally bycaught species. This list must be obtained from the organization under audit and from available studies. The information must be compared to the bycatch verified on site at time of unloading. The list must be compared to the database of the IUCN Redlist www.redlist.org . The Auditor must produce a final list indicating if any of the bycaught species is among those normally bycaught species.</p>				
3.2	The normally by-caught species must not be included in the IUCN Redlist of endangered species (assessed maximum 10 years before and listed as Vulnerable or	Essential	Y	<p>As checked, by-caught species are regulated by local law annexed to the license provided to vessels' captains and established at 3% OF TOTAL CATCHES and not present on IUCN red list.</p> <p>List of by-caught species authorized: (See Appendix - License vessel_By-caught.pdf – See Article 13 Annex A)</p>



No	Requirement	Level	Y/N	Comments
	higher risk category).			(See www.iucnredlist.org)

4 – LEGAL COMPLIANCE CRITERIA

No	Requirement	Level	Y/N	Comments
4.1	All Fishing Vessels must be officially registered.	Essential	Y	All fishing vessels are regularly registered annually, special authorization is to be delivered by maritime authority before, and after each fishing process, the supervisory authorities supervise all fishing vessels: the Royal Navy and the Royal Gendarmerie, through patrol and surveillance aircraft regularly. Confirmed during visit vessels sample, all have their operative licenses and renewed annually. (See Appendix - License vessel_By-caught.pdf) (See Appendix - Loi 14-08 relative au mareyage – Chapitre II)
The Auditor must request the list of fishing vessels with registration number. On site the Auditor must collect registration documents of at least 10% total number of audited vessels (photos or copies of the documents).				
4.2	The Fleet does not include FOC (Flag Of Convenience) fishing vessels.	Essential	Y	All vessels supplying the factory are operating with Moroccan flag.
The Auditor must check with the list available on Friend of the Sea website.				
4.3	The Fleet does not include IUU (Illegal, Unreported, Unregulated) fishing vessels and does not operate where regulations and management plans are seriously undermined.	Essential	Y	Control of fisheries activities is entrusted to national agencies involved at different levels of the fishing sector for the recognition of violations and enforcement of existing regulations. It was confirmed during the audit that the fleet are not including IUU fishing vessels.
The Auditor must check with the list available on Friend of the Sea website.				
4.4	In case fishery is targeting tuna the fleet must be approved Dolphin-Safe by the Earth Island Institute.	Essential	NA	The fleet only targets the sardine and mackerel. (See Appendix - License vessel_By-caught.pdf)
The Auditor must check conformity from list www.dolphinsafetuna.org				
4.5	The Fishery respects national and international legislation, in particular legislation related to the reduction of the environmental impact of the fishery such as, but not limited to:	Essential	Y	During the visit audit, it was confirmed that the controls and monitoring done by ONP meet local law and effective to ensure the respect of international and local requirements stated. (See Appendix - Pêche maritime_loi14-08 – Chapitre II)
4.5.1	TAC (Total Allowable Catches)	Essential	Y	In zone C ; The TAC is installed and operational, established at 15000 T/ pelagic trawl as mentioned at the fishing license. (See ARTICLE 16 at Appendix AL WFAE_PELAGIC TRAWL_LICENSE.jpg) In zone A and B, quota system has just been installed on (09/04/2015) by the inclusion of the new boxes managed by the authority and mandatory for all vessels, which allow to control the total allowable catches by vessels, now the total allowable catches has been established at 55 T/ Vessel/ Day. (See Appendix Declaration15-01 TAC_ZONE_A&B.jpg)



FRIEND OF THE SEA

Sustainable Seafood

4.5.2	use of logbook	Essential	N	The use of the logbook is mandatory by Moroccan law (See Appendix - Loi 14-08 relative au mareyage – Article 11) In zone A and B ; an electronic logbook system registration of catches held by ONP functionaries. The information about the capture are registered at each landing, the ONP office prepares statements of vessel name, fishing license, fishing tonnage, fishing area, and check the license for each vessel, but in boats the logbook is still not used. (See Appendix Reception_ticket) In zone C ; Pelagic trawlers and large vessels for freezing are equipped with the logbook as confirmed during the visit at ALHAMD pelagic trawl but at the seiners, the logbook is still not used. (See photo_report logbook_Pelagic_Trawl RSW_ALHAMD)
4.5.3	mesh size	Essential	Y	For seiners 6 cm to 6 cm (9 Cm of diagonal) For pelagic trawls; the size of the smallest mesh must be equal to or greater than 40 mm mesh stretched
4.5.4	net size	Essential	Y	Length 675m & 75m high
4.5.5	minimum size	Essential	Y	Sardine : maximum 20 pieces per kg In the Mediterranean area two modes 11,5 cm and 17,5 cm. In the northern region have average sizes of 17.5 cm and 12.5 cm predominate. In central Atlantic (A+B), capture shows a tri-modal structure dominance 16 cm mode followed by two other modes of 19,5 cm and 21,5 cm. While at the level of the South Atlantic (C), the catch is composed mainly of large individuals that represent a main mode located 22 cm. Mackerel : maximum 14 pieces per kg In the Mediterranean, the structure is bimodal (modes at 17 cm and 24.5 cm), while in Atlantic, this structure is uni-modal, in the northern zone with a multi-modal mode and 20cm at the Central Zone and South
4.5.6	distance from the coast	Essential	Y	10-15 Kms For pelagic trawl; > 15 miles between 24° and 25° > 12 miles between 21°23' and 20°54'40"
4.5.7	by-catch reduction measures	Essential	Y	Declared at landing and controlled by authority, as well during raw material reception at the company, records are kept-up-to date and simple calculation prove that by-catch never exceed 1,2% (See Appendix - License vessel_By-caught.pdf – See Article 13 Annex A)
4.5.8	no fishing on protected habitat	Essential	Y	No fishing on protected habitat; confirmed during fleet harbour and Moroccan authority visit and interviews conducted with all actors. The protected areas are declared on the fishing license and clearly apparent on the vessels steering systems and followed by GPS system installed within the fleet.
4.5.9	verify onboard equipment and absence of banned fishing gears and methods, chemical substances, explosive	Essential	Y	Missing banned fishing gears methods, chemical product and explosive; confirmed during fleet, harbour and Moroccan authority visit and interviews conducted with all actors
4.5.10	Other	Essential		

The Auditor must verify, according to the national and international regulations, if the above legal requirements are in place and provide a full description with reference to the law. Where possible the Auditor must provide documental and photographic evidence.

5 – MANAGEMENT

No	Requirement	Level	Y/N	Comments
5.1	An effective legal and administrative framework at the	Essential	Y	Moroccan fishery has an effective management system guided by a local legislative framework and supervised by local agencies imposing a



FRIEND OF THE SEA

Sustainable Seafood

	local, national or regional level, as appropriate, is established for the Fishery (Code of Conduct for Responsible Fisheries, Article 7.7.1).			<p>responsible and sustainable use of marine resources. The license provided to vessels include all applicable low and mandatory practices to be followed (See LICENSE VESSELS) See Appendix - Loi 14-08 relative au mareyage As stated by the manager of LAAYOUNE ONP, the code of conduct is under construction and it will be available soon. But generally, Morocco is among the countries which have adopted the FAO Code of Conduct</p> <p>DMP: DEPARTMENT OF MARINE FISHERIES http://www.mpm.gov.ma ANP: NATIONAL AGENCY OF PORTS http://www.anp.org.ma ONP: NATIONAL OFFICE OF FISHERIES http://www.onp.co.ma INRH: NATIONAL INSTITUTE OF FISHERIES RESEARCH www.inrh.ma ITPM: Maritimes of Fisheries Technology Institutes</p>
<i>The Auditor must verify and shortly describe the current legal and administrative framework.</i>				
5.2	In accordance with the Code of Conduct (Art 7.5) a precautionary approach is implemented to protect the "stock under consideration" and to preserve the aquatic environment.	Essential	Y	<p>See section 4.1 and Appendix 3 "Strategy Development and competitiveness of the sector halietique Morocco 2020 " Study of biomass each year (See Appendix 4 "Biomass") has present there is control over the ZONE A and B and a Plan Layouts: for stock C. The 2-7-230 decree from 4/11/2008 (See Appendix 5.3) the precise modalities for small fishing pelagic. 2 fishing areas was introduced It specifies the need for the license of specific to small pelagic fishery with the following information:</p> <ul style="list-style-type: none"> - Fishing area and if necessary, the fishery for small pelagic - Number and type of fishing gear authorizes - Authorized and permitted percentage species - Catch volumes assigned to the ship if any - The ports of landing if necessary - The logbook with mention of quantities of species catches - The subsequent penalties <p>Decree. 3279 (see Appendix 5.4) of 16/12/2010 small fishery pelagic South Atlantic:</p> <ul style="list-style-type: none"> - Minimum distance to the PORT - Individual quotas - Accessories species list
<i>The Auditor must verify if the Fishery's flag Country has ratified the Code of Conduct. If not the Organization must include in its procedures a precautionary approach.</i>				
5.3	Compliance to point 5.1 and 5.2 is obtained through effective mechanism for monitoring, surveillance, control and enforcement. (Code of Conduct for responsible Fishery Art.7.7.1).	Essential	Y	<p>The monitoring and control of fisheries are at two levels: 1 - At sea, it is supervised by the supervisory authorities: the Royal Navy and the Royal Gendarmerie, through patrol and surveillance aircraft 2 - On land, it is ensured by the Ministry of Maritime Fishing by officers, scientists and observers of GPS system for the fleet offshore (See Appendix Reception_ticket.jpg) (See Photo Report - MOUCHARD GPS.jpg)</p>
<i>The Auditor must describe shortly the methodology for monitoring, surveillance, control and enforcement.</i>				
5.4	The Fishery has a by-catch reporting methodology that is accountable.	Essential	Y	Vessels must report catch landed to the Fishing controls weight department as confirmed during traceability test.
5.5	The Fishery has a discard reporting methodology that is accountable.	Essential	Y	All rejected must be declared to the Fishing controls weight department as confirmed during traceability test.
<i>The Auditor must provide evidence (photos or copies) of the by-catch and discard reports.</i>				
5.6	A management system must be in place to prevent any accidental by-catch of endangered species.	Essential	Y	Fishing methods used its very selective and there is no risk of catching endangered species; the schools are located by sonar system. Confirmed during vessels visit and interviews.
5.7	The Fleet has a management plan	Essential	Y	The net used in fishing seine is generally recovered quickly given the



FRIEND OF THE SEA

Sustainable Seafood

	which ensures that any live animals that are caught accidentally are returned to the sea promptly and in a condition which affords a high chance of survival.			opportunity to return to the sea accidentally caught species. Confirmed during vessels visit and interviews.
5.8	The Fleet includes measures to minimize the loss, and ensure prompt recovery where possible, of fishing gear to avoid 'ghost fishing'.	Essential	Y	No written procedure but if happened, The fleet of small boats undertakes recover the lost pieces of nets, normally if nets are not recoverable it must be reported to the position Coastguard. Confirmed during vessels visit and interviews.
<i>The Auditor must obtain copies of the above procedures.</i>				
5.9	The Fishery respects 'Threshold reference points', or 'precautionary limits' for both the biomass and fishing rate are in place.	Important	Y	According to the visit done during the audit, The Fishery respects 'Threshold reference points', or 'precautionary limits' for both the biomass and fishing rate are in place. Confirmed during vessels visit and interviews.
<i>The Auditor must verify if "Reference points" and "Precautionary limits" are set by Regional Fishery Bodies and compliance.</i>				

6- WASTE MANAGEMENT

No	Requirement	Level	Y/N	Comments
6.1	The Fishery recycles reuses or reprocesses all materials used in fishing, storage and transport of fish to point of sale, including packaging, where possible.	Essential	Y	New program of unified boxes has just installed and managed by ONP (National office of fishery), the boxes are recollected after use to be cleaned and reused. Confirmed during vessels visit and interviews. Fish waste is sold to fishmeal industry. The engine lubricants is collected and landed to be sold to specific body in order to be recycled.
6.2	The Fishery implements measures to prevent the dispersion of wastes (including fuel and engine lubricants, and plastics) in the sea.	Essential	Y	The fishery is required to comply with regulations for waste that requires asking him in boxes and disembark in different containers on the docks. For waste oils and lubricants are removed by a licensed company (See photo report: SOGEDEV; COMPANY FOR WASTE COLLECTION) If a boat is discharging into the sea, coast guard or custody fishing can occur with a fine to prison. Confirmed during vessels visit and interviews.
6.3	The Fishery uses all available non-toxic chemical alternatives to minimize the use of toxic, persistent, or bio-accumulative substances.	Essential	Y	The fishery does not use chemicals and undertakes use organic products for cleaning. The cleaning process for pelagic trawl is done by SOGEDEV company according to local law. Confirmed during vessels visit and interviews. (See photo Report: SOGEDEV; COMPANY FOR WASTE COLLECTION)
6.4	The Fishery does not use CFCs, HCFCs, HFCs or other ozone depleting refrigerants.	Essential	Y	The fishery does not use refrigeration systems on board. The ice is loaded into the port. Confirmed during vessels visit and interviews.
<i>The Auditor must provide procedures and photographic evidence.</i>				

7 - ENERGY MANAGEMENT

No	Requirement	Level	Y/N	Comments
7.1	The Organisation must maintain a record of energy consumption updated at least annually.	Important	Y	All vessels are provided with fuel consumption record book The company is following its consumption regarding; Fuel, electricity and water daily and developing policy and procedure in order to reduce its energy consumption progressively.
7.2	The Organisation should calculate	Recomm	N	No carbon footprint has been done by the company



FRIEND OF THE SEA

Sustainable Seafood

	its Carbon Footprint per unit of product and undertake to reduce it annually.	endation		
--	---	----------	--	--

The Auditor must obtain copies of the records.



8 - SOCIAL ACCOUNTABILITY

No	Requirements	Level	Y/N	Comments
8.1	The Organisation must respect human rights by conforming to the following requirements :			The company has developed its internal social policy and procedure in order to be in compliance with social requirement and continued audits are performed for continuous improvement. See Appendix - CIBEL SOCIAL POLICY See Appendix - CIBEL SOCIAL PROCEDURE
8.1.1	compliance with international and ILO directives regarding child labour	Essential	Y	Facility processing: Neither evidence nor historical use of children under the legal minimum age, harassment practice, legal disciplinary practice and workers feel free to address all their complaint through their worker representative or directly to RH manager. Confirmed during site visit and interviews crossed with document checked (See Photo Report) Vessels: According to interviews conducted during visiting vessels; it was confirmed the good relations between members of ships and compliance with the minimum age of recruitment, the process controlled by MDM agency, where the captain must declare authorized workers on the vessel before and after the process of fishing.
8.1.2	remunerating workers with salaries conforming at least to the legal minimum	Essential	Y	Facility processing: Random payrolls checked from different month of the year; confirm that the company is paying fair wages and the legal minimum wage was respected. The company has just passing two social audit which were been reviewed and no critical issues were detected; one was behalf BSCI standard and the other was behalf ICS standard. (See Appendix: SEDEX_SOCIAL_AUDIT.pdf, BSCI_SOCIAL_AUDIT.pdf and ICS_Social_Audit.pdf) Vessels: The remuneration process is controlled by authority (ONP) which is paying workers from the payment received from sellers and give the rest to the captain of vessel.
8.1.3	assuring workers' access to medical care	Essential	Y	Facility processing: Health care was regularly followed; H&S committee, doctor on hand, nurse on charge, first aides team, , sickroom and visit records as required by local law, to guarantee workers' health protection. Annual summary (2014) done by doctor was checked and all results have been satisfactory Confirmed during site visit and interviews crossed with document checked. (See Photo Report) Vessels: medical care of ship's company is ensured by authorized doctor and nurse with regular follow-up



FRIEND OF THE SEA

Sustainable Seafood

8.1.4	applying safety measures in accordance with legal requirements	Essential	Y	<p>Facility processing:</p> <p>The company has all necessary measures to guarantee H&S; this conclusion was confirmed during visit crossed with documents checked: Security risk assessment, firefighting equipment, procedures, and training certificates.</p> <p>Evacuation plan installed in each workshops</p> <p>First aid boxes at the production workshops</p> <p>MSDS chemical product near laboratories</p> <p>Doctor on hand and regular medical visit as per local law.</p> <p>Nevertheless some NCs were raised during the audit:</p> <p>Hearing protectors (where noise exceed the limit), masks, gloves and protective shoes are issued to concerned workers but not worn consistently at the packing area, cleaning boxes area and warehouse.</p> <p>Evacuation plans not performed by workshops.</p> <p>Missing eye washing and shower in laboratory.</p> <p>No temperature level assessment was performed by accredited body at the workshops to ensure favourable work conditions.</p> <p>illumination assessment was done by doctor within the factory but missing calibration certificate to ensure correct result.</p> <p>unsafe work conditions at the packing warehouse and the lift used is not secured nor verified by accredited company.</p> <p>Missing fire alarm switches within workshops.</p>
				  <p>(Arrêté N° 93-08 du 12 mai 2008 – Chapitre premier). (See Photo Report)</p> <p>Vessels: As confirmed during visit of vessels; firefighting equipment was available, all ship's company are trained on first aids and firefighting techniques by ITPM and the vessels are equipped with the last technology of communication materiel to secure the vessel in case of emergency.</p>
8.2	The organisation should be SA8000 certified.	Recommendation	N	<p>No plan in progress to be certified with SA8000 social requirements, however the company has received many social audits (BSCI, SEDEX and ICS) and from many client and no critical issues were raised as confirmed by audit report checked.</p>

The Auditor must check conformity to requirements via documented evidence (examples of labour contracts) and on site observations.

Additional Comments:

The strategic plan developed by Morocco for small pelagic stocks guarantee sustainable exploitation of this resource and ensure continues recovery. It concerns five fisheries scattered along the coast: Mediterranean, North Atlantic, central Atlantic and South Atlantic.

This development plan, launched in February 2010 has introduced management measures to governing the permitted fishing areas, allowable species and accessories, operating procedures by different fleets and tracking documents, monitoring catches, mastering the destination of catches and Increasing exploitation of the stock of small pelagic in the Atlantic Zone C is the main lever for achieving these objectives.

(see Appendix- Plan d'aménagement des petits pélagiques)

In zone A and B, quota system has just been installed on (09/04/2015) by the inclusion of the new boxes managed by the authority and mandatory for all vessels, which allow to control the total allowable catches by vessels, now the total allowable catches has been established at 55 Ton/



FRIEND OF THE SEA

Sustainable Seafood

Vessel/ Day.

(See Appendix Declaration15-01 TAC_ZONE_A&B.jpg)

As well as followed program of small pelagic resources has been implemented to guarantee its recovery.

The collaboration with the different agency installed around the harbours ensures the efficacy of traceability process and the compliance with local and international fishing requirement.

The management system installed ensure the effectivity of the traceability maintained and the respect of local and international laws on behalf fishing industry.

The minister of Agriculture and Marine Fisheries recently (1st June 2015) introduced the obligation imposed by the UE to fight against INN fishing (illegal, unreported and unregulated) to have an original catch certificate for each export transaction and that includes the following informations :

identification of fishing vessels

Product description by fishing vessel

Reference of conservation measures and applicable management

validation the fishing vessel captain

product to be exported.

CONCLUSIONS:

It is important that the Auditor also completes the following fields

X The Fleet CONFORMS to Friend of the Sea requirements.

☐ **The Fleet DOES NOT CONFORM to Friend of the Sea requirements.**

The Auditor has found the following nonconformities:

MAJOR NONCONFORMITY (to conform within 3 months)

Point 4.5.2

The use of the logbook is mandatory by Moroccan law (*See Appendix - Loi 14-08 relative au mareyage – Article 11*) , but in zone A and B is still not used even if there is a good system of control and monitoring.

MINOR NONCONFORMITY (proposal within 3 weeks and conformity within 1 year)

Specify

Point 6.1

No wastewater analysis is performed by the Company to assess its level of contamination to reduce its environment impact.

Point 8.1.4

Hearing protectors (where noise exceed the limit), masks, gloves and protective shoes are issued to concerned workers but not worn consistently at the packing area, cleaning boxes area and warehouse.

Evacuation plans not performed by workshops.

Missing eye washing and shower in laboratory.

No temperature level assessment was performed by accredited body at the workshops ti ensure favourable work conditions.

Illumination assessment was done by doctor within the factory but missing calibration certificate to ensure correct result.

Unsafe work conditions at the packing warehouse and the lift used is not secured nor verified by accredited company.

Missing fire alarm switches within workshops.

RECOMMENDATIONS (notification before the subsequent inspection)

Point 7.2

The Organisation should calculate its Carbon Footprint per unit of product and undertake to reduce it annually.

Point 8.2

Strongly recommended to proceed of social management system implantation (SA8000) to ensure social requirements compliance.