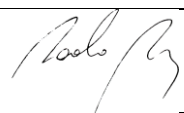
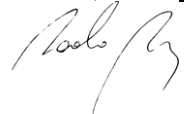
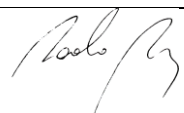
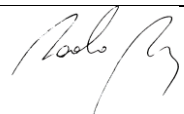


# Friend of the Sea Standard

## FOS - Wild Sustainable Fishing Requirements

**Friend of the Sea**  
[www.friendofthesea.org](http://www.friendofthesea.org)

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



## Foreword

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

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

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

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

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

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



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

Name of the fishing vessel	Registration number	Unloading harbour
Fulaili	503/77/TPKKP/435.349/2018	Ambunten
Syamsul Arifin	503/77/TPKKP/435.317/2018	Ambunten
Abdus Somad	503/77/TPKKP/435.318/2018	Ambunten
Ainul Rahim	503/77/TPKKP/435.326/2018	Ambunten
Ismail Ansori	503/77/TPKKP/435.332/2018	Ambunten
Khairil Anam	503/77/TPKKP/435.333/2018	Ambunten
Masjuni	503/77/TPKKP/435.334/2018	Ambunten
Imam Arifin	503/77/TPKKP/435.342/2018	Ambunten
Mahmud	503/77/TPKKP/435.345/2018	Ambunten
Massuni	503/77/TPKKP/435.355/2018	Ambunten

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

<http://www.fao.org/fishery/area/Area71/en>

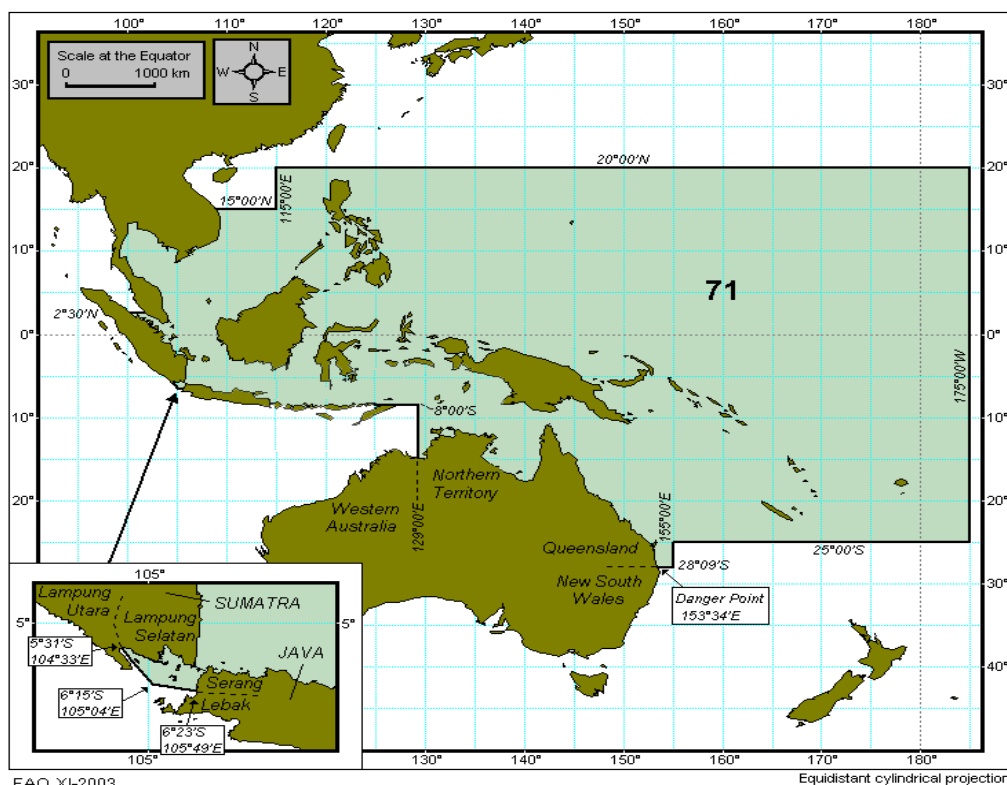


Fig. H4.71.0 shows the boundaries of the Western Central Pacific (Major Fishing Area 71).

A description of the area is as follows:

A description of the area is as follows:

All marine waters of the Western Central Pacific bounded by a line commencing from a point on the southeast coast of Asian Mainland at 15°00'N latitude; thence due east to 115°00'E longitude; thence due north to 20°00'N latitude; thence running due east along this parallel to 175°00'W longitude; thence running due south along this meridian to 25°00'S latitude; thence due west to 155°00'E longitude; thence due south to 28°09'S latitude; thence due west to meet a point on the coast of Australia at the boundary between the States of New South Wales and Queensland; thence due north along the coast of Queensland and the State of Northern Territory to a point at 129°00'E longitude at the boundary between the State of Western Australia and the Northern Territory; thence due north to 8°S latitude thence due west to 113°28'E longitude; thence due north to meet the south coast of Java at 8°23'S latitude; thence in a westerly direction along the coast of Java; thence across the marine waters between Java and Sumatra; thence along the east coast of Sumatra and running due north in the Strait of Malacca to 2°30'N latitude; thence across the Strait to meet the coast of Malay Peninsula; thence round the coasts of the Peninsula and running due north along the coast of Asian Mainland to the point of departure.

There are no subdivisions of the Western Central Pacific (Major Fishing Area 71) that are recognized for the collection of STATPAC catch and effort data.

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

Common Name	Scientific Name
<i>Giant Tiger Prawn</i>	<i>Penaeus monodon</i>
<i>Indian White Prawn</i>	<i>Penaeus indicus</i>
<i>Greasyback Shrimp</i>	<i>Metapenaeus ensis</i>

**j) TOTAL NUMBER OF EMPLOYEES:**

Fishing Fleet 400 staff  
Processing Plant 300 employees

**k) ENVIRONMENTAL CERTIFICATIONS AND AWARDS**

N/A

**I) ADDITIONAL INFORMATION:**

The Sumenep area has total about 300 trammel net vessel, no other fishing vessel or fishing gear around the area. All vessel has almost similar size, 9 M in length, out board engine of 25 HP, < 5 GT in capacity, trammel net size 100M in length and 70cm width, mesh size 2.5 inch. Fishing area from 3 KM to 23 KM from the shore, depth of sea water about 18M, fishermen go out daily to the sea, spending about 6 hours for a trip. There is a fisheries officer giving extension service in this area. Shrimp season start from July to Dec.

Stakeholders consulted prior audit, all 3 stakeholder did not have any objection to the audit, all of them support the certification of wild shrimp in this area.

1. Sumenep Fishery Management Authority: Pak Ramdan  
Phone and Whatsapp No: +62 82333331818
2. Fishermren Representatives: Pak Hasan  
Phone : +62 82337939377  
Whatsapp : +62 87850075400
3. Local NGOs : Pak Hadari  
Phone : +62 85204248884  
Whatsapp : +62 87805588885

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

<b>CERTIFICATION BODY: DNV GL Sdn Bhd, Malaysia</b>	<b>AUDIT TEAM: Che King Lee (Mr)</b>	<b>AUDIT START AND END DATE: Oct 15, 2018</b>
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**SIGNATURE OF  
AUDITOR:**



**NAME OF THE PERSON IN  
CHARGE OF THE  
ORGANISATION AND  
ACCOMPANYING THE  
AUDITOR DURING THE  
AUDIT:**

Mr Ridwan Slamet (Plant  
Manager)

Mr Taufik Ernanto (QA,  
Document Control)

Ms Pujiastuti (QA Manager)

**AUDIT CODE:**



## NOTES TO THE AUDITOR

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

### **1 STOCK STATUS**

No.	Requirement	Level	Parameters and information	Y/N	Comments
1.1	The state of the stock under consideration shall be assessed by the fisheries management organisation.	Essential	The fishery shall demonstrate to collect data in accordance with applicable international standards (e.g. Coordinating Working Party on Fishery Statistics, the FAO Guidelines for the routine collection of capture fishery data, FAO Fisheries Technical Paper No. 382; Deep Sea Fishery (DSF) in the High Seas, FAO Programme).	Y	Stock assessment as per Captures Fisheries Statistic of Indonesia, 2016, Ministry of Marine Affairs and Fisheries Republic of Indonesia official web site: NOMOR 47/KEPMEN-KP/2016. <a href="http://statistik.kkp.go.id/sidatik-dev/index.php?m=5">http://statistik.kkp.go.id/sidatik-dev/index.php?m=5</a>  <a href="ftp://ftp.fao.org/docrep/fao/007/y5852e/Y5852E23.pdf">ftp://ftp.fao.org/docrep/fao/007/y5852e/Y5852E23.pdf</a> <i>FAO Fisheries and Aquaculture Report. No. 940. 2010.</i> <a href="http://www.fao.org/docrep/012/i1555e">http://www.fao.org/docrep/012/i1555e</a>

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

***FAO 1997: FAO Technical Guidelines for Responsible Fisheries.***

1.1.1	The stock under consideration shall NOT be data deficient	Essential		Y	<i>Penaeus indicus</i> ( <i>Penaeus</i> spp) is considered Medium to Fully Exploited in FAO Area 71. <i>Penaeus monodon</i> is considered Fully to Overexploited in FAO Area 71. <a href="ftp://ftp.fao.org/docrep/fao/007/y5852e/Y5852E23.pdf">ftp://ftp.fao.org/docrep/fao/007/y5852e/Y5852E23.pdf</a> ( <a href="http://www.fao.org/docrep/009/y5852e/Y5852E12.htm#tbl12">http://www.fao.org/docrep/009/y5852e/Y5852E12.htm#tbl12</a> )
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				<p>No Data is available from literature on <i>Metapenaeus ensis</i>.</p> <p>Considering the above non compliance of some of the targeted stocks, an exception could be made as trammel nets shall represent less than 10% of the total catch (which is mostly catch by trawlers), irrespective of all other criteria and shall be taken as a positive example of low impact fishery.</p>
1.1.2	The stock under consideration shall NOT be Over-exploited.	Essential	<p><math>F \leq F_{msy}</math> within probability range of available stock assessments or at least <math>F \leq F_{lim}</math> (limit reference point – or its proxy)</p> <p>If overfishing of a stock under consideration of a certified fishery occurs, the certification of this fishery is suspended or revoked.</p>	<p><i>Penaeus indicus</i> (<i>Penaeus</i> spp) is considered Medium to Fully Exploited in FAO Area 71.</p> <p><i>Penaeus monodon</i> is considered Fully to Overexploited in FAO Area 71.</p> <p><a href="ftp://ftp.fao.org/docrep/fao/007/y5852e/Y5852E23.pdf">ftp://ftp.fao.org/docrep/fao/007/y5852e/Y5852E23.pdf</a> (<a href="http://www.fao.org/docrep/009/y5852e/Y5852E12.htm#tbl12">http://www.fao.org/docrep/009/y5852e/Y5852E12.htm#tbl12</a>)</p> <p>No Data is available from literature on <i>Metapenaeus ensis</i>.</p> <p>As the fishermen is using trammel net and the fishing area is 2.8 to 27 KM from shoreline, hence the impact is minimal, with low season (minimal fishing activities from Jan to June) (Refer to 1,2)</p>
1.1.3	The stock under consideration shall NOT be Over-Fished.	Essential	<p><math>B \geq B_{msy}</math> within probability range of available stock assessments or at least <math>B &gt; B_{lim}</math> (limit reference point – or its proxy).</p> <p>If the stock under consideration of a certified fishery becomes overfished, the certification of this fishery is suspended or revoked.</p>	<p><i>Penaeus indicus</i> (<i>Penaeus</i> spp) is considered Medium to Fully Exploited in FAO Area 71.</p> <p><i>Penaeus monodon</i> is considered Fully to Overexploited in FAO Area 71.</p> <p><a href="ftp://ftp.fao.org/docrep/fao/007/y5852e/Y5852E23.pdf">ftp://ftp.fao.org/docrep/fao/007/y5852e/Y5852E23.pdf</a> (<a href="http://www.fao.org/docrep/009/y5852e/Y5852E12.htm#tbl12">http://www.fao.org/docrep/009/y5852e/Y5852E12.htm#tbl12</a>)</p> <p>No Data is available from literature on <i>Metapenaeus ensis</i>.</p> <p>As the fishermen is using trammel net and the fishing area is 2.8 to 23 KM from shoreline, hence the impact is minimal, with low season (minimal fishing activities from Jan to June) (Refer to 1.2)</p>

**All the requirements related to the current status and trend of the stock under assessment shall include data of bycatch, discards, unobserved mortality, incidental mortality, unreported catch, and catch outside of the unit of certification.**

**Up-to-date data and/or information on the stock status is available from one of the following: FAO, Regional Fisheries Management Organisation, Marine Research National Authority, University, other independent research institute.**

**Other information may include generic evidence based on similar stocks, when specific information on the stock under consideration is not available, providing there is low risk to the stock under consideration in accordance with the Precautionary Approach.**

1.1.4	The methodology of assessment of the status and trends of the stock under consideration shall be made publicly available in a timely manner.	Essential	Documental evidence	Stock assessment as per Captures Fisheries Statistic of Indonesia, 2016, Ministry of Marine Affairs and Fisheries Republic of Indonesia official web site: NOMOR 47/KEPMEN-KP/2016.  <a href="http://statistik.kkp.go.id/sidatik-dev/index.php?m=5">http://statistik.kkp.go.id/sidatik-dev/index.php?m=5</a>
1.2	<p><u>Only applicable to small-scale and artisanal fisheries (i.e. it is not applicable to freezer vessels)</u></p> <p>If the organisation complies with all the requirements of the standards in the present document and does not catch more than 10% of the total catch (weight) of the same target species in the stock under consideration, requirements 1.1.1, 1.1.2., 1.1.3. do not apply.</p>	Essential	Weight of catches by fishery with same fishing method as the one under assessment is not over 10% of total catch from the same stock.	<p>Y</p> <p>The facility bought shrimp from Sumenep area from small scale and artisanal fisheries using trammel net, Dec 2017 – Aug 2018, total tonnage bought 91.2 MT (Metapenaus ensis). The fishing area was from 2.8 to 27 KM from the shore. No statistical data from Metapenaus ensis from FAO. The total catch from Dec 2017 to Aug 2018 is negligible compare to potential from peak season.</p> <p>Since found NEGATIVE ANSWER TO THE 1.1 REQUIREMENT, therefore, this Clause 1.2 can be applied. The company is encouraging and procuring material only from small traditional fishing operation with fishing gear trammel net only. This respects all other criteria. Confronting the catch of the traditional fishery of trammel nets, audited species in the same area, some of the Species are compliant with this requirement as the PT. WBS less than 10% of total catch on the target stock.</p> <p>Based on Indonesia Fisheries Department Decree 2016, potential Penaeid in Java Sea (WPPNRI 712) were 53,890 MT, while the total catch from Dec 2017 to Aug 2018 in Ambunten District (WPP 712) were 91.2 MT for the three species which accounted for 0.2% of potential stock.</p>

**The Auditor shall fill-in these fields ONLY in case of negative answer to the 1.1 requirement.**

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

## **2 ECOSYSTEM and HABITAT IMPACT**

No.	Requirement	Level	Parameters and Information	Y/N	Comments
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2.1	<p>Current data and/or other information are collected and updated about the effects of the fishery under assessment on the ecosystem structure and habitats vulnerable to damage by fishing gear, also considering the role of the stock in the food web (e.g. key prey or predator species).</p> <p>The same information regarding any associated enhancement activities is also collected and maintained.</p>	Important	<p>Data collection shall be in accordance with international standards (e.g. CWP and DSF in the High Seas, FAO Programme).</p> <p>The data and analysis may include local, traditional or indigenous knowledge and research, providing its validity can be objectively verified.</p> <p>The methodology and results of the analysis of the most probable adverse impacts of the unit of certification and any associated culture and enhancement activity on the ecosystem are made publicly available in a timely manner, respecting confidentiality where appropriate.</p>	<p><a href="https://pusluh.kkp.go.id/index.php/arsip/c/3003/PERMEN-KP-NOMOR-71PERMEN-KP2016.-TENTANG-JALUR-PENANGKAPAN-IKAN-DAN-PENEMPATAN-ALAT-TANGKAP-IKAN-DI-WILAYAH-PENGELOLAAN-PERIKANAN-NEGARA-REPUBLIK-INDONESIA/">https://pusluh.kkp.go.id/index.php/arsip/c/3003/PERMEN-KP-NOMOR-71PERMEN-KP2016.-TENTANG-JALUR-PENANGKAPAN-IKAN-DAN-PENEMPATAN-ALAT-TANGKAP-IKAN-DI-WILAYAH-PENGELOLAAN-PERIKANAN-NEGARA-REPUBLIK-INDONESIA/</a></p> <p>From Ministry of Marine Affairs and Fisheries, RI,</p> <ol style="list-style-type: none"> <li>1. page 6 on fishing method,</li> <li>2. page 12, fishing vessel that affect environment and fishing method.</li> <li>3. Page 35: monitoring and evaluation on fishing gears</li> </ol> <p>This information is available at Ministry of Marine Affairs and Fisheries website.</p>
2.2	The fishery or fleet complies with Marine Protected Areas regulation.	Essential	Verify compliance also by use of VMS and plotters tracking and World database <a href="http://www.mpaglobal.n">www.mpaglobal.n</a> etc	<p>Nearest MPA is Kepulauan Sepekan which is 200 KM to the east of Madura Island. This artisanal fisherman only goes out 3 to 27 KM from the coastline.</p> <p>Peraturan Bupati Sumenep Nomor : 08 Tahun 2010, finalized that Pulau Sepekan as Marine Protected Area 06°48' - 07°8' - 115°48' - 115°53'</p>
<p><b>The Auditor, through random sampling, using the Satellite Control System on the vessels or valid alternative evidence, shall verify that the fishing activity is not carried out in infringement of Marine Protected Areas (MPA). Alternatively an official declaration from local Control Authorities shall be produced. The Auditor shall provide a list of Protected Marine Areas in the area (refer to <a href="http://www.mpaglobal.org">www.mpaglobal.org</a>).</b></p>				
2.3	The fishery or fleet shall use fishing gears that do not affect the seabed unless proven that such impact is negligible.	Essential	The seabed and benthic communities shall return to their original conditions within a maximum of 30 days from the impact of the fishing gear on the seabed.	The fishermen are using trammel net for shrimp catching, net is only 70cm depth, catching area 2.8 to 23KM from the shores. The trammel net is floating on the water column; it will not damage the sea bed.
<p><b>The Auditor shall collect conformity evidence.</b></p>				

2.4	The organisation has requested or conducted an assessment of the impact of its activities on essential habitats for the stock under consideration and on habitats vulnerable to damage by the fishing gear.	Recommendation	The RFMO shall carry out studies which consider the impact of the fleet or fishery on the ecosystem and it shall take this into account when producing managements advices.		Trammel net depth 70cm in water column which do not cause any damage to habitat. Verified during on site audit.
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**The Auditor shall provide evidence referring to all available studies.**

2.5	In the case of enhanced fisheries (e.g. fishery and aquaculture activities) the organisation is assessed also against FOS Aquaculture standards	Essential	Full compliance with FOS-Aqua standards	NA	This is a wild catch fisheries
2.5.1	Natural reproductive stock components of enhanced stocks are not overfished nor substantially displaced by stocked components.	Essential	The displacement shall not result in a reduction of the natural reproductive stock component below abundance-based target reference points (or their proxies).	NA	This is a wild catch fisheries
2.5.2	Management objectives are in place that seek to avoid significant negative impacts of enhancement activities on the natural reproductive stock component of the stock under consideration and any other wild stocks from which the organisms for stocking are being removed.	Essential	Target Reference points or their proxies.	NA	This is a wild catch fisheries

**Only applicable to enhanced fisheries.**

**Enhanced fisheries are fisheries supported by activities aimed at supplementing the recruitment and raising the total production of a fishery beyond a level supported by natural processes (FAO Technical Guidelines for Responsible Fisheries. Inland fisheries. No 6. Rome, FAO 1997.**

### **3 SELECTIVITY**

No.	Requirement	Level	Parameters and information	Y/N	Comments
3.1	<p>Accidental catches (bycatch) shall not include species listed in the IUCN red list of endangered species as Vulnerable or higher risk.</p> <p>The IUCN assessment shall have been carried out no more than 10 years before.</p>	Important	<p>Bycatch studies shall have been carried out by the relevant bodies (FAO or RFMOs or National Authorities or Universities) and they shall provide information regarding level of bycatch and bycaught species</p> <p>These studies shall not indicate the presence of species vulnerable or higher risk among the regularly caught (over 0.25% of total weight) species according to <a href="http://www.iucnredlist.org">www.iucnredlist.org</a>.</p>	Y	No by catch for the last calendar year.
3.1.1	The organization collects and maintains current data and/or other information about the effects of the fishery and associated enhancement activities (if any) on endangered species, non-target catches and discards.	Essential	Traditional, fisher or community knowledge can be used as reference, provided its validity can be objectively verified	Y	This traditional fisherman using trammel net to catch shrimp. No by catch recorded in last calendar year.
<p><b><i>The Auditor shall obtain records kept by the organisation of the species that are caught accidentally, and an assessment of the effects of the fishery on non-target stocks. The information included in the list shall be compared with the accidental catches actually occurred on site at the time of unloading. The list shall also be compared with the database of the IUCN red list <a href="http://www.redlist.org">www.redlist.org</a>. The Auditor shall provide a final document that shows if any of the accidentally caught species is included in the IUCN list.</i></b></p>					
3.2	The level of discard shall not be over 8% of total catch (in weight).	Essential	Discards are bycaught species which are not used for human consumption not for fish meal or fish oil production.	Y	From the facility data, there was no discards species.

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).  The fleet or fishery shall provide a census of number of all fish aggregating devices (FADs) deployed during the previous 12 months and shall report on a yearly basis to Friend of the Sea regarding FADs deployment per vessel.	Important	Auditor shall collect the data provided by the fleet or fishery and attach it to the audit report	NA	N/A. This is a prawn catching boat using trammel net.
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).  The fleet shall use non entangling FADs only, to avoid entanglement of sharks, turtles and other non-target species.	Important	Audit shall collect evidence including pictures of FADs, purchase invoices with technical specifications to prove compliance.	NA	N/A. This is a prawn catching boat using trammel net.

## **4 LEGAL CONFORMITY**

<b>N°</b>	<b>Requirement</b>	<b>Level</b>	<b>Parameters and information</b>	<b>Y/N</b>	<b>Comments</b>
4.1	All fishing vessels shall be officially registered.	Essential	Vessel registration and fishing license inspection.	Y	All fishing fleet were registered with Integrated Centralize Permit Department, Kabupaten Sumenep, Madura Island, East Java, Indonesia.
<b><i>The Auditor shall request a list of all the fishing boats and the respective registration number. The Auditor shall collect on site all the documents concerning the registration of at least 10%of the audited boats (copies of photos of the documents)</i></b>					
4.2	The fleet does not include boats with a flag of convenience.	Essential	The auditor shall verify that the boat is not registered to another Nation identified as Flag of Convenience ( <a href="http://www.itfseafarers.org/foc-registries.cfm">http://www.itfseafarers.org/foc-registries.cfm</a> ).	Y	All 100 fishing boat were registered under Integrated Centralize Permit Department, Sumenep District, East Java, Indonesia and control by Fisheries Department. The permit was renewed on yearly basis. (Permit refer to clause f )
<b><i>The Auditor shall verify according to the website <a href="http://www.itfseafarers.org/foc-registries.cfm">http://www.itfseafarers.org/foc-registries.cfm</a>.</i></b>					
4.3	The fleet does not include IUU (illegal, unreported, unregulated) fishing vessels.	Essential	The boat cannot be included in the list <a href="http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2012:350:0038:0043:EN:PDF">http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2012:350:0038:0043:EN:PDF</a>	NA	The 100 fishing boat are of small capacity (< 5 GT) which is not included in the IUU lists.

**The Auditor shall 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 shall be "Dolphin Safe" approved by the Earth Island Institute.	Essential	The organisation shall be included in the Dolphin-Safe list of the Earth Island Institute: <a href="http://www.dolphinsafetuna.org">www.dolphinsafetuna.org</a>	NA	The fleet is for prawn/shrimp.
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**The Auditor shall verify the conformity on the list [www.dolphinsafetuna.org](http://www.dolphinsafetuna.org) or else the company shall sign the EII DS Policy and a copy shall be included in the audit report**

4.5	The Organization 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 <a href="http://www.fao.org/fishery/countryprofiles/search/en">http://www.fao.org/fishery/countryprofiles/search/en</a> . The Auditor shall specify applicable indicators.	Y	The organization complies with national and international fisheries regulations and laws. This is an artisanal fisherman using trammel net, fishing area is 3 to 18 KM from shoreline.
4.5.1	TAC (Total Allowable Catches)	Essential	Countries' fisheries laws are available on the website FAO <a href="http://www.fao.org/fishery/countryprofiles/search/en">http://www.fao.org/fishery/countryprofiles/search/en</a> . The Auditor shall specify applicable indicators.	Y	Ministry of Marine Affairs and Fisheries Republic of Indonesia official web site: NOMOR 47/KEPMEN-KP/2016 Total allowable shrimp catches in Java Sea, WPPRI 71-2 were 46,712 MT/Year. E>1
4.5.2	Use of a logbook	Essential	Countries' fisheries laws are available on the website FAO <a href="http://www.fao.org/fishery/countryprofiles/search/en">http://www.fao.org/fishery/countryprofiles/search/en</a> . The Auditor shall specify applicable indicators.	Y	The Indonesia government required all fisherman to update fishing gears and fishing aids under NOMOR 71/PERMEN-KP/2016 (BAB VI, page 32). Log book were available and checked during audit.
4.5.3	Mesh size	Essential	Countries' fisheries laws are available on the website FAO <a href="http://www.fao.org/fishery/countryprofiles/search/en">http://www.fao.org/fishery/countryprofiles/search/en</a> . The Auditor shall specify applicable indicators.	Y	NOMOR 71/PERMEN-KP/2016 (Clause 29, page 22) stated minimum mesh size 1.5 inch, length < 500M for boat capability under 5 GT. Mesh size for trammel net at Sumenep is 2.5 inch or 6.35CM Verified during on site audit.



4.5.4	Net size	Essential	Countries fisheries laws are available on the website FAO <a href="http://www.fao.org/fishery/countryprofiles/search/en">http://www.fao.org/fishery/countryprofiles/search/en</a> . The Auditor shall specify applicable indicators.	Y	NOMOR 71/PERMEN-KP/2016 (Clause 29, page 22) stated minimum mesh size 1.5 inch, length < 500M for boat capability under 5 GT.
4.5.5	Minimum size	Essential	Countries' fisheries laws are available on the website FAO <a href="http://www.fao.org/fishery/countryprofiles/search/en">http://www.fao.org/fishery/countryprofiles/search/en</a> . The Auditor shall specify applicable indicators.	Y	NOMOR 71/PERMEN-KP/2016 (Clause 29, page 22) stated minimum mesh size 1.5 inch, length < 500M for boat capability under 5 GT. Mesh size for trammel net at Sumenep is 2.5 inch or 6.35CM Verified during on site audit.
4.5.6	Distance from the shore	Essential	Countries' fisheries laws are available on the website FAO <a href="http://www.fao.org/fishery/countryprofiles/search/en">http://www.fao.org/fishery/countryprofiles/search/en</a> . The Auditor shall specify applicable indicators	Y	Under NOMOR 71/PERMEN-KP/2016 (Clause 29, page 22) stated distance from the shore for fishing area IB, II & III in WPPNRI 712 was minimum 2 Mile to max 12 Mile. Verified during on site audit.
4.5.7	Measures for the reduction of accidental catches	Essential	Countries fisheries laws available on the website FAO <a href="http://www.fao.org/fishery/countryprofiles/search/en">http://www.fao.org/fishery/countryprofiles/search/en</a> . The Auditor shall specify applicable indicators.	Y	The facility has data from Dec 2017 to Aug 2018, total 93.0 MT. No landing of by catch.
4.5.8	No fishing in protected habitats	Essential	Countries' fisheries laws are available on the website FAO <a href="http://www.fao.org/fishery/countryprofiles/search/en">http://www.fao.org/fishery/countryprofiles/search/en</a> . The Auditor shall specify applicable indicators	Y	Nearest MPA is Kepulauan Sepekan which is 200 KM to the east of Madura Island. This artisanal fisherman only goes out 3 to 18 KM from the coastline. Peraturan Bupati Sumenep Nomor : 08 Tahun 2010, finalized that Pulau Sepekan as Marine Protected Area 06°48' - 07°8' - 115°48' - 115°53' Checked and verified during audit
4.5.9	Use of forbidden gears, chemical substances and explosives	Essential	Countries' laws are available on the website FAO <a href="http://www.fao.org/fishery/countryprofiles/search/en">http://www.fao.org/fishery/countryprofiles/search/en</a> . The Auditor shall specify applicable indicators	Y	Under NOMOR 71/PERMEN-KP/2016 (BA 5, clause 21 page 12) stated that no illegal and potential damaging fishing gear to be used in environment and fisheries biota  The shrimp fleet do not use forbidden gears, chemical substances and explosives. Verified during on site audit.

**The Auditor shall 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	Parameters and information	Y/N	Comments
5.1.1a	<p>A fishery management organization, that holds a legal mandate in compliance with national and international laws, manages, by means of a Fishery Management Plan (FMP), the fishery of which the fishery or fleet under audit is a part.</p>	Essential	<p>The organization shall provide a copy of the FMP.</p> <p>A map of existing RFMOs is available at <a href="http://www.fao.org/figis/geoserver/factsheets/rfbs.html">http://www.fao.org/figis/geoserver/factsheets/rfbs.html</a></p> <p>In addition, national fishery ministries and authorities can be considered, e.g. Fisheries Management Organisations (FMO).</p>	Y	<p>The regulatory and competent authority is “Ministry of Marine Affairs and Fisheries Republic Indonesia” Website: <a href="http://www.kkp.go.id/index.php">http://www.kkp.go.id/index.php</a> Relevant regulation could be found in link below: <a href="http://infohukum.kkp.go.id/tampil1_uu.php">http://infohukum.kkp.go.id/tampil1_uu.php</a> <b>Specific regulation:</b> Undang-Undang No.21 Tahun 2009 tentang Pengesahan Agreement for the Implementation of the Provisions of the United Nations Convention on the Law of the Sea of 10 December 1982 Relating to the Conservation and Management of Straddling Fish Stocks and Highly Migratory Fish Stocks. Peraturan Menteri Kelautan dan Perikanan No: PER.13/MEN/2012 Certification of sea caught products. NOMOR 71/PERMEN-KP/2016 (Potential, Estimation, Total Catches and Fish Resource Management) <a href="http://kkji.kp3k.kkp.go.id/index.php/basisdata-kawasan-konservasi/details/1/83">http://kkji.kp3k.kkp.go.id/index.php/basisdata-kawasan-konservasi/details/1/83</a> FAO website: <a href="ftp://ftp.fao.org/FI/DOCUMENT/fcp/en/FI_CP_ID.pdf">ftp://ftp.fao.org/FI/DOCUMENT/fcp/en/FI_CP_ID.pdf</a> The regulation above which fully encompasses the legal and administration framework for fisheries management, licensing of commercial operations, and contains provision for quota management, compliance monitoring and enforcement.</p>
5.1.1b	<p>If the stock under consideration is a transboundary fish stock, straddling fish stock, highly migratory fish stock or high seas fish stock, a bilateral, sub regional or regional fisheries organisation or arrangement is in place.</p> <p>States and entities in the arrangement shall collaborate in the management of the whole stock unit and bycaught or discarded species over their entire area of distribution.</p> <p>The arrangement shall ensure the rights of the small-scale fishing communities are granted.</p>	Essential	<p>Evidence of conformity.</p> <p>In case this is not applicable, provide justification.</p>	NA	<p>Undang-Undang No.21 Tahun 2009 tentang Pengesahan Agreement for the Implementation of the Provisions of the United Nations Convention on the Law of the Sea of 10 December 1982 Relating to the Conservation and Management of Straddling Fish Stocks and Highly Migratory Fish Stocks.</p> <p>No shrimp mentioned in this agreement. The stock under consideration is shrimp which is not a transboundary fish stock, straddling fish stock, highly migratory fish stock or high sea fish stock. No requirement from the Ministry of Marine Affairs and Fisheries towards the shrimp.</p>

5.1.1c	The fishery management organization convenes regularly to update its management advices according to the most updated data.	Essential	Evidence of meetings frequency.	Y	The fisheries department regularly met with the fisherman to update the latest regulation, NOMOR 47/KEPMEN-KP/2016. NOMOR 71/PERMEN-KP/2016 The facility conduct meeting on 2018.5.19 to Sumenep shrimp fishermen, meeting record F/PGA/043, Rev 00, dated 2018.5.19 were checked and reviewed during audit.
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**The Auditor shall verify and describe briefly the legal and administrative structure in force and provide the evidence of compliance with local laws and regulations.**

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

5.1.2	The fisheries management system (FMS) under which the fishery or fleet under audit is managed shall be <b>both</b> participatory and transparent, to the extent permitted by national laws and regulations.	Essential	Information and advice used in FMS decision-making is publicly available. A consultation process regularly seeks and considers relevant information.  Consultation with Deep Sea fishers shall be carried out if applicable.	Y	Trammel net fishermen are considering traditional fishing method and fishing area is in shallow water near the shore which has very minimal damage to the environment.
5.1.3	Small-scale fishing communities and deep-sea fishers shall be involved in the planning and implementation of management measures affecting their livelihood, as appropriate.	Important	Evidence of involvement of local communities. <i>E.g.</i> monitoring and control of fishing activities, protected areas	Y	In Ambunten, Sumenep area, all fishermen are traditional fishermen, boat size of 9 M, engine 15 Hp, using trammel net for shrimp fishing, catching are 2.8 to 23 Km from the shoreline, returning on the same day. No deep sea fishers around the area.
5.2.1	A precautionary approach is applied through the FMS to protect the target stock and its habitat and preserve the marine environment.	Important	Procedure and evidence of conformity.	Y	Indonesia is among the nations which adopted the FAO Code of Conduct for Responsible Fisheries, in March 1999, which Incorporate the Precautionary Principle to protect the target stock and its habitat and preserve the marine environment.

5.2.2	Management measures specify the actions to be taken in the event that the status of the stock under consideration (with special consideration to deep-sea stocks) drops below a level consistent with achieving management objectives.  These measures shall prompt the restoration of the stock to such levels within a reasonable timeframe.	Important	Procedure indicating target reference points and timeframe.	Y	Management of mesh size, net size and minimum size, vessel size, fishing gears, fishing area and distance from shores line were details in NOMOR 71/PERMEN-KP/2016. All these were monitor by the Department of Fisheries local unit. For the shrimp trammel fisherman, the main shrimp production month is from Aug to Jan,
5.2.3	Efficacy of management measures and their possible interactions is kept under continuous review.	Essential	Evidence of periodical reviews of the management measures shall be provided.	Y	The facility conduct meeting on 2018.5.19 to Semenep shrimp fishermen, meeting record F/PGA/043, Rev 00, dated 2014.1.2 Review on FAO Code of Conduct, Labour Law no 12, 2003, Number 47/KEPMEN-KP/2016, Number 71/PERMEN-KP/2016 Documents were checked and reviewed during audit.
<b><i>The auditor shall verify if the Country the flag of the fishing company refers to has ratified the FAO Code of conduct. Otherwise the organisation shall include a precautionary approach in their procedures, including a risk assessment procedure.</i></b>					
5.3	The compliance with fishery regulations is achieved through monitoring, surveillance, control and enforcement.	Essential	Procedure and evidence of monitoring and control by the fishery management authority.	Y	NOMOR 71/PERMEN-KP/2016 NOMOR 47/KEPMEN-KP/2016 Both procedures were control and implemented by local Fisheries Officer.
<b><i>The Auditor shall describe briefly the monitoring, surveillance, control, and application methods and provide the evidences of the activities undertaken by the fishery enforcement system to ensure compliance.</i></b>					
5.4	The fleet or fishery shall record bycatch from each fishing trip.	Essential	Procedure and evidence of recording during at least one fishing trip.	Y	Procedure Handling of Catch and By Catch P/QA/030, Rev 00, dated 2018.1.3. The facility monitor catch and by catch on every vessel, Form F/PBB/010, Rev 00 dated 2016.1.16. e.g. Fishing Vessel: Sekoceng, Owner : Syamsul Arifin, 2018.5.31, total shrimp landed, Penaeus monodon;: 48.7kg, by catch 0kg e.g. Fishing Vessel: Lapang Dada, owner: Sohibil Anam, date 2018.4.4, total shrimp Monodon: 48.7kg and Metapenaeus ensis 22.8 kg, by catch : 0kg. Documents were checked and verified during audit.
5.5	The fleet or fishery shall record discards.	Essential	Procedure and evidence of conformity	Y	Procedure Handling of Catch and By Catch P/QA/030, Rev 00, dated 2017.1.3. There is no by catch recorded in last calendar year.
5.5.1	The organisation shall make bycatch and discard data publicly available.	Recommendation	Procedure and evidence of conformity	Y	Procedure Handling of Catch and by Catch P/QA/030, Rev 00, dated 2017.1.3. no by catch recorded.
<b><i>The Auditor shall provide evidence (photos or copies) of the report on accidental catches and discarded fish.</i></b>					
5.6	A management system to prevent possible accidental catch and significant negative impacts of endangered species shall be in place.	Essential	Procedure, performance indicators and evidence of conformity.	Y	Procedure Handling of Catch and By Catch P/QA/030, Rev 00, dated 2017.1.3. Point No 3 on accidental catch and significant negative impacts of endangered species. So far there was no record of accidental catch and endangered species. No by catch data were recorded.

5.7	The organisation implements a management program to reduce the accidental catch of non-target species, including procedures for the release of live animals under conditions that guarantee high chances of survival.	Essential	Procedure, performance indicators, and evidence of conformity.	Y	Procedure Handling of Catch and By Catch P/QA/030, Rev 00, dated 2017.1.3. Point No 4, accidental catch of non-target species shall be released under condition that guarantee high chances of survival. So far there was no record of accidental catch of non-target species.
<b>The auditor shall provide documental evidence that the organisation collects data to assess the impact of the fishing activities on non-target species and endangered fauna (i.e. IUCN listed). The data collection shall address specific outcome indicator(s) consistent with achieving management objectives.</b>					
5.8	The fleet is equipped with measures that guarantee a quick retrieval of lost fishing devices to avoid "ghost fishing".	Essential	Procedure and evidence of conformity.	Y	Procedure for Handling Lost & Unused Fishing Devices, P/QA/033, Rev 00, dated 2017.1.3. Monitoring Form On Fishing Devices, F/PBB/012, Rev 00 dated 2016.1.16. Record for Dec to Aug 2018 were checked and reviewed during audit. No loss of fishing devices. Trammel net were replaced every 2 weeks.
<b>w</b>					
5.9	<u>ONLY APPLICABLE TO FREEZER VESSELS AND FLEETS. NOT APPLICABLE TO SMALL-SCALE ARTISANAL FISHERIES.</u>  The fleet has a full-time on-board independent observer who reports compliance with Friend of the Sea requirements. In alternative a CCTVs system has been deployed and it is accessible by the auditor to verify compliance with Friend of the Sea requirements.	Important	Documental evidence of employment. At least one monthly report of the on-board inspector.	NA	NA. The facility is a small vessel of < 5 GT
<b>The Auditor shall verify the presence of the observers and obtain their CV and contacts.</b>					
5.10	Outcome indicator(s), including Target and Limit reference points, are defined for all management objectives related to the conservation of the stock under consideration.  Management Objectives take into account the Best Scientific Evidence available	Essential	Target reference points. e.g maximum sustainable yield (MSY, or a suitable proxy) or a lesser fishing mortality if that is applicable to the fishery.  Marine resources exploited in deep-sea fisheries in the high seas have low productivity, thus biological reference points shall be set to ensure long term sustainability.	Y	Assessment for Available Biomass in Indonesian Sea is done by "Marine and Fisheries Department" under Indonesian Ministry of Fisheries. MSY calculation and minimum fishing level for stock depleted under Number 47/KEPMEN-KP/2016, shrimp species is over exploited in Java Sea, potential for catching on 2016, 58,390 MT, total allowable catching 46,712 MT, state of exploitation 1.21 (Over exploited) During audit, Fisheries Quality Implementation Officer, Mr Ramdhan in Sumenep, Madura Island was interviewed and information were collected. The facility is only involved in shrimp fishing, there is a shrimp fishing season from Aug to Jan, other months there is no shrimp fishing in that area. Verified during on site audit.
5.11	There are clear management objectives, outcome indicators and measures defined and periodically reviewed by means of risk assessment to avoid, minimize, or mitigate impacts on:	Essential	Procedure, performance indicators, action taken and outcomes.	Y	Based on site audit and catching data, there is no bigger fishing vessel operating in this area, fishermen are using small fishing vessel and trammel net which will not cause damage to the environment. There is a distinct fishing season for shrimp/prawn. No chemical is use in catching shrimp; fishermen only bring with

					them ice to maintain catch temperature. Fishing vessel comes back every day thus the catch is fresh and quality are good.
5.11.1	Essential habitats for the stock of consideration, and vulnerable ecosystems, including those potentially impacted by Deep-Sea fisheries			Y	No deep sea fisheries in this area, hence the ecosystem and habitats are not impacted.
5.11.2	Endangered species			Y	No endangered species were found in the by catch.
5.11.3	Non-target stocks			N/A.	No by catch was recorded.
5.11.4	Dependent predators and/or preys			Y	No preys or predators were encounter by fishermen. Verified with fishermen during on site audit.
5.11.5	Ecosystem structure and processes			Y	Ecosystem are maintain, minimum destruction as the trammel net is hanging in the water column.
5.12	A yearly reviewed Ecosystem Approach to Fisheries is in place	Recommended	Documental evidence	Y	The facility started buying shrimp from this area since Jan 2017, Sumenep Area, Madura Island. Shrimp were off season from April to July. Review of ecosystem Approach were done on Aug 2018
5.13	Fisheries management approaches, plans and strategies are an integral part of integrated coastal management, and/or ocean management for oceanic fisheries.	Recommended	Documental evidence	Y	The facility will follow government management on sustainable fisheries management, law and regulation on fishing vessel will be strictly observed. The regulatory and competent authority is "Ministry of Marine Affairs and Fisheries Republic Indonesia" Website: <a href="http://www.kkp.go.id/index.php">http://www.kkp.go.id/index.php</a> Relevant regulation could be found in link below: <a href="http://infokukum.kkp.go.id/tampil1_uu.php">http://infokukum.kkp.go.id/tampil1_uu.php</a> <b>Specific regulation:</b> Undang-Undang No.21 Tahun 2009 tentang Pengesahan Agreement for the Implementation of the Provisions of the United Nations Convention on the Law of the Sea of 10 December 1982 Relating to the Conservation and Management of Straddling Fish Stocks and Highly Migratory Fish Stocks. Peraturan Menteri Kelautan dan Perikanan No: PER.13/MEN/2012 Certification of sea caught products. NOMOR 71/PERMEN-KP/2016 (Potential, Estimation. Total Catches and Fish Resource Management) <a href="http://kkji.kp3k.kkp.go.id/index.php/basisdata-kawasan-konservasi/details/1/83">http://kkji.kp3k.kkp.go.id/index.php/basisdata-kawasan-konservasi/details/1/83</a> FAO website: <a href="ftp://ftp.fao.org/FI/DOCUMENT/fcp/en/FI_CP_ID.pdf">ftp://ftp.fao.org/FI/DOCUMENT/fcp/en/FI_CP_ID.pdf</a> The regulation above which fully encompasses the legal and administration framework for fisheries management, licensing of commercial operations, and contains provision for quota management, compliance monitoring and enforcement.

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

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

## 6. WASTE MANAGEMENT

No.	Requirement	Level	Parameters and information	Y/N	Comments
6.1	The 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	The fishing boats are all artisanal fishing boat which use trammel net, going out in the morning and coming back in the afternoon. The boats bring insulated container and ice for shrimp packing. No other packaging use. Verified during on site audit.
6.2	The fishing company implements measures to prevent dispersion of waste at sea (including fuels and lubricants and plastic matter)	Essential	Procedure and evidence of conformity.	Y	Fuel and oil tank were filled up before going out to the sea.
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 and evidence of conformity.	Y	The boat do not use any chemical
6.4	The company does not use CFC, HCFC, HFC or other refrigerants that cause ozone depletion.  <i>Only applicable to freezer vessels</i>	Essential	Procedure and evidence of conformity.	Y	The fishing boat do not have freezing facility on board. Verified during on site audit

**The Auditor shall provide procedures complete with photographic evidence.**

## 7 ENERGY MANAGEMENT

No.	Requirement	Level	Parameters and information	Y/N	Comments
7.1	The organisation shall keep a register of all energy sources and their use, updated at least once a year.	Essential	Energy consumption records, which shall be created at least once a year shall be included in the procedure.  At minimum, the register shall include the following <b>parameters:</b> 1. incoming energy sources (renewable or not) 2. energy consumption per process line (fishing, processing, transport)	Y	Organization is monitoring and maintaining records for fuel, oil consumption. Energy consumption will be reviewed as annually per year. The fishing boat do not use renewable energy.

7.2	The organization should calculate its carbon footprint per product unit and engage to reduce it every year.	Recommendation		Y	This is a new site for FOS wild shrimp, the facility started collecting data from Dec 2017 to Aug 2018, e.g. Boat Sekoceng: total emission 0.022 MT CO2/9 month, total catches 944.7kg Tampomas, total emission 0.021 MT CO2/9 month, total catches 880.8kg.
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**The Auditor shall request copies of the registers.**

## **8 SOCIAL ACCOUNTABILITY**

No.	Requirement	Level	Parameters and information	Y/N	Comments
8.1	The Organisation shall respect human rights, complying with the following requirements:				
8.1.1	compliance with national regulations and ILO on child labour	Essential	Refer to ILO: <a href="http://www.ilo.org/global/standards/introduction-to-international-labour-standards/lang-en/index.htm">http://www.ilo.org/global/standards/introduction-to-international-labour-standards/lang-en/index.htm</a>	Y	National regulation and ILO and child labor, Undang2 Republic Indonesia No 12 Tahun 2003, Tentang Ketenagakerja, (Indonesia Labour Law), clause 68, minimum age of 18 years old. No child labor were observed during on site audit.
8.1.2	pay the employees adequate salaries compliant at least with minimum legal wages	Essential	Minimum wages vary depending on the country. The Auditor shall verify that the organisation knows the minimum wage.	Y	The sectoral minimum wage in Madura Island is Rp1,645,146.48 (USD109.60) per month. All boat owner is aware of the minimum wages in the area. Wages are calculate based on profit sharing, with the good shrimp price, all workers are receiving at least minimum wage.
8.1.3	grant employees access to healthcare	Essential		Y	Indonesia government provide Fishermen Insurance and medical health care BPJS (Badan Penyelenggara Jaminan Sosial) to all fisherman which they can get free medical treatment in government clinic and hospital.
8.1.4	apply safety measures required by the law	Essential		Y	All fishing boat are required to equip with life jacket and life buoy

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



Further comments:

During the audit day there is no catching activities in the area as there was a small earthquake happened just 5 days ago, hence, there were no product to inspect and all boats were park at shore area pending further observation.

**CONCLUSIONS:**

The Auditor shall fill out 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*

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

**RECOMMENDATIONS (to be communicated within the next inspection)**

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*Photos:*

