

Friend of the Sea Standard

FOS - Wild –Non-Freezer Vessels Sustainable fishing Requirements

REV	DATE	REASON	VALIDATION	APPROVAL
0	18/01/2013	First issue	OK	OK
1	01/07/2015	Content update	OK	OK
2	27/12/2015	Update Document Title	OK	OK

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Introduction

Friend of the Sea is a non-governmental organisation established in 2008, whose aim is to safeguard the marine environment and its resources 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 by Independent Certification Bodies following an audit, ensures that a product complies with the sustainability requirements.

The Friend of the Sea fishing certification program complies with the **"GUIDELINES FOR THE ECOLABELLING OF FISH AND FISHERY PRODUCTS FROM MARINE CAPTURE FISHERIES (FAO)"**. All requirements refer to criteria which conform with the "Minimum substantive criteria" included in the following FAO Guidelines.

"Management systems

28. Requirement: The fishery is conducted under a management system which is based upon good practice and that ensures the satisfaction of the requirements and criteria described in Paragraph 29. The management system and the fishery operate in compliance with the requirements of local, national and international law and regulations including the requirements of any regional fisheries management organization that manages the fisheries on the "stock under consideration".

28.1 For the "stock under consideration" there are documented management approaches with a well based expectation that management will be successful taking into account uncertainty and imprecision.

28.2 There are objectives, and as necessary, management measures to address pertinent aspects of the ecosystem effects of fishing as per paragraph 31.

29. The following criteria will apply to management systems for any fisheries, but it must be recognized that special consideration needs to be given to small-scale fisheries with respect to the availability of data and with respect to the fact that management systems can differ substantially for different types and scales of fisheries (e.g. small scale through to large scale commercial fisheries).

29.1 Adequate data and/or information are collected, maintained and assessed in accordance with applicable international standards and practices for evaluation of the current state and trends of the stocks⁴ (see below: Methodological aspects). This can include relevant traditional, fisher or community knowledge, provided its validity can be objectively verified.

29.2 In determining suitable conservation and management measures, the best scientific evidence available is taken into account by the designated authority, as well as consideration of relevant traditional fisher or community knowledge, provided its validity can be objectively verified, in order to evaluate the current state of the "stock under consideration"⁵ in relation to, where appropriate, stock specific target and limit reference points.

29.2bis: Taking due account of paragraph 32, for the "stock under consideration" the determination of suitable conservation and management measures should include or take account of:

- Total fishing mortality from all sources is considered in assessing the state of the "stock under consideration", including discards, unobserved mortality, incidental mortality, unreported catches and catches in other fisheries.*

- Management targets are consistent with achieving maximum sustainable yield (MSY) (or a suitable proxy) on average, or a lesser fishing mortality if that is optimal in the circumstances of the fishery (e.g. multispecies fisheries) or to avoid severe adverse impacts on dependent predators.*

- The management system should specify limits or directions in key performance indicators (see 30.2), consistent with avoiding recruitment overfishing or other impacts that are likely to be irreversible or very slowly reversible, and specify the actions to be taken if the limits are approached or the desired directions are not achieved.*

29.3 Similarly, data and information, including relevant traditional, fisher or community knowledge, provided its validity can be objectively verified, are used to identify adverse impacts of the fishery on the ecosystem, and timely scientific advice is provided on the likelihood and magnitude of identified impacts (see paragraph 31).

29.4 The designated authorities adopt and effectively implement appropriate measures for the conservation and sustainable use of the "stock under consideration" based on the data, information and scientific advice referred to in the preceding bullets.⁷ Short-term considerations should not compromise the long-term conservation and sustainable use of fisheries resources.

29.5 An effective legal and administrative framework at the local, national or regional level, as appropriate, is established for the fishery⁸ and compliance is ensured through effective mechanisms for monitoring, surveillance, control and enforcement (see paragraph 6).

29.6 In accordance with the Code of Conduct Article 7.5, the precautionary approach is being implemented to protect the "stock under consideration" and to preserve the aquatic environment.

Inter alia this will require that the absence of adequate scientific information should not be used as a reason for postponing or failing to take conservation and management measures. Further, relevant uncertainties are being taken into account through a suitable method of risk assessment. Appropriate reference points are determined and remedial actions to be taken if reference points are approached or exceeded are specified.

Stocks under consideration

30. Requirement: The "stock under consideration" is not overfished, and is maintained at a level which promotes the objective of optimal utilization and maintains its availability for present and future generations taking into account that longer term changes in productivity can occur due to natural variability and/or impacts other than fishing. In the event that biomass drops well below such target levels, management measures (Code of Conduct Article 7.6) should allow for restoration within reasonable time frames of the stocks to such levels (see also paragraph 29.2.bis). The following criteria are applicable:

30.1 The "stock under consideration" is not overfished if it is above the associated limit reference point (or its proxy).

30.2 If fishing mortality (or its proxy) is above the associated limit reference point, actions should be taken to decrease the fishing mortality (or its proxy) below that limit reference point.

30.3 The structure and composition of the "stock under consideration" which contribute to its resilience are taken into account.

30.4 In the absence of specific information on the "stock under consideration", generic evidence based on similar stocks can be used for fisheries with low risk to that "stock under consideration". However, the greater the risk the more specific evidence is necessary to ascertain the sustainability of intensive fisheries.

Ecosystem considerations

31. Requirement: Adverse impacts of the fishery on the ecosystem should be appropriately assessed and effectively addressed. Much greater scientific uncertainty is to be expected in assessing possible adverse ecosystem impacts of fisheries than in assessing the state of target stocks. This issue can be addressed by taking a "risk assessment/risk management approach". For the purpose of development of ecolabelling schemes, the most probable adverse impacts should be considered, taking into account available scientific information, and traditional, fisher or community knowledge provided that its validity can be objectively verified. Those impacts that are likely to have serious consequences should be addressed. This may take the form of an immediate management response or further analysis of the identified risk. In this context, full recognition should be given to the special circumstances and requirements in developing countries and countries in transition, including financial and technical assistance, technology transfer, and training and scientific cooperation. The following criteria are to be interpreted in the context of avoiding high risk of severe adverse impacts:

31.1 Non target catches, including discards, of stocks other than the "stock under consideration" are monitored and should not threaten these non-target stocks with serious risk of extinction; if serious risks of extinction arise, effective remedial action should be taken.

31.2 The role of the "stock under consideration" in the foodweb is considered, and if it is a key prey species in the ecosystem, management measures are in place to avoid severe adverse impacts on dependent predators.

31.3 There is knowledge of the essential habitats for the "stock under consideration" and potential fishery impacts on them. Impacts on essential habitats and on habitats that are highly vulnerable to damage by the fishing gear involved are avoided, minimized or mitigated (Code of Conduct 7.2.2). In assessing fishery impacts, the full spatial range of the relevant habitat should be considered, not just that part of the spatial range that is potentially affected by fishing.

31.4 In the absence of specific information on the ecosystem impacts of fishing for the unit of certification, generic evidence based on similar fishery situations can be used for fisheries with low risk of severe adverse impact. However, the greater the risk the more specific evidence is necessary to ascertain the adequacy of mitigation measures.

Methodological aspects

Assessing current state and trends in target stocks

32. There are many ways in which state and trends in stocks may be evaluated, that fall short of the highly quantitative and data-demanding approaches to stock assessment that are often used for large scale fisheries in developed countries. Use of less elaborate methods for stock assessment should not preclude fisheries from possible certification for ecolabelling. However it should be noted that, to the extent that the application of such methods results in greater uncertainty about the state of the "stock under consideration", more precautionary approaches to managing fisheries on such resources will be required which may necessitate lower levels of utilization of the resource. There is a variety of management measures commonly used in small scale or low value fisheries that nonetheless can achieve quite adequate levels of protection for stocks in the face of uncertainty about the state of the resource. A past record of good management performance could be considered as supporting evidence of the adequacy of the management measures and the management system."

Friend of the Sea criteria and their compliance with Minimum Substantive Criteria (FAO)

For each of the following criteria whose compliance is verified in the course of the audit, the respective FAO Minimum Substantive Criterion observed is mentioned in brackets.

1. Status of stock (30)
2. Ecosystem Impact (31)
3. Selectivity (31)
4. Legal Compliance (28)
5. Management (28, 29)
6. Waste management
7. Energy Management
8. Social Accountability

Each one of these criteria contains essential or important requirements or recommendations.

Essential Requirements. 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 must also include a timetable concerning the implementation of each correction measure. Each proposed Corrective Action must be fully implemented within the following twelve months.

Recommendations. Compliance with Recommendations is not mandatory for the product to be certified. However compliance with Recommendation will be verified during the audit and any deficiency (k day du) 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 must be filled out in English.

a) NAME OF THE ORGANISATION TO BE AUDITED:						
Ferguson Australia Proprietary Ltd						
b) NAME OF THE ORGANISATION REQUESTING THE AUDIT:						
Ferguson Australia Proprietary Ltd						
c) IS THE ORGANISATION TO BE AUDITED PART OF A GROUP? IF SO, PLEASE SPECIFY THE NAME OF THE GROUP:						
Ferguson Australia group: (Five star seafoods) (Mori Seafood Ltd) (Ferguson Australia)						
d) ADDRESS OF THE ORGANISATION TO BE AUDITED:						
16 Circuit Drive, Hendon, South Australia 5014						
e) NAME AND CONTACTS OF THE PERSON WITHIN THE ORGANISATION RESPONSIBLE FOR THE AUDIT AND CONTACTS WITH THE AUDITOR:						
Eliza Ferguson (eliza@fergusonaustralia.com)						
f) FLEET TO BE AUDITED:						
Name of the fishing vessel	Registration number	Vessel's flag	Fishing method	Capacity (MT)	Unloading harbor	Ship owner if different from a)
	M039	Australia				Walden, Adrian
	M039	Australia			Kangaroo Island	Chirgwin, Robert
	M041	Australia			Kangaroo Island	Anderson, Geoff
	M108	Australia			Walloo	Degilio Fisheries
	M117	Australia			Kangaroo Island	Doley, Peter
	M130	Australia			Kangaroo Island	Edwards, Trevor
	M170-2	Australia			Kangaroo Island	Carter, S
	M184 / M170	Australia			Kangaroo Island	Barrett, Robert
	M216	Australia			Dublin	Hornby
	M228	Australia			Kangaroo Island	Morrison, Clayton
	M252	Australia				Moore
Tanniella	M341	Australia			Port Lincoln	Leon Van Weenen
Puntter	M342	Australia			Kangaroo Island	Paepke, John
	M368	Australia			Kangaroo Island	Ingram, Rodney
	M404	Australia			Kangaroo Island	Lehmann, Trevor
	M449	Australia			Kangaroo Island	Forster
	M465	Australia			Kangaroo Island	Island Fisheries
	M480	Australia				Swann, Murray
	M507/M509	Australia			Kangaroo Island	Florance, Glen
Lady Laurel	N003	Australia			Kangaroo Island	Ferguson Fisheries
Miss Candice	N005/N039	Australia			Port Lincoln	Granite Rise Fisheries
	N005-1	Australia			Kangaroo Island	Smith, Nick
Satori	N009	Australia			Pondalowie Bay	Rowe Fishery Pty Ltd

	N011	Australia			Kangaroo Island	Smith, Rodney
Kelynsu	N014	Australia			Port Lincoln	Barwick Fisheries Pty Ltd
Minawae	N017	Australia			Kangaroo Island	Chambers
	N019	Australia			Pondalowie Bay	Kennedy, David
Miss Irwin	N025	Australia			Kangaroo Island	Walden Family Trust
Lady Buick	N029	Australia			Kangaroo Island	KM Evans
Sunbird	N03	Australia			Kangaroo Island	Robinson, P
Artic Gull	N032	Australia			Port Lincoln	Ferguson Fisheries
Sundowner	N032-1 (29056)	Australia			Kangaroo Island	Florance, Neil
New Horizon	N035	Australia			Port Lincoln	Klinkem Pty Ltd/ Jarrod Day Family Trust
Eliza K	N040	Australia			Kangaroo Island	Ferguson Fisheries
Calomi 2	N044	Australia			Port Lincoln	H B Hurrell
Cobra	N045	Australia			Port Lincoln	Nerius Enterprises
Lesley Ann	N054	Australia			Pondalowie Bay	Ferguson Fisheries
Sea Cheetah	N054	Australia			Pondalowie Bay	Ferguson Fisheries
	N056	Australia				Howard, RW & MB
Peace Keeper	N069	Australia			Port Lincoln	High Cliffs Pty Ltd
Shannon Rise	N070	Australia			Port Lincoln	Ferguson Fisheries
Ben Ledi	N080	Australia			Pondalowie Bay	Roweson Pty Ltd
Mako	N082	Australia				Stella Fisheries
	N086	Australia			Kangaroo Island	Smith
Jazzindi	N087 / N030	Australia			Pondalowie Bay	Roweson Pty Ltd
Halcyon A	N091	Australia			Kangaroo Island	Halcyon Fisheries
Tasha's Choice	N096	Australia			Kangaroo Island	Walden, G
Shooting Star	N101	Australia			Port Lincoln	Klinkem Pty Ltd/Rowe Fishing Trust
Aquila	S017	Australia			Cape Jaffa	Braithwaite
Sea Legend	S071	Australia			Cape Jaffa	Ferguson RH & ML
Sanderling	S094	Australia			Cape Jaffa	Sanderling
Southern Odyssey	S148	Australia			Cape Jaffa	Southern Odyssey
Kyona J	S187	Australia			Robe	Slaughter
Pelagic	S233	Australia			Cape Jaffa	Gluyas
Western Light	XKJ	Australia			Port Fairy, VIC	Ocean Explorations
Lonehand	Y8A	Australia			Portland, VIC	Ocean Explorations
The Farer		Australia			Portland	Tober Fisheries
Silver Phoenix		Australia			Port Lincoln	Valente Trawling
Noble Pearl		Australia			Port Adelaide	A.Raptis & Sons Pty Ltd
Explorer S		Australia			Port Adelaide	A.Raptis & Sons Pty Ltd

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

Name of the fishing vessel	Registration number	Unloading harbor
Tanniella	M341-1	Port Lincoln
Explorer S		Port Lincoln
Puntter	M342	Kingscote
Shannon Rise	N070	Kingscote
Lesley Ann	N004	Kingscote
Eliza K	N040	Kingscote
N/A	M184	Kingscote
N/A	M368	Kingscote

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

Fig. 3 FAO 57

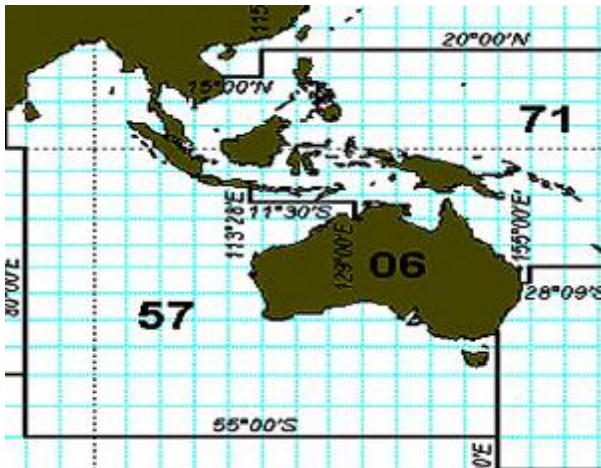
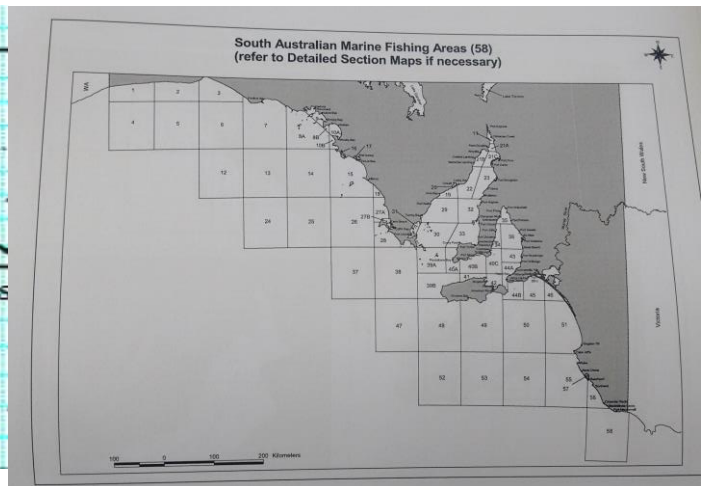


Fig.4 Southern Australia Waters



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

Common Name	Scientific Name
Southern rock lobster	<i>Jasus edwardsii</i>
Giant crab	<i>Pseudocarcinus gigas</i>
Southern Garfish	<i>Hyporhamphus melanochir</i>
King george whiting	<i>Sillaginodes punctatus</i>
Gummy shark	<i>Mustelus antarcticus</i>
Deepwater Flathead	<i>Neoplatycephalus conatus</i>
Ocean Jacket	<i>Nelusetta ayraudi</i>

j) TOTAL NUMBER OF EMPLOYEES:

65 in Ferguson Ltd


k) ENVIRONMENTAL CERTIFICATIONS AND AWARDS

Clean green (for lobster)

l) ADDITIONAL INFORMATION:

X The Friend of the Sea project was introduced(If not the Auditor must provide a short description)

- X The Organisation and the ship owners were informed of the opportunity, in case of approval, of using the Friend of the Sea logo on the certified products**
- X The Organisation has a document qualifying and confirming the roles of the staff carrying out the audit**
- X The duration of the Audit was agreed**
- X The information included in the Preliminary Information Form has been confirmed:** *(in case of changes to the PIF, an updated version has to be promptly provided)*

CERTIFICATION BODY: RINA Services S. p. A.	AUDIT TEAM: Harry Owen (Lead Auditor)	AUDIT START AND END DATE: 14/12/2016 19/12/2016
SIGNATURE OF AUDITOR: 	NAME OF THE PERSON IN CHARGE FROM THE ORGANISATION AND ACCOMPANYING THE AUDITOR DURING THE AUDIT: Eliza Ferguson eliza@fergusonaustralia.com	AUDIT CODE: Contract no.:2016/QHE/41 File no.: 2016/DG/DF/46

THE PRESENT REPORT HAS BEEN REVIEWED BY THE DM MARCO PEDOL AND ARIANNA MERLIAK.

NOTES TO THE AUDITOR

- 1) *The auditor must fill out all fields in the checklist.*
- 2) *Checklist compilation guidelines are highlighted in the blue boxes.*
- 3) *The Auditor must provide explanation when requirements are not applicable.*
- 4) *The Auditor must write YES when the Organisation complies with a requirement and NO when it does not.*
- 5) *The Auditor must comment and explain the positive or negative answers. YES, NO, N.A. are not enough*
- 6) *Each relevant document must be added to the final Audit Report in a separate and numbered attachment*
- 7) *Photographic explanations added to the checklist or attached are appreciated*

1 – STOCK STATUS

No.	Requirement	Level	Quantitative parameters	Y/N	Comments
1.1	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. This data concludes that the stock is NOT:				The fishing grounds Are all in the waters of South Australia (See Fig. 2). This is monitored by the Australian Fish Monitoring Authority (AFMA) and Primary Industries and Regions South Australia (PIRSA).
1.1.1	Data deficient	Essential		Y/N	<p>Southern garfish (South East and West Coast): Negligible amounts of Garfish were landed by the commercial sector in the South East and West Coast, with the contribution of these regions rarely exceeding the 0.3%. These stocks are classified as UNDEFINED for the insufficient information available (Source: Southern Garfish (H. Melanochir) Fishery Fishery Assessment Report to PIRSA Fisheries and Aquaculture, Steer, M et al., March 2016) http://pir.sa.gov.au/_data/assets/pdf_file/0009/288711/Southern_Garfish_Fishery_Assessment_Report_to_PIRSA_Fisheries_and_Aquaculture.pdf</p> <p>Giant crab: According to the south Australian Giant Crab Fishery Status Report 2013/2014 (March 2015) the stock is considered 'undefined' Or data deficient - See Annex 45.</p>
1.1.2	Over-exploited ($F > F_{msy}$)	Essential	$F < F_{msy}$ within probability range of available stock assessments	Y/N	<p>F_{msy} is not a measure used in Australia. However there are measures we can use for some of the fish species being audited.</p> <p>Southern rock lobster: Considered "sustainable" according to the Fisheries Research and Development Corporation's Status of Key Australian Fish stocks 2014. See link below for details. http://fish.gov.au/reports/crustaceans/lobsters/Pages/southern_rock_lobster.aspx</p> <p>Southern garfish COMPLIANT TO REQUIREMENT 1.1.2</p> <ul style="list-style-type: none"> • South East and West Coast: limited data (see req.1.1.1 and 1.2) • Northern Spencer Gulf: Stock status is defined as transitional recovery • Southern Spencer Gulf and Southern Gulf St. Vincent: Stock status is defined as sustainable <p>NOT COMPLIANT TO REQUIREMENT 1.1.2</p> <ul style="list-style-type: none"> • Northern Gulf St. Vincent: the stock status is defined as overfished (Source: Southern Garfish (H. Melanochir) Fishery Fishery Assessment Report to PIRSA Fisheries and Aquaculture, Steer, M et al., March 2016)

					<p>http://pir.sa.gov.au/_data/assets/pdf_file/0009/288711/Southern_Garfish_Fishery_Assessment_Report_to_PIRSA_Fisheries_and_Aquaculture.pdf</p> <p>http://pir.sa.gov.au/_data/assets/pdf_file/0009/288711/Southern_Garfish_Fishery_Assessment_Report_to_PIRSA_Fisheries_and_Aquaculture.pdf</p> <p>King George Whiting: COMPLIANT TO REQUIREMENT 1.1.2</p> <ul style="list-style-type: none"> West Coast: sustainable <p>NOT COMPLIANT TO REQUIREMENT 1.1.2</p> <ul style="list-style-type: none"> Spencer Gulf, Gulf St. Vincent/Kangaroo Island: Stock status is defined as transitional declining <p>Source: King George Whiting (S. punctatus) Fishery A. Flower et Al., September 2014 Fishery Assessment Report to PIRSA Fisheries and Aquaculture http://pir.sa.gov.au/_data/assets/pdf_file/0019/232363/King_George_Whiting_Fishery_Report_-_FINAL.pdf</p> <p>Gummy shark Considered "sustainable" according to the Fisheries Research and Development Corporation's Status of Key Australian Fish stocks 2014 See link below for details. http://fish.gov.au/reports/sharks/Pages/gummy_shark.aspx</p> <p>Flathead Considered "sustainable" according to the Fisheries Research and Development Corporation's Status of Key Australian Fish stocks 2014 See link below for details. http://fish.gov.au/reports/finfish/flatheads/Pages/deepwater_flathead.aspx</p> <p>Ocean Jacket Considered "sustainable" according to the Australian Fish Fisheries Management Authority. See link below for details. http://www.afma.gov.au/portfolio-item/ocean-jacket/#</p>
1.1.3	Over-Fished (B<Bmsy)	Essential	B>Bmsy within probability range of available stock assessments	Y	Bmsy is not a measure used in Australia. However the Australian measure "overfished stock" roughly defined as the Spawning stock biomass has been reduced through catch, so that average recruitment levels are significantly reduced" (See Annex 8) is basically the same. There are no stocks going through this audit considered in this category.
The Auditor must take into consideration only the most up-to-date official studies on the stock status. These studies can be provided by the company to be audited, by Friend of the Sea, by other interested parties and by the auditor. Most updated stock assessments for tuna resources are carried out by the tuna RFMOs (IOTC, IATTC, CIAT, WCPFC). The Auditor must provide evidence on the conclusion regarding the status of the stock including clear reference to documents and websites.					
1.2	Requirement 1.1 and sub do not apply to Fisheries or fleets which comply with all other requirements and which are not responsible for stock over-exploitation and do not catch more than 10% in weight of total fish in the stock under consideration.	Essential	Weight of catches by fishery with same fishing method as the one under audit, same capacity and targeting same stock is not over 10% of total catches from the same stock.	Y/N	<p>Southern garfish (South East and West Coast): Negligible amounts of Garfish were landed by the commercial sector in the South East and West Coast, with the contribution of these regions rarely exceeding the 0.3%. These stocks are classified as UNDEFINED for the insufficient information available (Source: Southern Garfish (H. Melanochir) Fishery Fishery Assessment Report to PIRSA Fisheries and Aquaculture, Steer, M et al., March 2016) http://pir.sa.gov.au/_data/assets/pdf_file/0009/288711/Southern_Garfish_Fishery_Assessment_Report_to_PIRSA_Fisheries_and_Aquaculture.pdf</p> <p>Giant Crab: the company declares that</p>

					<p>the specific fishery is a very small fishery based on a licenses based system allowing a controlled fishing effort on a defined quota of crabs. Also the market for this fish product is small.</p> <p>RECOMMENDATION: provide the audit team specific data when available</p>
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The Auditor must fill-in these fields ONLY in case of negative answer to the 1.1 requirement

2-ECOSYSTEM IMPACT

No.	Requirement	Level	Quantitative parameters	Y/N	Comments
2.1	The fishery or fleet complies with Marine Protected Areas regulation.		Verify compliance also by use of VMS and plotters tracking and World database www.mpaglobal.net	Y	There are newly created marine parks and these are all controlled by the state. There are lots of enforcement officers and VMS data to make sure this is upheld. See - http://www.environment.sa.gov.au/marineparks/find-a-park - for an interactive map of marine parks.

The Auditor, through random sampling, using the Satellite Control System on the vessels or valid alternative evidence, must verify that the fishing activity is not carried out in infringement of Marine Protected Areas (MPA). Alternatively an official declaration from local Control Authorities must be produced. The Auditor must provide a list of Protected Marine Areas in the area (refer to www.mpaglobal.org).

2.2	The fishery or fleet must use fishing gears that do not affect the seabed unless proven that such impact is negligible.		The seabed and benthic marine wildlife must revert to their original conditions within a maximum of 30 days from the impact of the fishing gear on the seabed.	Y	<p>Southern rock lobster are caught with Pots, Giant crab are caught with Pots, Southern Garfish are caught with Dabnets (a type of hand net - See Annex 18), King George whiting are caught with rod and line/handline, Gummy shark are caught with longline or drop lines, Flathead are caught with bottom trawl and Ocean Jacket are caught with trap.</p> <p>All of the above fishing gears are either passive or have no negative interaction with the seabed, except for bottom trawling for Flathead.</p> <p>The company provided publications on the impact of the trawl fisheries in the area which show that the impact on the habitat is under control and managed through a series of closures for certain areas as recovery for the ecosystem.</p> <p>Sources: Great Australian Bight Trawl Sector BYCATCH AND DISCARDING WORKPLAN 2014 – 2016</p>
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The Auditor must collect conformity evidence.

2.3	The ecosystem impact of the fishery or fleet is taken into consideration by the RFMOs. (Cfr. Art. 31.2 of FAO guidelines 2009)	Recommendation	The RFMO must carry out studies which consider the impact of the fleet or fishery on the ecosystem and it must take this into account when producing managements advices.	Y	This is taken into account for all species and fisheries covered by this assessment in the Fisheries Research and Development Corporation's Status of Key Australian Fish stocks 2014 See link below for details. http://fish.gov.au/reports/Pages/all-reports.aspx
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The Auditor must provide evidence referring to all available studies.

3- SELECTIVITY

No.	Requirement	Level	Quantitative parameters	Y/N	Comments
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3.1	<p>Accidental catches must not include species listed in the IUCN red list of endangered species as Vulnerable or higher risk.</p> <p>The IUCN assessment must have been carried out no more than 10 years before and it must have not been outdated by a more recent stock assessment for the given species / stock.</p>	Important	Bycatch studies must have been carried out by the relevant bodies (FAO or RFMOs or National Authorities or Universities) and they must provide information	N	Due to the highly selective nature of most of the fishing gears used in the fisheries covered by this assessment bycatch is low. This can include at least one IUCN species considered vulnerable, the School shark (<i>Galeorhinus galeus</i>). However this assessment is now 10 years old. Also as most of the vessels that catch gummy sharks fish in shallow waters interaction with school sharks is very rare. In the Flathead fishery however school shark catches are regular.
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The Auditor must obtain a list of the species that are generally caught accidentally. Such list must be provided by the audited organisation with the available studies. The information included in the list must be compared with the accidental catches actually occurred on site at the time of unloading. The list must also be compared with the database of the IUCN red list www.redlist.org. The Auditor must 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 (in weight) must not be over 8% of total catch.		Discards are bycaught species which are not used for human consumption not for fish meal or fishoil production.	N	<p>Discards are not recorded however due to the highly selective methods of fishing discards are considered to be very low. Also as fishing for gummy shark, whiting and garfish takes place in shallow water and has a low impact on the fish physically individuals are usually returned alive and relatively unharmed.</p> <p>For Crab and lobster discards are also very low and undersized individuals are returned unharmed.</p> <p>In the Flathead trawl fishery does record this information for every haul on an e-log (Annex 19). Discards in this fishery are quite high at around 9% by weight (see Annex 30).</p>
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3.3.1	<p>THIS REQUIREMENT IS TO BE COMPLIED WITH ONLY BY TUNA FLEETS/FISHERIES. FOR ALL OTHER FLEETS/FISHERIES, IT IS NOT APPLICABLE (NA).</p> <p>FADs (Fish Aggregating Devices)</p> <p>The fleet or fishery must provide a census of number of FADs deployed in the previous 12 months per vessel and its must report on a yearly basis to Friend of the Sea regarding FADs deployment per vessel.</p>	Important	Auditor must collect the data provided by the Fleet or fishery and attach it to the Audit Report	N/A	
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3.3.2	<p>THIS REQUIREMENT IS TO BE COMPLIED WITH ONLY BY TUNA FLEETS/FISHERIES. FOR ALL OTHER FLEETS/FISHERIES, IT IS NOT APPLICABLE (NA).</p> <p>FADs (Fish Aggregating Devices)</p> <p>The fleet must use non entangling FADs only, to avoid entanglement of sharks and turtles.</p>	Important	Audit must collect evidence including pictures of FADs, purchase invoices with technical specifications to prove compliance.	N/A	
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4 - LEGAL CONFORMITY

N°	Requirement	Level	Quantitative parameters	Y/N	Comments
4.1	All fishing vessels must be officially registered.	Essential	Vessel registration and fishing license inspection.	Y	All vessels are registered with AFMA (Federal waters) and PIRSA (State waters). See Annex 1 for an example registration document.

The Auditor must request a list of all the fishing boats and the respective registration number. The Auditor must collect on site all the documents concerning the registration of at least 10% of the audited boats (copies of photos of the documents)

4.2	The fleet does not include boats with a flag of convenience.	Essential	The auditor must verify that the boat is not registered to another Nation	Y	All vessels carry the Australian flag.
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			identified as Flag of Convenience (http://www.itfseafarers.org/foc-registries.cfm).		
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The Auditor must 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.	Essential	The boat cannot be included in the list http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2012:350:0038:043:EN:PDF	Y	Very heavily regulated. The government uses enforcement vessels etc and all vessels must have VMS so it is easy to tell if a vessel is fishing illegally.
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The Auditor must verify according to the list on the website <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2012:350:0038:043:EN:PDF>

4.4	THIS REQUIREMENT IS TO BE COMPLIED WITH ONLY BY TUNA FLEETS/FISHERIES. FOR ALL OTHER FLEETS/FISHERIES, IT IS NOT APPLICABLE (NA). The fleet must be "Dolphin Safe" approved by the Earth Island Institute.	Essential	The organisation must be included in the Dolphin-Safe list of the Earth Island Institute: www.dolphinsa fetuna.org	N/A	The fleet does not target tunas
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The Auditor must verify the conformity on the list www.dolphinsa fetuna.org or else the company must sign the EII DS Policy and a copy must be included in the audit report

4.5	The fishing company complies with national and international regulations. Compliance with the following regulations in particular has to be confirmed and verified:	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en . The Auditor must specify applicable indicators.	Y	The fishery is very heavily regulated and monitored by AFMA and PIRSA. Working within the law must be maintained at all times to avoid prosecution.
4.5.1	TAC (Total catching allowed)	Essential	Countries's fisheries laws are available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en . The Auditor must specify applicable indicators.	Y	Southern rock lobster, crab, gummy sharks and flathead are all managed by a TAC based on scientific information, stock assessments and changing CPUE. King george whiting and Garfish are managed by input controls. King george whiting: <ul style="list-style-type: none"> • Reduced numbers of fishing licenses. • Limits fishers to 2 lines per person with a maximum of three hooks per line. • A minimum landing size. • Area closures. See Annex 16 Garfish (measures are aimed at reducing exploitation from 69% to ≤30% by 2020): <ul style="list-style-type: none"> • Temporal area closures to protect stock in critical times. • Increase in the minimum landing size. • An increase in the minimum mesh size from 30 to 32mm See Annex 15

4.5.2	Use of a logbook	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en . The Auditor must specify applicable indicators.	Y	The Flathead fishery is required to use a logbook for every trip (See Annex 19). The other fisheries have paper logbooks they must fill out daily and return monthly to the relevant authority. See Annex 31 for the whiting, garfish, gummy shark fishery and Annex 32 for the crab and lobster fishery.
4.5.3	Mesh size	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en . The Auditor must specify applicable indicators.	Y	Southern Garfish are caught with Dabnets (a type of hand net) the minimum mesh size of these nets is 32mm for standard knot and 34 for knotless. See Annex 7 . Flathead are caught with bottom trawl the minimum mesh size for which is 90mm in the codend.
4.5.4	Net size	Essential	Countries fisheries laws are available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en . The Auditor must specify applicable indicators.	Y	Southern Garfish are caught with Dabnets (a type of hand net) and there is limit of 1 meter diameter for these nets. However smaller nets are usually used so fishers can be more selective. There is no maximum net size for the flathead bottom trawlers.
4.5.5	Minimum size	essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en . The Auditor must specify applicable indicators.	Y	Southern rock lobster: in the Northern zone are 10.5cm and in the Southern zone are 9.85cm. Giant crab: 15cm Southern Garfish: 25cm King george whiting: 32cm Gummy shark: 45cm Flathead: 30cm Ocean Jacket: None
4.5.6	Distance from the shore	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en . The Auditor must specify applicable indicators	Y	No specific distance from shore
4.5.7	Measures for the reduction of accidental catches	Essential	Countries fisheries laws available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en . The Auditor must specify applicable indicators.	Y	Dabnets and hook and line are some of the most selective gear types available and there is not much more they can do to prevent accidental catches. The trawl fishery with high bycatch rates has many reduction methods including square mesh panels in the codend. panels of larger mesh on the wings and bird scarers that have been shown to reduce bird strikes on the warps by up to 90% (see Annex 20). The crab and lobster pots have escape hatches and also metal spikes to keep seals out.
4.5.8	No fishing in protected habitats	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org	Y	There are newly created marine parks and these are all controlled by the state. There are lots of enforcement officers and VMS data to make sure this is upheld. See http://www.environment.sa.gov.au/m

			rg/fishery/countrypfiles/search/en. The Auditor must specify applicable indicators		arineparks/find-a-park for the map of marine parks.
4.5.9	Use of forbidden gears, chemical substances and explosives	Essential	Countries' laws are available on the website FAO http://www.fao.org/fishery/countrypfiles/search/en . The Auditor must specify applicable indicators	Y	No forbidden gears are used in the fishery. This is controlled through on the ground enforcement officers.

The Auditor must verify, according to 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 <http://www.fao.org/fishery/countryprofiles/search/en>

5 – MANAGEMENT

No.	Requirement	Level	Quantitative parameters	Y/N	Comments
5.1	The fishing company has a legal and administrative structure, locally, nationally or regionally, as appropriate (Code of conduct for responsible fishing, article 7.7.1).	Essential	Procedure and organisational chart.	Y	Ferguson Fisheries owns the Ferguson Australia group. Ferguson Australia, Fives star seafoods, and Mori Seafood. Ferguson Australia has one outside investor which owns 32% of the business. Ferguson Australia is based in Adelaide and Kangaroo island. Five star seafoods is based in Port MacDonnell. Mori Seafood is based in Port Lincoln. 47% of all seafood sold is landed by company owned vessels. All companies and vessels are registered locally nationally and are registered for export.

The Auditor must verify and describe briefly the legal and administrative structure in force.

5.2	According to the Code of conduct (art 7.5) a precautionary approach is undertaken to protect the target stock and safeguard the marine environment.	Important	Procedure and evidence of conformity.	Y	<p>The Gummy Shark fishery is managed by a TAC that is set with a harvest strategy specifically designed to keep the fishery operating at a level consistent with MSY (See Annex 43). There are stock reference points at which the harvest strategy states that the TAC would need to be reduced in order to keep the stock inside its Bmsy.</p> <p>The Flathead trawl fishery is managed by quotas and there is a reference limit that the biomass of the stock should not slip below 42% of the its virgin biomass.</p> <p>Garfish and king george whiting are not managed by TACs. However utilising fisheries dependent data to give a CPUE has allowed scientists to produce a measure of stock assessment. This is used to set management and in areas where CPUE has dropped and caused stocks to receive a status of "transitional-depleting" new management measures have been suggested to combat this and raise the stock biomass (see Annex 16).</p> <p>The Giant crab and lobster fishery were managed through both input and output controls. This includes TACs, limited entry into the fishery (license limit), prohibition on the retention of berried females, spatial closures and capacity restrictions. These measures are in place to make sure that overfishing is unlikely and in easily addressed if it occurs. The TAC for the lobster fishery is set at a "precautionary level that allows for adequate recruitment and surplus production" - see Annex 47 - page 37).</p> <p>Ocean jackets are managed through the monitoring of catch and discard rates. This species is a primarily a bycatch fishery and therefore fishing effort is low and the stock is sustainable. It is therefore likely to be fished at a level that would be considered precautionary.</p>
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The Auditor must verify if the Country the flag of the fishing company refers to has ratified the FAO Code of conduct. Otherwise the Organisation must include a precautionary approach in their procedures.

5.3	The compliance with points 5.1 and 5.2 is achieved through monitoring, surveillance, control and application. (Code of conduct for responsible fishing, article 7.7.1)	Essential	Procedure and evidence of monitoring and control.	Y	<p>Point 5.1 is managed through a combination of different tools. For all the fisheries covered in this assessment there are three tools used for catch monitoring:</p> <ol style="list-style-type: none"> 1. Logbooks and catch records 2. The Integrated Scientific Monitoring Program (ISMP) 3. Fishery Independent Surveys (FIS) <p>While monitoring of vessel spatial activity is done via VMS.</p> <p>And enforcement is carried out by the fisheries department of PIRSA.</p>
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The Auditor must describe briefly the monitoring, surveillance, control, and application methods.

5.4	The fleet or fishery must record bycatches per each fishing trip	Essential	Procedure and evidence of recording during at least one fishing trip.	N	<p>All bycatch that is not discarded is recorded for each trip in the sales invoices etc. However for bycatch that is not landed nothing is recorded in the Southern Garfish, King george whiting and Gummy shark fishery or the crab and lobster fishery as it is not a legal requirement.</p> <p>In the flathead trawl fishery all bycatch is recorded on the e-log.</p>
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5.5	The fleet or fishery must record discards.	Essential	Procedure and evidence of conformity	N	<p>The recording of discards is voluntary in the Marine Scale Fishery (King george whiting, flathead, gummy shark, garfish and ocean jackets).</p> <p>In the flathead trawl fishery all discards are recorded on the e-log (See Annex 19).</p> <p>The Crab and Lobster fishery has very little discards, what little bycatch there is used as bait or sold. However discards are not recorded.</p>
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The Auditor must provide evidence (photos or copies) of the report on accidental catches and discarded fish.

5.6	A management system to prevent possible accidental catching of endangered species must be in place.	Essential	Procedure and evidence of conformity.	Y	These fisheries have little to no interaction with endangered species.
5.7	The fleet implements a management program that guarantees that any live animals that may be accidentally caught are immediately released in the water under conditions that guarantee high chances of survival.	Essential	Procedure and evidence of conformity.	Y	<p>Lobster and crab potting and dab netting have very good post release survival rates.</p> <p>Hook and line, especially in shallow waters also have good survival rates (See Annex 16 - page 9).</p> <p>Trawlers are equipped with many bycatch reducing devices (See point 4.5.7). However if these do not work at allowing potential bycatch to escape before capture then bycatch species are returned to the water as soon as possible. Offering the highest chance of survival.</p>
5.8	The fleet is equipped with measures which guarantee a quick retrieval of lost fishing device to avoid "ghost fishing".	Essential	Procedure and evidence of conformity.	Y	All the vessels audited had grapples on board that they use to trawl for lost gear if and when gear is lost. These devices are kept on the vessel. The Vessel in the gummy shark, whiting and garfish fishery uses mainly hand lines and handnets which do not pose as much of a threat through ghost fishing as they are rarely lost, small etc. However the droplines that were used are left in the water to be harvested on return and there is a danger of losing this gear. To minimise the risk all floats must have the vessel identification number on them (See Annex 38).

The Auditor must obtain a copy of the aforementioned procedure.

5.9	The fishing company implements "Threshold Reference Limits" or "Precaution Limits" for both, biomass and quantity of fish caught.	Important	Evidence of the values implemented	N	<p>The Flathead trawl fishery is managed by quotas and there is a reference limit that the biomass of the stock should not slip below 42% of the its virgin biomass.</p> <p>King george whiting, gummy shark, garfish are controlled by effort caps and restrictions not by biomass limits however these measures do control the amount of biomass that can be harvested. And utilising fisheries dependent data to give a CPUE has allowed scientists to produce a measure of stock assessment. This is used to set management and in areas where CPUE has dropped and caused stocks to receive a status of "transitional-depleting" new management measures have been suggested to combat this and raise the stock biomass (see Annex 16).</p> <p>The Gummy Shark fishery is managed by a TAC that is set with a harvest strategy specifically designed to keep the fishery operating at a level consistent with MSY (See Annex 43). There are stock reference points at which the harvest strategy states that the TAC would need to be reduced in order to keep the stock inside its Bmsy.</p> <p>The lobster fishery is managed by a TAC that is set at a "precautionary level that allows for adequate recruitment and surplus production" - see Annex 47 - page 37). TAC is set according to limited reference points including a pre season recruitment assessment and pre-recruit index (see Annex 47 - page 41 & 46)</p> <p>The giant crab fishery uses Performance Indicators and reference points "based on maximum and minimum values for the period 2000-20009". See Annex 45.</p> <p>Ocean jackets are managed through the monitoring of catch and discard rates. This species is a primarily a bycatch fishery and therefore fishing effort is low and the stock is sustainable. However as a result management is not related to specific reference points.</p>
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The Auditor must verify if the "Reference Points" and the "Precaution Limits" are set by the Regional Bodies and must verify they are complied with.

6 – WASTE MANAGEMENT

No.	Requirement	Level	Quantitative parameters	Y/N	Comments
6.1	The fishing company 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.	Y	All equipment in the industry is cleaned and mended and reused for as long as possible. When this is no longer possible much is recycled, for example all boxes All card is recycled in a bit that is on site. All water in the live tanks goes through an ozone generator so that water can be reused. All fish waste is separated and goes to ofal for pet food.

6.2	The fishing company implements measures to prevent dispersion of waste in the sea (including fuels and lubricants and plastic matter)	Essential	Procedure evidence of conformity.	Y	<p>The vessel audited in the gummy shark, whiting, flathead fishery had a bag onboard for the collection of any rubbish which is then brought on land for disposal (See Annex 21). All maintenance of the vessel and engine (oil changes etc).</p> <p>In the trawl fishery for flathead all waste is brought back to shore and disposed of onshore. All oil etc is disposed of in specifically designated drums in the harbour/on the quayside.</p> <p>In the crab and lobster fishery all vessels are covered by the "Clean Green" certification (Annex 33). This includes measures and protocol for waste disposal in the appropriate location - see Annex 34.</p>
6.3	The fishing company utilises all the chemical non-toxic alternatives available in order to reduce the use of toxic, persistent or bio-accumulating substances.	Essential	Procedure evidence of conformity.	Y	<p>The vessel audited in the gummy shark, whiting, flathead fishery washes his boat with high concentrate salt solution that he makes on board (See Annex 22).</p> <p>The Trawl vessel visited used Dominant Sanclean which is a common detergent used in the fishery (Annex 26). There is no ecotoxicity information available on this product but it is listed as "Product is not considered hazardous" on the dispersion section of the COSHH sheet (Annex 23). As with other similar products the "dilution of the product with the large excesses of water present and the relatively rapid biodegradation of the surfactants and quaternary ammonium compound should ensure minimal ecotoxicity" (See Annex 24).</p> <p>In the crab and lobster fishery all vessels are covered by the "Clean Green" certification (Annex 33). This includes a cleaning plan which sets out what is to be cleaned and how. This includes a clause that says biodegradable detergent should be used if available (Annex 35).</p>
6.4	The company does not use CFC, HCFC, HFC or other refrigerants that cause ozone depletion.	Essential	Procedure evidence of conformity.	N	<p>R22 used in the majority of vessels and refrigeration units on land. However Ferguson has started a process to convert to R404a when new equipment is purchased.</p> <p>R22 is a HCFC gas that the Australian government has (by signing and ratifying the Montreal treaty) committed to discontinuing the use of. This treaty "sets out a mandatory timetable for the phase out of ozone-depleting substances including almost all imports to Australia of hydrochlorofluorocarbons (HCFC), such as R22 by 2016".</p> <p>While Ferguson is still using R22 in the majority of its vessels and on land refrigeration units it is phasing in R404 with every purchase of new equipment instead which will have to be done before the complete cessation of R22 use by 2029 set out by the government. See Annex 4.</p> <p>The shift will be to R404a considered a good alternative (see Annex 4). Mori Seafood for example (in Port Lincoln) has recently upgraded its freezer/refrigeration units, all of which now use R404a not R22 as they did before.</p> <p>In Eyre peninsula (Port Lincoln) all refrigeration units use R404a.</p>

The Auditor must provide procedures complete with photographic evidence.

7 - ENERGY MANAGEMENT

No.	Requirement	Level	Quantitative parameters	Y/N	Comments
7.1	The Organisation must keep a register of the energy sources and use, updated at least once a year.	Essential	<p>The at least yearly frequency of the energy consumption records must be included in the procedure.</p> <p>The register must state at least the following parameters:</p> <ol style="list-style-type: none"> 1. incoming energy sources (renewable or not) 2. energy consumption per process line (fishing, processing, transport) 	Y	<p>The factory keeps a record of power use in the form of energy bills. These have been sent to outside consultants to analyse in order to assess the potential for green energy sources on site, such as solar panels. See in Annex 2 for this for the report. A similar thing was done for all companies in the group.</p> <p>All vessels are required to fill in a fuel use log at the pumping station. And the trawl vessel audited keeps a record of all of its fuel consumption onboard (See Annex 25)</p> <p>For the smaller vessels such as those in the gummy shark, whiting, garfish fishery no fuel consumption is recorded. but tax receipts are kept by the fishermen for all fuel purchased.</p> <p>The crab and lobster fishing vessel audited kept a record of all fuel used (See Annex 36)</p>
7.2	The Organisation should calculate its Carbon Footprint per product unit and engage to reduce it every year.	Recommendation		N	This has not been done by the company.

The Auditor must request copies of the registers.

8 - SOCIAL ACCOUNTABILITY

No.	Requirement	Level	Quantitative parameters	Y/N	Comments
8.1	The Organisation must respect human rights, complying with the following requirements:				
8.1.1	compliance with national regulations and ILO on child labour	Essential	Refer to ILO: http://www.ilo.org/global/standards/introduction-to-international-labour-standards/lang-en/index.htm	Y	There are no employees under the national minimum age for employment (15). The youngest person currently employed is 19. However the company will take on employees younger than this as apprentices but never younger than the national minimum age for employment.

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 must verify the Organisation knows about it.	Y	<p>All employees receive an award wage based on a share of the catch once the cost of running has been deducted from the money from the landing the rest is divided between the captain (who takes the largest portion), the Engineer (who get the next largest amount) and then equally amongst the remainder of the crew. An example contract for a crewmember can be seen in Annex 27</p> <p>The smaller visited that was in the gummy shark, whiting, garfish fishery had no crew.</p> <p>The crab and lobster fishing vessel audited pays the captain on a share of the catch (40%) who then pays his deckhand a smaller share of that (See Annex 37).</p> <p>The national minimum wage is \$17.70 AUD per hour. There are no employees at the factory site earning below the minimum wage. See Annex 3.1 for an example wage slip and Annex 3.2 for a list of minimum wages required for different employment options.</p>
8.1.3	grant employees access to healthcare	Essential		Y	<p>There is no access to healthcare provided by the company. However all employees have access to "workcover". This is a scheme which allows any employee who has an accident at work to receive medical care on the company insurance.</p> <p>However all Australian citizens can go to a public hospital for anything else.</p> <p>The company has sick leave for all employees in line with national legal requirements.</p> <p>All crew-member are considered contractors and will have their own "workcover".</p> <p>https://www.workcover.nsw.gov.au/ Is a link to the workcover website.</p> <p>This brings the company in line with what is required by the Australian government.</p>
8.1.4	apply safety measures required by the law	Essential		Y	<p>The company Health and Safety position can be seen in the Occupational Health, Safety and Welfare Policy Statement (Annex 6). New employees are given an induction that includes Health and safety training, and this is signed. See Annex 7. All Health and safety at work is managed by the Factory manager. However there is no Health and Safety refresher training.</p> <p>All fishing vessels must be surveyed by the relevant authority in order to be granted a license to fish (the number is shown on each vessel below the registration number - see Annex 28 - in this case it is 30851). This includes the presence of up to date life jackets, life rings, EPERBs, fire extinguishers, flairs etc.</p> <p>On board the larger vessels such as the trawlers there is a H&S policy and they also have daily Hazard Management Meetings to try and improve safety daily (see Annex 29).</p>
8.2	The organisation should be SA8000 certified.	Recommendation		N	The company does not have this certification

The Auditor must verify the compliance with the requirements through documental evidence (work-contract samples) and on-site observation.

Further comments: NONE

CONCLUSIONS:

The Auditor must fill-in the following fields

X The fleet COMPLIES with Friend of the Sea requirements

Regarding the following species:

- Southern rock lobster
- Giant crab
- King George Whiting fished in the West Coast
- Gummy shark
- Southern Garfish fished in the Northern Spencer Gulf, Southern Spencer Gulf, Southern Gulf St. Vincent, South East and West Coast
- Ocean Jacket
- Deepwater Flathead

X The fleet DOES NOT COMPLY with Friend of the Sea requirements

Regarding the following species:

- Southern Garfish in the Northern Gulf St. Vincent
- King George Whiting in the Spencer Gulf, Gulf St. Vincent/Kangaroo Island

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

List major non conformities

1.1.2 Some of the species going for certification have stock levels that are considered outside F_{msy} . These include: Southern Garfish in the Northern Gulf St. Vincent, King George Whiting in the Spencer Gulf and Gulf St. Vincent/Kangaroo Island.

THE COMPANY CAN USE THE FOS LOGO ONLY ON THE PRODUCTS ORIGINATING FROM THE ABOVE MENTIONED APPROVED FISHING AREAS

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

List Minor non conformities

3.1 Bycatch does include some ICUN red list species in some fisheries. However the main ICUN listed bycaught species is listed as vulnerable.

3.2 Discards are not recorded for all fisheries so it is not possible to know if the rate is >8% however most fishing gears are selective so the rate is likely very low. For the Flathead fishery discards are around 9%.

5.4 Vessels in the Marine scale fishery are not required to record discards and therefore not all bycatch.

5.5 Vessels in the Marine scale fishery are not required to record discards.

5.9 The ocean jacket fishery is not managed by specific reference points.

6.4 Ferguson is still using CFC's in its refrigeration units, however these are being phased out.

THE CORRECTIVE ACTIONS PROPOSED BY THE COMPANY AND THE DOCUMENTATION PROVIDED HAVE BEEN EVALUATED AND CONSIDERED APPROPRIATE FOR THE CLOSURE OF THE MINOR NONCONFORMITIES

RECOMMENDATIONS (to be communicated within the next inspection)

List recommendation

7.2 The Company have not calculated their carbon footprint.

8.2 The company does not have SA8000 certification.

1.2 Giant Crab: provide the audit team specific data on the status of the stock as soon as they become available