# Friend of the Sea Standard

# FOS - Wild Sustainable Fishing Requirements

# **Friend of the Sea** www.friendofthesea.org

REV	DATE	REASON	VALIDATION	APPROVAL
1	18/01/2013	First issue	Paolo Bray	Tools By
2	01/07/2015	Update	Paolo Bray	Tools By
3	30/09/2016	Standards update	Paolo Bray	Tools By
3.1	18/10/2017	Definitions and guidance to standards	Paolo Bray	Tools By

#### **Foreword**

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

Friend of the Sea certification program allows 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.

<u>Essential Requirements:</u> 100% conformity to essential requirements is mandatory in order for the certification body to certify the organisation's product. Any lack of compliance with these requirements will generate a Major Non Conformity and the organisation has to undertake effective corrective actions, to be implemented within three months from the issuing of the Non Conformity. The organisation shall provide satisfactory evidence to the certification body of correction of all major non conformities. Six months are allowed exclusively for correction of requirements 2.1 and 2.2, in consideration of their more complex nature.

Important Requirements: 100% conformity to important requirements is mandatory in order for the certification body to certify the organisation's product. Any lack of compliance with these requirements is to be considered as a Minor Non Conformity and the organisation has to propose effective corrective actions (declaration of intents and implementation plan), to be submitted to the certification body within three weeks from the issuing of the non conformity. This proposal shall also include a timetable concerning the implementation of each correction measure. Each proposed corrective action shall be fully implemented within the following 12 months.

<u>Recommendations:</u> Compliance with recommendations is not mandatory for the product to be certified. However compliance with recommendations will be verified during the audit and any deficiency will be included in the Audit Report as a recommendation. The organisation shall inform the certification body, during the following audit, regarding any corrective measures implemented.

Requirements which are not applicable to the audited organisation will be marked with 'N.A.'

#### **Description of the Organisation**

This document shall only be filled out by personnel of the certification body 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:

CASA BOTAS VDA.DE J. MARTINEZ BLASCO S.L.

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

CASA BOTAS VDA.DE J. MARTINEZ BLASCO S.L.

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:

NO

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

DARSENA 4 PTO. PESQUERO "EL BERBES" 36202 VIGO / SPAIN

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

GUADALUPE RODRIGUEZ

DEPARTAMENTO DE CALIDAD CASA BOTAS S.L.

calidad2@casabotas.com

#### f) FLEET TO BE AUDITED:

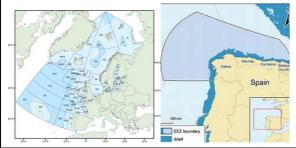
#							Ship Owner If Different From
	Name of the Vessel	Registration Number	Vessel Flag	Fishing Method	Capacity (MT)	Unloading Habour	Casa Botas
1	NUEVO TORREBLANQUILLA	ESP000025365	SPAIN	SURFACE LONGLINE	152,54 GT	VIGO (SPAIN)	NOVO Y OTROS S.L.
2	ZÉ DO APACHE	PRT000020350	PORTUGAL	SURFACE LONGLINE	36,66 GT	VIGO (SPAIN)	PEQUENA VAGA LDA.
3	ESTRELA DE ANCORA	PRT000022560	PORTUGAL	SURFACE LONGLINE	103,24 GT	VIGO (SPAIN)	ESTRELA DE ANCORA LDA.
4	LUSITANIA PRIMERO	ESP000025201	ESPAÑOL	SURFACE LONGLINE	64,85 GT	VIGO (SPAIN)	PESQUERA DA SILVA S.L.

g) **VESSELS AUDITED ON SITE** (the auditor shall list the vessels which have actually been audited on site as sample representing the fleet):

Name of the fishing vessel	Registration number	Unloading harbour
NUEVO TORREBLANQUILLA	ESP000025365	VIGO (SPAIN)
LUSITANIA PRIMERO	ESP000025201	VIGO (SPAIN)

**h) FISHING ZONE** (Coordinates and/or FAO area and/or subarea and/or ICES area and/or EEZ. If available, please include a map.):

FAO – 027/ Atlantic , EEZ Spain



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

Common Name	Scientific Name
SWORD FISH	Xiphias gladius

j) TOTAL NUMBER OF EMPLOYEES: 82

#### k) ENVIRONMENTAL CERTIFICATIONS AND AWARDS

SPAIN DOES HAVE ENVIRONMENTAL CERTIFICATION AUTHORITIES BUT THE COMPANY DOES NOT HAVE ANY CERTIFICATION IN THIS REGARD. THE COMPANY DOES HAVE IMPLEMENTED MEASURES FOR ENVIRONMENTAL CARE, SUCH AS THE SELECTIVE COLLECTION OF CARDBOARD, PLASTIC, POLYSTYRENE, FISH BY-PRODUCTS AND OILS USED BY MAINTENANCE PERSONNEL.

**GUADALUPE RODRIGUEZ** 

DEPARTAMENTO DE CALIDAD CASA BOTAS S.L.

I) STAKEHOLDERS ENGAGEMENT: Before or during the audit, the CB shall inform all the relevant stakeholders about the audit of the applicant organisation and recommend their input. Please provide the list of all contacted stakeholders below:
i). Cooperativa de Armadores de Pesca del Puerto de Vigo Puerto Pesquero, Edificio Ramiro Gordejuela. 36202 Vigo – Pontevedra – España.
Teléfono +0034 986 433 844 Fax +0034 986 439 218.
CASA BOTAS VDA DE J MARTINEZ BLAS
ii). local NGOs with a focus on ocean conservation.": Not found.

m) A	ADDITIONAL INFORMA	ATION:		
Rece	ertification Audit - Cor	nducted Remote		
Food	d Company Registered	in Spain on 18.05.2015.		
	inpany	Ministry of simer- Spain app		
	provide a short descri	•	•	
	_	and the ship owners were info l, of using the Friend of the		
	√The organisation the staff carrying o	has a document qualifying an ut the audit	nd confirming the roles	of
	$\sqrt{The}$ duration of th	e audit was agreed upon		
		ncluded in the Preliminary In I (in case of changes to the PIF, a )		
	CERTIFICATION	AUDIT TEAM:	AUDIT START AND	
	BODY: Bamber and Bruce Pvt. Ltd.	Gamunu Wickramasekara	END DATE: 09 December 2022 14 December 2022	
	SIGNATURE OF AUDITOR:	NAME OF THE PERSON IN CHARGE OF THE ORGANISATION AND ACCOMPANYING THE AUDITOR DURING THE AUDIT:	AUDIT CODE: BB/FOS/2022/010	
		Ms. Guadalupe Rodriguez		

**Quality Assurance Manager** 

#### NOTES TO THE AUDITOR

- 1) The auditor shall fill out all fields in the checklist.
- 2) Checklist compilation guidelines are highlighted in the blue boxes.
- 3) The Auditor shall provide an explanation when requirements are not applicable.
- 4) The Auditor shall write YES when the organisation complies with a requirement and NO when it does not.
- 5) The Auditor shall comment and explain the positive or negative answers. Simple "YES," "NO," or "N.A." are insufficient.
- 6) Each relevant document shall be added to the final audit report in a separate and numbered attachment.
- 7) Photographic evidences added to the checklist or attached are appreciated.
- 8) In the present document 'organisation' is used to refer to the unit of certification.

### 1 STOCK STATUS

No.	Requirement	Level	Parameters and	Y/N	Comments
			information		
1.1	The state of the stock under consideration shall be assessed by the fisheries management organisation.	Essential	The fishery shall demonstrate to collect data in accordance with applicable international standards (e.g. Coordinating Working Party on Fishery Statistics, the FAO Guidelines for the routine collection of capture fishery data, FAO Fisheries Technical Paper No. 382; Deep Sea Fishery (DSF) in the High Seas, FAO Programme).	YES	Due to highly migratory behavior, North Atlantic swordfish and tuna stocks monitored and managed under the management of the International Commission for the Conservation of Atlantic Tunas (ICCAT). ICCAT is the Regional Fisheries Management Organisation (RFMO) responsible for the management of tunas and other highly migratory species in the Atlantic Ocean. The North Atlantic swordfish population is in the healthy zone, following a rebuilding plan implemented by the International Commission for the Conservation of Atlantic Tunas (ICCAT). https://www.seachoice.org/our-work/species/atlantic-swordfish/i). The Ministry of Agriculture, Fisheries and Food, is established by Royal Decree 355/2018, of June 6, (BOE June 7, 2018) that restructures the ministerial departments. Royal Decree 904/2018, of July 20 (BOE July 21, 2018) develops the basic organic structure of the Ministry of Agriculture, Fisheries and Food, and modifies Royal Decree 595/2018, of June 22, by which establishes the basic organizational structure of the ministerial departments. The Ministry of Agriculture, Fisheries and Food is the competent Department in the area of the General State Administration for the proposal and execution of the Government's policy on agricultural, livestock and fishery resources, agri-food industry, rural development and agriculture. https://www.devex.com/organizations/ministry-of-agriculture-fisheries-and-food-spain-122620  Casa Bota is also reviews the published data on species in the certification scope.

The fisheries management organisation is an institution responsible for fisheries management, including the formulation of rules governing fishing activities. The fishery management organisation may also be responsible for collection of information, its analysis stock assessment, monitoring, control and surveillance.FAO 1997: FAO Technical Guidelines for Responsible Fisheries.

1.1.1	The stock under consideration shall NOT be data deficient	Essential			Data managed by the organizations ICCAT and Ministry of Spanish fisheries are readily available from their website and the organization keep a track of all relevant data as soon as it is published. The organization also reviews the published data on species The organization keep communication with data managed organizations for the updates. ICCAT Stock assessment summery attached:  PDF  SWO_ATL_Summery.p
1.1.2	The stock under consideration shall NOT be over-exploited.	Essential	$F \leq F_{msy}$ within probability range of available stock assessments or at least $F \leq F_{lim}$ (limit reference point – or its proxy)  If overfishing of a stock under consideration of a certified fishery occurs, the certification of this fishery is suspended or revoked.	N/A	As 1.2 Only applicable to small-scale and artisanal fisheries (i.e. it is not applicable to large-scale fisheries and fleets)  If the organisation complies with all the requirements of the standard in the present document and does not catch more than 10% of the total catch (weight) of the stock under consideration, requirements 1.1.2., 1.1.3. do not apply.  The final base case Age Structured model estimated that B2015 was above BMSY (median = 1.13, 95% CIs = 0.81-1.45) and F2015 was lower than FMSY (median = 0.75, 95% CIs = 0.57-0.92) The final base case Bayesian Surplus Production model estimated that current biomass (B2015) was near BMSY (median = 0.99, 95% CIs = 0.77-1.24) and current F2015 was lower than FMSY (median = 0.81, 95% CIs = 0.61-1.10) .Both models agreed that overfishing is not occurring and that biomass is either higher or very close to BMSY .  Also Organizational Fishing vessel are artisanal <24m. The organization buys sword fish from small Fishing vessel.

1.1.3	The stock under consideration shall NOT be over-Fished.	Essential	B ≥ B <sub>msy</sub> within probability range of available stock assessments or at least B>B <sub>lim</sub> (limit reference point – or its proxy).  If the stock under consideration of a certified fishery becomes overfished, the certification of this fishery is suspended or revoked.		As 1.2 Only applicable to small-scale and artisanal fisheries (i.e. it is not applicable to large-scale fisheries and fleets)  If the organisation complies with all the requirements of the standard in the present document and does not catch more than 10% of the total catch (weight) of the stock under consideration, requirements 1.1.2., 1.1.3. do not apply.
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All the requirements related to the current status and trend of the stock under assessment shall include data of bycatch, discards, unobserved mortality, incidental mortality, unreported catch, and catch outside of the unit of certification.

Up-to-date data and/or information on the stock status is available from one of the following: FAO, Regional Fisheries Management Organisation, Marine Research National Authority, University, other independent research institute. Other information may include generic evidence based on similar stocks, when specific information on the stock under consideration is not available, providing there is low risk to the stock under consideration in accordance with the Precautionary Approach.

1.1.4	The methodology of assessment of the status and trends of the stock under consideration shall be made publicly available in a timely manner.	Essential	Documental evidence		The stock status is determined on the basis of the 2017 assessment based on JABBA and other indicators presented in 2019. This assessment suggests that the point estimate for the stock in 2017 is in the green zone in the Kobe plot with Atlantic Swordfish The final base case Age Structured model estimated that B2015 was above BMSY (median = 1.13, 95% CIs = 0.81-1.45) and F2015 was lower than FMSY (median = 0.75, 95% CIs = 0.57-0.92) The final base case Bayesian Surplus Production model estimated that current biomass (B2015) was near BMSY (median = 0.99, 95% CIs = 0.77-1.24) and current F2015 was lower than FMSY (median = 0.81, 95% CIs = 0.61-1.10) Such information are available in ICCAT Official site. https://www.iccat.int/Documents/SCRS/ExecSum/SWO_ATL_ENG.pdf
1.2	Only applicable to small-scale and artisanal fisheries ( <i>i.e.</i> it is not applicable to large-scale fisheries and fleets)  If the organisation complies with all the requirements of the standard in the present document and does not catch more than 10% of the total catch (weight) of the stock under consideration, requirements 1.1.2., 1.1.3. do not apply.	Essential	Weight of catches by fishery with same fishing method as the one under assessment is not over 10% of total catch from the same stock.	YES	The species in the scope are caught by 100% artisanal Fishing vessels <24m CASA BOTAS is processing less than 10% of the total catches of all the species.  Casa Sword fish quantity 2022.xls

The auditor shall fill-in requirement 1.2 ONLY in case of negative answer to the requirement 1.1.

The aim of this requirement is to allow certification of small-scale artisanal and/or traditional fisheries targeting stocks which might have been overfished by bigger scale vessels and fisheries.

Small-scale fisheries are here intended as those using fishing crafts with size < 24 m and/or engine <375 kW.

Large-scale fisheries are intended as those using fishing crafts with size ≥ 24 m, engine ≥375 kW, vessels with freezing facilities and/or factory vessels (i.e. ocean-going vessels with on-board facilities for processing and freezing).

# **2 ECOSYSTEM and HABITAT IMPACT**

No.	Requirement	Level	Parameters and Information	Y/N	Comments
2.1	Current data and/or other information are collected and updated about the effects of the fishery under assessment on the ecosystem structure and habitats vulnerable to damage by fishing gear, also considering the role of the stock in the food web (e.g. key prey or predator species).	Important	Data collection shall be in accordance with international standards (e.g. CWP and DSF in the High Seas, FAO Programme).  The data and analysis may include local, traditional or indigenous knowledge and research, providing its validity can be objectively verified.  The methodology and results of the analysis of the most probable adverse impacts of the unit of certification on the ecosystem are made publicly available in a timely manner, respecting confidentiality where appropriate.	YES	Fishing gear used is Deep set is long line targeting Swordfish which reduces the percentage of other species bycatch.  No juvenile catch since this gear is set in approx. 65M - 70M deep set where the adult Tuna most of the population prevails.  Catch targeted species only with negligible by-catch. No impact to seabed and harm to turtles and sharks due to deep-sea long line fishing.  The Spanish government has just approved the draft Law on Sustainable Fisheries and Fisheries Research. It is an update of a 2001 law aiming to reform the fisheries sector to give it a more sustainable dimension. The Spain's fleet is the leading EU fleet in terms of catches. https://www.agroberichtenbuitenland.nl/actueel/nieuws/2022/05/31/spain-green-light-for-the-reform-offisheries-legislation  PDF  Casa Botas is analysing the published data about the impact of Fishing gear-Logline on essential habitats and habitats vulnerable to damage by fishing gear.  No degradation of sea bed due to Long line fishing.

verify declara	ditor, through random sampling, using that the fishing activity is not carried out	t in infringement	of Marine Protected	Areas	(MPA). Alternatively an official
2.3	The fishery or fleet shall use fishing gears that do not affect the seabed unless roven that such impact is	Essential	The seabed and benthic communities shall return to their original conditions	YES	Fishing is done by using the long line method. Using gill nets is also control by the department of Agriculture. The
	negligible.		within a maximum of 30 days from the impact of the fishing gear on the seabed.		organization has a policy to buy only from long line vessel caught fish. Organization verify the fishing gears by random inspections of their registered boats. As known fact, no significant impact to the sea bed from high sea long line fishery.
	negligible.  Iditor shall collect conformity evidence.		within a maximum of 30 days from the impact of the fishing gear on		from long line vessel caught fish. Organization verify the fishing gears by random inspections of their registered boats. As known fact, no significant impact to the sea bed from high sea long line

#### **3 GEAR SELECTIVITY**

No.	Requirement	Level	Parameters and information	Y/N	Comments
3.1	Accidental catches (bycatch) shall not include species listed in the IUCN red list of endangered species as Vulnerable or higher risk.  The IUCN assessment shall have been carried out no more than 10 years before.	Important	Bycatch studies shall have been carried out by the relevant bodies (FAO or RFMOs or National Authorities or Universities) and they shall provide information regarding level of bycatch and bycaught species  These studies shall not indicate the presence of species vulnerable or higher risk among the regularly caught (over 0.25% of total weight) species according to .	Yes	Electronic Log sheets have all the details about the caught Now the department of fisheries has a dedicated wing for IUCN coordination with relevant govt. departments as well as updating the IUCN. The studies/monitoring and analysis is done department of Fisheries and publish data and submit to ICCAT.  The control by the Department of Agriculture and the organization is by the "Daily catch Data for a Fishing trip. Copies of electronic log sheets were collected during harbor audits. IUCN red listed species were not evident in bycatch as accidental catch except Shortfin mako.  DESCARTES MARRAJO.pdf  Bycatch species  IUCN classific ation  Blue Shark (Prionace glauca)  LC  Shortfin mako Shark  Endange red  Manta Rays  Sail fish (Istiophorus platypterus)  LC  Mahi Mahi (Coryphaena hippurus)  LC  Marlin (Makaira spp.)  LC  Escolar (Lepidocybium LC  flavobrunneum)  CASA BOTAS Bycatch Management plan attached  P11_PLAN GESTIÓN  SUBPRODUCTOS_15.1  Link to ICCAT Information on By-Catch of Tuna Fisheries:  https://www.iccat.int/en/bycatch.html  Please refer below electronic log data;  Electronic log data.pdf
3.1.1	The organisation collects and maintains current data and/or other information about the effects of the fishery on endangered species, non-target catches and discards.	Essential	Traditional, fisher or community knowledge can be used as reference, provided its validity can be objectively verified	YES	Spanish regulation prohibited the caught of endangered species, non-target catch and discards.  Casa Botas Quality Manager is reviewing relevant information published in FAO, IUCN, ICCAT, and Spain official sites.  https://iuufishingindex.net/

The auditor shall obtain records kept by the organisation of the species that are caught accidentally, and an assessment of the effects of the fishery on non-target stocks. The information included in the list shall be compared with the accidental catches actually occurred on site at the time of unloading. The list shall also be compared with the database of the IUCN red list www.redlist.org. The auditor shall provide a final document that shows if any of the accidentally caught species is included in the IUCN list.

3.2	The level of discard shall not be over 8% of total catch (in weight).	Essential	Discards are bycaught species which are not used for human consumption not for fish meal or fish oil production.	YES	Bycatch are used for human consumption in the form of either processed, Fish meal, fresh, dry fish, Fish oil. As per the witnessed Electronic Log sheets during the harbor audit and as reviewed records, no discarding species observed. As <b>Casa Botas</b> analysis, the % of discards are very lesser than 8% of total catch. Witnessed Log Sheet attached in clause 3.1
3.3.1	The fleet or fishery shall provide a census of number of all fish aggregating devices (FADs) deployed during the previous 12 months and shall report on a yearly basis to Friend of the Sea regarding FADs deployment per vessel.  Only applicable to fisheries and fleet targeting tuna. N/A to fisheries targeting any other species	Important	Auditor shall collect the data provided by the fleet or fishery and attach it to the audit report	Yes	No FADs used in <b>Spain</b> long line fishery. There is legal ban on use of FADs for Longline.
3.3.2	The fleet shall use non entangling FADs only, to avoid entanglement of sharks, turtles and other non-target species.  Only applicable to fisheries and fleet targeting tuna. N/A to fisheries targeting any other species	Important	Audit shall collect evidence including pictures of FADs, purchase invoices with technical specifications to prove compliance.	Yes	No FADs used in <b>Spain</b> long line fishery. Fish aggregating device (FAD) is an artificial object used to attract ocean-going pelagic fish such as marlin, tuna and dolphin fish when used with purse seine and pole and line fishing. Vessel skippers confirmed that they are not using FADs. Skipers were interviewed in this regard during the harbour audits.

### **4 LEGAL CONFORMITY**

All fishing vessels shall be officially registered.  shall request a list of all the fit occurrents concerning the regi		Vessel registration and fishing license inspection.	YES	Casa Botas is sourcing only from registered fishing Vessels. Department of fisheries issues fishing license. Documents witnessed during harbor audit.
		and the respective reals		would be the Auditor shall called an
		at least 10%of the audit		r number. The Auditor shall collect on its (copies of photos of the documents)
vessels with a flag of convenience.	l	verify that each vessel is not registered to another Nation identified as Flag of Convenience (http://www.itfseafare rs.org/foc-registries.cfm).	YES	All fishing Vessels are registration under the department of in <b>Spain</b> . <b>Casa Botas</b> is having vessel approval criteria and maintains approved vessels list. <b>Casa Botas</b> is reviewing IUU updates.
١	J	vessels with a flag of	versels with a flag of convenience.  I verify that each vessel is not registered to another Nation identified as Flag of Convenience (http://www.itfseafare rs.org/foc-	versels with a flag of convenience.  I verify that each vessel is not registered to another Nation identified as Flag of Convenience (http://www.itfseafare rs.org/foc-

 ${\it The Auditor shall verify according to the website http://www.itfseafarers.org/foc-registries.cfm.}$ 

4.3	The fleet does not include IUU (illegal, unreported, unregulated) fishing vessels.	Essentia 	The vessels cannot be included in the list http://eur-lex.europa.eu/legal-content/EN/TXT/?uri = uriserv:OJ.L .2ww w.iucnredlist.org015. 199.01.0012.01.ENG	Yes	Spain takes the lead in the EU for fighting IUU fishing https://agritrade.cta.int/Fisheries/Topics/ ACP-EU-relations-FPAs/Spain-takes-the- lead-in-the-EU-for-fighting-IUU- fishing.html For the first time in the EU, the Spanish ministry in charge of fisheries has imposed financial penalties and disqualification on Spanish crew members involved in illegal fishing activities while working on board a non-EU flagged vessel blacklisted by the Convention on the Conservation of Marine Living Resources of Antarctica (CCAMLR). The vessel had repeatedly changed its name and flag, thus hindering the application of existing EU disciplinary proceedings. Spain is one of the few countries having domestic legislation for marine fisheries sanctions on nationals who serve on convenience flag vessels. These regulations prohibit enrolment for positions of command in vessels from third countries without prior notification to the General Secretariat of Fisheries, as well as the performance by nationals of EU member states of paid work aboard vessels on IUU fishing lists.
	itor shall verify that the vessels /EN/TXT/?uri=uriserv:OJ.L .201				eur-lex.europa.eu/legal- rel list made available by the competent
4.4	The fleet shall be "Dolphin Safe" approved by the Earth Island Institute.  Only applicable to fisheries and fleet targeting tuna. N/A to fisheries targeting any other species	Essenti al	The organisation shall be included in the Dolphin-Safe list of the Earth Island Institute: www.dolphinsafetuna.org	NA	Casa Botas is connected to having communications with Earth Island Institute.  Casa Botas is targeting Sword Fish only
	tor shall verify the conformity on by shall be included in the audit r		w.dolphinsafetuna.org o	r else t	he company shall sign the EII DS Policy
4.5	The organisation complies with national and international fisheries regulations.  Compliance with the following regulations in particular has to be confirmed and verified:	Essenti al	Countries' fisheries laws are available on the website FAO http://www.fao.org/faolex/en/  The auditor shall specify applicable indicators.	YES	CASA BOTAS complies with national fisheries regulation and audited by Department of Fisheries for compliance of fisheries regulations.  3 PIEZAS POR BUQUE Y MAREA PALANGRE

4.5.1	TAC (Total Allowable Catches)	Essenti	Countries' fisheries laws are available on the website FAO http://www.fao.org/faolex/en/.  The auditor shall specify applicable limits.	YES	As reported at the 2nd surveillance audit for the fishery, the Atlantic swordfish stock was last assessed by ICCAT in 2017. The outcomes of that assessment are summarised in Table 2. The total allowable catch (TAC) was subsequently set at 13,200 t for 2018 through to 2021. An updated stock assessment was planned for 2021 but this has been delayed until 2022. The TAC of 13,200 t has been rolled over to 2022. The 2021 SCRS meeting discussed plans for the 2022 assessment, considering data inputs, potential corrections to historical size structure data, and development of both fleet specific CPUEs as well the continuation of the combined CPUE index used previously (ICCAT-SCRS 2021). Table 2. North Atlantic swordfish stock status summary from the 2017 assessment (ICCAT 2017) North Atlantic Swordfish 2017 Assessment Summary Maximum Sustainable Yield 13,059 t (11,840-14,970) Current (2020) Yield* 10,446 t Yield in last year of 2017 assessment 10,668 t BMSY 82,640 t (51,580-132,010) SSBMSY 21,262 t (14,797-27,728) FMSY 0.17 (0.10-0.27) Relative biomass (B2015/BMSY) 1.04 (0.82 - 1.39) Relative fishing mortality (F2015/FMSY) 0.78 (0.62-1.01) Overfished No Overfishing No Management Measures in Effect TAC (2018-2021): 13,200 t [Rec. 17-02]; carried over to 2022 125/119 cm LJFL minimum size * ICCAT database accessed 9 December 2021; https://iccat.int/en/accesingdb.html
4.5.2	Use of a logbook	Essenti al	Countries' fisheries laws are available on the website FAO http://www.fao.org/fa olex/en/	YES	Ministry of Agriculture and fisheries of Spain issues Electronic Log Sheets. Electronic Log sheets were verified during the harbour audit. Log sheets attached in Clause 3.1:
			The auditor shall specify applicable indicators.		
4.5.3	Minimum net mesh size	Essenti al	Countries' fisheries laws are available on the website FAO http://www.fao.org/faolex/en/	NA	Gill nets are not being used as fishing gear, all are long line only.
			specify applicable indicators.		
4.5.4	Net size	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/fa olex/en/	NA	Gill nets are not being used as fishing gear, all are long line only.
			The auditor shall specify applicable indicators.		

	1				
4.5.5	Minimum legal size of the target species	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/faolex/en/  The auditor shall specify applicable indicators.	YES	Department of Agriculture and fisheries has control the fishing methods and gear size to regulate the Size of the fish. There are no minimum legal size mentioned. Organization has company's internal policy to buy more than 18 kg Fish only.
4.5.6	Distance from the shore	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/faolex/en/	YES	PlaceType EEZ Latitude 41° 43' 19.2" N (41.72201°) Longitude 4° 9' 28.8" W (-4.15801°) Precision 1040650 meter Min. Lat 35° 40' 6.9" N (35.6686°) Min. Long 13° 51' 11" W (-13.8531°) Max. Lat 46° 52' 26.4" N (46.874°) Max. Long 6° 18' 0" E (6.3°) As per the Vessel Skipper's information, Long line fishing taking place than 3 nautical miles away from the shore (EEZ and high sea)
4.5.7	Measures for the reduction of accidental catches	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/faolex/en/  The auditor shall specify applicable measures.	YES	Since the organization is taking the fishing method deep set long line and the branch long and main line and the depth is >70 meters.  Only long lines are used; branch lines are 150 – 200 meters deep  Organization is conducting trainings for skippers and boat owners regarding by catch reduction measures. Training records were evident.
4.5.8	No fishing in protected habitats	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/faolex/en/  The auditor shall specify applicable indicators.	YES	There is no fishing in protected area as it is being controlled by VMS Vessel monitoring system and is being monitored by the Spanish Fisheries Monitoring center. Further, Necessary advice and instructions are given by Authority and organization for skippers regarding protected habitat areas. By Law; it is prohibited catching, keeping in possession transportation and Transshipping of Marine Mammals, Turtles, Thresher Sharks, Species of Sea Birds are totally prohibited. No fishing operation should be conducted within the radius 1km of the data buoys installed in high seas.
4.5.9	Use of forbidden gears, chemical substances and explosives	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/faolex/en/  The auditor shall specify applicable indicators.	YES	Using long line circular hooks only.  Chemicals and explosives are prohibited by department of Agriculture and fisheries. Before unloading coast guards are inspecting for these items and they have the boat inspection plan

The auditor shall verify, according to fisheries national and international regulations, that the aforementioned legal requirements are met and provide an exhaustive report with reference to the law. Where possible, the auditor shall provide documents and photographs. A detailed description of the fishing regulation concerning each Country is available on FAO's website <a href="http://www.fao.org/faolex/en/">http://www.fao.org/faolex/en/</a>

#### **5 – FISHERY MANAGEMENT**

No.	Requirement	Level	Parameters and information	Y/N	Comments
5.1.1a	A fishery management organisation, that holds a legal mandate in compliance with national and international laws, manages, by means of a Fishery Management Plan (FMP), the fishery of which the fishery or fleet under audit is a part.	Essential	The organization shall provide a copy of the FMP.  A map of existing RFMOs is available at http://www.fa o.org/figis/ge oserver/factsh eets/rfbs.html  In addition, national fishery ministries and authorities can be considered, e.g. Fisheries Management Organisations (FMO)	YES	Spanish Ministry of Agriculture and fishery holds the legal Mandate for complying national and international norms.  Link to Atlantic Highly Migratory Species fishery Management plans and amendments  https://www.fisheries.noaa.gov/atlantic-highly-migratory-species/atlantic-hms-fishery-management-plans-and-amendments  Since there are no vessels owned by the organization, the organization exercise control during the purchase.  The control is purchase from small scale licensed boats <24 m longline vessels with deep set gear. The management system is typical for highly migratory species.

5.1.1b	If the stock under consideration is a transboundary fish stock, straddling fish stock, highly migratory fish stock or high seas fish stock, a bilateral, sub regional or regional fisheries organisation or arrangement is in place.  States and entities in the arrangement shall collaborate in the management of the whole stock unit and bycaught or discarded species over their entire area of distribution.  The arrangement shall ensure the rights of	Essential	Evidence of conformity.  In case this is not applicable, provide justification.	YES	In 2009, a major step was made through the adoption of the ICCAT Recommendation [04-09] that put in place a management framework for the sustainable exploitation of Mediterranean swordfish and states, in paragraph 4: "The Commission shall establish and maintain an ICCAT list of all fishing vessels authorized to catch swordfish in the Mediterranean Sea and make it available at the latest by 31 August each year. For
5.1.1c	the small-scale fishing communities are granted.  The fishery management organisation	Essential	Evidence of	YES	the purposes of this recommendation, vessels not entered into the ICCAT list of all vessels authorized to swordfish in the Mediterranean Sea are deemed not to be authorized to catch, retain on board, tranship, transport, process or land swordfish".  The objective of this list, which includes not only those vessels that carry out active fisheries for this species but also those that capture Mediterranean swordfish as by-catch in other fisheries, is to effectively control the fishery closure and to make available reliable information about fishing effort intensity with the view of setting the basis for a future management plan.  The aforementioned recommendation allows the list to be modified after August 31, 2010. Indeed, successive inclusions have been made to the list of authorized vessels since that date. Those inclusions were particularly pronounced before and during the ICCAT Special Meeting of the Commission hold in November 2010.  ICCAT: Swordfish - Oceana Europe  Spanish Ministry of Agriculture and
	convenes regularly to update its management advices according to the most updated data.  ditor shall verify and describe briefly the later to the most process of the most updated data.		meetings frequency.		fisheries is updating their regulations and conducting meetings along with intermittent meetings such as scientific committee meeting, Technical committee working party meeting and compliance committee meeting and all updates, Actions or regulations are published. https://www.iccat.int/com2019/ENG/PLE 10 SA ENG.pdf

The Auditor shall verify and describe briefly the legal and administrative structure in force and provide the evidence of compliance with local laws and regulations.

The fishing company or organisation may also be part of traditional or community system of management of the stock, provided their performance can be objectively verified.

5.1.2	The fisheries management system (FMS) under which the fishery or fleet under audit is managed shall be <b>both</b> participatory and transparent, to the extent permitted by national laws and regulations.	Essential	Information and advice used in FMS decision-making is publicly available. A consultation process regularly seeks and considers relevant information.  Consultation with Deep Sea fishers shall be carried out when applicable.		The ICCAT Circular #0614/19 of 5 February 2019 established the provisions for reporting fishery statistics and biological data to ICCAT. The receipt date of each email (with the respective files attached) was adopted as the official submission date of the Contracting, Cooperating Party, Entity or Fishing Entity (CPC). The deadlines for the intersessional meetings (all requiring finalised data up to 2018) were: White Marlin Data Preparatory meeting, 12 March 2019; Yellowfin Data Preparatory meeting, 22 April 2019. The general deadline for reporting 2018 statistics (or any required revision to prior years) of all species and fisheries was 31 July 2019. A tolerance of 24 hours has been given to include all the time zones. https://www.iccat.int/com2019/ENG/PLE 105A ENG.pdf
5.1.3	Small-scale fishing communities and deep- sea fishers shall be involved in the planning and implementation of management measures affecting their livelihood, as appropriate.	Important	Evidence of involvement of local communities.  E.g. monitoring and control of fishing activities, protected areas	YES	National Association of Fishery Producer Organization (AOP) objectives of its interests, while enhancing the dissemination and promotion of its activity and the fishery products resulting from it.  web site: Spanish Fishing Group Creates New PO Association   Fish Focus Association coordinate with the government regarding their interest and discussing with the relevant parties of Small-scale and deep sea fishing communities in order to take necessary measures to upgrade their livelihood.
5.2.1	A precautionary approach is applied through the FMS to protect the target stock and its habitat and preserve the marine environment.	Important	Procedure and evidence of conformity.	YES	Casa Botas is buying Sword Fish from small scale deep set Longline which is a precautionary measure to protect marine environment.  Casa Botas review IUU list of vessels border crossings, VMS off, High risk vessels departure canceled boats .  PDF  certificado conformidad torre +N

5.2.2	Management measures specify the actions to be taken in the event that the status of the stock under consideration (with special consideration to deep-sea stocks) drops below a level consistent with achieving management objectives.  These measures shall prompt the restoration of the stock to such levels within a reasonable timeframe.	Important	Procedure indicating target reference points and timeframe.	YES	The status of the North and South Atlantic swordfish stocks was assessed in 2017, by means of applying statistical modelling to the available data up to 2015. Complete information on the data availability and assessment can be found in the Report of the 2017 ICCAT Atlantic swordfish data preparatory meeting (Anon. 2017e) and the Report the 2017
					ICCAT Atlantic swordfish stock assessment session (Anon. 2017f). the probabilities of maintaining the stock in the green quadrant of the Kobe plot, maintaining B>BMSY and maintaining F <fmsy, 10="" 14,000="" 15,000="" 2028,="" 26%="" 50%="" a="" and="" are="" atlantic="" by="" current="" employed="" fisheries.<="" fishing="" for="" has="" have="" levels="" methods="" msy="" not="" of="" only="" options="" over="" overfished="" period="" probability="" range="" rebuilding="" reference="" scale="" small="" south="" stock="" stock.="" stocks="" swordfish="" t="" tac="" td="" the="" to="" whereas="" within="" would="" years.=""></fmsy,>
5.2.3	Efficacy of management measures and their possible interactions is kept under continuous review.	Essential	Evidence of periodical reviews of the management measures shall be provided.	YES	Fisher Management organization use the FAO Code of Conduct for Responsible Fisheries.  https://www.fao.org/fishery/code/en Spain's Secretary General of Fisheries, Ministry of Agriculture, Food and Environment, Carlos Dominguez, met with officials of the Autonomous Community of Andalusia and representatives from the trawl, purse seine and minor artisanal fisheries, to make progress in the preparation of the management plan for fishing in the Gulf of Cadiz.  The meeting discussed current aspects of the legislation, including the rest periods for fishing which allow fish to repopulate. The Working Group welcomed the proposal to establish predetermined periods for Nephrops fishery during 2013, thereby ensuring that landings can be made at times of best price (summer and December).  No agreement was made on creating a management system for anchovy quotas for each port.  It has also agreed to maintain the bans currently in force and establish landing stops by order of the Secretary General of Fisheries.  The General Fisheries Secretariat circulated a new draft to ensure implementation of the campaign of 2013.  Progress made in fisheries management plan for the Gulf of Cadiz, Spain – ICSF

5.3	The compliance with fishery regulations is achieved through monitoring, surveillance, control and enforcement.	Essential	Procedure and evidence of monitoring and control by the fishery management authority.	YES	The compliance with regulations is monitored surveillance, controlled and enforced by the Ministry of Agriculture and – Spain. CASA BOTAS has obtained the Operating License fo fish processing & exporting from Authority. As the Competent Authority; Ministry monitors, surveillance, controls for the enforcement of the Act and other international laws.
	uditor shall describe briefly the monitoring trivities undertaken by the fishery enforcer				methods and provide the evidences of
5.4	The fleet or fishery shall record bycatch during every fishing trip.	Essential	Procedure and evidence of recording during at least one fishing trip.	YES	All details including bycatch were record in Electronic log sheets during every fishing trip and reported to Authority.  IICCAT maintains the record of by catch
5.5	The fleet or fishery shall record discards.	Essential	Procedure and evidence of conformity	YES	ICCAT has the record of discards records. REDEVELOPMENT OF THE BYCATCH MANAGEMENT INFORMATION SYSTEM (BMIS STATUS AND FUTURE WORK PLAN INCLUDING INTEGRATING REGIONAL BYCATCH DATA SUMMARIES In order to improve and better coordinat the knowledge and information available for bycatch species, the ICCAT Meta- database was developed in 2010. The Meta-database was populated with information regarding bycatch species contained within the ICCAT collected volumes as well as the ASFA database. The information in the database can be extracted in a variety of ways of use in different analyses. The database contains a wide variety of information on bycatch species within the Atlantic region. Although the database is well designed and very useful, it has several limitations. These limitations could largely be overcome by migrating the Metadata base from its current format to an open source platform and made available online. In particular, the online reference management solution Zotero, is a promising candidate for the migration of this database.
5.5.1	Bycatch and discard data shall be made publicly available by either the FMO or the organisation.	Recommendatio n	Procedure and evidence of conformity	YES	Bycatch and discard data published on the ICCAT web sites.

5.6	A management system to prevent possible accidental catch and significant negative impacts of endangered species shall be in place.	Essential	Procedure, performance indicators and evidence of conformity.	YES	Ministry of Agriculture and fisheries in Spain has prohibited the catch endangered species. Authority has provided necessary instructions to prevent possible accidental catches and methods are describes in the license provided to fishery. In such accidental catches, electronic log sheet need to be updated as instructed.
5.7	The organisation implements a management program to reduce the accidental catch of non-target species, including procedures for the release of live animals under conditions that guarantee high chances of survival.	Essential	Procedure, performance indicators, and evidence of conformity.	YES	This is regulated by Ministry of Agriculture and Fishery and the same is recorded in the electronic log sheet. Spanish authority has prohibited the catch endangered species and prohibited catch some species in their breeding season.  CASA BOTAS is conducting trainings to fish suppliers.  Witnessed training records  P11_PLAN GESTIÓN SUBPRODUCTOS_15.1
on nor	uditor shall provide documental evidence and target species and endangered fauna (i. tent with achieving management objectiv	e. IUCN listed).			
5.8	The fleet is equipped with measures that guarantee a quick retrieval of lost fishing gears to avoid 'ghost fishing'.	Essential	Procedure and evidence of conformity.	Yes	This is being regulated by Ministry of Agriculture and Fishery of Spain. The Gear marking is a measure for the elimination of ghost gear as the gear can be traced back to the owner.  Therefore, as the gear is accounted for during the departure and arrival, as well as spot inspections at sea by the authorized officers as well as the electronic log sheet markings of where the lines were set/fishing grounds these measures have been set on a national to mitigate negative impacts of ghost fishing.  Automatic Identification system (AIS) through the satellite communication and some are direction finders with Radio Buoy also available.
The au	ditor shall obtain a copy of the procedure	s.			

5.9	The fleet has a full-time on-board independent observer who reports compliance with Friend of the Sea requirements. In alternative a CCTVs system has been deployed and it is accessible by the auditor to verify compliance with Friend of the Sea requirements.  Only applicable to large-scale vessels and fleets. Not applicable to small-scale artisanal fisheries.	Important	Documental evidence of employment. At least one monthly report of the on-board inspector.	Y	Sourcing only from small scale fishing vessels. Witnessed the <b>boat inspection records.</b>
	ditor shall verify the presence of the obser finition for large-scale fisheries in section		in their CV and c	ontacts	5.
5.10	Outcome indicator(s), including target and limit reference points, are defined for all management objectives related to the conservation of the stock under consideration.  Management objectives take into account the best scientific evidence available	Essential	Target reference points. e.g maximum sustainable yield (MSY, or a suitable proxy) or a lesser fishing mortality if that is applicable to the fishery.  Marine resources exploited in deep-sea fisheries in the high seas have low productivity, thus biological reference points shall be set to ensure long term sustainability.	YES	These are all captured by ICCAT on a regular interval and the achievement against the management objectives are monitored and published.
5.11	There are clear management objectives, outcome indicators and measures defined and periodically reviewed by means of risk assessment to avoid, minimize, or mitigate impacts on:	Essential	Procedure, outcome indicators, action taken and outcomes.	YES	These are all captured by ICCAT on a regular interval and the achievement against the management objectives are monitored and published.  https://www.iccat.int/en/accesingdb.html
5.11.1	Essential habitats for the stock of consideration, and vulnerable ecosystems, including those potentially impacted by Deep-Sea fisheries			YES	Essential habitats for the stock consideration: Fishing grounds in the FAO 27 and EEZ Spain These are all captured by ICCAT on a regular interval and the achievement against the management objectives are monitored and published. www.iccat
5.11.2	Endangered species			YES	Endangered species: Marine mammals, Turtles, Thresher Sharks, Sea birds These are all captured by ICCAT on a regular interval and the achievement against the management objectives are monitored and published. www.iccat

Non-target stocks  Dependent predators and/or preys			YES	Non target stocks: Species such as Big eye tuna, Sailfish, Shark, Ray, Mahi Mahi These are all captured by ICCAT on a regular interval and the achievement against the management objectives are monitored and published. <a href="https://www.iccat">www.iccat</a> Dependent predators: Sharks Mulla (A kind of Dolphin) preys: Squid- Loligo spp. Cuttle fish- Sepia spp. Flying fish- Cheilopogon spp. Skipjack Tuna- Katsuwanus pelamis Sadinella spp.
Ecosystem structure and processes				No significant impact from the fishing organization to Eco system structure and process. These are all captured by ICCAT on a regular interval and the achievement against the management objectives are monitored and published. www.iccat
A yearly reviewed Ecosystem Approach to Fisheries is in place	Recommended	Documental evidence		A yearly reviewed ecosystem approach to Fisheries is in place: Before issuing Environmental/Marine Protection Licences These are all captured by ICCAT on a regular interval and the achievement against the management objectives are monitored and published. www.iccat
Fisheries management approaches, plans and strategies are an integral part of integrated coastal management, and/or ocean management for oceanic fisheries.	Recommended	Documental evidence		These are all captured by ICCAT on a regular interval and the achievement against the management objectives are monitored and published. www.iccat

The auditor shall provide evidence of the reference values targeted and implemented. These can, in some cases, be threshold reference limits and precaution limits set by regional bodies.

The management measures implemented by the management system of the organisation shall be based on the best available scientific evidence. Any traditional or scientific knowledge can be used within the management system, given that it can be objectively verified by the auditor

## **6 WASTE MANAGEMENT**

No.	Requirement	Level	Parameters and information	Y/N	Comments
6.1	The organisation recycles, re-uses or re-processes all materials used during fishing, conservation and transport of the fish up to the selling point, including packaging.	Essential	Procedure and evidence of conformity.	YES	System in place to collect waste from vessels by the Fisheries harbor management. Spain Ministry of Fisheries is strict and monitoring of the compliance of this rule.  Addresses in CASA BOTAS by products management plan, Vessel inspection record and training record are available.  Treatment plant service agreement and treated water testing reports available.  Marpol (hasta 12 GESTION RESISDUOS agosto 2022).pdf SOLIDOS.pdf  Refer photo report for Waste management related photos
6.2	The organisation implements measures to prevent dispersion of waste at sea (including fuels and lubricants and plastic materials)	Essential	Procedure and evidence of conformity.	YES	The existence of a common management protocol in Spanish fishing ports for the treatment of fishing gear waste would increase the guarantee of proper management of these, as well as the amount of material managed.  This is the main conclusion of the project RED-USE project: "Towards a responsible management system for fishing gear", promoted by CEPESCA and which has just presented its final results, during a conference held today with interested sector agents and target audience. The meeting also briefly presented the contents of the European Directive (EU) 2019/904 of the European Parliament and the Council and its transposition including through the future new law on waste and contaminated soils.  https://thefishingdaily.com/latest-news/spanish-fisheries-body-calls-for-common-protocol-on-fishing-gear-waste/
6.3	The organisation utilises all the chemical non-toxic alternatives available in order to reduce the use of toxic, persistent or bio-accumulating substances.	Essential	Procedure and evidence of conformity.	YES	No specific toxic chemicals are used onboard. The boat inspection was carried out by the Organization.  MSDS's of cleaning chemicals  FS_ES_ASEP TA FS_ES_VIX FS_ES_SUPERVIX Apdf
6.4	The organisation does not use CFC, HCFC, HFC or other refrigerants that cause ozone depletion.	Essential	Procedure and evidence of conformity.	Yes	Organization approved small-scale vessels only. Use ice only.
	Only applicable to large-scale vessels				

The auditor shall provide procedures complete with photographic evidence. See definition of large-scale fisheries in section 1.

# **7 ENERGY MANAGEMENT**

No.	Requirement	Level	Parameters and information	Y/N	Comments
7.1	The organisation shall keep a register of all energy sources and their use, updated at least once a year.	Essential	Energy consumption records, which shall be created at least once a year shall be included in the procedure.  At minimum, the register shall include the following parameters: 1. incoming energy sources (renewabl e or not) 2. energy consumption per process line (fishing, processing, transport)	YES	Usage of energy, fuel, water, and wastewater are monitored, recorded and reduction measures have been taken. Records witnessed during the audit. Significant measures; Energy reduction measures Installation of Solar panels  FACTURA VOLRFER.pdf
7.2	The organisation should calculate its carbon footprint per product unit and engage to reduce it every year.  ditor shall review copies of the registers.	Recommendat ion		N	The organization has to calculate carbon footprint. Emission reduction measures taken as attachment in clause 7.1

# **8 SOCIAL ACCOUNTABILITY**

No.	Requirement	Level	Parameters and	Y/N	Comments
			information		
8.1	The Organisation shall respect human rights, complying with the following requirements:			YES	The organization complies with Govt. rule for the Child labour and ILO rules. Casa  Botas QA Manager informed during the interview, that the organization is driven by organizational policies including Employees Policy , Health & safety Policy, Nondiscriminatory Policy, and Welfare Policy etc.  PDF CERTIFICADO TRABAJADORES CUM riesgos BUQUE NUEV de prevención pdf CERTIFICADO centro de trabajo buque Nuevo TRABAJADORES CUMtierra - información Trorreblanquilla - informedades.pdf  Trabajadores alta Trabajadores alta centro tierra NOVO Y buque Nuevo Torrebl
8.1.1	compliance with national regulations and ILO on child labour	Essential	Refer to ILO: http://www.ilo. org/global/stan dards/introduct ion-to- international- labour- standards/lang - -en/index.htm	YES	The Organization complies with norms "Employment of women and child young person and children ILO rules.  PDF centro de trabajo tierra - información T(
8.1.2	pay the employees adequate salaries compliant at least with minimum legal wages	Essential	Minimum wages vary depending on the country. The Auditor shall verify that the organisation knows the minimum wage.		All the employees salaries are above the Spanish National minimum wage.  PDF PDF Trabajadores alta listado con centro tierra NOVO Y edades.pdf
8.1.3	grant employees access to healthcare	Essential		YES	All the occupational health and Safety law is being followed and measures are being taken by the organization.  Health and safety procedure is as attached below;  6 - Procedure for employee health and

8.1.4	apply safety measures required by the law	Essential	YES	Required occupational health and Safety
				measures have been taken.
				PPEs such as safety boots, hand gloves,
				head gears, safety harness, Safety goggles,
				masks and water proof apron were in
				place.
				Fire extinguishers and first aid boxes in
				place.
				First aid training and Fire drill were
				conducted. Records witnessed.
				PDF
				7.2-CONTRATO
				PRL.pdf

The auditor shall verify the compliance with the requirements through documental evidence (work contract samples) and onsite observation.

Further comments:
The management and employees are well-committed and established systems aligning with requirements of the sustainable fisheries principles and standard requirements. Quality Assurance Manager and the team is wel educated, aware, self-motivated and skilled enough to look in to sustainability affairs
CONCLUSIONS:
The Auditor shall fill out the following fields
$\square$ $$ The fleet COMPLIES with Friend of the Sea requirements
☐ The fleet DOES NOT COMPLY with Friend of the Sea requirements
OMAJOR NON CONFORMITIES (to be corrected within 3 months)
List major Non-conformities: No Major nonconformities observed
MINOR NON CONFORMITIES (corrective plan to be produced within 3 weeks and correction within 1 year)
List minor Non-conformities: No Minor nonconformities observed
RECOMMENDATIONS (to be communicated within the next inspection)
List recommendations:
<ol> <li>Recommending to calculate Carbon footprint. (Clause No. 7.2: Recommendations).</li> </ol>