

Friend of the Sea Standard

FOS - Wild - Generic Sustainable fishing Requirements

REV	DATE	REASON	VALIDATION	APPROVAL
1	18/01/2013	First issue		

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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 months 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 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: NOUVELLE SOCIETE AMADIR

b) NAME OF THE ORGANISATION REQUESTING THE AUDIT: NOUVELLE SOCIETE AMADIR

c) IS THE ORGANISATION TO BE AUDITED PART OF A GROUP? IF SO, PLEASE SPECIFY THE NAME OF THE GROUP: NO

d) ADDRESS OF THE ORGANISATION TO BE AUDITED:

LOT 855 AV.AHMED EL HIBA ZI AIT MELLOUL

e) NAME AND CONTACTS OF THE PERSON WITHIN THE ORGANISATION RESPONSIBLE FOR THE AUDIT AND CONTACTS WITH THE AUDITOR:

Mr ABDELHAYE ECH CHARYF (Quality Manager)

f) FLEET TO BE AUDITED:

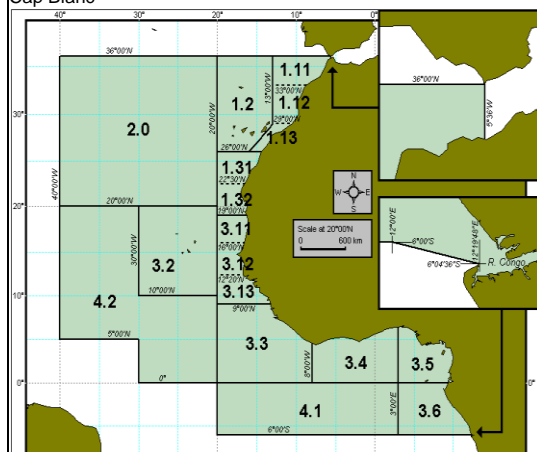
Name of the fishing vessel	Registration number	Vessel's flag	Fishing method	Capacity (MT)	Unloading harbor	Ship owner if different from a)
SEE Appendix- Fishing vessels.pdf						

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
LES FRERES III	8-421	LAAYOUNE-TARFAYA-TANTAN-AGADIR-SIDI IFNI
SIDI BOURJA	11-127	
REGRAGUI II	6/2-118	
EL FASSI III	8-1041	
SAMIA V	6-889	
OUM AL HOUDA	11-275	
CHEICA III	8-840	
SARHANE	8-981	

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)

FAO34 ZONE A, B AND C : Zone A: 32°N – 29°N Safi - Sidi Ifni, Zone B: 29°N – 26°N Sidi Ifni – Cap Boujdour, Zone C: 26°N – Cape Boujdour - Cap Blanc



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

Common Name	Scientific Name
SARDINE	<i>Sardina pilchardus</i>

j) TOTAL NUMBER OF EMPLOYEES: 400 Employees**k) ENVIRONMENTAL CERTIFICATIONS AND AWARDS:** None**l) ADDITIONAL INFORMATION:****AUDIT SCOPE**

As the company is supplied with raw material from different unload harbor; SIDI IFNI, LAAYOUNE, TANTAN, SAFI, TERFAYA, DAKHLA and AGADIR where the processing company is installed, a visit to AGADIR and LAAYOUNE ports has been performed to auditing the fleet composed by 4 seiners at AGADIR port and 4 seiners more at LAAYOUNE port.

Facility description:

The company was created on 1965 and is not belonging to any group and the company is specialized in canned fish, based in AGADIR; Southern Moroccan city known for its fishing port and its fish wealth, the company is specialized in canned sardines and mackerel..

BUSINESS LICENCE: RC 7475 – AGREEMENT 2682**Total surface:** 23000 M²**Product destination:** 100% EXPORT**Turnover:** 30 Million MAD**Annual production:** 41 MILLIONS UNIT/ YEAR**Low season:** January to May & High season: June to December**FOOD SAFETY SYSTEM INSTALLED:**

- HACCP : Installed since 1998 (See HACCP. jpg)
- IFS: Valid until 11/08/2016 (See Photo Report IFS&BRC.JPG)
- BRC: Valid until 28/08/2016 (See Photo Report IFS&BRC.JPG)

☒ **The Friend of the Sea project was introduced**

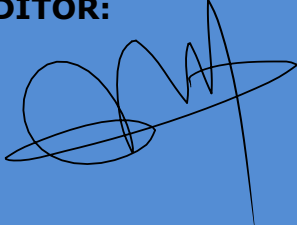
(If not the Auditor must provide a short description)

☒ **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 MOROCCO	AUDIT TEAM: KHALID EL FELLAHI	AUDIT START AND END DATE: 12&13&14/04/2016
SIGNATURE OF AUDITOR: 	NAME OF THE PERSON IN CHARGE FROM THE ORGANISATION AND ACCOMPANYING THE AUDITOR DURING THE AUDIT: ABDELHAYE ECH CHARYF (QUALITY MANAGER)	AUDIT CODE:

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 parameter	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				
1.1.1	Data deficient	Essential		Y	The stock of pelagic are checked every year by the Ministry of Agriculture, Marine Fisheries and managed by INRH (NATIONAL INSTITUTE OF FISHERIES RESEARCH) New assessment of pelagic stock has appeared at the end of 2014. (See Appendix INRH_STOCK ASSESSMENT.pdf)
1.1.2	Over-exploited (F>Fmsy)	Essential	F<Fmsy within probability range of available stock assessments	Y	INRH source: A 2013 deadline, the results of the comprehensive evaluation model indicate that small pelagic stocks of mackerel are fully exploited at A, B, and C zone as well as sardine in zone C. For the sardine stock in centre (A + B), due to the large fluctuations observed biomass and large uncertainties in fishing effort, despite the different evaluations tests, the model results prove inconclusive to decide on the operating status of this stock. However, the biomass and abundance indices estimated by acoustic method, the last four years show an upward trend since 2008 with a peak in 2013. This gradual recovery of the stock would be linked to improved environmental conditions including those of the upwelling, which were favourable to good recruitment. The stock of small pelagic at zone C. (See Appendix INRH_STOCK ASSESSMENT.pdf).pdf ; Conclusion) The strategic plan developed by Morocco for small pelagic stocks guarantee sustainable exploitation of this resource and ensures the maximizing of its value. It concerns five fisheries scattered along the coast: Mediterranean, North Atlantic, central Atlantic and South Atlantic. This development plan, launched in February 2010 has introduced management measures to governing the permitted fishing areas, allowable species and accessories, operating procedures by different fleets and tracking documents and monitoring catches. (See Appendix Moroccan_Small_pelagics_strategy.pdf)
1.1.3	Over-Fished (B<Bmsy)	Essential	B>Bmsy within probability range of available stock assessments	Y	Sardine: in Zone A + B Group work that wrote the report CECAFA therefore maintained its recommendations from the previous three years that the capture should not exceed 400,000 tonnes. In Zone C; Sardine is not overfished Mackerel: It was recommended that the catch should not exceed 200,000 tonnes. In Zone C; Mackerel is not overfished (See Appendix -Report of Working Group of the FAO Evaluation of Small Pelagic fish off Africa North West. Banjul, The Gambia, 18-22 May 2010). (See Appendix -CECAF_XX_2012_4)

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% 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.	NA	
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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 parameter	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	<p>In Morocco, a heterogeneous fleet of three main types of vessels performs fishing of sardines and mackerel; The traditional coastal (2100 unit according to 2013) Purse seiners (598 units according to 2013). Pelagic trawls; 613 coastal trawlers and modern boats equipped with refrigerated seawater tanks (RSW – 21 unit according to 2013), and pelagic freezer trawlers (12 according to 2013) that also take other species (species as 'target' or as an accessory' by catch). In zones A and B, sardines and mackerel are fished exclusively by traditional Moroccan coastal and purse seiners. In Zone C fishing is done with pelagic trawlers (RSW and freezer) and seiners.</p> <p>The monitoring and control of fisheries by ONP confirm that the fleet are not operate in Marine Protected Areas: 1 - At sea, it is supervised by the supervisory authorities: the Royal Navy and the Royal Gendarmerie, through patrol and surveillance aircraft 2 - On land, it is ensured by the Ministry of Maritime Fishing by officers, scientists and observers of GPS (Mouchard system) system for the fleet offshore.</p> <p>The fishing license issued and renewed annually establish fishing areas authorized by the competent Authorities, and if the fleet not respecting the approved areas, the permit is withdrawn directly. (See Appendix - Licence_VESSELS)</p>

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	The species are fished 10-15 miles from the shore, international literature confirms that purse seine and trawl fishing method have no impact on the seabed.
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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	THE stock assessment realized by CECAF takes into consideration the role of the fleet and the pressure due t the fishery on the stock
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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	Bycatch studies must have been carried out by the relevant bodies (FAO or RFMOs or National Authorities or Universities) and they must provide information	Y	<p>As checked, by-caught species are regulated by local law annexed to the license provided to vessels' captains and established at 3% OF TOTAL CATCHES and not present on IUCN red list. List of by-caught species authorized:</p> <p>(See Appendix - License vessel_By-caught.pdf – See Article 13 Annex A) (See-www.iucnredlist.org)</p>

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	According to FAO 2005 update on discards, weighted discard rate for purse seining on small pelagic is 1,6% (low than 5%). The fisheries for small pelagic generally have low discard rates because the schools tend to be monospecific and the fish tend to be of a similar size. With the purse seine, false catches species are other pelagic like; Sardinella aurita, Sorting is done inside the processing plant. The rate is less than 5%, the company is keeping daily records of results.
3.3.1	FADs (Fish Aggregating Devices)	Important	Auditor must collect the data	NA	
3.3.2	FADs (Fish Aggregating Devices)	Important	Audit must collect evidence	NA	

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 fishing vessels are regularly registered annually, special authorization is to be delivered by maritime authority before, and after each fishing process, the supervisory authorities supervise all fishing vessels: the Royal Navy and the Royal Gendarmerie, through patrol and surveillance aircraft regularly. Confirmed during visit vessels sample, all have their operative licenses and renewed annually. (See Appendix - License vessel_By-caught.pdf) (See Appendix - Fishing_Moroccan_local law 14-08 – Chapitre II)
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	All vessels supplying the factory are operating with Moroccan flag as confirmed during vessels visit.
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	Control of fisheries activities is entrusted to national agencies involved at different levels of the fishing sector for the recognition of violations and enforcement of existing regulations. It was confirmed during the audit that the fleet are not including IUU fishing vessels.
The Auditor must 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	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.dolphinsafetuna.org	NA	
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					
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	During the visit audit, it was confirmed that the controls and monitoring done by ONP meet local law and effective to ensure the respect of international and local requirements stated. (See Appendix - Fishing_Moroccan_local law 14-08 – Chapitre II)
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	Y	In zone C; The TAC is installed and operational, established at 15000 T/ pelagic trawl as mentioned at the fishing license. (See ARTICLE 16 at Appendix AL WAFAE_PELAGIC TRAWL_LICENSE.jpg) In zone A and B, quota system has just been installed on (09/04/2015) by the inclusion of the
			specify applicable		new boxes managed by the authority and mandatory

			indicators.		for all vessels, which allow to control the total allowable catches by vessels, now the total allowable catches has been established at 55 T/ Vessel/ Day. (See Appendix Declaration15-01 TAC_ZONE_A&B.jpg)
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.	N Y	The use of the logbook is mandatory by Moroccan law (See Appendix - Fishing_Moroccan_local law 14-08 – Article 11) In zone A and B; an electronic logbook system registration of catches held by ONP functionaries. The information about the capture are registered at each landing, the ONP office prepares statements of vessel name, fishing license, fishing tonnage, fishing area, and check the license for each vessel, but in boats the logbook is still not used. (See Appendix Reception_ticket) In zone C; Pelagic trawlers and large vessels for freezing are equipped with the logbook as confirmed during the visit at ALHAMD pelagic trawl but at the seiners, the logbook is still not used. (See photo_report logbook_Pelagic_Trawl RSW_ALHAMD)
4.5.3	Mesh size	Essential	Countries' fisheries laws are available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en . The Auditor must specify applicable indicators.	Y	For seiners 6 cm to 6 cm (9 Cm of diagonal) For pelagic trawls; the size of the smallest mesh must be equal to or greater than 40 mm mesh stretched
4.5.4	Net size	Essential	Countries fisheries laws are available on the website FAO http://www.fao.org/fishery/countryprofiles/search/en . The Auditor must specify applicable indicators.	Y	Length 675m & 75m high
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	Sardine: maximum 20 pieces per kg In the Mediterranean area two modes 11,5 cm and 17,5 cm. In the northern region have average sizes of 17.5 cm and 12.5 cm predominate. In central Atlantic (A+B), capture shows a tri-modal structure dominance 16 cm mode followed by two other modes of 19,5 cm and 21,5 cm. While at the level of the South Atlantic (C), the catch is composed mainly of large individuals that represent a main mode located 22 cm. Mackerel: maximum 14 pieces per kg In the Mediterranean, the structure is bimodal (modes at 17 cm and 24.5 cm), while in Atlantic, this structure is uni-modal, in the northern zone with a multi-modal mode and 20cm at the Central Zone and South
4.5.6	Distance from the 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	10-15 Kms For pelagic trawl; > 15 miles between 24° and 25° > 12 miles between 21°23' and 20°54'40"
4.5.7	Measures for the reduction of accidental catches	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	Declared at landing and controlled by authority, as well during raw material reception at the company, records are kept-up-to date and simple calculation prove that by-catch never exceed 1,2% (See Appendix - License vessel_By-caught.pdf – See Article 13 Annex A)
4.5.8	No fishing 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	No fishing on protected habitat; confirmed during fleet harbour and Moroccan authority visit and interviews conducted with all actors. The protected areas are declared on the fishing license and clearly apparent on the vessels steering systems and followed by GPS system installed within the fleet.
4.5.9	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	Y	Missing banned fishing gears methods, chemical product and explosive; confirmed during fleet, harbour and Moroccan authority visit and interviews conducted with all actors

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	Moroccan fishery has an effective management system guided by a local legislative framework and supervised by local agencies imposing a responsible and sustainable use of marine resources. The license provided to vessels include all applicable low and mandatory practices to be followed (See LICENSE VESSELS) See Appendix - Moroccan_Small_pelagics_strategy) As stated by the manager of LAAYOUNE ONP, the code of conduct is under construction and it will be available soon. But generally, Morocco is among the countries which have adopted the FAO Code of Conduct DMP: DEPARTMENT OF MARINE FISHERIES http://www.mpm.gov.ma ANP: NATIONAL AGENCY OF PORTS http://www.anp.org.ma ONP: NATIONAL OFFICE OF FISHERIES http://www.onp.co.ma INRH: NATIONAL INSTITUTE OF FISHERIES RESEARCH www.inrh.ma ITPM: Maritimes of Fisheries Technology Institutes
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	See section 4.1 and Appendix 3 "Strategy Development and competitiveness of the sector halieutique Morocco 2020 " Study of biomass each year (See Appendix 4 "Biomass") has present there is control over the ZONE A and B and a Plan Layouts: for stock C. The 2-7-230 decrees from 4/11/2008 (See Appendix 5.3) the precise modalities for small fishing pelagic. 2 fishing areas was introduced It specifies the need for the license of specific to small pelagic fishery with the following information: - Fishing area and if necessary, the fishery for small pelagic - Number and type of fishing gear authorizes - Authorized and permitted percentage species - Catch volumes assigned to the ship if any - The ports of landing if necessary - The logbook with mention of quantities of species catches - The subsequent penalties Decree. 3279 (see Appendix 5.4) of 16/12/2010 small fishery pelagic South Atlantic: - Minimum distance to the PORT - Individual quotas - Accessories species list
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	The monitoring and control of fisheries are at two levels: 1 - At sea, it is supervised by the supervisory authorities: the Royal Navy and the Royal Gendarmerie, through patrol and surveillance aircraft - On land, it is ensured by the Ministry of Maritime Fishing by officers, scientists and observers of GPS system for the fleet offshore (See Appendix Reception_ticket.jpg) (See Photo Report - MOUCHARD GPS.jpg)
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	Y	Vessels must report catch landed to the Fishing controls weight department as confirmed during traceability test.
5.5	The fleet or fishery must record discards.	Essential	Procedure and evidence of conformity	Y	All rejected must be declared to the Fishing controls weight department as confirmed during traceability test.
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	Essential	Procedure and evidence of conformity.	Y	Fishing methods used its very selective and there is no risk of catching endangered species; the schools are located by sonar system. Confirmed during vessels visit and interviews.

5.7	The fleet implements a management program that guarantees that any	Essential	Procedure and evidence of conformity.	Y	The net used in fishing seine is generally recovered quickly given the opportunity to return to the sea accidentally caught species. Confirmed during vessels visit and interviews.
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	No written procedure but if happened, The fleet of small boats undertakes recover the lost pieces of nets, normally if nets are not recoverable it must be reported to the position Coastguard. Confirmed during vessels visit and interviews.
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.	N/A	Only for fleets targeting tuna
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	Y	According to the visit done during the audit, The Fishery respects 'Threshold reference points', or 'precautionary limits' for both the biomass and fishing rate are in place. Confirmed during vessels visit and interviews.
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,	Essential	Procedure and evidence of conformity.	Y	New program of unified boxes has just installed and managed by ONP (National office of fishery), the boxes are recollected after use to be cleaned and reused. Confirmed during vessels visit and interviews. Fish waste is sold to fishmeal industry. The engine lubricants is collected and landed to be sold to specific body in order to be recycled.
6.2	The 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 fishery is required to comply with regulations for waste that requires asking him in boxes and disembark in different containers on the docks. For waste oils and lubricants are removed by a licensed company (See photo report: SOGEDEV; COMPANY FOR WASTE COLLECTION) If a boat is discharging into the sea, coast guard or custody fishing can occur with a fine to prison. Confirmed during vessels visit and interviews.
6.3	The fishing company utilises all the chemical non-toxic alternatives available in order to reduce the use of toxic, persistent or bio-	Essential	Procedure evidence of conformity.	Y	The fishery does not use chemicals and undertakes use organic products for cleaning. The cleaning process for pelagic trawl is done by SOGEDEV company according to local law. Confirmed during vessels visit and interviews. (See photo Report: SOGEDEV; COMPANY FOR WASTE COLLECTION)
6.4	The company does not use CFC, HCFC, HFC or other refrigerants that cause ozone depletion.	Essential	Procedure evidence of conformity.	Y	The fishery does not use refrigeration systems on board. The ice is loaded into the port. Confirmed during vessels visit and interviews.
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"> incoming energy sources (renewable or not) energy consumption per process line (fishing, processing, transport) 	Y	<p>All vessels are provided with fuel consumption record book</p> <p>The company is following its consumption regarding; Fuel, electricity and water in daily basis and developing policy and procedure in order to reduce its energy consumption progressively.</p> <p>See Appendix Water RAMSA consumption. Pdf</p> <p>See Appendix Energetic action plan. Pdf</p> <p>See Appendix Well consumption. Pdf</p>
7.2	The Organisation should calculate its Carbon Footprint per product unit and engage to	Recommendation		N	No carbon footprint has been done by the company
<i>The Auditor must request copies of the registers.</i>					

8- SOCIAL ACCOUNTABILITY

No.	Requirement	Level	Quantitative parameters	Y/N	Comments
8.1	The Organisation must respect human rights, complying with the following requirements:			Y	The company has developed its internal social policy and procedures in order to be in compliance with social requirement and continuous audits clients are performed for continuous improvement.
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	<p>Facility processing:</p> <p>Neither evidence nor historical use of children under the legal minimum age, harassment practice, legal disciplinary practice and workers feel free to address all their complaint through their worker representative or directly to RH manager.</p> <p>Confirmed during site visit and interviews crossed with document checked</p> <p>Vessels:</p> <p>According to interviews conducted during visiting vessels; it was confirmed the good relations between members of ships and compliance with the minimum age of recruitment, the process controlled by MDM agency, where the captain must declare authorized workers on the vessel before and after the process of fishing.</p>
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	<p>Facility processing:</p> <p>Random payrolls checked from different month of the year; confirm that the company is paying fair wages and the legal minimum wage was respected.</p> <p>but;</p> <p>Holidays and seniority leave are not paid to seasonal workers</p> <p>Vessels:</p> <p>The remuneration process is controlled by authority (ONP) which is paying workers from the payment received from sellers and give the rest to the captain of vessel.</p>

8.1.3	grant employees access to healthcare	Essential		Y	<p>Facility processing: Health care was regularly followed; H&S committee, doctor on hand, nurse on charge, first aides team, , sickroom and visit records as required by local law, to guarantee workers' health protection, Annual summary (2014) done by doctor was checked and all results have been satisfactory, Confirmed during site visit and interviews crossed with document checked. (See Photo Report)</p> <p>Vessels: medical care of ship's company is ensured by authorized doctor and nurse with regular follow-up</p>
8.1.4	apply safety measures required by the law	Essential		N	<p>Facility processing: The company has all necessary measures to guarantee H&S; this conclusion was confirmed during visit crossed with documents checked: Security risk assessment, firefighting equipment, procedures, and training certificates, Evacuation plan installed in each workshop, First aid boxes at the production workshops, MSDS chemical product near laboratories, Doctor on hand and regular medical visit as per local law. However some improvements are needed:</p> <p>Some belts machines were found not covered Missing emergency lamps on emergency exits and evacuation route No protection shoes provided to workers on warehouses No evacuation plan within workshops and no fire drill performed No trained team on first aids technic No assessment of noise and temperature within workshops Clarks not provided with safety alarms</p> <div data-bbox="817 918 1452 1308">  </div>
8.2	The organisation should be SA8000 certified.	Recommendation		N	No plan in progress to be certified with SA8000 social requirements, however the company has received many social audits (BSCI, SEDEX and ICS) and from many client and no critical issues were raised as confirmed by audit report checked

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

Further comments:

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

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

(see **Appendix- Moroccan_Small_pelagics_strategy**)

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

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

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

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

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

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

informations :

identification of fishing vessels

Product description by fishing vessel

Reference of conservation measures and applicable management

validation the fishing vessel captain

product to be exported.

CONCLUSIONS:

It is important that the Auditor also completes the following fields

X The Fleet CONFORMS to Friend of the Sea requirements.

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

The Auditor has found the following nonconformities:

MAJOR NONCONFORMITY (to conform within 3 months)

Point 4.5.2

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

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

Specify

Point 8.1.2

Holidays and seniority leave are not paid to seasonal workers

Point 8.1.4

Some belts machines were found not covered

Missing emergency lamps on emergency exits and evacuation route

No protection shoes provided to workers on warehouses

No evacuation plan within workshops and no fire drill performed

No trained team on first aids technic

No assessment of noise and temperature within workshops

Clarks not provided with safety alarms

RECOMMENDATIONS (notification before the subsequent inspection)

Point 7.2

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

Point 8.2

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