

Friend of the Sea Standard

FOS - Wild – 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.

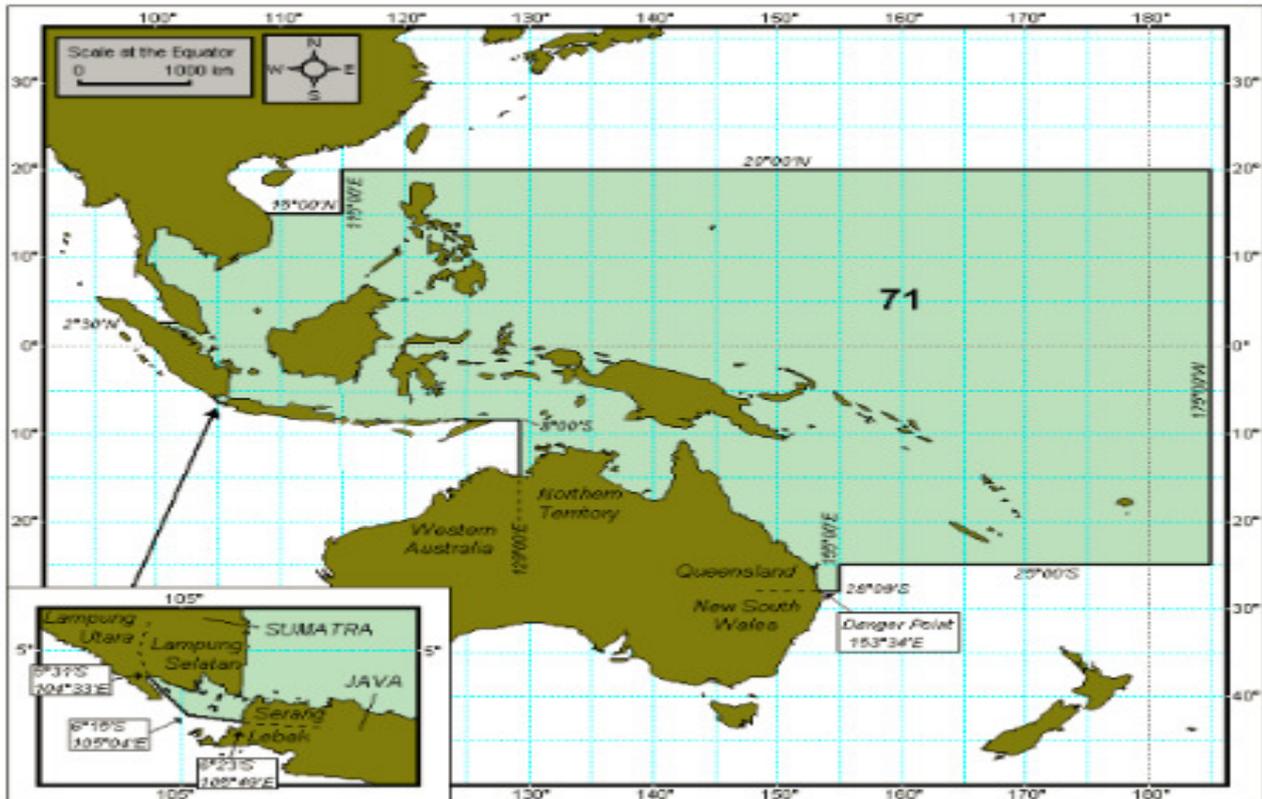
a) NAME OF THE ORGANISATION TO BE AUDITED: <i>Frabelle Fishing Corporation / Frabelle (PNG) Ltd</i>						
b) NAME OF THE ORGANISATION REQUESTING THE AUDIT: <i>Frabelle Fishing Corporation</i>						
c) IS THE ORGANISATION TO BE AUDITED PART OF A GROUP? IF SO, PLEASE SPECIFY THE NAME OF THE GROUP: Yes						
d) ADDRESS OF THE ORGANISATION TO BE AUDITED: <i>Veneracion Wharf, Banisil, Tambler, General Santos City</i>						
d) NAME AND CONTACTS OF THE PERSON WITHIN THE ORGANISATION RESPONSIBLE FOR THE AUDIT AND CONTACTS WITH THE AUDITOR: <i>Ms. Eden Aguilar- Marketing Department</i>						
<i>Name of the fishing vessel</i>	<i>Registration number</i>	<i>Vessel's flag</i>	<i>Fishing method</i>	<i>Capacity (MT)</i>	<i>Unloading harbor</i>	<i>Ship owner if different from a)</i>
<i>Glaxinia 888</i>	<i>00-0002012</i>	<i>PNG Flag</i>	<i>Carrier only</i>	<i>Refer to FAD free report</i>	<i>Veneracion Wharf</i>	<i>Frabelle PNG Limited</i>
<i>Red Tulip 888</i>	<i>001003</i>	<i>PNG Flag</i>	<i>Purse Seine</i>	<i>729 cu m</i>	<i>Veneracion Wharf</i>	<i>Frabelle PNG Limited</i>
<i>Camia 888</i>	<i>000932</i>	<i>PNG Flag</i>	<i>Purse Seine</i>	<i>869 cum</i>	<i>Veneracion Wharf</i>	<i>Frabelle PNG Limited</i>
<i>Gardenia 888</i>	<i>001539</i>	<i>PNG Flag</i>	<i>Purse Seine</i>	<i>835 cum</i>	<i>Veneracion Wharf</i>	<i>Frabelle PNG Limited</i>
<i>Nuipelalip No. 8</i>	<i>128881</i>	<i>PNG Flag</i>	<i>Purse Seine</i>	<i>1105 cum</i>	<i>Veneracion Wharf</i>	<i>Frabelle PNG Limited</i>
<i>Red Robin 888</i>	<i>001003</i>	<i>PNG Flag</i>	<i>Purse Seine</i>	<i>125 cum</i>	<i>Veneracion Wharf</i>	<i>Frabelle PNG Limited</i>
<i>Purple Beauty 888</i>	<i>00-002671</i>	<i>PH Flag</i>	<i>Purse Seine</i>	<i>835 cum</i>	<i>Veneracion Wharf</i>	<i>Frabelle Subic Seafood Corporation</i>

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
<i>Glaxinia 888 (Carrier only)</i>	00-0002012	<i>Veneracion Wharf</i>
	End	

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*)

FAO Area 71 (Pacific, Western Central)



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

Common Name	Scientific Name
<i>Skipjack Tuna</i>	<i>Katsuwonus Pelamis</i>
<i>Yellowfin Tuna</i>	<i>Thunnus albacores</i>
<i>Big Eye Tuna</i>	<i>Thunnus Obesus</i>
<i>Bullet Tuna</i>	<i>Auxis rochei</i>

j) TOTAL NUMBER OF EMPLOYEES:

There were 35 employees - Refer to attached Crew List of Glaxinia 888 Voyage / Flight Number 03
 Frabelle Fishing Corporation employees on site : 16

k) ENVIRONMENTAL CERTIFICATIONS AND AWARDS- None.

- Verified only the following posted in the HACCP Room
 FOS Certificate Number . 561-2013-W, 560-2013-W as compliance for Friend of the Sea Sustainable Fisheries for Skip Jack and Yellowfin Tuna valid until February 26, 2016.
- Earth Island Certificate

I) ADDITIONAL INFORMATION:

The audit was limited only on various information from Glaxinia 888 as a carrier and other documents presented for the various catcher.

Verified the following record during the audit.

- Daily Cleaning Monitoring Checklist prepared by Chief Officer and Approved by Master/ Captain
- Crew Certificate of Attendance on HACCP Training Program
- Crew Medical Certificate
- Induction checklist for New Shipboard Crew
- Weekly Insecticides Application Record
- Fish Reception / Acceptance Checklist
- Monitoring Repair / Maintenance Report

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

The Organisation and the shipowners were informed of the opportunity, in case of approval, of using the Friend of the Sea logo on the certified products

The Organisation has a document qualifying and confirming the roles of the staff carrying out the audit

The duration of the Audit was agreed

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: SGS Philippines, Inc	AUDIT TEAM: Marianne Erasmo	AUDIT START AND END DATE: March 10-11, 2016
SIGNATURE OF AUDITOR: Marianne G. Erasmo	NAME OF THE PERSON IN CHARGE FROM THE ORGANISATION AND ACCOMPANYING THE AUDITOR DURING THE AUDIT: NAME OF PERSON IN CHARGE OF THE ORGANISATION ACCOMPANYING THE AUDITOR THROUGH THE ASSESSMENT: Mr. Rolly Amparo – Captain Mr. Norberto Catalbas – Chief Mate Mr. Jaime Aldea- Marketing officer Mr. Benedict Galala- Documentation Mr. Eduardo Francisco Jr. – Operation Manager	AUDIT CODE: BO 101790 Report No. F641001 /PH/C003353

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:				
1.1.1	Data deficient	Essential		Y	<ul style="list-style-type: none"> • FAO stock assessment of World Fishery – www.fao.org • The Western and Central Pacific Fishery Commission information on fisheries, researches and statistics • ISSF, 2015 Status of the world fisheries for tuna; management of tuna stock and fisheries Nov 2015 update
1.1.2	Over-exploited ($F > F_{msy}$)	Essential	$F < F_{msy}$ within probability range of available stock assessments	Y	<p><i>Based on 2014 assessment report, despite increase in fishing mortality, overfishing is not believed to be occurring. (F at approximately 0.72 Fmsy) though it is noted that recent catches are slightly over the increase revised estimate for maximum sustainable yield (Msy) at 584, 400 T.</i></p> <p><i>Both biomass and recruitment have</i></p>

1.1.3	Over-Fished ($B < B_{msy}$)	Essential	$B > B_{msy}$ within probability range of available stock assessments	Y	<p><i>declined gradually over the duration of the fishery, but spawning biomass level were still estimate to be above that which support M_{sy} (S_B at approximately 1.24 $S_{B_{msy}}$) so the stock is not considered to be in overfished stock.</i></p> <p><i>Ref:</i> <i>ISSF, 2015 Status of the world fisheries for tuna; management of tuna stock and fisheries Nov 2015 update</i></p> <p><i>WCPFC 201, Conversion and management measure,</i> http://www.wcpfc.int/system/files/booklets/31/CMM%20and%20Resolutions.Pdf</p> <p><i>WCPFC 2015 Scientific Committee elevent regular session summary of report</i></p> <p><i>WCPFC 2014 stock assessment of YF tuna in the Western and Central Pacific</i></p> <p><i>WCPFC 2015 Western and Central Pacific Fisheries Commission Tuna Fishery Yearbook.</i></p>
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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.		Not applicable. Refer to 1.1
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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	The catchers said to be not catch on Marine Protected areas. Refer the MAP and list of Marine Protected area.

Examples of high sea MPAs with fisheries rest

Below, regional initiatives for the implementation of high seas MPAs are pre

- A. North East Atlantic Fisheries Commission (NEAFC)
- B. North West Atlantic Fisheries Organization (NAFO)
- C. South East Atlantic Fisheries Organization (SEAFO)
- D. General Fisheries Commission for the Mediterranean (GFCM)
- E. Conservation of Antarctic Marine Living Resources (CCAMLR)
- F. Southern Indian Ocean Deepsea Fishers' Association (SIODFA)

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	Fishing method of catcher is said to be Purse Seine using large wall of netting and operates on mid water which do not affect the seabed. Though this is not selective fishing method that capture everything that it surrounds including protected species, they ensure that they comply with sustainability through: <ul style="list-style-type: none"> • Observer • Awareness on the sustainability program • Net design that allow fish to go back on water • Divers to check and bring back by catch to water.
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The Auditor must collect conformity evidence.

2.3	<p>The ecosystem impact of the fishery or fleet is taken into consideration by the RFMOs.</p> <p>(Cfr. Art. 31.2 of FAO guidelines 2009)</p>	Recommendation	<p>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.</p>	<p>Overfishing is a major environmental problem and is discussed in reducing numbers.</p> <p>Measures to reduce suffering in purse seining</p> <p>The following measures, combined with humane slaughter immediately the fish are landed, would reduce the suffering of fish captured by purse seines:</p> <div data-bbox="1059 495 1437 1021" style="border: 1px solid black; padding: 5px;"> <p>Reducing the suffering in purse seining:</p> <p>Reduce the duration of capture</p> <ul style="list-style-type: none"> • Reduce the duration of the whole capture process • Reduce the time spent in the net once it has been pursed and constricted ready for, and during, landing when the fish are most crowded and vulnerable <p>Reduce the numbers of bycatch animals</p> <ul style="list-style-type: none"> • Avoiding fishing on FADs • Use encirclement methods that avoid harm to cetaceans • Use gear modifications shown to reduce bycatch, e.g. sorting grids, without killing the escaping fish • Close fisheries as and when necessary to reduce high levels of bycatch </div> <div data-bbox="1059 1043 1485 1211" style="border: 1px solid black; padding: 5px;"> <p>Reduce stress and injury to bycatch fish</p> <ul style="list-style-type: none"> • Reduce the practice of slipping • For catch to be partially "slipped", do so before the net is tightened ready for landing • Use gears which enable quick release of fish during slipping </div> <div data-bbox="1059 1234 1485 1469" style="border: 1px solid black; padding: 5px;"> <p>Reduce stress and injury during landing</p> <ul style="list-style-type: none"> • Avoid the practice of ramping to land fish • Develop and use methods of landing fish which reduce stress and injury, and minimise time out of water (e.g. aquaculture pumping systems that minimise stress and damage could potentially be adapted for use on boats) • Handle fish carefully prior to humane slaughter (or release as bycatch) </div>
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The Auditor must provide evidence referring to all available studies.

3- SELECTIVITY

No.	Requirement	Level	Quantitative parameters	Y/N	Comments																																				
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	<p>Bycatch studies must have been carried out by the relevant bodies (FAO or RFMOs or National Authorities or Universities) and they must provide information regarding level of bycatch and bycaught species</p> <p>These studies must not indicate the presence of species vulnerable or worse among the regularly (over 0.25% of total weight) species according to www.redlist.org.</p>	Y	<p>Verified in the presented records that by Catch are reported in the Transhipment Certificate and by catch is reported as other species. See tabulated total catch and by catch report per catcher.</p> <table border="1"> <thead> <tr> <th>Catcher</th> <th>Total Catch (MT)</th> <th>% by Catch (MT)</th> <th>Specie</th> </tr> </thead> <tbody> <tr> <td>FV Niupelalip</td> <td>572.43</td> <td>0.15</td> <td>BUM</td> </tr> <tr> <td>Red Robin 888</td> <td>614.79</td> <td>0.29</td> <td>BUM TRI RRU BGT</td> </tr> <tr> <td>Camia 888</td> <td>290.67</td> <td>0.54</td> <td>RRU BUM BLOU</td> </tr> <tr> <td>FV Red Tulip</td> <td>366.78</td> <td>0.48</td> <td>RRU NSD TM BLT</td> </tr> <tr> <td>FV Red Tulip</td> <td>0.18</td> <td>0.18</td> <td>-</td> </tr> <tr> <td>Purple Beauty 888</td> <td>1.08</td> <td>1.08</td> <td>-</td> </tr> <tr> <td>Gardenia 888</td> <td>0.69</td> <td>.69</td> <td>TRI RM</td> </tr> <tr> <td>TOTAL</td> <td>1846.62</td> <td>3.41</td> <td></td> </tr> </tbody> </table> <p>Note that client did not provide the full description of the above acronym.</p> <p>Reported by catch above is not included in the IUCN Red list of threatened species 2015-4.</p> <p>Included in the fish red list are as follows:</p> <p>Mola Mola Gray Triggerfish Splendid toadfish Kissing Loach Arabian Himri Chain Moray Peppermint Gobby High hat</p> <p>Based on the study, when fishing on free swimming schools purse seine fishing has an average by catch rate of less than 1%. When utilizing FAD, by catch rates vary from around 1.75% in the western and central Pacific to nearly 8.9% depending on the ocean region.</p>	Catcher	Total Catch (MT)	% by Catch (MT)	Specie	FV Niupelalip	572.43	0.15	BUM	Red Robin 888	614.79	0.29	BUM TRI RRU BGT	Camia 888	290.67	0.54	RRU BUM BLOU	FV Red Tulip	366.78	0.48	RRU NSD TM BLT	FV Red Tulip	0.18	0.18	-	Purple Beauty 888	1.08	1.08	-	Gardenia 888	0.69	.69	TRI RM	TOTAL	1846.62	3.41	
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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.	Y	Refer to tabulated by catch report per catcher. Total by catch was only 3.41% of the total catch. Based on the study, when fishing on free swimming schools purse seine fishing has an average by catch rate of less than 1%. When utilizing FAD, by catch rates vary from around 1.75% in the western and central Pacific to nearly 8.9% depending on the ocean region.
3.3.1	THIS REQUIREMENT IS TO BE COMPLIED WITH ONLY BY TUNA FLEETS/FISHERIES. FOR ALL OTHER FLEETS/FISHERIES, IT IS NOT APPLICABLE (NA). FADs (Fish Aggregating Devices) 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.	Important	Auditor must collect the data provided by the Fleet or fishery and attach it to the Audit Report	Y	Refer to FAD Free report conducted on March 10, 2016. Note that the factory does not provide census of number of FADs deployed.
3.3.2	THIS REQUIREMENT IS TO BE COMPLIED WITH ONLY BY TUNA FLEETS/FISHERIES. FOR ALL OTHER FLEETS/FISHERIES, IT IS NOT APPLICABLE (NA). FADs (Fish Aggregating Devices) The fleet must use non entangling FADs only, to avoid entanglement of sharks and turtles.	Important	Audit must collect evidence including pictures of FADs, purchase invoices with technical specifications to prove compliance.	Y	Refer to FAD Free report conducted on March 10, 2016. Note that the factory does not provide census of number of FADs deployed.

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	<table border="1"> <thead> <tr> <th>Name of the fishing vessel</th> <th>Registration number</th> <th>Vessel's flag</th> </tr> </thead> <tbody> <tr> <td>Red Tulip 888</td> <td>001003</td> <td>PNG Flag</td> </tr> <tr> <td>Camia 888</td> <td>000932</td> <td>PNG Flag</td> </tr> <tr> <td>Gardenia 888</td> <td>001539</td> <td>PNG Flag</td> </tr> <tr> <td>Nuipelalip no. 8</td> <td>128881</td> <td>PNG Flag</td> </tr> <tr> <td>Red Robin 888</td> <td>001003</td> <td>PNG Flag</td> </tr> <tr> <td>Purple Beauty 888</td> <td>00-002871</td> <td>PH Flag</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Name of the fishing vessel	Registration number	Vessel's flag	Red Tulip 888	001003	PNG Flag	Camia 888	000932	PNG Flag	Gardenia 888	001539	PNG Flag	Nuipelalip no. 8	128881	PNG Flag	Red Robin 888	001003	PNG Flag	Purple Beauty 888	00-002871	PH Flag												
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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 identified as Flag of Convenience (http://www.itfseafarers.org/foc-registries.cfm).	Y	The catchers are registered as PNG Flag and not included in the current registries listed as FOC.
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Current Registries Listed as FOCs

The following 34 countries have been declared FOCs by the ITF's Fair Practices Committee (a joint committee of ITF seafarers' and dockers' unions), which runs the ITF campaign against FOCs:

- Antigua and Barbuda
- Bahamas
- Barbados
- Belize
- Bermuda (UK)
- Bolivia
- Burma
- Cambodia
- Cayman Islands
- Comoros
- Cyprus
- Equatorial Guinea
- Faroe Islands (FAS)
- French International Ship Register (FIS)
- German International Ship Register (GIS)
- Georgia
- Gibraltar (UK)
- Honduras
- Jamaica
- Lebanon
- Liberia
- Malta
- Marshall Islands (USA)
- Mauritius
- Moldova
- Mongolia
- Netherlands Antilles
- North Korea
- Panama
- Sao Tome and Principe
- St Vincent
- Sri Lanka
- Tonga
- Vanuatu

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:2012:350:0038:0043:EN:PDF	Y	Verified from the Commission Implementing Regulation (EU) No 1234/2012 of 19 Dec 2012, Amending Regulation (EU) No 468/2010 establishing the EU list of vessel engaged in illegal, unreported and unregulated fishing vessel and noted that FFC catchers are not included in the vessel listed in accordance with Article 30 of regulation (EC) No 1005/2008.
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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:2012:350:0038:0043: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	Y	See below
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Dolphin-safe list – See No. 7 (Frabelle Fishing Corporation)

- HELL & RENN FISHING CORPORATION
- SAN ANDRES FISHING INDUSTRIES INC.
- TUNA CANNERS ASSOCIATION OF PHILIPPINES
- AMADEO FISHING CORPORATION
- TSP MARINE INDUSTRIES/DOMINGO TENG FISHING INDUSTRIES*
- TPJ FISHING CO.*
- FRABELLE FISHING CORPORATION*
- RBL FISHING*
- CENTURY PACIFIC FOOD, INC./GENERAL TUNA CORPORATION
- PERMEX PRODUCER & EXPORTER CORPORATION
- SOUTH SEA FISHING VENTURES PHILS., INC.
- SEATRADE CANNING CORPORATION





EARTH ISLAND INSTITUTE



This is to certify that the

FRABELLE FISHING CORPORATION

is accredited by the
**EARTH ISLAND INSTITUTE
DOLPHIN-SAFE**

INTERNATIONAL MONITORING PROGRAM

This certificate is subject to all terms,
conditions, warranties and clauses contained
in the Dolphin Safe Corporate Policy
signed by the company.

**Frabelle Fishing Corporation
Approved Dolphin-Safe**

Validity: March 2016-March 2017

**Earth Island Institute
International Marine Mammal Project**

Mark Berman
Mark Berman
Director

EARTH ISLAND INSTITUTE
Approved Dolphin-Safe
http://www.earthislandinstitute.org



• 2150 Alston Way, Suite 460 Berkeley, California, USA 94704-1375
• Telephone: (510) 859-9100 • Fax: (510) 859-9091

The Auditor must verify the conformity on the list www.dolphinsafetuna.org or else the company must sign the EII DS Policy and a copy must be included in the audit report

<p>4.5</p>	<p>The fishing company complies with national and international regulations.</p> <p>Compliance with the following regulations in particular has to be confirmed and verified:</p>	<p>Essential</p>	<p>Countries' fisheries laws are available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en. The Auditor must specify applicable indicators.</p>	<p>Y</p>	<p>See above and below certificate</p>   
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4.5.1	TAC (Total catching allowed)	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	<p>Table 1 Total catch by all vessels fishing in PNG waters (Source: Purse seine - SPC raised data (BEST) from logsheets and landings data; longline - NFA logsheet data; incomplete but including catches by tuna and shark longliners; some by-catch included)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>1999</th> <th>2000</th> <th>2001</th> <th>2002</th> <th>2003</th> <th>Historical high</th> </tr> </thead> <tbody> <tr> <td>Purse seine</td> <td>124,855</td> <td>280,444</td> <td>160,710</td> <td>166,971</td> <td>370,153¹</td> <td>370,153 (2003)</td> </tr> <tr> <td>Longline</td> <td>1,093</td> <td>1,561</td> <td>2,289</td> <td>3,819</td> <td>4,389</td> <td>19,584 (1978)</td> </tr> <tr> <td>Pole&line</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>74,649 (1974)</td> </tr> <tr> <td>TOTAL</td> <td>125,948</td> <td>282,005</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Year	1999	2000	2001	2002	2003	Historical high	Purse seine	124,855	280,444	160,710	166,971	370,153 ¹	370,153 (2003)	Longline	1,093	1,561	2,289	3,819	4,389	19,584 (1978)	Pole&line	0	0	0	0	0	74,649 (1974)	TOTAL	125,948	282,005				
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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 catcher used SPC / FFA Purse Seine Logsheet																																			
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	Biggest eye of the net (No specific size provided by auditee)																																			
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	870 fathoms																																			
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	Smallest size of the net (No specific size provided by auditee)																																			
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	Catching on high seas																																			

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	With on board Observer Diver Net design Awareness with operator
4.5.8	No fishing in protected habitats	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	Catching on high seas and said to be no fishing on protected areas below

List is current as of July 2013

FEDERAL MARINE PROTECTED AREAS

Marine National Monument

Papahānaumokuākea Marine National Monument (Hawaii)

National Marine Fisheries Service

Lydonia Canyon Gear Restricted Area
Norfolk Canyon Gear Restricted Area
Oceanographer Canyon Gear Restricted Area
Veatch Canyon Gear Restricted Area

National Marine Sanctuaries

Channel Islands National Marine Sanctuary (California)
Cordell Bank National Marine Sanctuary (California)
Florida Keys National Marine Sanctuary (Florida)
Flower Garden Banks National Marine Sanctuary (Texas)
Gerry E. Studds/Stellwagen Bank National Marine Sanctuary (Massachusetts)
Gray's Reef National Marine Sanctuary (Georgia)
Gulf of the Farallones National Marine Sanctuary (California)
Hawaiian Islands Humpback Whale National Marine Sanctuary (Hawaii)
Monterey Bay National Marine Sanctuary (California)
National Marine Sanctuary of American Samoa (American Samoa)
NOAA's Monitor National Marine Sanctuary (North Carolina)
Olympic Coast National Marine Sanctuary (Washington)
Thunder Bay National Marine Sanctuary and Underwater Preserve (Michigan)

National Parks

Assateague Island National Seashore (Maryland, Virginia)
Biscayne National Park (Florida)
Buck Island Reef National Monument (U.S. Virgin Islands)
Cabrillo National Monument (California)

Brazoria National Wildlife Refuge (Texas)
Breton National Wildlife Refuge (Louisiana)
Cape May National Wildlife Refuge (New Jersey)
Cape Romain National Wildlife Refuge (South Carolina)
Cedar Island National Wildlife Refuge (North Carolina)
Cedar Keys National Wildlife Refuge (Florida)
Chassahowitzka National Wildlife Refuge (Florida)
Chincoteague National Wildlife Refuge (Maryland, Virginia)
Conscience Point National Wildlife Refuge (New York)
Crocodile Lake National Wildlife Refuge (Florida)
Cross Island National Wildlife Refuge (Maine)
Crystal River National Wildlife Refuge (Florida)
Currituck National Wildlife Refuge (North Carolina)
Delta National Wildlife Refuge (Louisiana)
Don Edwards San Francisco Bay National Wildlife Refuge (California)
Dungeness National Wildlife Refuge (Washington)
Eastern Neck National Wildlife Refuge (Maryland)
Eastern Shore of Virginia National Wildlife Refuge (Virginia)
Edwin B. Forsythe National Wildlife Refuge (New Jersey)
Farallon National Wildlife Refuge (California)
Featherstone National Wildlife Refuge (Virginia)
Fisherman Island National Wildlife Refuge (Virginia)
Grand Bay National Wildlife Refuge (Alabama, Mississippi)
Grays Harbor National Wildlife Refuge (Washington)
Great Bay National Wildlife Refuge (New Hampshire)
Great White Heron National Wildlife Refuge (Florida)
Guam National Wildlife Refuge (Guam)
Harris Neck National Wildlife Refuge (Georgia)
Howland Island National Wildlife Refuge (Pacific Islands)
Huron National Wildlife Refuge (Michigan)
Island Bay National Wildlife Refuge (Florida)
J.N. Ding Darling National Wildlife Refuge (Florida)
Jarvis Island National Wildlife Refuge (Pacific Islands)

Ten Thousand Islands National Wildlife Refuge (Florida)
Tybee National Wildlife Refuge (Georgia, South Carolina)
Waccamaw National Wildlife Refuge (South Carolina)
Wallops Island National Wildlife Refuge (Virginia)
Wassaw National Wildlife Refuge (Georgia)
Wertheim National Wildlife Refuge (New York)
Willapa National Wildlife Refuge (Washington)
Wolf Island National Wildlife Refuge (Georgia)
Yukon Delta National Wildlife Refuge (Alaska)

FEDERAL / STATE PARTNERSHIP MARINE PROTECTED AREAS

National Estuarine Research Reserves

Guana Tolomato Matanzas National Estuarine Research Reserve (Florida)
Jacques Cousteau National Estuarine Research Reserve (New Jersey)
Jobs Bay National Estuarine Research Reserve (Puerto Rico)
Rookery Bay National Estuarine Research Reserve (Florida)
Waquoit Bay National Estuarine Research Reserve (Massachusetts)

STATE & TERRITORIAL MARINE PROTECTED AREAS

American Samoa

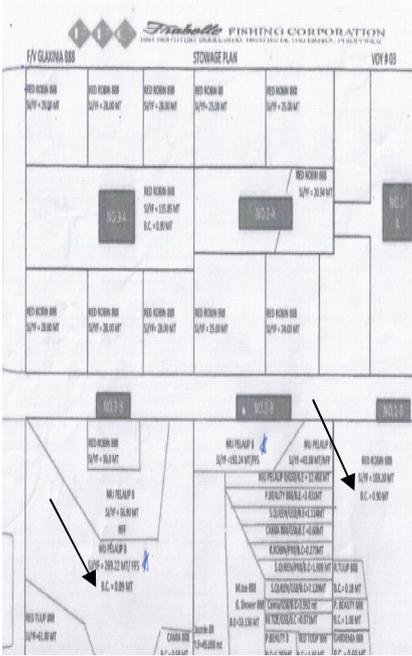
Alofau Village Marine Protected Area
Amanave Village Marine Protected Area
Amaua & Auto Village Marine Protected Area
Aoa Village Marine Protected Area
Aua Village Marine Protected Area
Fagamalo Village Marine Protected Area
Masausi Village Marine Protected Area
Matu'u & Faganeanea Village Marine Protected Area
Poloa Village Marine Protected Area
Sa'ilele Village Marine Protected Area

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/countryprofiles/search/en . The Auditor must specify applicable indicators	Yes	The catchers have on board observer by NFA and the freezer vessel fish origin declaration form are verified by NFA observer. Noted during onsite checking at the carrier that they have various chemicals but said to be for cleaning purposes.
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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	Addressed in http://www.fao.org/docrep/005/v9878e/v9878e00.htm <ul style="list-style-type: none"> • Article 7.1 General • Article 7.2 Management objectives • Article 7.3 Management framework and procedures • Article 7.4 Data gathering and management advice • Article 7.5 Precautionary approach • Article 7.6 Management measures • Article 7.7 Implementation • Article 7.8 Financial institutions
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	Same as 5.2 Based on the information provided, the facility ensure that they follow responsible fishing and to safeguard the marine environment through awareness on sustainability, observer and compliance on Earth Island Institute and Friend of the sea.
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	They have on board observer to check their day to day catching operation.
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.	Y	Each catcher record the details of by catch on SPC / FFA Regional Purse Sein Logsheet and evidence on transhipment certificate .
5.5	The fleet or fishery must record discards.	Essential	Procedure and evidence of conformity	Y	Same as 5.4
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	<p>Based on interview on captain, they have diver to return small fishes and other species like shark and dolphin to water.</p> <p>They have record of by-catch and found not belong to endangered species. Refer to 3.1</p>  <p>By catch is also indicated in the stowage plan.</p>
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	Based on interview only-Same as 5.6 There was also deployed observer to check compliance on the requirement.
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	<p>Based on interview, they ensure that all used nets are retrieved and accounted due to cost consideration.</p> <p>Noted on site that the facility used big nets attached (mechanically operated) to the vessel for quick retrieval.</p>

The Auditor must obtain a copy of the aforementioned procedure.

5.9	The fleet has a full-time on-board inspector, approved by Friend of the Sea, who can reports compliance with Friend of the Sea requirements.	Important	Documental evidence of employment. At least one monthly report of the on-board inspector.	Y	Based on catcher report they have Fisheries Observer who verified the Purse Seine Unloading Log sheet (Radio Call Sign Or) and with note date of disembark. Noted also that Freezer Vessels Fish Origin Declaration Form was verified by National Fisheries Officer (At Fort) and with NFA official stamp.
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The Auditor must verify the presence of the inspector and obtain their CV and contacts.

5.10	The fishing company implements "Threshold Reference Limits" or "Precaution Limits" for both, biomass and quantity of fish caught.	Important	Evidence of the values implemented	--	Refer to 1.1.2 Refer to http://www.fao.org/docrep/003/v8400e/V8400E02.htm
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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	YN	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	Used only net and refrigeration of fish up to selling point and said to be no re-use or re-process.
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	The company has dispersants on board in case of accidental spillage.
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	Chemicals on board are said to be for cleaning purposes.
6.4	The company does not use CFC, HCFC, HFC or other refrigerants that cause ozone depletion.	Essential	Procedure evidence of conformity.	Y	The company uses refrigeration unit and with ammonia as refrigerant. Note that there is no evidence of ammonia contamination (strong odor) at the time of audit.
<i>The Auditor must provide procedures complete with photographic evidence.</i>					

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) 	No	The facility do not provide registry of the energy source and use.
7.2	The Organisation should calculate its Carbon Footprint per product unit and engage to reduce it every year.	Recommendation		No	There is no presented calculation of the Carbon footprint per product unit.

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	The organization has Child Labor policy and prohibit hiring of child/ juvenile workers due to the nature of the job. Presented crew list and onsite during for the carrier and found no young / child labor
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.	N	There is no presented record to check compliance on the requirement of compensation and benefits.
8.1.3	grant employees access to healthcare	Essential		Y	Noted on site that there were adequate first aid kit on board and they have in-house doctor for the health care of the crew.
8.1.4	apply safety measures required by the law	Essential		Y	Observed various safety measures on board which said to be part of the pre-deployment checking and monitoring of on-board observer.
8.2	The organisation should be SA8000 certified.	Recommendation		N	The organization is not yet SA 8000 Certified
<i>The Auditor must verify the compliance with the requirements through documental evidence (work-contract samples) and on-site observation.</i>					

Further comments: The audit is limited only on the carrier and the organization has Limited information provided concerning to catcher.

CONCLUSIONS:

The Auditor must fill-in the following fields

The fleet COMPLIES with Friend of the Sea requirements

The fleet DOES NOT COMPLY with Friend of the Sea requirements

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

List major non conformities

- There is no presented record to check compliance on the requirement of compensation and benefits.

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

List Minor non conformities

- The facility do not provide registry of the energy source and use.

RECOMMENDATIONS (to be communicated within the next inspection)

List recommendation

- There organization should calculate Carbon footprint per product unit.
- The organization should be SA 8000 certified.