

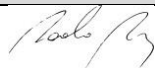

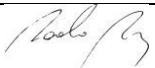
Friend of the Sea Standard

FOS - Aqua Inland-Marine

Requirements for the certification of sustainable inland and marine aquaculture products



Friend of the Sea
www.friendofthesea.org

REV	DATE	REASON	VALIDATION	APPROVAL
1	18/01/2013	First issue	Paolo Bray	
2	03/11/2014	Standard update	Paolo Bray	
3	18/10/2016	Second review	Paolo Bray	

REV	DATE	REASON	APPROVED	VALIDATED	RATIFIED
4	xxx	Standard update, aqua marine and inland merge			

Valid from: xxx

Compulsory from: xxx

Foreword

Friend of the Sea is a non-governmental organisation established in 2008. Its objective is to safeguard the marine environment and its resources, encouraging a sustainable market and implementing specific conservation projects.

The Friend of the Sea certification program allows for the assessment of fisheries and aquaculture products according to sustainability criteria and requirements. The certification, granted following an audit by independent certification bodies, ensures that a product complies with the sustainability requirements.

Requirements are classified as Essential, Important or Recommendations, according to their level of importance.

Essential Requirements: The unit of certification shall be 100% compliant with essential requirements to be recommended for certification by the Certification Body (CB). Failure to comply with essential requirements is a major non-conformity. To achieve certification, corrective actions shall be implemented within three months from the date of assessment of non-conformities. The unit of certification shall provide the CB with satisfactory evidence of correction of all major non-conformities, if necessary, with additional audits.

Important Requirements: Failure to comply with important requirements is a minor non-conformity. To achieve certification, the unit of certification shall first propose a corrective action plan within maximum three weeks from the date of assessment of the non-conformities - to the satisfaction of the CB. In the proposal, the unit of certification shall include the timeframe for the implementation of each corrective action, considering that all minor non-conformities must be closed before the surveillance audit. The proposal shall be analysed by the CB regarding its consistency and feasibility. If accepted, the certificate can be granted. Then, in the surveillance audit, the unit of certification shall be able to demonstrate that all minor non-conformities reported in the approved proposal were solved. If the approved proposal has not been fully implemented, the certificate is suspended until the resolution of any remaining minor non-conformities.

Recommendations: It is not compulsory for the unit of certification to comply with recommendations to achieve certification. Nonetheless, compliance with recommendations shall be verified during the audit and any non-conformities shall be highlighted in the audit report as a "recommendation". The unit of certification shall inform the CB, during the following audit, regarding any corrective measures implemented.

Requirements that are not applicable to the audited unit of certification will be marked with "N.A."

Description of the unit of certification

This document shall only be filled out by personnel of the CB in charge of the audit.
It shall be filled out in English, if spoken fluently.

a) NAME OF THE UNIT OF CERTIFICATION TO BE AUDITED:

b) NAME OF THE UNIT OF CERTIFICATION REQUESTING THE AUDIT:

c) IS THE UNIT OF CERTIFICATION TO BE AUDITED PART OF A GROUP? IF SO, PLEASE SPECIFY THE NAME OF THE GROUP AND LIST ALL MEMBERS:

d) ADDRESS OF THE UNIT OF CERTIFICATION TO BE AUDITED:

e) NAME AND CONTACT DETAILS OF THE PERSON AT THE UNIT OF CERTIFICATION RESPONSIBLE FOR THE AUDIT AND CONTACTS WITH THE AUDITOR:

f) SITE(S) TO BE AUDITED:
(list name of the site and location)

g) SITE(S) VISITED BY THE AUDITOR:

h) COMMON AND SCIENTIFIC NAME OF THE SPECIES TO BE AUDITED:

i) DESCRIPTION OF THE AQUACULTURE SYSTEM:

(e.g. location, extension, cage design, etc. If available include a map)

j) DESCRIPTION OF BREEDING TECHNIQUES:

(Summary of breeding techniques from brood stock, to hatching, to the finished product)

k) ACTIVITY OF THE UNIT OF CERTIFICATION TO BE AUDITED:

- breeding**
- pre-transformation**
- final transformation**
- import**
- export**
- distribution**
- other** (description):

l) DESCRIPTION OF THE FINAL PRODUCT:

(e.g.: fresh, frozen, canned, other)

m) BRANDS OF FINISHED PRODUCTS:

(List of brands under which the product is sold. If available include images of the brands)

n) DESCRIPTION AND LOCATION OF FREEZERS AND WAREHOUSES, IF ANY:

(For product traceability purposes)

o) TOTAL NUMBER OF EMPLOYEES:

p) ENVIRONMENTAL CERTIFICATIONS AND AWARDS:

q) STAKEHOLDERS INPUT:

Before or during the audit, the CB shall inform all the relevant stakeholders about the audit of the unit of certification and recommend their input. Please refer to paragraph "2.2.3 Stakeholders consultation in aquaculture assessments" (FOS-Audit Guidance for Friend of the Sea Aqua Inland-Marine Standard) and provide the list of all contacted stakeholders below:

r) ADDITIONAL INFORMATION:

Please specify the type of audit (initial, surveillance, additional, unannounced or recertification). In the case of multi-site audits, please specify also the method for calculation of sites inspected.

- The Friend of the Sea project was introduced** *(If not, the auditor shall provide a short description).*
- The unit of certification and the farm owners were informed of the opportunity, in case of approval, of using the Friend of the Sea logo on the certified products.**
- The unit of certification has a document qualifying and confirming the roles of the staff carrying out the audit.**
- The duration of the audit was agreed upon.**
- The information included in the Preliminary Information Form (PIF) was confirmed** (in the case of changes to the PIF, an updated version has to be promptly provided).

CERTIFICATION BODY:	AUDIT TEAM:	AUDIT START AND END DATE:
SIGNATURE OF AUDITOR:	NAME OF THE PERSON IN CHARGE OF THE UNIT OF CERTIFICATION AND ACCOMPANYING THE AUDITOR DURING THE AUDIT:	AUDIT CODE:
		TYPE OF AUDIT:

NOTES TO THE AUDITOR

- 1)** The auditor shall fill out all fields in the checklist.
- 2)** The auditor shall provide an explanation when requirements are not applicable.
- 3)** The auditor shall write YES when the unit of certification complies with a requirement and NO when it does not.
- 4)** The auditor shall comment and explain the positive or negative answers. Simple "YES," "NO," or "N.A." are insufficient.
- 5)** Each relevant document shall be added to the final audit report in a separate and numbered attachment.
- 6)** Photographic evidence added to the checklist or attached are appreciated.
- 7)** After a revised standard come into effect, a transitional period of 1 year is given to the certified companies to come into compliance. After this transitional period, the revised standard is considered compulsory.
- 8)** The application process is NOT discriminatory on size, scale, management, minimum number of operators and number of vessels involved.
- 9)** The FOS Audit Guidance for Aquaculture Inland-Marine Standard provides guidance on the content of this document. Please review the following definitions: xxx.

1- MANAGEMENT OF THE AQUACULTURE SYSTEM

No.	Requirement	Level	Parameters and information	Y/N/N.A.	Comments
1.1	A sustainable aquaculture system shall implement management procedures for the following aspects:				
1.1.1	responsibility and authority of the environmental management of the company.	Important	The unit of certification shall have appointed at least one employee as responsible of the environmental management of the company		
1.1.2	control of documents and registers (including the update of the environmental laws to comply with).	Important	The procedure shall require at least one yearly check and update of the environmental laws. Documents and registers shall be kept for at least 6 years.		
1.1.3	control of monitoring systems and measurement of Environmental Impact Assessment (EIA).	Important	Control and measurement of EIA shall be carried out at least every six months.		
1.1.4	control and maintenance of infrastructures.	Important	Control and maintenance of infrastructures shall be carried out at least every six months.		
1.1.5	Readiness for environmental emergencies and capability to address to them.	Important	The procedure shall require a simulation of environmental emergency at least once a year.		
1.1.6	management of corrective measures (due to non-conformities and recommendations).	Important	The procedure shall require the correction of non-conformities and recommendations within at least 6 months from the detection or notification of the non-conformity.		

2 – LOCATION OF THE SITE

No.	Requirement	Level	Parameters and information	Y/N/N.A.	Comments
2.1	The unit of certification obtained a licence or permit for the development of the site, if required by the national regulation.	Essential	The unit of certification provides evidence of valid and up-to-date permit or licence.		
2.2	An Environmental Impact Assessment (EIA) was carried out with a positive outcome, if required by the national regulation.	Essential	The unit of certification provides evidence of a positive EIA.		
2.3	In case the national regulations do not require an Environmental Impact Assessment, the unit of certification shall arrange a EIA carried out by a third party and such study shall verify that critical ecosystems, such mangroves, rivers, lakes, bays, estuaries, wet areas, swamps and morasses, seabed, coast, have not been altered.	Essential	Please refer to FAO Guideline www.fao.org/3/i0970e/i0970e.pdf and our audit guidance for aquaculture standards page xx		

3 - INFRASTRUCTURES

No.	Requirement	Level	Parameters and information	Y/N/ N.A.	Comments
3.1	The unit of certification has measures to prevent escapes according to species-specific severity potential, rearing conditions and life stages:				
3.1.1	A structural integrity plan ¹ is in place to prevent escapes and risk of injuries to the reared species, covering daily and emergency procedures. This plan is established in accordance with the risk assessment and reviewed in case corrective actions are needed. Only applicable to Marine aquaculture farms.	Important	¹ This plan may include preventive measures for predator control or may be developed on its own - at the discretion of the certification unit.		
3.1.2	Regular underwater monitoring system (daily inspection of divers, installation of an underwater camera, biomass estimation technologies or similar). Only applicable to Marine aquaculture farms.	Important	The auditor shall safeguard that the unit of certification employs routine underwater monitoring that will allow identification of indicators of stress or welfare concerns.		

3.1.3	Regular inspection and maintenance of containment infrastructures (screens, nets, counting technology or similar).	Important	The auditor must ensure that all containment infrastructures are inspected on a regular basis to ensure integrity.		
3.1.4	Readiness for escape emergencies and evidence that escape incidents have been reported to the authorities in a timely manner.	Important	The auditor must ensure that the UoC has in place protocols for dealing with escapes from production units and that any such incidents are duly reported to the authorities in a timely manner.		
3.1.5	Record keeping of dead fish and escapes to evaluate the effectiveness of the structural integrity plan.	Important	The auditor must ensure that the UoC keeps records of any dead fish and escape incidents and reviews them and adjusts the Structural Integrity Plan accordingly.		

3.2	The unit of certification has measures for predator control:				
3.2.1	A predator control plan ¹ that cover daily and emergency procedures is in place to mitigate impacts to predators by prohibiting the use of any lethal techniques ² on endangered species ³ . This plan has to include procedures that indicate the relationship between company personnel and predators to maintain the highest level of naturalness and reduce the level of interaction between personnel and animals. This plan is established in accordance with the risk assessment and reviewed in case corrective actions are needed.	Important	¹ This plan may be part of the structural integrity plan or may be developed on its own - at the discretion of the certification unit. ² Exceptions for worker safety and where euthanization is an act of mercy are acceptable. ³ Please refer to: <ul style="list-style-type: none"> • IUCN Red List: https://www.iucnredlist.org/ 		
3.2.2	Regular inspection and maintenance of exclusory and/or frightening techniques (screens, nets, equipment for visual stimuli or similar).	Important	The auditor must ensure that all predator control equipment is inspected on a regular basis and that adequate maintenance is carried out.		
3.2.3	Record keeping of mortalities and physical damage of predators to minimize the interaction between predators and farmed stocks that results in mortality of wild animals.	Important	The auditor must verify that the UoC keeps records of any physical damage or mortalities caused to predators to minimise interactions between predators and cultured stock.		

3.3	Adequate training on escape and predators prevention is provided for all workers employed in related activities to mitigate environmental impacts.	Essential	The auditor must ensure that training is provided to all husbandry staff on predator prevention methods and prevention of escapes.		
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4 – SEEDS

No.	Requirement	Level	Parameters and information	Y/N/N.A.	Comments
4.1	The unit of certification has measures to ensure reliable and sustainable sources of seeds:				
4.1.1	Where hatchery-raised seeds are used, the unit of certification has measures ¹ to ensure the absence of relevant/important pathogens before stocking for grow-out.	Essential	¹ The measures are consistent with the aquatic animal health management plan (Requirement 7.1).		

<p>4.1.2</p>	<p>Where wild seeds are used for capture-based aquaculture¹ operations, the unit of certification is able to demonstrate that these seeds come from activities certified by Friend of the Sea² or other similar schemes recognized by GSSI³. In this case, the use of wild seed is justified in the risk assessment.</p>	<p>Essential</p>	<p>¹Please refer to: http://www.fao.org/3/BA0059E/ba0059e.pdf</p> <p>²Please refer to: http://friendofthesea.org/approved-fisheries/</p> <p>³Please refer to: https://www.ourgssi.org/gssi-recognized-certification/</p>		
<p>4.1.3</p>	<p>Record¹ keeping for all seeds intentionally stocked up to the current production cycle.</p>	<p>Important</p>	<p>¹A minimum database of the last months is in place to ensure compliance.</p>		

5 – FEEDING

No.	Requirement	Level	Parameters and information	Y/N/N.A.	Comments
5.1	<p>The unit of certification uses animal feed sourced from Friend of the Sea¹ certified suppliers or other similar schemes recognized by GSSI². Alternatively, the unit of certification uses animal feed sourced from MarineTrust³ certified suppliers.</p>	Essential	<p>¹The updated list is available on the Friend of the Sea website: http://www.friendofthesea.org/certified-products.asp</p> <p>²Please refer to: https://www.ourgssi.org/gssi-recognized-certification/</p> <p>³ Please refer to: https://www.marintrust.com/marintrust-certified-sites</p>		
5.2	<p>The unit of certification does not use whole fish as direct feed throughout the production cycle. Whole fish must only be used to produce the feed for farmed fish.</p>	Essential	<p>Whole fish must be used only for the production of marine feed ingredients, e.g. algae, crustaceans, and fish, that have been harvested specifically for rendering into fishmeal and fish oil (as opposed to those primarily destined for human consumption).</p>		

5.3	The unit of certification does not use animal protein from the same species and genus to feed the species being farmed.	Essential	The auditor must ensure that the UoC does not feed using animal protein from the same species and genus to the animals being cultured.		
5.4	The unit of certification buys feed from a manufacturer that:				
5.4.1	Is able to demonstrate a written policy on responsible sourcing of marine ingredients with fishery assessment status and ongoing commitments with a timeline.	Essential	The auditor must verify that the UoC sources its marine ingredients from only suppliers with fishery assessment status and an ongoing commitment to a timeline.		
5.4.2	Is able to demonstrate the traceability of marine feed ingredients ¹ , considering species and country of origin. Only applicable to feed with more than 1% fishmeal and fish oil.	Essential	¹ This encompasses whole fish and fishery byproducts. Please refer to: <ul style="list-style-type: none"> • FAO (2009) Feed Ingredients and Fertilizers for Farmed Aquatic Animals. http://www.fao.org/3/i1142e/i1142e.pdf • FAO (2011). Aquaculture Development. 5. Use of Wild Fish as Feed in Aquaculture. http://www.fao.org/3/i1917e/i1917e00.pdf 		

5.4.3	Prohibits fishmeal and fish oil from species categorized as "endangered species", according to the IUCN Red List.	Essential	Please refer to: IUCN Red List: https://www.iucnredlist.org/		
5.4.4	Prohibits fishmeal and fish oil from illegal, unreported and unregulated fishing (I.U.U.).	Essential	Procedure and evidence of conformity.		
5.5	The unit of certification has measures to use feed efficiently throughout the production cycle:				
5.5.1	A feed management plan is in place, covering at least a strategy for feed storage and a feeding protocol ¹ that considers species-specific needs, rearing conditions and life stages.	Important	¹ Where applicable, the feeding protocol includes an appropriate starving protocol for harvests. The auditor must ensure that there is strict adherence to the manufacturer's feeding guidelines as well as routine monitoring of group feeding behaviour of the cultured species.		
5.5.2	Monitoring of feeding efficiency through feed conversion ratio (FCR) measurements per production cycle.	Essential	The auditor must verify that the UoC monitors feed efficiency throughout the production cycles using FCR ratios.		
5.5.3	Record keeping for periodic reviews of the feed management plan according to the most recent complete production cycle.	Essential	The auditor must verify that the UoC provides evidence of periodic reviews of the Feed Management Plan according to the most recent complete production cycle.		

5.5.4	Adequate training on feed storage and handling is provided for all workers employed in related activities to prevent feed contamination and improve feed efficiency.	Essential	The auditor must ensure that adequate training is provided to all husbandry staff employed in related activities in order to prevent feed contamination and improve feed efficiency.		

6 – GMO AND GROWTH HORMONES

No.	Requirement	Level	Parameters and information	Y/N/N.A.	Comments
6.1	The use of GMO fish species is not allowed.	Essential	Absence of GMO fish species.		
6.2	The use of growth hormones is not allowed.	Essential	Absence of growth hormones.		

7 - DISEASE PREVENTION AND USE OF VETERINARY DRUGS AND CHEMICALS

No.	Requirement	Level	Parameters and information	Y/N/N.A.	Comments
7.1	An aquatic animal health management plan, approved by a veterinarian and periodically reviewed in accordance with the risk assessment, is in place to ensure that farming practices are consistent with the OIE Aquatic Animal Health Code. This plan includes the following:				
7.1.1	Focus on disease prevention, with special consideration to the use of vaccines and the implementation of measures to reduce the likelihood of disease and the risk of transmission pathogenic agents within and between the aquaculture facility and natural aquatic fauna.	Essential	The auditor must ensure that the UoC pays due attention to the prevention of disease by implementing vaccination strategies for farmed stock at the appropriate stage in the life cycle and has in place mitigation measures, e.g. quarantine and biosecurity procedures,		

			in order to prevent horizontal disease transmission between animals.		
7.1.2	Procedures for early detection of aquatic animal health issues, including routine monitoring of stocks and the environment.	Essential	The auditor shall verify if the unit of certification is in compliance with the routine monitoring of stocks (health/behavioral inspections) and environment (parameters that could adversely affect the health of the aquatic animal) prescribed in the aquatic animal health management plan.		
7.1.3	Procedures to respond to disease outbreaks, considering the implementation of quarantine zones where feasible.	Essential	Compliance with prescribed actions when a disease is detected, as well as data on the effectiveness of quarantine zones (where applicable), shall be verified.		

7.1.4	Information on all chemicals and veterinary drugs allowed ¹ .	Essential	¹ As reference to the existing international regulations. Please refer to: http://www.fao.org/fishery/nalo/search/en		
7.2	The unit of certification implement the aquatic animal health management plan and uses chemicals and veterinary drugs responsibly:				
7.2.1	Veterinary drugs are not used for prophylactic measures.	Essential	Veterinary drugs shall be used only for therapeutic purposes and in compliance with the OIE Aquatic Animal Health Code (2018). Please refer to: http://www.rr-africa.oie.int/docspdf/en/Codes/en_csaa.pdf		
7.2.2	All veterinary drugs used are based on clinical assessments ¹ and in response to a diagnosed disease.	Essential	¹ The decision to treat with veterinary drugs shall be made according to the guidance of the OIE Aquatic Animal Health Code and it shall be consistent with the guidelines outlined in Principles for Responsible and Prudent Use of Antimicrobial Agents in Aquatic Animals of the OIE Aquatic Animal Health Code (see Articles 6.2.7 and 6.2.8 of the 2018 Code).		

			Please refer to: http://www.rr-africa.oie.int/docspdf/en/Codes/en_csaa.pdf		
7.2.3	All chemicals are used in accordance with the manufacturer's instructions and in compliance with safety regulations ¹ . Toxic and persistent chemical compounds (e.g. TBT, Malachite green, DDT) are not used as they are prohibited.	Essential	¹ As reference to the existing international regulations. Please refer to: http://www.fao.org/fishery/nalo/search/en		
7.2.4	Anti-fouling treatments are used only if non-toxicity is evidenced by scientific assessments. Toxic anti-vegetative paints are not used as they are prohibited.	Essential	The auditor must prove evidence that only non-toxic anti-fouling or anti-vegetative treatments are used. The auditor shall request the UoC the technical sheet of the anti-fouling used.		
7.2.5	Records on the use of chemicals and veterinary drugs are maintained along with a rationale for their use.	Essential	The auditor shall report evidence that the UoC maintains internal records and documentation of any chemicals or veterinary drugs that are used, with an adequate rationale for their usage.		

7.2.6	Adequate training on good aquatic animal health management practices is provided for all workers employed in husbandry activities so that they are aware of their roles and responsibilities.	Essential	Please refer to: <ul style="list-style-type: none"> • Technical Guidelines on Aquaculture Certification (see paragraphs 19 and 26 - http://www.fao.org/3/a-i2296t.pdf) • Aquatic Animal Health Code (2018 - http://www.rr-africa.oie.int/docspdf/en/Codes/en_csaa.pdf) 		
7.2.7	Routine collection of dead and moribund aquatic animals is in place using appropriate methods of disposal that prevent the spread of diseases.	Essential	Record keeping on the numbers of dead and moribund aquatic animals, followed by the respective reasons, is appreciated.		

8 - MANAGEMENT OF WATERS AND WASTEWATERS

No.	Requirement	Level	Parameters and information	Y/N/N.A.	Comments
8.1	The unit of certification has measures to reduce adverse impacts on water quality. A water sampling plan is in place to ensure that farming practices reduce adverse impacts on water quality. This plan is established in accordance with the risk assessment ¹ and includes at least the following key parameters:		¹ The risk assessment addresses specific monitoring periodicities for each key parameter. In addition, it specifies whether any other parameters shall be monitored.		
8.1.1	Total N	Essential	Total Ammonia Nitrogen		
8.1.2	Ammonium	Essential	Ammonium NH ₄		
8.1.3	Nitrate	Essential	Nitrate NO ₂		
8.1.4	Total P	Essential	Total phosphorus – contains all forms of phosphorus, i.e. orthophosphate, condensed phosphate and organic phosphate.		
8.1.5	Ortho-P	Essential	Ortho-phosphorus is the chemically active dissolved form of soluble reactive form of phosphorus that is taken up directly by plants.		

8.1.6	Dissolved oxygen	Essential	The auditor must provide data about dissolved oxygen.		
8.1.7	Chlorophyll A	Essential	The measurement of chlorophyll A is a good predictor for primary productivity and phytoplankton density.		
8.1.8	Record keeping for periodic reviews of the water sampling plan based on the most recent complete production cycle.	Essential	The auditor must verify the UoC maintains the correct records of periodic reviews of the water sampling plan and that is it based on the most recent production cycle.		
8.1.9	The Unit of Certification has a strategy in place to reduce waste, which includes development of a nutrient management plan and identification of nutrient waste reduction strategies.	Recommendation	Examples of what the strategy should include: treatment technologies, treatment ponds, nutrient offsetting schemes, recycling water, etc.		
8.2	The unit of certification, with regard to cage production, has measures to prevent excessive impacts in benthic environments. The unit of certification shall consider biological, chemical and physical impacts and additional chemical residues resulting from culture practices.	Essential	The auditor must verify that the UoC has in place measures to prevent negative benthic impacts.		

9 - HAZARDOUS SUBSTANCES

No.	Requirement	Level	Parameters and information	Y/N	Comments
9.1	Using toxic and persistent chemical compounds including toxic antifouling paints (e. g. TBT, Malachite Green, DDT) is forbidden. The use of permissible substances shall be carried out in compliance with associated safety regulations.	Essential	Refer to the existing international regulation http://www.fao.org/fishery/nalo/search/en		

10 - ENERGY MANAGEMENT

No.	Requirement	Level	Parameters and information	Y/N	Comments
10.1	The unit of certification has measures to improve energy efficiency:		Refer to the existing international regulation http://www.fao.org/fishery/nalo/search/en		

10.1.1	An energy efficiency plan ¹ is in place to identify all energy sources and their uses.	Important	¹ This plan is established in accordance with the risk assessment and reviewed in case corrective actions are needed.		
10.1.2	Record keeping ¹ per production site and production cycle.	Important	¹ Minimum records required are the following: incoming energy sources (distinguished between renewable or not) and energy consumption per process line (culture, processing, transport).		
10.1.3	Periodic reviews of the energy efficiency plan based on records for reducing energy consumption per production cycle.	Recommendation	The auditor must verify that the UoC undertakes periodic reviews of the energy efficiency plan based on records and make changes accordingly, in order to optimise energy consumption per production		

			cycle.		
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11 – SOCIAL ACCOUNTABILITY

No.	Requirement	Level	Parameters and information	Y/N/N.A.	Comments
11.1	The unit of certification shall respect human rights, complying with the following requirements:				
11.1.1	Compliance with national regulations and ILO on child labour.	Essential	The Minimum Age Convention 1973 (No. 138) sets "the general minimum age for admission to employment or work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions). It provides for the possibility of initially setting the general minimum age at 14		

			(12 for light work) where the economy and educational facilities are insufficiently developed".		
11.1.2	Pay the employees adequate salaries compliant at least with the minimum legal wages according to the international legal framework.	Essential	The minimum wages vary depending on the country. The Auditor shall verify that the unit of certification is aware of the minimum wages of the countries in which it operates.		

11.1.3	Grant employees access to health care.	Essential	<p>The unit of certification shall have workers' compensation insurance to cover their employees when an illness or injury happens at work.</p> <p>The auditor shall verify that the unit of certification provides, where necessary, measures to deal with emergencies and accidents, including adequate first-aid arrangements.</p>		
11.1.4	Apply safety measures required by the law. Nonetheless, compliance with the minimum safety requirements are mandatory, even if not required by local law.	Essential	To assess the minimum safety requirements, the auditor shall verify and collect evidence of hazards and risks in the work environment, dangers to life, safe drinking water, health and safety training and use of Personal Protective Equipment (PPE).		

11.1.5	Keep records of accidents or injuries.	Important	These records shall be used to take corrective measures and identify the causes of the incidents, preventing future occurrences.		
11.1.6	Freedom of association and collective bargaining.	Essential	The auditor shall verify if workers are free to form organizations to bargain collectively, advocate for and protect their rights.		
11.1.7	No forced or compulsory labour.	Essential	<p>All work, including overtime, must be voluntary.</p> <p>The hours worked in excess of the normal working hours must be remunerated at the rates prevailing in the case of overtime for voluntary labour.</p>		
11.1.8	No discrimination.	Essential	Opportunities for recruitment, access to training, promotion, compensation, termination and retirement shall not be made based on		

			<p>race, colour, sex, religion, political opinion, national extraction or social origin.</p> <p>Physical, verbal or sexual abuse, bullying or harassment are prohibited.</p>		
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12 – LEGAL COMPLIANCE

No.	Requirement	Level	Parameters and information	Y/N/N.A.	Comments
12.1	The unit of certification operates in compliance with relevant national and local laws regarding:				
12.1.1	Water use, water quality parameters and water discharge.	Essential	The auditor must ensure that the UoC's water use, water quality parameters and discharge are in compliance with relevant national and local laws.		

12.1.2	Sediment quality parameters and, where applicable, vertical distance from the cages and sediment layer.	Essential	The auditor must ensure that the UoC monitors benthic, sediment quality parameters underneath cage or pen structures and are in compliance with minimum distance of structure from the bottom.		
12.1.3	The use of feed, feed additives, feed ingredients and fertilizers.	Essential	The auditor must ensure that the UoC is in compliance with their use of feed, feed additives, feed ingredients and fertilizers.		
12.1.4	The application of chemicals and veterinary drugs and biosecurity aspects.	Essential	The auditor must ensure that the UoC is in compliance with their usage of chemical and veterinary drugs and that they maintain appropriate biosecurity measures.		

12.1.5	The use and source of seeds, considering both source and destination laws.	Essential	The auditor must ensure that the UoC is in compliance with their usage of seed, including both source and destination.		
12.1.6	The use of exotic species.	Essential	The auditor must ensure that the UoC does not use exotic species.		
12.1.7	The storage of hazardous products ¹ and feed ² .	Essential	¹ Even when not required by law, hazardous products (e.g. chemicals and fuel) shall be stored in a lockable, labeled facility, limited access by personnel, leakage prevention. ² Even when not required by law, feed shall be stored stored separately from sources of contamination, accurately labeled, keeping medicated and nonmedicated feed separated.		

12.2	The unit of certification has an Environmental Impact Assessment (EIA) ¹ . This applies to all production sites, even when not required by law.	Essential	The auditor must ensure that the UoC has in place an Environmental Impact Assessment (EIA).		
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13 – RISK ASSESSMENT

No.	Requirement	Level	Parameters and information	Y/N	Comments
13.1	The unit of certification has a science-based risk assessment covering its siting, culture practices, environmental conditions and impacts (including extreme events and other relevant uncertainties), which addresses: seed source, severity potential of reared species, disease transmission, escapes, chemical usage, feed ingredients, animal welfare, habitat functionality, and impact on predators.	Essential	The auditor must verify that the UoC has in place a science-based Risk Assessment covering all aspects of potential hazards and risks.		

14 – WASTE MANAGEMENT

No.	Requirement	Level	Parameters and information	Y/N	Comments
14.1	In order to maintain good culture and hygienic conditions, reduce food and feed safety hazards, as well as minimize waste, the unit of certification establishes and implements a policy of waste up to the final disposal, in which waste products, sources of pollution, components and methods of		¹ The policy is established according to the risk assessment.		

	management are identified. This policy ¹ includes at least the following:				
14.1.1	Appropriate storage of hazardous, organic and non-biodegradable wastes.	Essential	The auditor must ensure that the UoC has adequate and appropriate storage facilities for any hazardous, organic or biodegradable wastes.		
14.1.2	Appropriate pest control.	Essential	The auditor must ensure that the UoC has in place appropriate pest control.		
14.1.3	Appropriate domestic sewage disposal.	Essential	The auditor must ensure that the UoC disposes appropriately with any domestic sewage.		

14.1.4	Recycling, reuse or reprocessing of all possible materials used during the production cycle, conservation and transport of seafood products up to the final disposal.	Essential	The auditor must ensure that the UoC recycles, reuses or reprocesses all possible materials throughout the production cycle until final disposal.		
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Further comments:

CONCLUSIONS:

The auditor shall fill out the following fields

- The unit of certification COMPLIES with Friend of the Sea requirements**

- The unit of certification DOES NOT COMPLY with Friend of the Sea requirements**

MAJOR NON-CONFORMITIES (to be corrected within 3 months)

List major Non-conformities

MINOR NON-CONFORMITIES (corrective plan to be produced within 3 weeks and correction within 1 year)

List minor Non-conformities

RECOMMENDATIONS (to be communicated within the next inspection)

List recommendations