Audit Announcement (Form 3)

Please note that all data entered in this audit announcement sheet will be automatically populated to the specific fields in the sheets of the audit report itself.
SiteID(s) is/are provided by ASC in the confirmation email of the publication of this Form 3.

1. General, client/CAB information

1.1	Document Type	Draft Report
1.2	Document language	English
1.3	Second document language	
1.4	Unit of certification type	Single Site
1.4.1	Company name	Cermaq Norway AS
1.4.2	UoC Name	Ytre Koven
1.5	Country where UoC is located	Norway
1.6	ASC Standard	Salmon
1.7	Standard version	1,3
1.8	Certification process is subject to CAR version	2,2
1.9	Name of the Conformity assessment body (CAB)	Bureau Veritas Certification Denmark A/S

Client contact person - from the UoC

1.15	First name	Silje
1.16	Surname	Ramsvatn
1.17	Position in the UoC (Job title)	Sustainability Manager
1.18	Email address	silje.ramsvatn@cermaq.com
1.19	Phone number	0047 411 48 216
1.20	*Other means of contact e.g. Skype*	cermaq.com

2. Audit information

2.1 ASC standard principles covered by the audit

	ASC standard principles	
2.1.1	Principle 1	Covered
2.1.2	Principle 2	Covered
2.1.3	Principle 3	Covered
2.1.4	Principle 4	Covered
2.1.5	Principle 5	Covered
2.1.6	Principle 6	Covered
2.1.7	Principle 7	Covered
2.1.8	Principle 8	Covered

2,2 Activities covered under the scope of the certification and under the scope of the audit.
Activities in the table apply to final product only.

	Activity	Under scope of certification	Under Scope of this audit	Notes
2.2.1	Stocking	Covered	Covered	
2.2.2	Nursing	Covered	Not Covered	
2.2.3	Growing Out	Covered	Covered	
2.2.4	Transferring	Covered	Covered	
2.2.5	Harvest	Covered	Covered	
2.2.6	Vaccination	Covered	Not Covered	
2.2.7	Fallowing	Covered	Covered	
2.2.8	Transportation		Covered	
2.2.9	Storage (if present at farm)		Not Covered	
2.2.10	Processing (if present at farm)		Not Covered	
2.2.11	Packing (if present at farm)		Not Covered	
2.2.12	Other (Please describe)			

2,3	Certification cycle	2
2,4	Audit type	Recertification audit
2,5	Audit number in certification cycle	1
2,6	Will harvesting be witnessed during audit?	Yes
2.6.1	If harvest is NOT witnessed, please justify:	The witness of harvesting activities followed the requirements of Q&A94. The harvest at the site was witnessed for a group of Cermaq sites. No nonconformities were raised.
2,7	Audit conducted (On-site/Remote):	Assisted remote

Please indicate the hours assigned to the different audit activities in the table below, separated by the **hours** spend on the activities by the environmental- and social auditor(s):

2,8	2,9	2,10
Time assigned to audit activities	**Social Auditor(s)**	**Environmental auditor(s)**
Off-site activities	4	6
On-site activities		6
Total man days	0,5	1,5

Audit team and other involved persons

2,11	2,12	2,13	2,14	2,15
Surname	First name	Role	**Expertise needed for the audit** (required for technical experts only)	Person on-site or remote?
Helle	Trygve	Audit team leader		Remote
Poulsen	Michael	Social Auditor		Remote
Karlsen	Kine Mari	Technical Auditor		On-site
Karlsen	Kine Mari	Others (specify activities)	Team member	On-site
Zadeh	Shahram	Technical reviewer		

3. Site information

3.2	3.3	3.4	3.6	3.13	3.14	3.15	3.16	3.17	3.18
Site name	Ownership	Primary culture species	Cycle duration	Latitude (N, S) (00.000000)*	Longitude (E,W) (00.000000)*	Production system*	Number of production units	Start date of audit	End date of audit
Ytre Koven 32617	Owned	Atlantic salmon (Salmo salar)	Long-cycle species (>6 months)	70,142622	22,893384	Cages - circular plastic	4	5. maj 2021	7. maj 2021

4. Stakeholder engagement

4.1	4.2	4.3	4.4	4.5	4.6	4.7	4.8	4.9	4.10
Name of Company/ Organisation if applicable	Contact person - First name	Contact person - Surname	Country where stakeholder is based	Email address of contact person/ stakeholder	Stakeholder type	If stakeholder type "other" was selected what type?	Contact date stakeholder	Did the stakeholder submit comments?	Stakeholder comments relate to what ASC standard indicator number?
WWF-Norge	N/A	N/A	Norway	post@wwf.no	NGO - Environmental area	N/A	27. april 2021	No	N/A
Norske Lakseelver	N/A	N/A	Norway	post@lakseelver.no	NGO - Environmental area	N/A	27. april 2021	No	N/A
Fellesforbundet	N/A	N/A	Norway	post@fellesforbundet.no	Labour unions	N/A	27. april 2021	No	N/A
Naturvernforbundet	N/A	N/A	Norway	naturvern@naturvernforbundet.no	NGO - Environmental area	N/A	27. april 2021	No	N/A
Norges Kystfiskarlag	N/A	N/A	Norway	post@norgeskystfiskarlag.no	NGO - Environmental area	N/A	27. april 2021	No	N/A
Mattilsynet	N/A	N/A	Norway	postmottak@mattilsynet.no	Authorities	N/A	27. april 2021	No	N/A

Norsk Ornitologisk Forening	N/A	N/A	Norway	nof@birdlife.no	NGO - Environmental area	N/A	27. april 2021	No	N/A
Fiskeridirekltoratet	N/A	N/A	Norway	postmottak@fiskeridir.no	Authorities	N/A	27. april 2021	No	N/A
Norges Jeger- og Fiskerforbund	N/A	N/A	Norway	njff@njff.no	NGO - Environmental area	N/A	27. april 2021	No	N/A
Norges Miljøvernforbund	N/A	N/A	Norway	nmf@nmf.no	NGO - Environmental area	N/A	27. april 2021	No	N/A
Norges Fiskarlag	N/A	N/A	Norway	fiskarlaget@fiskarlaget.no	NGO - Environmental area	N/A	27. april 2021	No	N/A
Miljødirektoratet	N/A	N/A	Norway	post@miljodir.no	Authorities	N/A	27. april 2021	No	N/A
Alta Kommune	N/A	N/A	Norway	postmottak@alta.kommune.no	Authorities	N/A	27. april 2021	No	N/A
Regionkontoret Troms og Finnmark	N/A	N/A	Norway	postmottak@tffk.no	Authorities	N/A	27. april 2021	No	N/A
Kystverket Troms og Finnmark	N/A	N/A	Norway	post@kystverket.no	Communities	N/A	27. april 2021	No	N/A
Fiskarlaget Nord	N/A	N/A	Norway	nord@fiskarlaget.no.	Communities	N/A	27. april 2021	No	N/A
Korsfjord Fiskarlag	N/A	N/A	Norway	mo-thoma@online.no	Communities	N/A	27. april 2021	No	N/A
Storekorsnes Fiskarlag	N/A	N/A	Norway	arni-ri@online.no.	Communities	N/A	27. april 2021	No	N/A
Norges Kystfiskarlag	N/A	N/A	Norway	post@norgeskystfiskarlag.no	Communities	N/A	27. april 2021	No	N/A
Neverfjord Båtforening	N/A	N/A	Norway	postmottak@hammerfest.kommune.no	Communities	N/A	27. april 2021	No	N/A
Vest-Finnmark Kystfiskarlag	N/A	N/A	Norway	post@norgeskystfiskarlag.no	Communities	N/A	27. april 2021	No	N/A

1. General, client/CAB information

1.1	Document Type	Draft Report
1.2	Document language	English
1.3	Second document language	
1.4	Unit of certification type	Single Site
1.4.1	Company name	Cermaq Norway AS
1.4.2	UoC name	Ytre Koven
1.5	Country where UoC is located	Norway
1.6	ASC Standard	Salmon
1.7	Standard version	1,3
1.8	Certification process is subject to CAR version	2,2
1.9	Name of the Conformity assessment body (CAB)	Bureau Veritas Certification Denmark A/S

Client contact person - from the UoC

1.15	First name	Silje
1.16	Surname	Ramsvatn
1.17	Position in the UoC (Job title)	Sustainability Manager
1.18	Email address	silje.ramsvatn@cermaq.com
1.19	Phone number	0047 411 48 216
1.20	*Other means of contact e.g. Skype*	cermaq.com

2. Audit Information

Include the dates for publication of the announcement and draft reports **before each respective submission.**

2,1	Date - **Audit announcement** published on ASC website	16. marts 2021	
2,2	Date - **Draft report** published on ASC website	21. juni 2021	
2,3	Date - **Final report** submitted to ASC		
2,4	Audit ID	**provided by ASC with publication confirmation**	
2,5	ASC standard principles covered by the audit	Principle 1	**Covered**
2.5.1		Principle 2	**Covered**
2.5.2		Principle 3	**Covered**
2.5.3		Principle 4	**Covered**
2.5.4		Principle 5	**Covered**
2.5.5		Principle 6	**Covered**
2.5.6		Principle 7	**Covered**
2.5.7		Principle 8	**Covered**

2) Audit information

2,6 Activities covered under the scope of the certification and under the scope of the audit.
Activities in the table apply to final product only.

	Activity	Under scope of certification	Under Scope of this audit	Notes
2.6.1	Stocking	Covered	Covered	
2.6.2	Nursing	Covered	Not Covered	
2.6.3	Growing Out	Covered	Covered	
2.6.4	Transferring	Covered	Covered	
2.6.5	Harvest	Covered	Covered	
2.6.6	Vaccination	Covered	Not Covered	
2.6.7	Fallowing	Covered	Covered	
2.6.8	Transportation		Covered	
2.6.9	Storage (if present at farm)		Not Covered	
2.6.10	Processing (if present at farm)		Not Covered	
2.6.11	Packing (if present at farm)		Not Covered	
2.6.12	Other (Please describe)			

2,7	Certification cycle	2
2.8	Audit type	Recertification audit
2.9	Audit number in certification cycle	1
2.10	Will harvesting be witnessed during audit?	Yes
2.10.1	If harvest is NOT witnessed, please justify:	The witness of harvesting activities followed the requirements of Q&A94. The harvest at the site was witnessed for a group of Cermaq sites. No nonconformities were raised.
2,11	Audit conducted (On-site/Remote):	Assisted remote

Please indicate the hours assigned to the different audit activities in the table below, separated by the **hours** spend on the activities by the environmental- and social auditor(s):

2,12

2.12.1	2.12.2	2.12.3
Time assigned to audit activities	**Social Auditor(s)**	**Environmental auditor(s)**
Off-site activities	4	6
On-site activities		6
Total man days	0,5	1,5

2) Audit information

Audit team and other involved persons				
2.13	2.14	2.15	2.16	2.17
Surname	First name	Role	**Expertise needed for the audit** (required for technical experts only)	Person on-site or remote?
Helle	Trygve	Audit team leader		Remote
Poulsen	Michael	Social Auditor		Remote
Karlsen	Kine Mari	Technical Auditor		On-site
Karlsen	Kine Mari	Others (specify activities)	Team member	On-site
Zadeh	Shahram	Technical reviewer		

3. Site information

List all sites here, that are included in the certificate.

GIS, polygon data and map on site level validated by auditor?	Yes

3,1	3.2	3.3	3.4	3.5	3.13	3.14	3.15	3.16	3.17
Site ID - provided by ASC with publication confirmation of audit announcement	Site name	Ownership	Primary culture species	Secondary species (choose multiple species as relevant)	Latitude (N, S) (00.000000)*	Longitude (E,W) (00.000000)*	Production system	Number of production units	Production type
S0001696	Ytre Koven 32617	Owned	Atlantic salmon (Salmo salar)		70,142622	22,893384	Cages - circular plastic	4,000000	Monoculture

3.18	3.19	3.20	3.21	3.22	3.22.1	3.22.2	3.23	3.23.1
Production method	Date of inclusion into the UoC (for scope extension/group/multi-site)	Start date of audit	End date of audit	First date of juvenile stocking for the current production cycle	Estimated Number of months post audit to peak biomass/ first harvest	Status at the time of the current audit	List of other certificates (choose multiple options as relevant)	List of other certificates: If 3.23 is ''Other'', please list the certificates:
Intensive		5. maj 2021	7. maj 2021	31-jul-20		On-growing (<75% biomass)	GlobalGAP	

3.24	3.25	3.26	3.26.1	3.27	3.28	3.29	3.30	3.31	3.32
Is the site partially certified?	If partially certified, which part is not in the UoC and why?	The volumes indicated in the fields 3.27-3.30 apply to the following **full calendar year:**	Type of volumes indicated in 3.27-3.30	ASC-certified production volume (in Kg)	Non ASC-certified production volume (in Kg)	Dispatched or sold as ASC-certified Volume (in Kg)	Dispatched or sold as non ASC-certified Volume (in Kg)	**For Bivalve/Abalone:** Volumes indicate in 3.27 - 3.30 are given in live weight equivalent or volume without shell	Note/ Other information
No		2020	Actual volume	498592		132375	366217		

4. Harvest witnessing

4.1	4.2	4.3	4.4	4.5	4.6	4.7	4.8
Site ID - provided by ASC with publication confirmation of audit announcement	Site name	Date of witnessed harvest:	Production unit ID:	Volume harvested (in Kg):	Average weight of animals (in g)	Partial harvest / full harvest:	Note/ Other information
S0001696	Ytre Koven 32617	23. november 2020	Cage 4	143227	4640	Full harvest	The witness of harvesting activities followed the requirements of Q&A94. The harvest at the site was witnessed for a group of Cermaq sites. No nonconformities were raised.

5. Stakeholder engagement

ASC takes data protection very seriously. ASC will only use any personal information you give us in connection with the audit report.
For more information please read our privacy policy, which can be found here:
ASC Privacy policy
Provide stakeholder comments including CAB response, **please use the confidential Annex-2 in case of any confidential data not to be published.**
This table collects all the information relevant to stakeholders consulted during the audit process. Each stakeholder should be entered into a separate row, ever where from the same company/organization

5.1	5.2	5.3	5.4	5.5	5.6	5.7	5.8	5.9	5.10	5.11	5.12	5.13	5.14
Name of Company/ Organisation if applicable	Contact person - First name	Contact person - Surname	Country where stakeholder is based	Email address of contact person/ stakeholder	Stakeholder type	If stakeholder type "other" was selected what type?	Contact date stakeholder	Did the stakeholder submit comments?	Stakeholder comments relate to what ASC standard indicator number?	Brief summary of points raised by stakeholder or complete submission	Date stakeholder submission was received	Date CAB responded to stakeholder	Actual changes made due to stakeholder comment?
WWF-Norge	N/A	N/A		post@wwf.no	NGO - Environmental area	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Norske Lakseelver	N/A	N/A	Norway	post@lakseelver.no	NGO - Environmental area	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Fellesforbundet	N/A	N/A	Norway	post@fellesforbundet.no	Labour unions	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Naturvernforbundet	N/A	N/A	Norway	naturvern@naturvernforbundet.no	NGO - Environmental area	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Norges Kystfiskarlag	N/A	N/A	Norway	post@norgeskystfiskarlag.no	NGO - Environmental area	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Mattilsynet	N/A	N/A	Norway	postmottak@mattilsynet.no	Authorities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Norsk Ornitologisk Forening	N/A	N/A	Norway	nof@birdlife.no	NGO - Environmental area	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Fiskeridirektoratet	N/A	N/A	Norway	postmottak@fiskeridir.no	Authorities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Norges Jeger- og Fiskerforbund	N/A	N/A	Norway	njff@njff.no	NGO - Environmental area	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Norges Miljøvernforbund	N/A	N/A	Norway	nmf@nmf.no	NGO - Environmental area	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Norges Fiskarlag	N/A	N/A		fiskarlaget@fiskarlaget.no	NGO - Environmental area	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Miljødirektoratet	N/A	N/A	Norway	post@miljodir.no	Authorities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Alta Kommune	N/A	N/A	Norway	postmottak@alta.kommune.no	Authorities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Regionkontoret Troms og Finnmark	N/A	N/A	Norway	postmottak@tffk.no	Authorities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Fiskarlaget Nord	N/A	N/A	Norway	nord@fiskarlaget.no.	Communities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Korsfjord Fiskarlag	N/A	N/A	Norway	mo-thoma@online.no	Communities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Storekorsnes Fiskarlag	N/A	N/A	Norway	arni-ri@online.no.	Communities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Norges Kystfiskarlag	N/A	N/A	Norway	post@norgeskystfiskarlag.no	Communities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Neverfjord Båtforening	N/A	N/A	Norway	postmottak@hammerfest.kommune.no	Communities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Vest-Finnmark Kystfiskarlag	N/A	N/A		post@norgeskystfiskarlag.no	Communities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			
Kystverket Troms og Finnmark	N/A	N/A	Norway	post@kystverket.no	Communities	N/A	27. april 2021	No	N/A	No inputs from stakeholders was received.			

6. Social Requirements

IMPORTANT NOTE This sheet, containing the social data, will be made publicly available. Some parts (2 and 3) of the social requirements are included in the confidential Annex-3, and will not be made publicly available. **Please complete both sheets.** This information is ideally prepared for desk review, prior to the audit. If this is not the case, the sheets are required to be filled out in the draft- and final audit report.

Date of review

1 Client's Information

Please note that a lot of fields in this sheet contain data restrictions, where ONLY a number can be entered.

6.1 Means of transportation between office and site(s) and between sites within UoC	
6.1.1 Estimated travel time between office and site(s) and between sites within UoC	
6.2 Number of complaints received from stakeholders over past 12 months	
6.3 **Number** of resolved complaints	
6.4 **Average time** to resolve complaints (**days**)	
6.5 Last Social Impacts Assessment (SIA) conducted in (**year**)	

6.6 Name of nearby communities, Indigenous or not and the distance of the UoC to the nearest neighbouring community/-ies or neighbours (**in km**)

Name of nearby community	Indigenous	Distance of the UoC to the nearest neighbouring community/-ies or neighbours (in km)

1) General, Client and CAB information

6,7 **Social audits performed at UoC**

Standard	Certified since (Date)	Certified until (Date)	Date of last audit (Date)	Evaluation result
SA8000				
BSCI	N/A	N/A		
SMETA	N/A	N/A		
ISO 45000				
ASC				
Others (specify)				

6,8 **Subcontractors**

Name of subcontractors	Place of work	Areas of work/processes

4 List of documents submitted by UoC

Only copies of listed documents are submitted to the CAB.

Unit of Certification (UoC)	
6,9 Map/layout of UoC	
6,10 List of sites/farms if multi-site or group	
6,11 List of applicable laws and regulations, year of release, authority	
6,12 Agreement with adjacent community/ies, if any	
6,13 Social Impacts Assessment report	
6,14 List of subcontractors, if any, including their services, addresses	
6,15 Agreement with labour contracts, if any	
6,16 List of workers, their age, type of work (full/part time), nationality/-ies, shift and accommodation (if applicable)	

1) General, Client and CAB information

Aquaculture Stewardship Council

Management system

		Exist	Policy	Procedure
6,17	Relevant policies and procedures:			
	Workers training			
	Grievance mechanism			
	Non-discrimination			
	Child and young labour			
	Forced, bonded labour			
	Health and safety risk assessment			
	Age-verification			
	Fire prevention			

6,18	Certificate of compliance to other social standard	
6,19	Latest audit report of the other social standard	
6,20	Organisational chart of UoC	
6,21	Job descriptions for workers for different functions	
6,22	Product flow within UoC	

ASC Audit

6,23	Filled out audit preparation checklist(s)	
6,24	Previous ASC audit report	
6,25	Evidence of implementation of corrective actions for NCs	

1) General, Client and CAB information

	Other records	
6,26	Collective bargaining agreement, if exists	
6,27	Accidents log and their status	
6,28	Last inspection report related to workplace H&S	
6,29	Minutes of the last workers' meeting	
6,30	Minutes of health and safety meeting	
6,31	Basic need wage calculation	
6,32	List of chemicals used within UoC	
6,33	Last inspection report of the housing provided to workers	
6,34	Overtime calculation	
6,35	Training records for workers on social related issues	
6,36	Other (Please describe here)	

5 CAB diligence

		ASC social audits	Other social audits
6,37	Number of social audits performed by the auditor in this country		

6,38	Applicable laws and regulations	

		Information/ documents fully submitted	Missing information and documents	Next steps	Status
6,39	Required information and documents fully submitted				

6,40	Topics/issues needing further research before on-site audit	

1) General, Client and CAB information

6,41 CAB's diligence to obtain additional information about the UoC

Topics	Means of research	Rationale	Outcome

6,42 Changes since last audit

7. ASC CAR 17.6.1-2 Substitution risk assessment

Please note that auditor training on farm traceability is also covered in the MSC farm traceability module.

Activities covered under the scope of the certification and under the scope of the audit

7,1

Activity	Under scope of certification
Stocking	Covered
Nursing	Not Covered
Growing Out	Covered
Transferring	Covered
Harvest	Covered
Vaccination	Not Covered
Fallowing	Covered
Transportation	Covered
Storage (if present at farm)	Not Covered
Processing (if present at farm)	Not Covered
Packing (if present at farm)	Not Covered
Other (Please describe)	Not Covered

7,2

1. Possibility of mixing or substitution of certified and non-certified product, including product of the same or similar appearance species, produced within the same operation.	
a) Partial Certification	no
Reason for partial certification:	
The site has full site certification	
b) Similar appearance species produced in the UoC	no
Similar appearance species:	
None.	
Production units or batches excluded from the certification scope	
none.	
c) Average % of products produced as non-ASC in the UoC per year	

d) Traceability and segregation systems	
Physical identification	n/a
Description	
The whole site is certified ASC Salmon with no processing facilities onsite. The only species on site is salmon, all of which are the same year class. Therefore there is no risk of mixing onsite and thus physical identification is not applicable.	
Segregation systems for non-ASC product	n/a
Description	
There is only ASC product onsite.	
Traceability records identification	yes
Description	
All traceability records are maintained on internal databases. Once the fish are delivered to the site, information regarding their status and cage location are registered and tracked via the internal database Fishtalk.	
Other traceability systems in place:	
Do the traceability systems mitigate the mixing and substitution risks?	yes
Rationale	
The fish are fully traceable from the smolt supplier to the harvest processing facility. All fish on site are covered by the scope of the certification.	

7,3

2. Possibility of mixing or substitution of certified and non-certified product, including product of the same or similar appearance or species, present during production, harvest, transport, storage, or processing activities.	
a) Non-ASC farms of the same or similar species limiting with the UoC	no
Description of neighbour farms	
In Langfjorden, the following ASC sites are located: Rivarbukt, Sommarbukt, Tuvan and Ytre Koven. All own by Cermaq. In addition, Cermaq owns the site Eidnes, which is not ASC-certified.	
b) Non-ASC Neighbour farms owned or related to the same UoC	no
If yes, Name of farms in case are related to the client.	
Cermaq owns the site Eidnes, which is not ASC-certified.	
c) Non-ASC products from other farms handled in the UoC	no
Stage(s) when the non-ASC products are handled in the UoC	
There are no non-ASC products handled at the UoC.	

d) Segregation systems	
Physical barriers	n/a
Description	
There are no similiar species being farmed in the nearby area which would require physical barriers for segregation from the certified product.	
Physical identification	n/a
Description	
There are no similiar species being farmed in the nearby area which would require physical identification for segregation from the certified product.	
Segregation systems for non-ASC product	n/a
Description	
There are no non-ASC products on site.	
Traceability records identification	yes
Description	
All traceability records are maintained on internal databases. Once the fish are delivered to the site, information regarding their status and cage location are registered and tracked via the internal database Fishtalk.	
Others systems:	
Do the traceability systems mitigate the mixing and substitution risks?	yes
Rationale	
There are no risks of mixing or subsituting ASC and non-ASC products at the UoC. All fish movements are recorded on FishTalk. There are no production or processing areas at the UoC which contain non-certified product.	

7,4

3. Possibility of subcontractors being used to handle, transport, store, or process certified products.	
a) Company uses subcontracted services for harvesting, processing, packing or labelling	yes
Description	
Subcontracted transport vessels are used to take fish from site to the harvesting facility.	

b) Company uses subcontracted services providers for storage or transportation	yes
Description	
Cermaq have an agreement with Norsk Fiske Transport (NFT), a company specialised in transporting fish in wellboats. The company is used for both smolt deliveries and harvest activities. Contract with NFT reviewed. Cermaq procedure for harvesting fish ("Prosedyre for levering av slaktefisk", document no.: 318, version 11, date: 14-12-2020) describes the activities associated with harvesting. One site at a time will be harvested, there is no mixing of fish between sites by the subcontracted vessel. This has been further confirmed by reviewing historic data tracking the movements of the vessel on the days of harvest from the farm (available on www.barentswatch.no), no additional farms were visited, the harvest vessels travelled directly from the farm to the harvest facility.	
c) Traceability and segregation systems	
Subcontractors are CoC certified	yes
Description	
Cermaq Rypefjord F-430 is ASC CoC Certified (ASC-C-00687). The wellboat and associated activities are included in the certfication.	
Contract and/or agreements in place including traceability conditions	yes
Description	
Contract with transport vessel, Norsk Fiske Transport, dated: 14-06-2011 reviewed. Contract valid until 30-09-2021. An additional supplement to the contract ("Tillegg til Kontrakt av 14-06-2011 for Kjøp av Brønnbåttjenester", date: 27-08-2019) extends the agreement unti 30-09-2022. Procedure for harvesting fish ("Prosedyre for levering av slaktefisk", document no.: 318, version 11, date: 14-12-2020) describes the SOP for harvesting activities using subcontractor transport vessels. The procedure covers harvests from one cage, multiple cages, partial harvest from a cage and emptying of nets. It is also documented how to register and maintain information related to harvests.	
Traceability records identification	yes
Description	
All traceability records are maintained on internal databases. Once the fish are delivered to the site, information regarding their status and cage location are registered and tracked via the internal database Fishtalk.	
Others systems:	

Do the traceability systems mitigate the mixing and substitution risks?	yes
Rationale	
Fish are documented on site from input until harvest. Each individually stocked cage can be traced throughout the whole cycle via the FishTalk database. There are no non-ASC stocks onsite. Traceability documentation is well maintained, and procedures have been verified using the publically available tracking data - only fish from the site have been transported to the harvest facility on the wellboats used.	

7,5

4. Any other opportunities where certified product could potentially be mixed, substituted, or mislabelled with non-certified product before the point where product enters the chain of custody.	
Risk	Level
a) There are no additional risks for mixing, substitution or mislabelling.	n/a
Description	
b)	n/a
Description	
c)	n/a
Description	
d) Traceability and segregation systems available for the risks above	n/a
Description	
Do the traceability systems mitigate the mixing and substitution risks?	n/a
Rationale	

ASC CAR 17.6.3-5 Product flow, traceability and segregation

Please describe the product flow within the UoC

Fish are delivered to the UoC via wellboat transfer from smolt producers. Once on site, fish will be allowed to grow before being further seperated (graded) into additional cages onsite at the UoC. All fish movements are traced via the database FishTalk. Once at harvest size, a wellboat will collect the fish and transfer them directly to the harvesting facility. Fish can be traced back to cage and further to the smolt producer raring tanks.

Conduct a traceability test of harvested products. In Case of partial certification perform a traceability test for ASC and non-ASC products.

Product Identification Code	

7,6

	Production stage	Details of Documentation Reviewed		Description of how codes or documents link product at each stage.
		Description	Date	
A) Information available at FishTalk and Product CV.	Processing plant	Packing of fish	15-02-2020	Name: Cermaq Norway AS Rypefjord. Packing date: 15-02-2020 Fish group: 18.03
B) Information recorded in Tour report harvesting of fish	Transport of fish	Harvest of fish	14-02-2020	Fish was transported with the Dønnland to Cermaq Norway AS Rypefjord. Transport date: 14-02-2020
C) Information available at www.barentswatch.com/fishhealth and FishTalk	Growing out	The period salmon is growing-out in the sea at the site	27-07-2018 - 14-02-2020	Period salmon in sea: 27-07-2018 - 14-02-2020
D) Information recorded in Tour report smolt.	Smolt delivery	Delivery of smolt from the smolt facility to the site	27-07-2018	Name of transporter, delivered smolt: Steigen Transport date: 27-7-2018 Name of site: Ytre Koven
E) Information available at FishTalk and Product CV.	Smolt facility	First input in sea	27-07-2018	Name of smolt supplier: Forsan Date: 27-07-2018

F)					
G)					
H)					
I)					
J)					
K)					
L)					
M)					

7,7	Traceability test(s) successfully conducted	yes
7,8	Traceability Information allows to link each stage of handling certified products	yes

ASC CAR 17.6.6.1-2 Traceability determination

7,9	The traceability and segregation systems in the operation are sufficient to ensure all products identified and sold as certified by the operation originate from the unit of certification	yes
7,10	The traceability and segregation systems are not sufficient and a separate chain of custody certification is required for the operation before products can be sold as ASC-certified or can be eligible to carry the ASC logo.	CoC not needed
7,11	**Rationale for the decision**	
	The traceability and segregation systems are sufficient, no CoC certificate required at site. The area of highest risk is the use of subcontractors to transport fish from site to harvest. The transport vessels used to take the fish from site to the harvest facility are covered by the scope of the Harvest facility's CoC Certificate (ASC-C-00687), and the potential risks have been mitigated.	

ASC CAR 17.6.10.1 Point of First sale / handling

7,12

Entity name	CoC code
Cermaq Norway - Avd Slakteri Rypefjord F-340	ASC-C-00687

ASC CAR 17.6.10.2 The point from which chain of custody is required to begin

7,13

From harvest with well boats

7.13.1

8. UoC volumes & Audit Closing

Please indicate the correct volumes of the applicable quarter and year.

	Volume reporting for complete UoC				
	Quarter of the year:	**Quarter 1**	**Quarter 2**	**Quarter 3**	**Quarter 4**
8,1	The volumes indicated in this table apply to the following year:				
8.1.1	Type of volumes indicated in 8.2 - 8.5				
8,2	ASC-certified production volume (in Kg)				
8,3	**Non** ASC-certified production volume (in Kg)				
8,4	Dispatched or sold as ASC-certified Volume (in Kg)				
8,5	Dispatched or sold as **non** ASC-certified Volume (in Kg)				

	Decision	
8.6	Certification decision	
8.7	Certificate valid from	25-06-2019
8.8	Certificate valid till	29-08-2020
8.9	Eligibility date	

	Confidential Annexes	**Annex filled in?**	**Annex submitted to ASC?**
8,10	**Annex-1** Interviewee information	No	No
8,11	**Annex-2** Stakeholder comments	Yes	Yes
8,12	**Annex-3** Social information	No	No
8,13	**Annex-4** Volume data	No	No

9. Open & Extended NCs

Please indicate in the table below ONLY the non-conformities detected in the previous audit, which had the status: open or extended in the previous final audit report.
This table is to evaluate the closure of the open/extended non-conformities from the previous audit. Add rows to the tables as needed.

Open and Extended Non-conformities from previous audit

9,1	9,2	9,3	9,4	9,5	9,6	9,7	9,8	9,9
Indicator Number	Indicator evaluation in previous audit	Last day of previous audit	NC detected for sites (List site ID's)	Deadline for NC close-out, determined in previous audit	NC Status in previous audit	NC Status in current audit	Actual deadline for NC close-out	Notes/additional evidence

Audit findings Salmon

Corresponds to Salmon Standard v.1.3

Adjust the column width as needed to show the whole text or provide more space to write
Corresponds to ASC Salmon standard version 1.3

Indicator Number	Indicator Text	Audit Evidence	Overall Indicator evaluation	Description, justification and conclusion for the evaluation decision	Date of NC detection	Deadline for NC close-out	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	Q&A submitted/used	Proposed by UoC and accepted by CAB Root cause analysis	Proposed by UoC and accepted by CAB NC correction	Proposed by UoC and accepted by CAB NC Corrective action	Auditor evaluation	Extension justification	New deadline for NC close-out	Notes
1.1.1	**Indicator:** Presence of documents demonstrating compliance with local and national regulations and requirements on land and water use **Requirement:** Yes **Applicability:** All	Electronic copies of laws, regulations and requirements with references to Lovdata with updates and electronic links are kept in a web-based quality system called Intelex. The farm provided following documents from relevant authorities: Decision of partly approved operating plan from Fishery Directorate 16.03.2021 approving plan for all Cermaq sites in Finnmark for 2021 except Kråkevik, Komagnes and Jernelva. According to UoC the approved operating plan date 20.11.2019 for 2020 still covers what is left of 20G at sites. Discharge license from County Governor of Finnmark date 05.07.2018 of 5670 MTB. Aquaculture license Finnmark county 19.12.2018. Site certificate APN-340 05.09.2018 from Akvaplan Niva. Fishery Directorate: Inspection regarding NYTEK and Site certificates, Mooring, Procedures and Cermaq Finmmark. No feedback yet. Sjøfartsdirektoratet Norwegian Maritime Authority, List of orders date 27.02.2020, LG3030 Fella vessel, NC Marking of lifebuoy, oil absorbant, info waste handling, original sertificate, Closed 09.03 2020. Regarding conflict with national preservation areas, Directorate of Fisheries (https://www.fiskeridir.no/) manage the Aquaculture Act of 17 June 2005 no. 79 relating to aquaculture. According to § 15 Relationship to land use plans and conservation measures; aquaculture licenses may not be granted in contravention of adopted conservation measures relating to nature conservation. The county governor (fylkesmannen in Norwegian), who provides aquaculture allowance, is also the authority for conservation areas. The governor don´t approve fish farming in protected areas (Verneområder in Norwegian). The Norwegian Environment Agency maintain a map with national salmon fjords (https://laksekart.fylkesmannen.no).	Compliant																
1.1.2	**Indicator:** Presence of documents demonstrating compliance with all tax laws **Requirement:** Yes **Applicability:** All	Electronic copies of laws, regulations and requirements with references to Lovdata with updates and electronic links are kept in a web-based quality system called Intelex. Seen Authorised auditor report/statement for organisation number 980211282, dt.07.09.2020 by Deloitte, states that the financial statements are prepared in accordance with the law and regulations. The tax report dated from Norwegian Tax Administration (Skatteetaten) dated on 27.04.2021 valid until 6 måneder 27-10-2021 stating no withholding and unpaid tax.	Compliant																
1.1.3	**Indicator:** Presence of documents demonstrating compliance with all relevant nation and local labour laws and regulations **Requirement:** Yes **Applicability:** All	Electronic copies of laws, regulations and requirements with references to Lovdata with updates and electronic links are kept in a web-based quality system called Intelex. Arbeidstilsynet, the Norwegian Labour Inspection Authority, is responsible for supervising the implementation of the Working Environment Act. There were no inspections from Arbeidstilsynet for 2020-2021.	Compliant																
1.1.4	**Indicator:** Presence of documents demonstrating compliance with regulations and permits concerning water quality impacts **Requirement:** Yes **Applicability:** All	Discharge permit is given to the farm against the Pollution Act by Fylkesmannen (the County Governor). The farm provided following documents: Discharge license from County Governor of Finnmark date 05.07.2018 of 5670 MTB. To show compliance with above above mentioned law and regulations, marine and enviromental impact assessment (B- and C-survey) are performed by an acredited company for test 303 (sampling on sea sediments) once during the production period. The environmental reports and surveys are reported to Altinn. The reports are available in https://yggdrasil.fiskeridir.no/. Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C hybrid - ASC adapted). Modified Survey-C according to NS9410 (Norwegian authortites and legislation requirement). Point adapted to bathymetric conditions. Performed by an acredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report Cermaq Norway AS. ASC- og C-undersøkelse 32617 Ytre Koven, 2019. Date 09.03.2020, sample date 23.10.2019. Sample stations C2, C3, C4 and C5 outside AZE, and C1 within AZE. 2 Cu stations. Soft bottom sand, silt, gravel and some clay. The sampling has been done at peak biomass (4303 tons fed at sample time/5131 tons fed in total * 100 = 84%). Fish biomass related to MTB is reported to authorities through Altinn by end of month. Environmental reports and surveys reported to Altinn approximately 1 month after felt sampling done and results available from contractor. Available in https://yggdrasil.fiskeridir.no/. No indications of non compliance.	Compliant																
2.1.1	Indicator: Redox potential or (S) sulphide levels in sediment outside of the Allowable Zone of Effect (AZE) (6), following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: Redox potential > 0 mV or Sulphide ≤ 1,500 µMol/L Applicability: All farms except; Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C hybrid - ASC adapted). Modified Survey-C according to NS9410 (Norwegian authortites and legislation requirement). Point adapted to bathymetric conditions. Performed by an acredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report Cermaq Norway AS. ASC- og C-undersøkelse 32617 Ytre Koven, 2019. Date 09.03.2020, sample date 23.10.2019. Sample stations C2, C3, C4 and C5 outside AZE, and C1 within AZE. 2 Cu stations. Soft bottom sand, silt, gravel and some clay. The sampling has been done at peak biomass (4303 tons fed at sample time/5131 tons fed in total * 100 = 84%). Redox (mV) at sample stations C2 400 - C3 330 - C4 340 - C5 370 mV outside AZE.	Compliant																

2.1.2	Indicator: Faunal index score indicating good (7) to high ecological quality in sediment outside the AZE, following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: AZTI Marine Biotic Index (AMBI)(8) score ≤ 3.3, or Shannon-Wiener Index score > 3, or Benthic Quality Index (BQI) score ≥ 15, or Infaunal Trophic Index (ITI) score ≥ 25 Applicability: All farms except; Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (MOM-C hybrid - ASC adapted). Modified MOM-C according to NS9410 (Norwegian authortites and legislation requirement). Point adapted to bathymetric conditions. Performed by an acredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report Cermaq Norway AS. ASC- og C-undersøkelse 32617 Ytre Koven, 2019. Date 09.03.2020, sample date 23.10.2019. Sample stations C2, C3, C4 and C5 outside AZE, and C1 within AZE. 2 Cu stations. Soft bottom sand, silt, gravel and some clay. The sampling has been done at peak biomass (4303 tons fed at sample time/5131 tons fed in total * 100 = 84%). Shannon Wiener index at sample stations are 4,03 - 4,50 - 5,09 - 5,48 - outside AZE and compliant.	Compliant																	
2.1.3	Indicator: Number of macrofaunal taxa in the sediment within the AZE, following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: ≥ 2 highly abundant (9) taxa that are not pollution indicator species Applicability: All farms except; Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (MOM-C Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (MOM-C hybrid - ASC adapted). Modified MOM-C according to NS9410 (Norwegian authortites and legislation requirement). Point adapted to bathymetric conditions. Performed by an acredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report Cermaq Norway AS. ASC- og C-undersøkelse 32617 Ytre Koven, 2019. Date 09.03.2020, sample date 23.10.2019. Sample stations C2, C3, C4 and C5 outside AZE, and C1 within AZE. 2 Cu stations. Soft bottom sand, silt, gravel and some clay. The sampling has been done at peak biomass (4303 tons fed at sample time/5131 tons fed in total * 100 = 84%). Number of Taxa is 3 on stations C1 and and compliant.	Compliant																	
2.1.4	**Indicator:** Definition of a site-specific AZE based on a robust and credible (10) modelling system (11) **Requirement:** Yes **Applicability:** All farms except; Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Discharge permit is given to the farm against the Pollution Act by Fylkesmannen (the County Governor). The farm provided following documents: Discharge license from County Governor of Finnmark date 05.07.2018 of 5670 MTB. To show compliance with above above mentioned law and regulations, marine and enviromental impact assessment (B- and C-survey) are performed by an acredited company for test 303 (sampling on sea sediments) once during the production period. The environmental reports and surveys are reported to Altinn. The reports are available in https://yggdrasil.fiskeridir.no/. The AZE was site -specific and based on a robus and credible modelling system. Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (MOM-C hybrid - ASC adapted). Modified MOM-C according to NS9410 (Norwegian authortites and legislation requirement). Point adapted to bathymetric conditions. Performed by an acredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report Cermaq Norway AS. ASC- og C-undersøkelse 32617 Ytre Koven, 2019. Date 09.03.2020, sample date 23.10.2019. Sample stations C2, C3, C4 and C5 outside AZE, and C1 within AZE. 2 Cu stations. Soft bottom sand, silt, gravel and some clay. The sampling has been done at peak biomass (4303 tons fed at sample time/5131 tons fed in total * 100 = 84%). Fish biomass related to MTB is reported to authorities through Altinn by end of month. Environmental reports and surveys reported to Altinn approximately 1 month after felt sampling done and results available from contractor. Available in https://yggdrasil.fiskeridir.no/. No indications of non compliance.	Compliant																	
2.2.1	Indicator: Weekly average percent saturation (16) of dissolved oxygen (DO) (17) on farm, calculated following methodology in Appendix I of the Salmon standard v.1.3 Requirement: ≥ 70% (18) Applicability: All farms. An exception to this standard shall be made for farms that can demonstrate consistency with a reference site in the same water body.	Continuous logging with Tialta sensors of oxygen, temperature and salinity at cage sampling stations (additional reference station at barge). The site has also a manual oxygen monitor instrument, seen at audit. The procedure for inspection for fish (Prosedyre for ettersyn og røkting av matfisk) ID-341 has been updated 08-02-2021, which includes monitoring of oxygen. No missed data. Verfied daily averages for 2020G the period week 31 2020 to week 18 2021. The range of compliant data were 70.5 - 122.7% dissolved oxygen. No records < 70 %. Monitoring of oksygen and calibration routines verified on site. Good knowledge, instructions from equipment producer available.	Compliant																	
2.2.2	**Indicator:** Maximum percentage of weekly samples from 2.2.1 that fall under 2 mg/L DO **Requirement:** 5% **Applicability:** All	No samples were under 2 mg/L DO.	Compliant																	
2.2.3	**Indicator:** For jurisdictions that have national or regional coastal water quality targets (19), demonstration through third-party analysis that the farm is in an area recently (20) classified as having "good" or "very good" water quality (21) **Requirement:** Yes (22) **Applicability:** All farms except, Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients as well as > 50% of dissolved nutrients (through biofiltration, settling and/or other technologies) are exempt from standards 2.2.3 and 2.2.4.	EU Water Directive 2000 gives Water quality objectives for area. Look at Vann-nett. The information are continuesly updated from authorites, and are available at webportal https://vann-nett.no/portal/#/waterbody/0420030402-C Waterbody "Langfjorden-ytre" 0420030402-C Water area Alta, Kautokeino, Loppa og Stjernøya. Municipality Alta. County Troms and Finnmark. Target: Ecology Good, Chemical Good and risk Non. Status: Ecological Good.	Compliant																	

2.2.4	Indicator: For jurisdictions without national or regional coastal water quality targets, evidence of monitoring of nitrogen and phosphorous (23) levels on farm and at a reference site, following methodology in Appendix I of the Salmon standard v.1.3 Requirement: Consistency with reference site Applicability: All farms, except, Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients as well as > 50% of dissolved nutrients (through biofiltration, settling and/or other technologies) are exempt from standards 2.2.3 and 2.2.4.	N/A. See 2.2.3: Having national or regional coastal water quality targets	Compliant																	
2.2.5	**Indicator**: Demonstration of calculation of biochemical oxygen demand (BOD)(24) of the farm on a production cycle basis **Requirement:** Yes **Applicability:** All	BOD has been calculated to 283,35 for the ongoing G20 production cycle to date = ((total N in feed: 86,79 – total N in fish: 40,11)*4.57) + ((total C in feed: 694,72– total C in fish: 688,50)*2.67). BOD has been calculated to 2001,67 for the last completed G18 production cycle = ((total N in feed: 312,99 – total N in fish: 138,84)*4.57) + ((total C in feed: 2765,61– total C in fish: 2314)*2.67).	Compliant																	
2.2.6	**Indicator**: Appropriate controls are in place that maintains good culture and hygienic conditions on the farm which extends to all chemicals, including veterinary drugs, thereby ensuring that adverse impacts on environmental quality are minimised **Requirement:** Yes **Applicability:** All	There is a HSE risk management in place. Different type of hazards are identified and analyised and control measures are made or defiened. Several procedures (e.g. "Hygienereglement - Matfisk" ID 127 siste oppdatering 13.01.2021, "Prosedyre for oppbevaring håndtering av kjemikalier og gasser", ID 473, 25.3.2021) and documents are kept in Intelex and updated if there is an incident, or after monitoring and review of the action plans. For example, waste managment plan for the site was verfied. Cleaning plans for site was seen. Fish health plan for site on use of veterinary drugs was checked. Staff competences and awareness was also verified either during the interviews, or qualifications and training certificates. Employees invited to assistant training in handling of tharapeutants by mail 5.5.2021, especially site managers. Trainings planned in: Havøysund 10.5, Hammerfest 19.5, Alta 26.5 59 persons signed on. Alle employees have done hygiene training. Oil spill drill verified 18.02.2021 and escape drill 25.02.2021 with report. The site was clean and tidy, verfied on-site at the audit.	Compliant																	
2.3.1	Indicator: Percentage of fines (25) in the feed at point of entry to the farm (26) (calculated following methodology in Appendix I of the Salmon standard v.1.3) Requirement: < 1% by weight of the feed Applicability: All farms except; To be measured every quarter or every three months. Samples that are measured shall be chosen randomly. Feed may be sampled immediately prior to delivery to farm for sites with no feed storage where it is not possible to sample on farm. Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients and > 50% of dissolved nutrients (through biofiltration, settling and/or other technologies) are exempt.	Percentage of fines according to requirements. Testing according to internal QMS Intelex procedure (Procedure for pre-reception, storage and control of feed) "Prosedyre for formottak, lagring og kontroll av fôr" ID 260, dated 25-03-2020. New procedure has been made: Procedure for calibration of weighing equipment was available: ID 90 Calibration plan Food fish (Kalibreringplan Matfisk) dated 02-03-2021. The site has invested in a new weight, seen weight and user manual of the weight from the supplier at the audit. The site managers record sieving data in Excel. Registrations were ranging from 0,1-0.1% in 2021.	Compliant																	
2.4.1	**Indicator**: Evidence of an assessment of the farm's potential impacts on biodiversity and nearby ecosystems that contains at a minimum the components outlined in Appendix I-3 **Requirement:** Yes **Applicability:** All	National Norwegian legislation require surveys of the benthic fauna (Survey B and Survey C) evaluating the farm's potential impact on biodiversity in the local marine ecosystem. For all sites in Finnmark and Nordland: - Risk assessment external environment updated 09-04-2021. - Risk assessment escape ID 1175 dated 09-04-2021. Site specific Risk Assessment for the sites Riverbukt, Tuvan, Sommarbukt, Ytre Koven updated 29-04-2021. Seen documents "Species determination of birds" and Action plan for risk reduction" dated 29-04-2021.	Compliant																	
2.4.2	**Indicator**: Allowance for the farm to be sited in a protected area (27) or High Conservation Value Areas(28) (HCVAs) **Requirement:** None (29) **Applicability:** All, The following exceptions shall be made; • For protected areas classified by the International Union for the Conservation of Nature (IUCN) as Category V or VI (these are areas preserved primarily for their landscapes or for sustainable resource management). • For HCVAs if the farm can demonstrate that its environmental impacts are compatible with the conservation objectives of the HCVA designation. The burden of proof would be placed on the farm to demonstrate that it is not negatively impacting the core reason an area has been identified as a HCVA. • For farms located in a protected area if it was designated as such after the farm was already in operation and provided the farm can demonstrate that its environmental impacts are compatible with the conservation objectives of the protected area and it is in compliance with any relevant conditions or regulations placed on the farm as a result of the formation/designation of the protected area. The burden of proof would be placed on the farm to demonstrate that it is not negatively impacting the core reason an area has been protected.	Naturbase map with all known protected areas is defined. Cermaq has declared its policy related to HCVA dt.01-08-2016. The site is not in conflict with protected areas, HCVA or CAs. Also considered in impacts consequence assement performed according to Appendix I-3. The GIS coordiantes of the centroid ponit and boundaries of the farm has been also confirmed in the ASC GIS Data Portal the site is not in conflict with protected areas, HCVA or CAs. The position of GIS coordinates for the site was verified at audit.	Compliant																	

2.5.1	**Indicator**: Number of days in the production cycle when acoustic deterrent devices (ADDs) or acoustic harassment devices (AHDs) were used **Requirement:** 0 **Applicability:** All	No ADDs or AHDs have been used by the farm. The birdnets were the only predator contol devices. This was also verified via interview with the site workers and site visit.	Compliant																	
2.5.2	**Indicator**: Number of mortalities (32) of endangered or red-listed (33) marine mammals or birds on the farm **Requirement:** 0 (zero) **Applicability:** All	Bird nets covering cages were the only predator control devices. No records of endangered or red-listed marine mammal or bird incidents. Source: https://www.cermaq.com/wps/wcm/connect/cermaq-no/cermaq-norway/baerekraft/asc-rapportering/ No mortalities recorded. Verified Cermaq has direct link to red list of endangered or red-listed marine mammals and birds in the area. Source: https://www.artsdatabanken.no/Rodliste with Norwegian red listed species. "Procedure for interaction with animals and birds" ID 395 what to do when identifieding red listed species dated 30-10-2019.	Compliant																	
2.5.3	**Indicator**: Evidence that the following steps were taken prior to lethal action (34) against a predator: 1. All other avenues were pursued prior to using lethal action 2. Approval was given from a senior manager above the farm manager 3. Explicit permission was granted to take lethal action against the specific animal from the relevant regulatory authority **Requirement:** Yes (35) **Applicability:** All. except cases where human safety is endangered' Exception to these conditions may be made for a rare situation where human safety is endangered. Should this be required, post-incident approval from a senior manager should be made and relevant authorities must be informed.	No lethal actions has been taken at farm. Internal records checked. There is a procedure " samspill med dyr og fugler with ID number 395" in place to follow the required actions by ASC and Norwegian regulations. VR0436 is used. https://www.asc-aqua.org/what-you-can-do/get-certified/variance-request-interpretation-platform/VR0436/	Compliant																	
2.5.4	**Indicator**: Evidence that information about any lethal incidents on the farm has been made easily publicly available (36) **Requirement:** Yes **Applicability:** All	There is a system implemented to make information publicly available within 30 days of occurrence of any lethal incidents occur on birds or marine mammals at the site that has been already certified. Information published on corporate webpage https://www.cermaq.com/wps/wcm/connect/cermaq-no/cermaq-norway/baerekraft/asc-rapportering/	Compliant																	
2.5.5	**Indicator**: Maximum number of lethal incidents (37) on the farm over the prior two years **Requirement:** < 9 lethal incidents, (38) with no more than two of the incidents being marine mammals **Applicability:** All	The list of lethal incidents is available at: List on https://www.cermaq.com/wps/wcm/connect/cermaq-no/cermaq-norway/baerekraft/asc-rapportering/ No incidents has been reported.	Compliant																	
2.5.6	**Indicator**: In the event of a lethal incident, evidence that an assessment of the risk of lethal incident(s) has been undertaken and demonstration of concrete steps taken by the farm to reduce the risk of future incidences **Requirement:** Yes **Applicability:** All	No reported lethal incident. Risk Assessment and procedure: Procedure for interaction with animals and birds" ID 395 what to do when identifieding red listed species dated 30-10-2019. Site specific Risk Assessment for the sites Riverbukt, Ytre Koven, Tuvan and Sommarbukt updated 29-04-2021. New nets before stocking the fish, and daily controls of the nets. Interviews with the staff confirmed that the site identify maintenance of the bird nets as important and that the site inspect the the bird nets as a daily routine.	Compliant																	
3.1.1	Indicator: Participation in an Area-Based Management (ABM) scheme for managing disease and resistance to treatments that includes coordination of stocking, fallowing, therapeutic treatments and information-sharing. Detailed requirements are in Appendix II of the Salmon standard v.1.3 Requirement: Yes Applicability: All except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	An ABM is a requirement in national legislation fighting salmon lice. All sites report weekly to NFSA through Altinn, where info is automatically available on Barentswatch webpage https://www.barentswatch.no/fiskehelse/ for all farms in zones and nationally. Site is part of regional and localised area based management schemes for Finnmark region. A collaboration between aquaculture companies coordinate lice treatments and general fish health work, coordinated by Åkerblå AS. Plan "Samordnet Plan for kontroll og bekjempelse av lakselus" updated 26.01.21 and signed by Stine M. Myren, Koordinator Lusegruppe Finnmark in Fish Health Consultant company Åkerblå AS describes the relationship between sites in the area. Lice numbers and treatment information is shared between sites weekly. Within the ABM sites are separated into a smaller grouping with a 5 km distance between each group. Each of these individual groups synchronises their fallow period after every cycle. Regular meetings between participants in ABM 100% of farms included where issues are discussed. ABM was decided expanded to generel fish health in meeting 22.04.2021 to comply with ASC requirements.	Compliant																	

Audit findings Salmon **Corresponds to Salmon Standard v.1.3**

3.1.2	**Indicator**: A demonstrated commitment (42) to collaborate with NGOs, academics and governments on areas of mutually agreed research to measure possible impacts on wild stocks **Requirement:** Yes **Applicability:** All except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	Commitment and participation of Cermaq Norway AS is documented in several projects with NGOs, academics and governments as follows: 1. Varpa project - Ruseprosjektet 2016, with Norwegian Authorites, active 2018 (Nordland) GSI member, active 2018 ASRC project with Ewos Inovation, feed for arctic conditions, 4 R&D licences "Skjellprøveprosjektet". Repafjordelva og Altaelva, active 2018, together with local stakeholders (Jeger og Fisk, ALI og VFJF) Monitoringprogram with NINA, ALI and VFJF, active 2018 Kompetanseklynge laks (Knowledge-cluster Salmon), leading by a commites where Cermaq is included, active 2018. Including several subprojects, year to year perspective HI, NIVA and Hammerfest Kommune, kunstig rev/tareskog, creating a godd environment for cod stock (conditions for cod spawning in Hammerfest community), active 2018, descrription form 2016, project owner Hammerfest community, ongoing to 2020 ClimeFish (2017), contribute with data and input from production, EU project 677039, NOFIMA, UiT, University of Stirling, AVS, how climate changes affect aquaculture, ongoing to 2020. The projects are evaluated by technical team local and at company level. No rejection. An example of postponed proposals were shown during the audit. Some projects are publicly shared online.	Compliant																	
3.1.3	Indicator: Establishment and annual review of a maximum sea lice load for the entire ABM and for the individual farm as outlined in Appendix II of the Salmon standard v.1.3 Requirement: Yes Applicability: All except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	The maximum sea lice load for the entire ABM and the individual farm is: 0.5 mature sea lice per fish and 0.2 sea lice per fish in the sensitive smolt migration period according to Norwegian regulation of FOR-2012-12-05-1140. There is also an internal procedures in Intelex "samordnet kontroll og bekjempelse av lakselus" ID 39. Governmental researh institutes monitor sea lice load on wild salmon. Sea lice load are set by and controlled by the authorities through legal regulations and maximum levels are adapted to different geographical areas in Norway based on the monitoring lice level on wild salmonids. The site manager reports to the authorities the lice number each week. Reports are reviewed by NFSA and Luse -nettverket weekly. The results are available at "www.barentswatch.no" with lice levels, treatment etc. published in this public website.	Compliant																	
3.1.4	**Indicator**: Frequent (43) on-farm testing for sea lice, with test results made easily publicly available (44) within seven days of testing **Requirement:** Yes **Applicability:** All except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	The lice are counted weekly and are reported to NFSA via AltInn. Lice are counted in all cages, according NFSA regulation, minimum 20 fish in each cage are sampled. There is an exemption for periods with temperatues below 4 ^{0}C allowing fams to have the testing every 14 days according to NFSA regulation. The results are available at "www.barentswatch.no" with lice levels, treatment etc. published in this public website. No NCs were found in lice counts ref. procedure ID 321 reporting of lice counts.	Compliant																	
3.1.5	**Indicator**: In areas with wild salmonids, (45) evidence of data (46) and the farm's understanding of that data, around salmonid migration routes, migration timing and stock productivity in major waterways within 50 kilometres of the farm **Requirement:** Yes **Applicability:** All farms operating in areas with wild salmonids except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	Review of the biodiversity risk evaluation for the area ("2019 Biodiversitetsfokusert risikovurdering – Langfjorden- Ytre Koven, Sommarbukt, Rivarbukt, Eidsnes og Tuvan. 30.07.2019"), performed by Cermaq, demonstrated knowledge of potential wild salmon routes and the migratation periods; including the potential negative effects caused by the farm in relation to this. The risk evaluation references data collected by national research institutions such as the Norwegian Insititute for Nature Research (NINA) and the Institute of Marine Research. 17,6 km to the closest river with wild salmonids.	Compliant																	
3.1.6	Indicator: In areas of wild salmonids, monitoring of sea lice levels on wild out-migrating salmon juveniles or on coastal sea trout or Arctic char, with results made publicly available. See requirements in Appendix III of the Salmon standard v.1.3 Requirement: Yes Applicability: All farms operating in areas with wild salmonids except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	Salmonides naturally occur in the area. There are wild salmonid migration route or habitat within 75 km of the farm. Migratory routes are defined in website "environmental statistics" (https://lakseregisteret.fylkesmannen.no/) on salmonid carrying rivers, and Lakseregisteret from Miljødirektoratet. VR136: Norwegian legislation does not allow for private research on wild salmonids. Therefore research is conducted by the national research insitute - the Insititute for Marine Research. The methodology, results and analysis are made publicly available and demonstrate scientific rigor in the sampling size, location and method.	Compliant							136										
3.1.7	**Indicator:** In areas of wild salmonids, maximum on-farm lice levels during sensitive periods for wild fish (47). See detailed requirements in Appendix II of the Salmon standard v.1.3 **Requirement:** 0.1 mature female lice per farmed fish **Applicability:** All farms operating in areas with wild salmonids except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	VR227 Allows for 0.2 mature female lice during the sensitive period and accepts the sensitive periods as set by Norwegian regulations. For the region of Tromsø and Finnmark, the sensitive period is defined as weeks 21-26 each year.	Compliant							227										

3.2.1	**Indicator**: If a non-native species is being produced, demonstration that the species was widely commercially produced in the area by the date of publication of the ASC Salmon standard **Requirement:** Yes (49) **Applicability:** All farms. Exceptions shall be made for production systems that use 100 percent sterile fish or systems that demonstrate separation from the wild by effective physical barriers that are in place and well-maintained to ensure no escapes of reared specimens or biological material that might survive and subsequently reproduce.	N/A. Atlantic Salmon (Salmo salar) is a native species and the only species produced at site.	N/A																
3.2.2	**Indicator**: If a non-native species is being produced, evidence of scientific research (50) completed within the past five years that investigates the risk of establishment of the species within the farm's jurisdiction and these results submitted to ASC for review (51) **Requirement:** Yes (52) **Applicability:** All	N/A. Atlantic Salmon (Salmo salar) is a native species and the only species produced at site.	N/A																
3.2.3	**Indicator**: Use of non-native species for sea lice control for on-farm management purposes **Requirement:** None **Applicability:** All	N/A No use of cleaner fish.	N/A																
3.3	**Indicator**: Use of transgenic (54) salmon by the farm **Requirement:** None **Applicability:** All	There are no transgenic salmon used by the farm. Smolt suppliers do not use transgenic fish. Egg stock information present on Product CVs confirm egg source as non transgenic. There are no transgenic salmon used by the farm. Smolt suppliers do not use transgenic fish. Egg stock information present on Product CVs confirm egg source as non transgenic. Norwegian law forbids genetically modifications on salmon roe for use in farming industry. Source: The Norwegian Gene Technology Act (Genteknologiloven) (LOV-1993-04-02-38). Statement form Cermaq dated on 26-11-2019 stating that the farm does not use transgenic salmon was seen. Information for salmon group (breeding supplier) is available in invoices and fish/ova.	Compliant																
3.4.1	**Indicator**: Maximum number of escapees (57) in the most recent production cycle **Requirement:** 300 (58) **Applicability:** All farm. A rare exception to this standard may be made for an escape event that is clearly documented as being outside the farm's control. Only one such exceptional episode is allowed in a 10-year period for the purposes of this standard. The 10- year period starts at the beginning of the production cycle for which the farm is applying for certification. The farmer must demonstrate that there was no reasonable way to predict the events that caused the episode. See auditing guidance for additional details.	Cermaq record escapes in the production and recording system Fishtalk. BarentsWatch shows no escapes from site: https://www.barentswatch.no/fiskehelse/fishhealthogram/32617/2012/18. No escapes recorded. No escapes since 2012: https://www.barentswatch.no/fiskehelse/fishhealthogram/32617/2012/18 N/A. No escape episodes.	Compliant																
3.4.2	**Indicator**: Accuracy (59) of the counting technology or counting method used for calculating stocking and harvest numbers **Requirement:** ≥ 98% **Applicability:** All	The counting technology used is the Aqua Scan Registration Unit CSF4000 for well boats and CSE 1600 for smolt facilities. Manufacturer specifications demonstrate the counters to be 98-100% accurate. Pentair suppliing Vaki over 99%.	Compliant																
3.4.3	**Indicator**: Estimated unexplained loss (60) of farmed salmon is made publicly available **Requirement:** Yes **Applicability:** All	Input Number: 971117 Mortalities: 82311 Harvested: 901990 EUL: -13184 EUL %: 1,36 https://www.cermaq.no/baerekraft/milj%C3%B8resultater 18G: 101,36% (+1,36%)⁉	Compliant																

3.4.4	**Indicator**: Evidence of escape prevention planning and related employee training, including: net strength testing; appropriate net mesh size; net traceability; system robustness; predator management; record keeping and reporting of risk events (e.g., holes, infrastructure issues, handling errors, reporting and follow up of escape events); and worker training on escape prevention and counting technologies **Requirement:** Yes **Applicability:** All	For all sites in Finmark and Nordlanad area: Risk assessment escape ID 1175 dated 09-04-2021. Site specific Risk Assessment for Ytre Koven dated 29-04-2021. Proceduce for daily maintaice of sites (prosedyre for daglig ettersyn og røkting matfisk) updated on 08-02-2021. The Escape Prevention Plan and accompanying documents covers the following areas: - net strength testing; - appropriate net mesh size; - net traceability; - system robustness; - predator management; - record keeping; - reporting risk events (e.g. holes, infrastructure issues, handling errors); - planning of staff training to cover all of the above areas; - planning of staff training on escape prevention and counting technologies. N/A not a closed system. Production parameters recorded in AquaCom e.g cage 10, net no 4608 , Service card ID HVN-4608, dated 10-06-2020, Mørenot. NetWax NI Gold. Net certificate ID 4608, dated 01-05-2018. Inspection report ROV seen 28-10-2020. No NCs. Quality checked the number of the net, same number as in AquaCom. Escapes training in practice had been carried out 03-05-2021. Seen documentation at the audit.	Compliant																	
4.1.1	**Indicator**: Evidence of traceability, demonstrated by the feed producer, of feed ingredients that make up more than 1% of the feed (63) **Requirement:** Yes **Applicability:** All	EWOS/ Cargill is the only feed supplier for 18G. Biomar for 20G. Both feed suppliers are GlobalGAP certified and can demonstrate evidence of feed ingredients that make more than 1% of the feed: EWOS is a GlobalGAP certified for Compound Feed Manufacturing with the GGN number 4050373825744 valid to 16-06-2021. Biomar is a GlobalGAP certified for Compound Feed Manufacturing with the GGN number 4050373810030 valid to 20-08-2021.	Compliant																	
4.2.1	Indicator: Fishmeal Forage Fish Dependency Ratio (FFDRm) for grow-out (calculated using formulas in Appendix IV of the Salmon standard v.1.3) Requirement: < 1.2 Applicability: All	The feed producer for 18G was EWOS. Calculation of FFDRm is as follows: 5062,5 mt % Fish meal forrage fish: 11,5% eFCR= 1,13 FFDRm: (% fishmeal in feed from forage fisheries) x (eFCR)/24= 0,32 The feedproducer for the ongoing production cycle 20G is Biomar. Calculation of FFDRm is as follows: Biomar: Total amount of feed used: 1270mt Trimmings are excluded in the calculations. eFCR= 1,02 FFDRm: = 0,62	Compliant																	
4.2.2	Indicator: Fish Oil Forage Fish Dependency Ratio (FFDRo) for grow-out (calculated using formulas in Appendix IV of the Salmon standard v.1.3), or, Maximum amount of EPA and DHA from direct marine sources (65)(calculated according to Appendix IV of the Salmon standard v.1.3) Requirement: FFDRo < 2.52 or (EPA + DHA) < 30 g/kg feed Applicability: All	The feed producer for 18G was EWOS. Calculation of FFDRo is as follows: Feed used. 5062,5 mt 18G EWOS: Fish oil South Amerika part of feed%: 7,2 Fish oil North Atlantic part of feed%: 1,9 eFCR:1,13 FFDRo: (% Fishoil in feed from forage fisheries)x (eFCR)/5.0 or 7.0, depending on source of fish = 1,93 The feedproducer for the ongoing production cycle 20G is Biomar. Calculation of FFDRm is as follows: Biomar: Total fish oil 8,6 eFCR:1,02 FFDRo: (% Fishoil in feed from forage fisheries)x (eFCR)/5.0 or 7.0, depending on source of fish = 0,77.	Compliant																	
4.3.1	**Indicator**: Timeframe for all fishmeal and fish oil used in feed to come from fisheries(66) certified under a scheme that is an ISEAL member (67) and has guidelines that specifically promote responsible environmental management of small pelagic fisheries **Requirement:** Not required **Applicability:** N/A	N/A	Compliant																
4.3.2	**Indicator**: Prior to achieving 4.3.1, the FishSource score (65, 68) for the fishery(ies) from which all marine raw material in feed is derived **Requirement:** All individual scores ≥ 6, and biomass score ≥ 6 **Applicability:** All	Fish source scores were verifed and found above limits. All individual scores were >6, Biomass scores > 6 according to fish source score. For example Blue whiting, Capelin, Sandeel,Salmon, Sprat, Herring, Gulf menhaden, Mackerel, Peruvian Anchovny, Sardina Pilchardus are some of tyhe fish used as feed ingredients. There has been no assessment from an independent body. Following statament from the feed suppliers was also available: Statement from EWOS (Feed supplier regarding ASC certification) "ERKLÆRING Dokumentasjon og informasjon om för levert iht. ASC dated 05.10.2020" on General requirements 4.1, 4.3, 4.4. Statement from Biomar (Feed supplier regarding ASC certification) on complete traceability dated 16-02-2021 with details of raw material sources in specific feeds for this site in this period have scores according to ASC s requirement for this indicator.	Compliant																	

4.3.3	**Indicator**: Prior to achieving 4.3.1, demonstration of third-party verified chain of custody and traceability for the batches of fishmeal and fish oil which are in compliance with 4.3.2 **Requirement:** Yes **Applicability:** All	EWOS/ Cargill is the only feed supplier for 18G. Biomar for 20G. Both feed suppliers are GlobalGAP certified: EWOS is a GlobalGAP certified for Compound Feed Manufacturing with the GGN number 4050373825744 valid to 16-06-2021. Biomar is a GlobalGAP certified for Compound Feed Manufacturing with the GGN number 4050373810030 valid to 20-08-2021. Statements from the feed suppliers on compliance with this indicator was seen.	Compliant																
4.3.4	**Indicator**: Feed containing fishmeal and/or fish oil originating from by-products (69) or trimmings from IUU (70) catch or from fish species that are categorized as vulnerable, endangered or critically endangered, according to the IUCN Red List of Threatened Species(71), whole fish and fish meal from the same species and family as the species being farmed **Requirement:** None (72) **Applicability:** All, For species listed as "vulnerable" by IUCN, an exception is made if a regional population of the species has been assessed to be not vulnerable in a National Red List process that is managed explicitly in the same science-based way as IUCN. In cases where a National Red List doesn't exist or isn't managed in accordance with IUCN guidelines, an exception is allowed when an assessment is conducted using IUCN's methodology and demonstrates that the population is not vulnerable.	Statement from the feed supplier on compliance with this indicator that no fishmeal and/or fish oil originating from by-products or trimmings from IUU catch or from fish species that are categorized as vulnerable, endangered or critically endangered, according to the IUCN Red List of Threatened Species, whole fish and fish meal from the same species and family as the species being farmed. Statement from EWOS (Feed supplier regarding ASC certification) "ERKLÆRING Dokumentasjon og informasjon om fôr levert iht. ASC dated 05.10.2020" on General requirements 4.1, 4.3, 4.4. Verified statements from Biomar: Trondheim - February 16th, 2021 MARINE INGREDIENTS1 COMPOSITION BIOMAR NORWAY 2020 Key points related to ASC Salmon Standard v1.3 Criterion 4.3 – more fully explained in the BioMar Sustainable Sourcing Policy 4.3.5 – 4.4.1a Both feed suppliers were also GlobalGAP certified.	Compliant																
4.3.5	**Indicator:** Presence and evidence of a responsible sourcing policy for the feed manufacturer for marine ingredients that includes a commitment to continuous improvement of source fisheries (73) **Requirement:** Yes **Applicability:** All	Annual Cermaq Group report 2019 (https://acc.cermaq.solvr.no/assets/Global/PDFs-sustainability/CermaqGroupAnnualSustainabilityReport2019-1_2020-10-19-142033.pdf) on sustainability policy, requiring feed raw material from sutainable sourcing, (ISEAL scheme fisheries). Statements from the feed supplier on compliance with this indicator was seen.Feed supplier is also GlobalGAP certified. EWOS: 5.10.2020 Erklæring Dokumentasjon og informasjon om fôr levert iht ASC Biomar INFORMATION AND DOCUMENTATION FROM FEED SUPPLIER FOR COMPLIANCE WITH ASC SALMON STANDARD VERSION 22.2.2021 Verified statements from Biomar: Trondheim - February 16th, 2021 MARINE INGREDIENTS1 COMPOSITION BIOMAR NORWAY 2020 Key points related to ASC Salmon Standard v1.3 Criterion 4.3 – more fully explained in the BioMar Sustainable Sourcing Policy 4.3.5 – 4.4.1a	Compliant																
4.4.1	**Indicator**: Presence and evidence of a responsible sourcing policy for the feed manufacturer for feed ingredients that comply with recognized crop moratoriums(76) and local laws(77) **Requirement:** Yes **Applicability:** All	There are statements from both feed suppliers as follows: EWOS: 5.10.2020 Erklæring Dokumentasjon og informasjon om fôr levert iht ASC Biomar INFORMATION AND DOCUMENTATION FROM FEED SUPPLIER FOR COMPLIANCE WITH ASC SALMON STANDARD VERSION 22.2.2021 "Innkjøpspolicy for Fôrråvarer" (22-02-2021) states that BioMar's production of vegetable produce follows international and national laws. They do not purchase goods sourced from vulnerable habitats. Both feed suppliers are GlobalGAP certified.	Compliant																
4.4.2	**Indicator**: Percentage of soya or soya-derived ingredients in the feed that are certified by the Roundtable for Responsible Soy (RTRS) or equivalent (78) **Requirement:** 100% **Applicability:** All	There are statements from both feed suppliers as follows: EWOS: 5.10.2020 Erklæring Dokumentasjon og informasjon om fôr levert iht ASC Biomar INFORMATION AND DOCUMENTATION FROM FEED SUPPLIER FOR COMPLIANCE WITH ASC SALMON STANDARD VERSION 22.2.2021 Soya products will only be sourced from certified ProTerra and RTRS, or equivalant known standards (BioMar Statement "Innkjøpspolicy for Fôrråvarer" dated 22-02-2021) "Innkjøpspolicy for Fôrråvarer" (22-02-2021) states that BioMar's production of vegetable produce follows international and national laws. They do not purchase goods sourced from vulnerable habitats. And Certificate from ProTerra 30.04.2020, expire 05.05.2021. Both feed suppliers are GlobalGAP certified.	Compliant																
4.4.3	**Indicator**: Evidence of disclosure to the buyer(79) of the salmon of inclusion of transgenic(80) plant raw material, or raw materials derived from transgenic plants, in the feed **Requirement:** Yes, for each individual raw material containing > 1% transgenic content (81) **Applicability:** All	There are statements from both feed suppliers on traceability of raw material and ingredients containing >1% transgenic content as follows: EWOS: 5.10.2020 Erklæring Dokumentasjon og informasjon om fôr levert iht ASC Biomar AS Statement on Compound Fish Feed 11.1.2021 Treaceability.	Compliant																

4.5.1	**Indicator**: Presence and evidence of a functioning policy for proper and responsible(83) treatment of non-biological waste from production (e.g., disposal and recycling) **Requirement:** Yes **Applicability:** All	Several policies are available in the internal system TQM. Environmental policy for Cermaq Norway AS (26.05.2020) Procedure for general waste management 7 june 2018 number 163 Statement on date 06.04.2017 that no wast is dumpted to sea. Definition of dangerous waste and how to be handled were provided on the waste management procedure ID 291 and 2.3.2021. Nets, old production equipments, bags, empty chemical boxes, old PPEs, waste feed, old feed, silage, and plastics are the general wastes produced on farms. Waste is not recycled by the farm. The waste is transported to land. All nonbiological waste handled by Vefas Alta, Finnmark Ressursselskap, which are apporved receivers of all kind of waste. Nets are collected by Mørenot. delivered Finnmark Gjenvinning AS - emptying of septic tanks. Seen declaration from Finnmark Gjenvinning AS for site dated 14-12-2020: emptying of septic tank 1,95 m3.	Compliant																
4.5.2	**Indicator**: Evidence that non-biological waste (including net pens) from grow-out site is either disposed of properly or recycled **Requirement:** Yes **Applicability:** All	Common waste materials that are produced by farm are as follows: Weoden pallets, residual/domestic waste, old nets, used fules and oils, feed bags, metals, plastics, batteries, feedpipes, sewage, moorings equipment. No recycling of waste materials at the site. Records of disposal of all waste materials by accredited recycling companies were verified and found in compliance with the procedure for handling of waste. Nets are seviced by a contractor and if they are not in good conditions they are recycled. All other waste are delivered to accredited waste handling componies. Dangerous waste is delivered to Finnmark Gjenvinning AS. No infractions identified. Ytre Koven has only spil oil as dangerous waste. They use to transport the waste to the landbase which the sites Tuvan, Riverbukt and Sommerbukt are using. The waste from all these four sites are delivered together to Finnmark Gjennvinning AS. Seen documentation of delivery of 80 litre spill oil dated 28-08-2020.	Compliant																
4.6.1	Indicator: Presence of an energy use assessment verifying the energy consumption on the farm and representing the whole life cycle at sea, as outlined in Appendix V of the Salmon standard v.1.3 Requirement: Yes, measured in kilojoule/t fish produced/production cycle Applicability: All	Verified records and calculations. Current 20G production cycle is not yet complete. Last complete production cycle 18G: 3 248 107 322 KJ. 4607.0 MT biomass produced during last complete production cyclus 18G Last complete production cycle (2018G): 705,037 KJ/MT Scope 1 Diesel, fuel oil, petrol, and propane. Scope 2 Electricity. Assessed and compared between sites and production forms.	Compliant																
4.6.2	Indicator: Records of greenhouse gas (GHG(85)) emissions(86) on farm and evidence of an annual GHG assessment, as outlined in Appendix V of the Salmon standard v.1.3 Requirement: Yes Applicability: All	Verified farm records of GHG assessment Farm records of GHG are done continuesly for a month period: Scope 1: 5,748 kg CO2e; Scope 2: 37,559.14 kg CO2e. Totalt for 2020G: 67,474.66 kg CO2 Farm records of GHG assessment. Scope 1 diesel from diesel/gasoline workboat, truck, generator and scope 2 is purchased electricity and purchased service boat diesel consumption. No emission of non-CO2 gases. Calculaitons and asessment provided. Factores used in calculations according to IPCC-2006 and Eurost	Compliant																
4.6.3	Indicator: Documentation of GHG emissions of the feed(87) used during the previous production cycle, as outlined in Appendix V of the Salmon standard v.1.3 Requirement: Yes Applicability: All	The statement from the feed supplier show following details: 18G EWOS: GHG emission factor : 1,382 kg/kg feed The calculation of the GHG emissions is as follows: Total feed delivered for the production cycle 5062,5 mt feed used - results in 7020000 kg Co2 20G: Biomar AS: GHG emission factor : 2,62 kg/kg feed The calculation of the GHG emissions is as follows: Total feed delivered for the ongoing production cycle 20G: Biomar Feed: 1270 mt feed used - results in 3327400 kg Co2	Compliant																
4.7.1	**Indicator**: For farms that use copper-treated nets(90), evidence that nets are not cleaned(91) or treated in situ in the marine environment **Requirement:** Yes **Applicability:** All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7.	Procedure "Procedure for inspection, inspection and cleaning of nets" ID 315. It is not allowed to wash the nets in the sea. Copper-based treatments are used on net. Nets consist of NetWax NI Gold. Nets are cleaned by Mørenot at on-land sites. Mørenot is certified in accordance with NYTEK NS 9415, dated 19.12.16 , valid to 12.12.21. Mørenot AS is also ISO 9001:2008 accredited. Copper-based antifouling are used on nets, but no cleaning of the nets on-site.	Compliant																

Audit findings Salmon

Corresponds to Salmon Standard v.1.3

4.7.2	**Indicator**: For any farm that cleans nets at on-land sites, evidence that net-cleaning sites have effluent treatment (92) **Requirement:** Yes **Applicability:** All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7.	Each net service company has certification form the authorities to clean nets at their facilities. All the nets are serviced and cleaned by Mørenot AS. They are certified to ISO 14001:2015. All solids are collected and effluent water is tested for compliance to strict effluent requirements according to Section 25-04 of the Pollution Regulation (Discharges of up to 2 kg of copper / year from land-based facilities for washing farmed nets).	Compliant																		
4.7.3	Indicator: For farms that use copper nets or copper-treated nets, evidence of testing for copper level in the sediment outside of the AZE, following methodology in Appendix I of the Salmon standard v.1.3 Requirement: Yes Applicability: All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7.	Copper-based treatments are used on nets, but no cleaning on site. Copper level in sediment is measured in connection with C-survey sampling. See 2.1.1	Compliant																		
4.7.4	**Indicator**: Evidence that copper levels(93) are < 34 mg Cu/kg dry sediment weight, or, in instances where the Cu in the sediment exceeds 34 mg Cu/kg dry sediment weight, demonstration that the Cu concentration falls within the range of background concentrations as measured at three reference sites in the water body **Requirement:** Yes **Applicability:** All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7.	The farm has conducted testing of copper levels in sediment for the last production cycle. For the current generation will be done with C-survey at peak biomass Results of the copper level range from 10,8 - 18,2 mg Cu/kg dry sediment weight outside AZE and are compliant.	Compliant																		
4.7.5	**Indicator**: Evidence that the type of biocides used in net antifouling are approved according to legislation in the European Union, or the United States, or Australia **Requirement:** Yes **Applicability:** All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7.	The biocide used on site is NetWax NI Gold, produced by Steen Hansen. The Safety Datasheet for NetWax NI Gold shows dicopperoxide to be the active ingredient in the coating. The use of biocide Dicopperoxide is approved under the Norwegian biocide order (FOR-2017-04-18-480) of 18-04-17, Ministry of Climate and Environment, and EU regulation 2016/1089.	Compliant																		
5.1.1	**Indicator**: Evidence of a fish health management plan for the identification and monitoring of fish diseases, parasites and environmental conditions relevant for good fish health, including implementing corrective action when required **Requirement:** Yes **Applicability:** All	Cermaq Fish Health Plan ("Fiskehelseplan for Langfjorden og lokalitetene Tuvan, Rivarbukt, Sommarbukt og Ytre Koven". Updated and signed by Cermaq regional responsible vet Elisabeth Myklebust) covers all areas as required by ASC such as; biosecurity, fish health surveillance, water quality, sea lice control and a list of therapeutant treatments that may be used by the site. 3 internal fish health personnel EM, Tonje Berg HPR nr. 10026754 and one position open. Prescriptions written by internal fishe healt personnel. 2 external fish health personnel from Åkerblå/ Marin helse Nansy Tangen HPRnr. 7643128 and Kine Jøraholmen HPRnr. 10039421. Use of admin control for prescriptions mainly because if traceability issues.	Compliant																		
5.1.2	**Indicator**: Site visits by a designated veterinarian(95) at least four times a year, and by a fish health manager(96) at least once a month **Requirement:** Yes **Applicability:** All	The internal Fish Health Database records all fish health visits performed by Veterinarians and Fish Health Biologists. Visits are performed by internal staff and external vets/fish health biologists from Marin Helse. Above 1 million (1359716pcs) and risk evaluated frequency to 12 vsits a year. Verified visits avery month. Seen routine visit report from 23.04.21 FHP Tonje Berg. Looking at environment, bird net. Mainly wounds after mechanical damage. Vaccine Alpjaject Micro 6. 23.04.21 besøk Tonje Berg. Sår og slitasjeskader.	Compliant																		
5.1.3	**Indicator**: Percentage of dead fish removed and disposed of in a responsible manner **Requirement:** 100% (97) **Applicability:** All	Labelling for ensilage category 2 at landbase seen - loading station and storage tank. The UoC uses IT-systems from new collector Hordafor as their records of consignments of animal by-products (normally category 2) from farm. All handling systems are considered ready for responsible handling of mortalities from UoC. This system of records of consignments does not comply with minimum requirements for sender in animal by-product regulation. See guidance from Norwegian Food Safety Authority (NFSA). The records should include also both receiver name with approval or registration number, and transporter name with registration number.	Minor	The UoC uses IT-systems from new collector Hordafor as their records of consignments of animal by-products (normally category 2) from farm. All handling systems are considered ready for responsible handling of mortalities from UoC. This system of records of consignments does not comply with minimum requirements for sender in animal by-product regulation. See guidance from Norwegian Food Safety Authority (NFSA). The records should include also both receiver name with approval or registration number, and transporter name with registration number. The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-maj-21	30-jun-21		Extended					Cermaq Norway has a new supplier for the service, which have a customer portal we were supposed to use as our register. This portal is missing a few of the requirements from the Norwegian Food Safety Authority (NFSA).	We tried to change the customer portal, but this was not an option. We have reached out to the NFSA for a alternative solution.	If the alternative solution is approved, we will have a register for every site digitally. We need time to get approval and implement the new system, a request for extension of the deadline of the NC's is attached.	In adition to application of extention for closing of deadline auditor has seen draft for Cermaq records of consignments sent tI NFSA for approval.	Exention of deadline to 30.09.2021 is justfied because NFSA will take time approving the suggested records of consignments.	30-sep-21	

5.1.4	**Indicator**: Percentage of mortalities that are recorded, classified and receive a post-mortem analysis **Requirement:** 100% (98) **Applicability:** All	All mortalities are recorded by site staff. Staff are trained in post mortem analysis and will alert the fish health team should there be any changes to mortality rates or causes. An example of further postmortem analysis can be seen from the report by external laboratory, Patogen (PG069008, Date: 18-02-21), showing samples sent for analysis for ISA. Sample taken Patosafe 25.03.21. Report 5.04.21 SAV/PDV Heart negative.	Compliant																	
5.1.5	**Indicator**: Maximum viral disease-related mortality(99) on farm during the most recent production cycle **Requirement:** ≤ 10% **Applicability:** All	All mortalities are categorised and registered in Fishtalk for all production cycles. For example the calculation of the total viral related mortalities for most recent ongoing production cycle 20G is as follows: Maximum viral disease-related mortality = 100 x (Total viral mortality (11)+ total number of unspecified and unexplained mortalities (1042) / total number of fish produced (1359716) = 0,1% For 18G maximum viral disease-related mortality = 0,52% Total mortality for 20G to date is 1,45%.	Compliant																	
5.1.6	**Indicator**: Maximum unexplained mortality rate from each of the previous two production cycles, for farms with total mortality > 6% **Requirement:** ≤ 40% of total mortalities **Applicability:** All farms with > 6% total mortality in the most recent complete production cycle	2018G total mortality was 12,90%. Unexplained mortality rate was 0,01% (2018G) and 1,24% (2016G). Unknown mortality 20G to date is 0,08%.	Compliant																	
5.1.7	**Indicator**: A farm-specific mortalities reduction program that includes defined annual targets for reductions in mortalities and reductions in unexplained mortalities **Requirement:** Yes **Applicability:** All	Mortality reduction programs is part of managment review for Cermaq Norway and Cermaq Group and specified in FHP on site level with concrete objectives for actions to reduce the mortality. Mortality rate reduction programme (Corporate level on <10% morts) specified in the regonal fish health plan and at the site level. To reduce the mortality the fish health personel discuss the root causes and preventive action plans of mortalities in the recent completed production cycle during planning of the production of a new cycle. This is confirmed via interviews during the audit. 27.5.2020 closing 18G Under 6%, Over 94%. Opening 28.5.2020 20G, 93% localspecific.	Compliant																	
5.2.1	**Indicator**: On-farm documentation that includes, at a minimum, detailed information on all chemicals(101) and therapeutants used during the most recent production cycle, the amounts used (including grams per ton of fish produced), the dates used, which group of fish were treated and against which diseases, proof of proper dosing, and all disease and pathogens detected on the site **Requirement:** Yes **Applicability:** All	Records of all chemicals and tharapeutants used are containing the required information for the two previous productions cycles. Allowed usage defined in Fish Health Plan. Antibiotics are not used. Therapeutants used are all under responsible veterinarian prescriptions. Records in Fishtalk/fish CV including dates for usage, quantity and dosage, and withdrawal periods.	Compliant																	
5.2.2	**Indicator**: Allowance for use of therapeutic treatments that include antibiotics or chemicals that are banned(102) in any of the primary salmon producing or importing countries (103) **Requirement:** None **Applicability:** All	Records of all chemicals and tharapeutants used are containing the required information for the two previous productions cycles. Allowed usage defined in Fish Health Plan. Antibiotics are not used. Therapeutants used are all under responsible veterinarian prescriptions. Records in Fishtalk/fish CV including dates for usage, quantity and dosage, and withdrawal periods. All treatments are fully traceable throughout the production cycle. Fish CVs provided to buyers which includes information of all therapeutants used during production. Fish Health visit reports document the site visits and cycle history. Prescription (ref.: 200731eam) Benzoak Vet, site manager Jacob Dan assistant. 2 liter, 2 liter, for culling and anestetic. Has assistant user training, and signed on new training in May. EAM is changing the system for assistant users. Banned pharmaceuticals are listed in nation regulation regulation https://lovdata.no/dokument/SF/forskrift/2012-05-30-512/*#* implementing EU regulation COMMISSION REGULATION (EU) No 37/2010 of 22 December 2009 on pharmacologically active substances and their classification regarding maximum residue limits in foodstuffs of animal origin	Compliant																	
5.2.3	**Indicator**: Percentage of medication events that are prescribed by a veterinarian **Requirement:** 100% **Applicability:** All	All prescriptions (100%) are prescribed by authorized veterinarians or fish biologists and the records are stored in a web-based system, called Admincontrol. All veterinarians or fish biologists approved for prescription have legal registration (on-line verification of DHPR numbers at https://register.helsedirektoratet.no/hpr) by the Norwegian Food Safety Authority.	Compliant																	
5.2.4	**Indicator**: Compliance with all withholding periods after treatments **Requirement:** Yes **Applicability:** All	Withholding periods are given in prescriptions ((ref.: 200731eam) Benzoak Vet, site manager Jacob assistant. 2 liter, 2 liter, for culling and anestetic) and presented i product CV.	Compliant																	

5.2.5	Indicator: The farm shall publicly report (via Appendix of the Salmon standard v.1.3) the: 1. Weighted Number of Medicinal Treatments (see Appendix VII) for each production cycle 2. The parasiticide load for each agent over the production cycle 3. The benthic parasiticide residue levels Requirement: Yes Applicability: All	18G: The WNMT score was calculated correctly as follows: One treatment of Emamektin Vet 3,3 mg Slice 10.09.2018 - 17.09.2018 in 100% of site - WNMT = 1. 20G: One treatment of Emamektin Vet 3,3 mg Slice 01.10.2020 - 08.10.2020 in 100% of site WNMT = 1.	Compliant																	
5.2.6	Indicator: The Weighted Number of Medicinal Treatments shall be at or below the country Entry Level (see Appendix VII of the Salmon standard v.1.3 Requirement: Yes Applicability: All	The WNMT score for last completed production cycle 18G is 1 which is lower than Norway Country Entry Leve (5).	Compliant																	
5.2.7	Indicator: The farm shall reduce the Weighted Number of Medicinal Treatments, after achieving indicator 5.2.6, with 25% per 2 years until the WNMT is at or below the Global Level (see Appendix VII of the Salmon standard v.1.3) Requirement: Yes Applicability: All	The WNMT of the farm (1) is below the Global Level (3).	Compliant																	
5.2.8	Indicator: The farm shall implement Integrated Pest Management (IPM) according to the guidance in Appendix VII of the Salmon standard v.1.3 Requirement: Yes Applicability: All	The farm has prepared a strategic plan that outlines which medical and non-medicinal measures are (to be) applied at the farm. The plan is reviewed and updated on a production cycle basis to reflect the effectiveness of applied methods and determine next approaches. Last revision was November 2020 - 04.11.2020 signed by Elisabeth Ann Myklebust.	Compliant																	
5.2.9	**Indicator:** The farm shall public present (e.g. via company website) the IPM-measures that the company applies which need to be approved by a authorised veterinarian **Requirement:** Yes **Applicability:** All	The latest update of the plan has be made public at https://www.cermaq.no/baerekraft/milj%C3%B8resultater / https://www.cermaq.no/assets/IPM-Cermaq-Norway-2020-V4.pdf . The plan has been signed-off by an authorized veterinarian with valid HPR.	Compliant																	
5.2.10	**Indicator**: The farm shall monitor parasiticide residue levels annually in the benthic sediment directly outside the AZE **Requirement:** Yes **Applicability:** All	N/A. Subjected to Q&A111	N/A																	
5.2.11	**Indicator**: Allowance for prophylactic use of antimicrobial treatments(104) **Requirement:** None **Applicability:** All	No antibiotics have been used in the recent cycles. No chemical or medication-related events was verified during the audit and interviewing with the site employees.	Compliant																	
5.2.12	**Indicator**: Allowance for use of antibiotics listed as critically important for human medicine by the World Health Organization (WHO(105)) **Requirement**: None(106) **Applicability**: All	Valid WHO CIA list 6th edition 2018, released in 2019 demonstrated for antimicrobials critically and highly important for human health was presented. No antibiotics have been used for the last production cycle. https://www.who.int/foodsafety/publications/antimicrobials-sixth/en/	Compliant																	
5.2.13	**Indicator**: Number of treatments(107) of antibiotics over the most recent production cycle **Requirement**: ≤ 3 **Applicability**: All	No antibiotics used.	Compliant																	
5.2.14	**Indicator**: If more than one antibiotic treatment is used in the most recent production cycle, demonstration that the antibiotic load(108) is at least 15% less that of the average of the two previous production cycles **Requirement**: Yes (109) **Applicability**: All	No antibiotics used.	Compliant																	

Audit findings Salmon **Corresponds to Salmon Standard v.1.3**

5.2.15	**Indicator**: Presence of documents demonstrating that the farm has provided buyers(110) of its salmon a list of all therapeutants used in production **Requirement:** Yes **Applicability:** All	The procedure "Communications plan" ID 105 updated 26.04.2021 does not include requirement for sales department to send fish CV with list of therapeutants used in production, to all direct buyers. Sales department confirms by mail that Fish CV is sent for every sale of ASC certified fish.	Minor	5.2.15 Minor: The procedure "Communications plan" ID 105 updated 26.04.2021 does not include requirement for sales department to send fish CV with list of therapeutants used in production, to all direct buyers. Sales department confirms by mail that Fish CV is sent for every sale of ASC certified fish. The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-maj-21	30-jun-21	30-jun-21	Open					Lack of attention to the task.	This information (i.e. CV and other documents with information regarding the product) has always been sent to the customers, it somehow was overlooked when we established the communication plan.	The communication plan has been updated with information regarding the product which we share with the customers.	Updated communication plan updated and accepted as evidence for closing of NC.			
5.3.1	**Indicator**: Bio-assay analysis to determine resistance when two applications of a treatment have not produced the expected effect **Requirement:** Yes **Applicability:** All	Lice treatments with Slice, Hydrogenperoxid og Alphamax - using Lice advisor - gentyping. Marin Helse/ Åkerblå collects lice and sends to VI. When needed. Can not apply. No tests at the farm.	Compliant																
5.3.2	**Indicator**: When bio-assay tests determine resistance is forming, use of an alternative, permitted treatment, or an immediate harvest of all fish on the site **Requirement:** Yes **Applicability:** All	All sea lice treatment performed have had expected results, and there has been no consecutive treatments. No reason to raise bioessay with 2 different active theuroputics	Compliant																
5.3.3	**Indicator:** Specific rotation, providing that the farm has >1 effective medicinal treatment product available, every third treatment must belong to a different family of drugs **Requirement:** Yes **Applicability:** All	All sea lice treatment performed have had expected results, and there has been no consecutive treatments. No reason to raise bioessay with 2 different active therapautics. Neigboring site Kråkevika 30.2.2021. Resultat AZA 36%, PYR 54%, H2O2 11%.	Compliant																
5.4.1	**Indicator**: Evidence that all salmon on the site are a single-year class(112) **Requirement:** 100% (113) **Applicability:** All farms. Exception is allowed for: 1) farm sites that have closed, contained production units where there is complete separation of water between units and no sharing of filtration systems or other systems that could spread disease, or, 2) farm sites that have ≥95% water recirculation, a pre-entry disease screening protocol, dedicated quarantine capability and biosecurity measures for waste to ensure there is no discharge of live biological material to the natural environment (e.g. UV or other effective treatment of effluent) .	Smolt CVs for all cages on site in current production cycle and last harvest report from previous cycle verified. Last harvest date 18G: 02.03.2020.. First stocking date for 20G: 31.07.2020 and last stocking date 15.08.2020. Delivery records for all stockings dates of current production cycle verified with no gaps of more than 6 months.	Compliant																
5.4.2	**Indicator**: Evidence that if the farm suspects an unidentifiable transmissible agent, or if the farm experiences unexplained increased mortality(114), the farm has: 1. Reported the issue to the ABM and to the appropriate regulatory authority 2. Increased monitoring and surveillance(115) on the farm and within the ABM 3. Promptly(116) made findings publicly available **Requirement:** Yes **Applicability:** All	Continuous evaluation. No events of unexplained increased mortality (UIM) mortality categorised nor suspected at farm. Ref to indicator 5.1.4a for details of monitoring. System available for prompt publication in website https://www.cermaq.com/wps/wcm/connect/cermaq/cermaq/our-sustainable-choice/asc-dashboard/ These requirements are also legal requirements and actions managed by NFSA.	Compliant																
5.4.3	**Indicator**: Evidence of compliance(117) with the OIE Aquatic Animal Health Code(118) **Requirement:** Yes **Applicability:** All	An example of compliance with the OIE Aquatic Animal Health Code can be seen in the internal Procedure for visitors (Prosedyre for Besøkende 146. Date: 02-09-2020) which contains information for visitors regarding biosecurity guidelines to follow and how to prevent diseases spreading.	Compliant																
5.4.4	**Indicator**: If an OIE-notifiable disease(119) is confirmed on the farm, evidence that: 1. the farm, at a minimum, immediately culled the pen(s) in which the disease was detected 2. the farm immediately notified the other farms in the ABM (120) 3. the farm and the ABM enhanced monitoring and conducted rigorous testing for the disease 4. the farm promptly(121) made findings publicly available **Requirement:** Yes **Applicability:** All	There is an internal procedures in Intelex with ID 1154 on practices in accordance with OIE Aquatic Animal Health Code. Fish health manager has the responsibility to inform governments if notifiable diseases occur. During the last and current production cycles there has been no occurance of OIE-notifiable diseases.	Compliant																

6.1.1	**Indicator:** Evidence that workers have access to trade unions (if they exist) and union representative(s) chosen by themselves without managerial interference **Requirement:** Yes **Applicability:** All	Cermaq Norway operate according to Norwegian law, where freedom of association and trade unions are statutory rights for all employees. Cermaq Norway Code of ethics paragraph 8.5 from 28.08.2018 supports this. Cermaq has national, regional and local union representatives from different Norwegian trade unions chosen by staff without management interference. Verified by interviews, where a sample roughly documented c. 50% of staff (3 employees) at the locality are union members mainly of The United Federation of Trade Unions (Fellesforbundet) and few of Norwegian Union of Municipal and General Employees (Fagforbundet).	Compliant																
6.1.2	**Indicator:** Evidence that workers are free to form organizations, including unions, to advocate for and protect their rights **Requirement:** Yes **Applicability:** All	Cermaq Norway Code of ethics paragraph 8.5 from 28.08.2018 state the freedom of association. In Cermaq region Finnmark farm the union representative work at the site Store Lerresfjord. the local union representative for langfjorden (Tuvan, Rivarbukt, Sommarbukt og Ytre koven) was present during audit. Auditor reviewed that employee contracts state freedom of association.	Compliant																
6.1.3	**Indicator:** Evidence that workers are free and able to bargain collectively for their rights **Requirement:** Yes **Applicability:** All	The trade union represent the employees in collective bargaining involving national, regional and local union representatives. The process is transparent and inclusive for input from members. The collective fish farming agreement no. 170 "Havbruksoverenskomsten" 2020-2022 cover all employees. No cases registered against the farm site management for violations of employees' freedom of association and collective bargaining rights. Auditor confirmed by the employee interviews of a stratified staff sample covering all roles.	Compliant																
6.2.1	**Indicator:** Number of incidences of child(123) labour(124) **Requirement:** None **Applicability:** All except; Child: Any person under 15 years of age. A higher age would apply if the minimum age law of an area stipulates a higher age for work or mandatory schooling. Minimum age may be 14 if the country allows it under the developing country exceptions in ILO convention 138.	Cermaq Norway Code of ethics of 28.08.2018 include a clause on child labor prohibiting work for children <15 years old. The company use personal ID for age verification. Auditor confirmed by employee interviews that the youngest staff is the 22 year old agency worker.	Compliant																
6.2.2	**Indicator:** Percentage of young workers(125) that are protected(126) **Requirement:** 100% **Applicability:** All	Cermaq act responsibly by offering trainees training opportunity. According to HR department, The youngest are 17 years old and protected by legal requirements and the educational contract. Cermaq follow their policy on "Young workers" ID 147 of 19-01-2018 in the Intelex. Youth in summer jobs >15 or finalized 10'th class in primary school or up to 18 year. Only conducting limited tasks based on assessment by the site manager. Work time limited to 8 hours and no night work according to Norwegian Work Environment Law.	Compliant																
6.3.1	**Indicator:** Number of incidences of forced(129), bonded(130) or compulsory labour **Requirement:** None **Applicability:** All	Cermaq Norway Code of ethics paragraph 8.5 of 28.08.2018 include the forced labor clauses. Verification performed during interviews with employees, and subsequent review of work contracts and pay slips. No evidence for incidents of forced or compulsory labor.	Compliant																
6.4.1	**Indicator:** Evidence of comprehensive(132) and proactive anti-discrimination policies, procedures and practices **Requirement:** Yes **Applicability:** All	Cermaq Norway Code of ethics of 28.08.2018 Section 8.5 include the anti-discrimination clauses with additional Whistle blowing procedure (05-02-2021). Whistle Blowing reporting on: https://www.cermaq.com/contact-us/whistelblowing. This communication line is anonymous. Managers have received training and education to promote anti-discrimination in all parts of the organization. All employees have received internal training in Anti- discrimination and equality. Auditor interviewed site managers and staff and found no evidence for discrimination. Staff exclusively Norwegians.	Compliant																
6.4.2	**Indicator:** Number of incidences of discrimination **Requirement:** None **Applicability:** All	Cermaq reported no recorded discrimination incidents. During confidential interview there was no evidence for discrimination. The gender ratio is 6 male and 0 female. There are generally few women may be due to the shift employment with one full week work and one week free. Staff expressed a high satisfaction with their work disregarding age and personal or educational background.	Compliant																

6.5.1	**Indicator:** Percentage of workers trained in health and safety practices, procedures(133) and policies on a yearly basis **Requirement:** 100% **Applicability:** All	The risk assessment is the cornerstone in planning appropriate training. Site managers use a classic Excel matrix with probability and consequences in a traffic light system with red for high risk, yellow for medium and green for low. Last update 29. April 2021. The H&S related procedures and contingency plans are transparent and displayed at the sea barge in addition to digital Intelex system. This include the emergency preparedness plan (Beredskapsplan Cermaq Norway Rev 6 of 14-12-2020 doc 1154). Alarm plan was updated 22.02.2021. Site managers plan annual training on-site (H&S, fire, evacuation and first aid). Auditor interviewed a sample of staff for verification of training logs and certificates. Last site training: 31.06.2020, unannounced escape and evacuation drill. 21.01.2021 Training fire in workshop evacuation and first aid. The safety representative was not at the shift during the audit. Records reviewed include description, timelines and performance.	Compliant																
6.5.2	**Indicator:** Evidence that workers use Personal Protective Equipment (PPE) effectively **Requirement:** Yes **Applicability:** All	The risk assessment is the cornerstone in planning appropriate PPEs. Auditor used a supplementary check list for systematic verification of PPEs. 1. Monthly check of life jackets before each shift (salt trigger mechanism and gas cartridge). 2. Setex Hammerfest control flotation suits. 3. Personal helmets and gloves. 4. Hearing protection in machine room /aggregate room.	Minor	**6**.5.2 Minor: Noise zone sign (støysone-merking) onboard the boat Njord is missing. This is also not compliant according the Norwegian regulation on design of workplaces "Forskrift om utforming og innretning av arbeidsplasser og arbeidslokaler". The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-maj-21	30-jun-21	25-maj-21	Closed					This non-compliance has not been picked up during audits. The boats has usually been audited at the same time as we have internal inspections of the site, but not if they were unavailable at the time. We also have a contractor do a full inspection every 2 years according to Sjøfartsdirektoratets (the Norwegian Maritime Directorate) check-list. It may have been missed since the engine room is not entered while the boats are used and therefore the workers are not exposed to noise.	Both internal and external check-list include checking for noise zones. A seperate audit cycle for boats has been set up for internal audits this year (2021), starting with a few boats this year, and the goal is to audit the boats every 3 years forward.	The boat Njord now has noise zone sign (attached). The Health and Safety manager and Service and Maintenence manager has been informed and will do a mapping of the other boats in the region.	Regarding NC3 ID ASCTHENO03 two documents are uploaded as evidence for closing NC; 1. "Støysone,bruk hørselsvern merking Njord" Picture Noise zone sign Njord and 2. "skilt støyzone.jpeg" e-mail about Noise zone sign to all Cermaq sites. Accepted for closing of NC.			
6.5.3	**Indicator:** Presence of a health and safety risk assessment and evidence of preventive actions taken **Requirement:** Yes **Applicability:** All	Cermaq use a digital Intelex system for reporting workplace assessment. Each finding or observation get an ID with date, description, risk (low, medium or high), deadline and status (open, closed). The safety representatives organize monthly meeting with staff on risks and preventive actions. The safety representatives across sites meet twice per year for information sharing on topics like near miss incidents. The safety representative made the last annual site-specific biannual overall risk assessment 04.03.21 and site risk assesment is updated 29.04.21. The Intelex dashboard outline findings in low and medium risk and few high risk. Very few findings. Default deadline for all findings is 14 days, but tasks appear as in progress until closed. Some low priority findings were still in progress. Verified obligatory annual control completed by Finnmark Hydraulik Service. Stamp with date on cranes for next control.	Compliant																
6.5.4	**Indicator:** Evidence that all health- and safety-related accidents and violations are recorded and corrective actions are taken when necessary **Requirement:** Yes **Applicability:** All	QMS system Intelex has a separate module for registration and handling of incidents, including personal injuries and near miss incident. HSE department issue monthly reports of incidents with root cause analysis and investigation methods included. Site managers organize monthly HSE meetings as their local safety committee and issue minutes. Site managers receive training in use of system. Auditor reviewed the incidents log with examples of incidents. incident report ID 11906 employee slip and fall registration. Reported due to inattention and bad weather. Corrective action plan to alter steps and work procedure verified.	Compliant																
6.5.5	**Indicator:** Evidence of employer responsibility and/or proof of insurance (accident or injury) for 100% of worker costs in a job-related accident or injury when not covered under national law **Requirement:** Yes **Applicability:** All	Cermaq contract insurance company for work and accident insurance covering all employees as required by Norwegian law. Verified the last valid insurance presented by human resource manager in personal handbook (link). DNB health and medical insurance police no. PV 19355 is reviewed during audit. All employees covered for personal injury at work. All permanent employees covered for accidents work and leisure. Additional Eoropæiske travel incurance police valid 01-07-20 – 01-07-21 valid for permanent employed and mission insurance for temporary workers. All employees benefit from a 6% pension, which exceed the 2% legally required.	Compliant																
6.5.6	**Indicator:** Evidence that all diving operations are conducted by divers who are certified **Requirement:** Yes **Applicability:** All	Cermaq contract the external diving services: Barentsdykk, AQS and Andersen Dykking. The trend is that ROV (Remotely Operated Vehicle) inspections replace some of the physical diving inspections. Site managers use an internal checklist before each diving operation including checking diving permissions and health certificates of the diving team – typically 3 or 4. Seen check list from Last physical diving inspection by AQS was 28 october 2020. Since all subsequent services were ROV there is no need to check permissions and certificates. However, verified this anyway.	Compliant																
6.6.1	**Indicator:** The percentage of workers whose basic wage(134) (before overtime and bonuses) is below the minimum wage(135) **Requirement:** 0 (None) **Applicability:** All	The collective fish farming agreement no. 170 "Havbruksoverenskomsten" 2020-2022 cover all employees. Consequently, all employees earn at least the minimum wage. Auditor selected a sample of staff who gave a signed approval for reviewing correspondence between contracts and payslips and correct overtime payment.	Compliant																

6.6.2	**Indicator:** Evidence that the employer is working toward the payment of basic needs wage(136) **Requirement:** Yes **Applicability:** All	Cermaq human resource organization performed an assessment of cost of living. Reference is made to Norwegian Livsoppholdssatser - Statens innkrevingssentral March 2021. Cermaq calculated and compared actual wages and basic needs wages as evidence that company wages are above BNW. Example used for calculation: couple (30-50 year), two kids (3-9 year) farm worker employee at Cermaq, expenses for living, tax reduction. Site technician without craftmanship. Worked one year. The calculation presented at the audit proved convincingly that wages exceed basic needs wage.	Compliant																
6.6.3	**Indicator:** Evidence of transparency in wage-setting and rendering(137) **Requirement:** Yes **Applicability:** All	The fish farming agreement between Norwegian Seafood Federation (Sjømat Norge) and The Norwegian United Federation of Trade Unions (Fellesforbundet) is the main organization for employees in the aquaculture industry. The latest collective fish farming agreement no. 170 "Havbruksoverenskomsten" 2020-2022 cover all employees. All employees can provide input prior to negotiations. Site managers arrange annual performance and development review recorded as minutes. Last time was September 2020. Cermaq implemented a digital Aditro human resource system. Onwards the site manager gets notifications for planning annual reviews.	Compliant																
6.7.1	**Indicator:** Percentage of workers who have contracts(139) **Requirement:** 100% **Applicability:** All	All employees have contract according to national regulations and union requirements. Cermaq use HR system Aditro for contracts management. Auditor selected a sample interviews and verification that employee contract states wages and benefits, and pay slips providing detailed information. All salary is paid by monthly bank transfer. All information according to requirements.	Compliant																
6.7.2	**Indicator:** Evidence of a policy to ensure social compliance of its suppliers and contractors **Requirement:** Yes **Applicability:** All	Cermaq issued Code of conduct 28.08.2018 paragraph 8.4 for supplier and supplier behavior and conformance with UN Global Impact. This includes requirements and compliance level related to National laws, human rights, employee rights, HSE, Anti-corruption, Environment, Food safety, quality and management systems, which need to be followed to become a Cermaq supplier. Cermaq maintain a list of approved suppliers based on the assessment and approval laid out in "Prosedyre for klassifisering av leverandører", doc 644, dated 12.07.2019. This is followed by supplier classification risk assessment. Supplier classified critical needs review by the sustainability manager eventually combined with supplier audits before granting approval. Each department manager is responsible for suppliers under their jurisdiction.	Compliant																
6.8.1	**Indicator:** Evidence of worker access to effective, fair and confidential grievance procedures **Requirement:** Yes **Applicability:** All	Cermaq Norway Code of ethics of 28.08.2018 include a clause on conflict resolution defining ways of communication of conflicts. Whistle blowing procedure is developed, which is included in Personnel handbook. Conflict management procedure ID 429 is defined. Whistle blowing reporting on net: https://www.cermaq.com/wps/wcm/connect/cermaq-no/cermaq-norway/Selskapet/vaare-retningslinjer/Vaare-retningslinjer. HR department have a detailed process to follow, and awareness training and information is provided as part of the Cermaq instruction course, and during annual meetings with all employees. Interviews with employees confirmed knowledge about process, and how to report both anonymous and by name.	Compliant																
6.8.2	**Indicator:** Percentage of grievances handled that are addressed(140) within a 90-day timeframe **Requirement:** 100% **Applicability:** All	All incidents are addressed within the 90-day time frame. Internal procedure has a shorter timeline. Organization presented records of both anonymous and named grievances. Auditor selected a sample for interview and verification of efficient grievance procedure within the 90-day timeframe.	Compliant																
6.9.1	**Indicator:** Incidences of excessive or abusive disciplinary actions **Requirement:** None **Applicability:** All	Cermaq Norway Code of ethics of 28.08.2018 include a clause on disciplinary actions. According to Norwegian law an employer can not terminate employee to disputes related to abusive disciplinary actions. Auditor selected a sample for interview and verification for absence of incidents of excessive or abusive disciplinary actions. HR department confirmed.	Compliant																
6.9.2	**Indicator:** Evidence of a functioning disciplinary action policy whose aim is to improve the worker (141) **Requirement:** Yes **Applicability:** All	Disciplinary policy is defined in Cermaq Personal handbook and available on intranet Casa. Site managers use Simployer with guideline from the Work Environment Law on actions upon unwanted behavior. HR must be involved regarding notification of termination. The verbal and written disciplinary warnings may be used in case of misbehavior during the work. At site no warning is issued, but in the region the process has been used during last year, and HR maintain documentation of the process. Auditor selected a sample for interview and verification of employee awareness and fairness of disciplinary policy.	Compliant																

6.10.1	**Indicator:** Incidences, violations or abuse of working hours(143) and overtime laws **Requirement:** None **Applicability:** All	Working hours, use of overtime, rotational work (7 days work 7 days free) and compensation is managed according to Norwegian law - Arbeidsmiljøloven, and defined in employee contract, collective agreements and personal handbook. Resource management system Capitech is used for registration, management and monitoring of hours. Payroll is generated based on registrations in Capitech. Auditor selected a sample for interview and verification confirming compliance with regulations and collective agreement related to working hours.C123	Compliant																
6.10.2	**Indicator:** Overtime is limited, voluntary(144), paid at a premium rate and restricted to exceptional circumstances **Requirement:** Yes **Applicability:** All	Auditor selected a sample for interview and verification confirming compliance with regulations and collective agreement related to working hours. Overtime occur in periods of feed receipt, sea lice treatment, harvest etc. and paid at premium rate. Verified most recent payslip 20-04-21 including salary, and supplements for staying on barge, night work, sea lice treatment and additional 50%, 100% overtime. The collective agreement set maximum 13 timers work per day and 11 hours rest. The local agreement amends that rest may be 8 hours in special circumstances.	Compliant																
6.11.1	**Indicator:** Evidence that the company regularly performs training of staff in fish husbandry, general farm and fish escape management and health and safety procedures **Requirement:** Yes **Applicability:** All	Cermaq use intelex for maintaining training requirements and records including certificates. Procedures for training related to fish welfare, HSE and Hygiene, and several more subjects are implemented, Organization performs mandatory introduction and training of all farm workers in a broad specter of subjects including: Fish welfare, H&S introduction, assistant fish health, lice counting, escape prevention, food safety and hygiene. Auditor selected a sample for interview and verification confirming training activities of the different roles: site managers, health and safety representatives, permanent and temporary workers.	Compliant																
6.12.1	**Indicator:** Demonstration of company-level(146) policies in line with the standards under 6.1 to 6.11 above **Requirement:** Yes **Applicability:** All	Senior management at Cermaq develop company level policies for implemention and communication to all employees through introductions, regular meetings, intranet Casa and displayed on site. In addition, all procedures are distributed on Intelex QMS. For site the following policies were displayed: Cermaq Code of Ethics, Cermaq Core Values, Work environment policy, Quality Policy, Environmental Policy, Food safety policy, and Social Policy. In addition, Hygiene rules, Alarm plan and emergency preparedness plan were displayed. Compliance with 6.1 - 6.12 verified by review of policies.	Compliant																
7.1.1	**Indicator:** Evidence of regular and meaningful(147) consultation and engagement with community representatives and organizations **Requirement:** Yes **Applicability:** All	The farm is pro-active in arranging consultations with the local community on a bi annual basis and regularly communicates with the local community on technical and other areas of development. Minutes are available from a meeting that was held. It details attendance and questions raised. Workers on site are also part of the local community and shared no indication of local friction. Any developments are communicated to the local community additionally by notices posted on the community centre, local papers and the internet. Any developments to sites are closely monitored by the local government.	Compliant																
7.1.2	**Indicator:** Presence and evidence of an effective(148) policy and mechanism for the presentation, treatment and resolution of complaints by community stakeholders and organizations **Requirement:** Yes **Applicability:** All	External complaints are logged on the internal management system . The Log details who raised the complaint and the nature of the complaint. The company policy is all complaints are passed to the communications manager and then forwarded to senior management should it be required. The complaints procedure is detailed and sets out the requirements for handling each complaint.	Compliant																
7.1.3	**Indicator:** Evidence that the farm has posted visible notice(149) at the farm during times of therapeutic treatments and has, as part of consultation with communities under 7.1.1, communicated about potential health risks from treatments **Requirement:** Yes **Applicability:** All	The Farm has a system for posting notifications at the farm during periods of therapeutic treatment. The signs were available to see and are used.	Compliant																
7.2.1	**Indicator:** Evidence that indigenous groups were consulted as required by relevant local and/or national laws and regulations **Requirement:** Yes **Applicability:** All farms that operate in indigenous territories or in proximity to indigenous or aboriginal people	There are some Indigenous Peoples in this region who have additional indigenous rights in the vicinity of the sites. These indigenous peoples are mentionde in the stakeholder documentation. Such as fishermen and The Sámi people.	Compliant																

7.2.2	**Indicator:** Evidence that the farm has undertaken proactive consultation with indigenous communities **Requirement:** Yes (150) **Applicability:** All farms that operate in indigenous territories or in proximity to indigenous or aboriginal people	There are some Indigenous Peoples in this region who have additional indigenous rights in the vicinity of the sites. These indigenous peoples are mentionde in the stakeholder documentation. Such as fishermen and The Sámi people.	Compliant																
7.2.3	**Indicator:** Evidence of a protocol agreement, or an active process(151) to establish a protocol agreement, with indigenous communities **Requirement:** Yes **Applicability:** All farms that operate in indigenous territories or in proximity to indigenous or aboriginal people	There are some Indigenous Peoples in this region who have additional indigenous rights in the vicinity of the sites. These indigenous peoples are mentionde in the stakeholder documentation. Such as fishermen and The Sámi people.	Compliant																
7.3.1	**Indicator:** Changes undertaken restricting access to vital community resources(152) without community approval **Requirement:** None **Applicability:** All	The farm would seek and obtains community approval before undertaking changes that restrict access to vital community resources. At this stage no plans are in place for any changes that would affect vital community resources	Compliant																
7.3.2	**Indicator:** Evidence of assessments of company's impact on access to resources **Requirement:** Yes **Applicability:** All	Assessments are in place. Stakeholder documentation was reviewed and no interviews were carried out as it was not required.	Compliant																
8.1	**Indicator:** Compliance with local and national regulations on water use and discharge, specifically providing permits related to water quality **Requirement:** Yes **Applicability:** All Smolt Producers	Smolts suppliers are Internal: Forsan. The smolt suppliers are semi-closed and are discharging into sea. Following documents related to land (waterbody) use and water quality were verified: Forsan: Discharge permit from Nordland Fylkesmannen dt. 19.04.16 for max 1600 MT feed / 12,2 mill smolts. Water abstraction permit from NVE, dated 28.01.2011, ref 200707783-22. maximum water abstraction is 100 m3/min, average must not exceed 75 m3/min Following inspections from relevant authorities were verified: Forsan: Inspection form NFSA on 26-03-2019. No NCs.	Compliant																
8.2	**Indicator:** Compliance with labour laws and regulations **Requirement:** Yes **Applicability:** All Smolt Producers	Forsan is an internal supplier. Cermaq policies apply. Inspection from on Norwegian Labour Inspection Authority (Arbeidstilsynet) on 21-06-2018. The NC was closed on 10-10-2018.	Compliant																
8.3	**Indicator:** Evidence of an assessment of the farm's potential impacts on biodiversity and nearby ecosystems that contains the same components as the assessment for grow-out facilities under 2.4.1 **Requirement:** Yes **Applicability:** All Smolt Producers	Environmental risks assessments with contingency and strategic plans to reduce the risks with referances to relevant public regulations and national legislation was verified for all smolt suppliers. B-survey is also done to investigate the pollution impact of the discharge from site on nearby benthic organisms at the outlet zone. Forsan: the risk assessment of the smolt production was revised on 17.June.2019. which include associated risked related to animals, escapes, enviroments, sea floor. Fiskeridirektoratet permit and Recipient survey performed by AkvaPlan Niva AS 31.1.2017, 13.09.17 and 13.3.2018, all results category 1, very good. B-survey Report APN-0130.01 Result category 1 very good.	Compliant																
8.4	Indicator: Maximum total amount of phosphorus released into the environment per metric ton (mt) of fish produced over a 12-month period (see Appendix VIII of the Salmon standard v.1.3) Requirement: 4 kg/mt of fish produced over a 12-month period Applicability: All Smolt Producers	The smolt supplier is semi-closed and discharging into see. The total amount of phosphorus released into the environment has been calculated as follows: Smolt supplier : Forsan 2019: Total feed used: 961556 kg, Total P in the feed: 16306.2 kg Biomass produced: 1170 mt Total P in fish: 5033.55 kg P in sludge: 0 Net P out/mt of fish produced over a 12-month period: 9.62 , subjected to VR39	Compliant								39								

8.5	**Indicator**: If a non-native species is being produced, the species shall have been widely commercially produced in the area prior to the publication(154) of the ASC Salmon Standard **Requirement:** Yes (155) **Applicability:** All Smolt Producers, Exceptions shall be made for production systems that use 100 percent sterile fish or systems that demonstrate separation from the wild by effective physical barriers that are in place and well-maintained to ensure no escapes of reared specimens or biological material that might survive and subsequently reproduce.	N/A. Salmo salar is native to region.	Compliant																
8.6	**Indicator**: Maximum number of escapees(156) in the most recent production cycle **Requirement:** 300(157) fish **Applicability:** All Smolt producers. A rare exception to this standard may be made for an escape event that is clearly documented as being outside of the farm's control. Only one such exceptional episode is allowed in a 10-year period for the purposes of this standard. The 10-year period starts at the beginning of the production cycle for which the farm is applying for certification. The farmer must demonstrate that there was no reasonable way to predict the events that caused the episode. Extreme weather (e.g., 100-year storms) or accidents caused by farms located near high-traffic waterways are not intended to be covered under this exception.	Risk of escpes is included in the Risk Assessment. All incidents are registered in Fisheries Directorate escape incidents overviw. No incident reported and verified by Fisheries Directorate at https://ygggdrasil.fiskeridir.no/	Compliant																
8.7	**Indicator**: Accuracy(158) of the counting technology or counting method used for calculating the number of fish **Requirement:** ≥98% **Applicability:** All Smolt Producers	AquaScan, Macro, Vaki fish counting machines have been used with 98-100% accuracy. Verified by provider specifications and cross checking the numbers in harvest and slaughter house.	Compliant																
8.8	**Indicator**: Evidence of a functioning policy for proper and responsible treatment of non-biological waste from production (e.g., disposal and recycling) **Requirement:** Yes **Applicability:** All Smolt Producers	Forsan: Cermaq internal document "Avfallsplan Cermaq Norway" version 14, dated 27.03.18 with authorised service providers, Iris and Østbø on general and special waste. Public service on domestic, type of waste defined, domestic, special waste/chemicals, for recycling etc. Evidence of delivery to Østbø dated 10-12-2019 was seen.	Compliant																
8.9	**Indicator**: Presence of an energy-use assessment verifying the energy consumption at the smolt production facility (see Appendix V subsection 1 of the Salmon standard v.1.3 for guidance and required components of the records and assessment) **Requirement:** Yes, measured in kilojoule/mt fish/production cycle **Applicability:** All Smolt Producers	Energy assessment is done continually to lower-costs and reduce environmental impact. Forsan: The farm has conducted the energy-use assessment for 2019 as follows: Scope 1 (diesel): 484517725.2 KJ, Scope 2 (purchased electricity, heating, or cooling) : 19692129600 KJ, Total (scope 1+2): 20176647325.2 KJ Biomass produced: 1229 mt Energy/mt biomass: 16417181.48 KJ/mt	Compliant																
8.10	Indicator: Records of greenhouse gas (GHG(159)) emissions(160) at the smolt production facility and evidence of an annual GHG assessment (See Appendix V of the Salmon standard v.1.3) Requirement: Yes Applicability: All Smolt Producers	Annual GHG assessments performed and GHG emissions for scope 1 and scope 2 are calculated according to ASC requirements. Records on GHG emissions during 2019 at the audit were as follows: Forsan: Scope 1: emission from Fuel: 34208 kg CO2e Scope 2: emission from electricity: 1390290.66 kg CO2e Total scope 1+2: 1424498.26 kg CO2e	Compliant																
8.11	**Indicator**: Evidence of a fish health management plan, approved by the designated veterinarian, for the identification and monitoring of fish diseases and parasites **Requirement:** Yes **Applicability:** All Smolt Producers	Forsan: Internal Fish Health Plan. Plan covers all aspect of relevant diseases and parasite diagnostics and control measures. Approved and signed by veterinarian (fish health manager) dt 26.08.2019 .	Compliant																
8.12	**Indicator**: Percentage of fish that are vaccinated for selected diseases that are known to present a significant risk in the region and for which an effective vaccine exists(161) **Requirement:** 100% **Applicability:** All Smolt Producers	In their fish health management plan the type of disease and control monitoring strategies, vaccines/pathogens type/product name are mentioned. Plan covers all aspect of relevant diseaes and parasite diagnostics and control measures. Vaccines defined in FHP. 100% vaccinated according to national legislation. Verified in smolt CVs.Different types of vaccines has been used, for example: Alpha Ject-micro-6 and Pentium Forte Plus.	Compliant																

8.13	**Indicator**: Percentage of smolt groups(162) tested for select diseases of regional concern prior to entering the grow-out phase on farm(163) **Requirement:** 100% **Applicability:** All Smolt Producers	Visits and samplings are documented according to the fish health plan. The smolts were tested againstt IPNV, Yersinia, POX, ILAV, PRV, Branchiomonas 60 days before stocking into sea. Visit from fish health personnel every months and samples are sent out for screening. Last vaccination was with Alphaject Micro 6,Apha Dip ERM Salar, and Autogen ERM Vaksine .	Compliant																
8.14	**Indicator**: Detailed information, provided by the designated veterinarian, of all chemicals and therapeutants used during the smolt production cycle, the amounts used (including grams per ton of fish produced), the dates used, which group of fish were treated and against which diseases, proof of proper dosing and all disease and pathogens detected on the site **Requirement:** Yes **Applicability:** All Smolt Producers	Detailed information of therpeutant used was documented in Health certificates for fishgroups and also verified in smolt CV.	Compliant																
8.15	**Indicator**: Allowance for use of therapeutic treatments that include antibiotics or chemicals that are banned(164) in any of the primary salmon producing or importing countries(165) **Requirement:** Yes **Applicability:** All Smolt Producers	Smolt suppliers have been informed about ASC requirements. The used therpeutant are documented in Health certificates for fish groups and can be verified in smolt CV. No antibiotics are used as verfied by smolt CV treatment records.	Compliant																
8.16	**Indicator**: Number of treatments of antibiotics over the most recent production cycle **Requirement:** ≤ 3 **Applicability:** All Smolt Producers	N/A. No antibiotics used. Seen smolt CV with all treatments identifed and compared to WHO critical list.	Compliant																
8.17	**Indicator**: Allowance for use of antibiotics listed as critically important for human medicine by the WHO (166) **Requirement:** None (167) **Applicability:** All Smolt Producers	N/A. No antibiotics used. Seen smolt CV with all treatments identifed and compared to WHO critical list.	Compliant																
8.18	**Indicator**: Evidence of compliance(168) with the OIE Aquatic Animal Health Code(169) **Requirement:** Yes **Applicability:** All Smolt Producers	OIE AAHC presented and awareness demonstrated. Procedures and instructions in common Cermaq system covering this indicator. No Antibiotics used, verfied by smolt CV treatment records.	Compliant																
8.19	**Indicator**: Evidence of company-level policies and procedures in line with the labour standards under 6.1 to 6.11 **Requirement:** Yes **Applicability:** All Smolt Producers	Forsan is an internal supplier. Cermaq policies apply. Inspection from on Norwegian Labour Inspection Authority (Arbeidstilsynet) on 21-06-2018. The NC was closed on 10-10-2018.	Compliant																
8.20	**Indicator**: Evidence of regular consultation and engagement with community representatives and organizations **Requirement:** Yes **Applicability:** All Smolt Producers	Internal suppliers: Forsan Several meetings for Cermaq sites in the region have been organized with stakeholders. For example an open meeting in Innhavet on 25.11.2019. Another meeting on 19-02-2019. The invitation was sent in 08.01.2019 to interested parties. The meeting was organised on 2019-02-19. 2 people attended in the meeting. Another meeting for the opening day of Arctic Salmon Center. ASC is mentioned as an enviromental and sustainability certification . Another meeting with Steigen Community, open for public on 29-02-2020. Posted on social media, hanged in local shopes, relevant for all. Consultations have included main points required by the standard. No minutes of meeting just presentation of the activities and treatment.	Compliant																
8.21	**Indicator**: Evidence of a policy for the presentation, treatment and resolution of complaints by community stakeholders and organizations **Requirement:** Yes **Applicability:** All Smolt Producers	Forsan: According to Cermaq system - "Procedure handling of external complaints".	Compliant																

8.22	**Indicator**: Where relevant, evidence that indigenous groups were consulted as required by relevant local and/or national laws and regulations **Requirement:** Yes **Applicability:** All Smolt Producers	N/A. It is communicated during the application processing to start the sites. Consulting indigenous groups (sami people) is integrated in the license and environmental approval process governed by the local county governor´s "Fylkesmannen". Norwegians and Sami people work together on the farms.	Compliant																
8.23	**Indicator**: Where relevant, evidence that the farm has undertaken proactive consultation with indigenous communities **Requirement:** Yes **Applicability:** All Smolt Producers	N/A. It is communicated during the application processing to start the sites. Consulting indigenous groups (sami people) is integrated in the license and environmental approval process governed by the local county governor´s "Fylkesmannen". Norwegians and Sami people work together on the farms.	Compliant																
8.25	**Indicator**: Allowance for stocking smolts produced in cage-culture **Requirement:** Permitted only if supplying farms are 1) operated in a region where indigenous salmonids are present of the same species being cultivated and 2) the farm is certified to the ASC Freshwater trout Standard **Applicability:** open (net-pen) production of smolt	N/A all sites are semi-closed with discharge to seawater	N/A																
8.26	Indicator: Water quality monitoring matrix completed and submitted to ASC (see Appendix VIII of the Salmon standard v.1.3) Requirement: Yes(171) Applicability: open (net-pen) production of smolt	N/A. Discharing into sea	N/A																
8.27	Indicator: Minimum oxygen saturation in the outflow (methodology in Appendix VIII of the Salmon standard v.1.3) Requirement: 60%(172, 173) Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems	N/A. Discharing into sea	N/A																
8.28	Indicator: Macro-invertebrate surveys downstream from the farm's effluent discharge demonstrate benthic health that is similar or better than surveys upstream from the discharge (methodology in Appendix VIII of the Salmon standard v.1.3) Requirement: Yes Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems	N/A. Discharing into sea	N/A																
8.29	Indicator: Evidence of implementation of biosolids (sludge) Best Management Practices (BMPs) (Appendix VII of the Salmon standard v.1.3) Requirement: Yes Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems	N/A. Discharing into sea	N/A																

Audit findings Salmon

Corresponds to Salmon Standard v.1.3

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Corresponds to ASC Salmon standard version 1.3

Indicator Number	Indicator Text	Audit Evidence	Overall Indicator evaluation	Description, justification and conclusion for the evaluation decision	Date of NC detection	Deadline for NC close-out	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	Q&A submitted/used	Proposed by UoC and accepted by CAB Root cause analysis	Proposed by UoC and accepted by CAB NC correction	Proposed by UoC and accepted by CAB NC Corrective action	Auditor evaluation	Extension justification	New deadline for NC close-out	Notes
1.1.1	**Indicator:** Presence of documents demonstrating compliance with local and national regulations and requirements on land and water use **Requirement:** Yes **Applicability:** All	Electronic copies of laws, regulations and requirements with references to Lovdata with updates and electronic links are kept in a web-based quality system called Intelex. The farm provided following documents from relevant authorities: Decision of partly approved operating plan from Fishery Directorate 16.03.2021 approving plan for all Cermaq sites in Finnmark for 2021 except Kråkevik, Komagnes and Jernelva. According to UoC the approved operating plan date 20.11.2019 for 2020 still covers what is left of 20G at sites. Discharge license from County Governor of Finnmark date 05.07.2018 of 5670 MTB. Aquaculture license Finnmark county 19.12.2018. Site certificate APN-340 05.09.2018 from Akvaplan Niva. Fishery Directorate: Inspection regarding NYTEK and Site certificates, Mooring, Procedures and Cermaq Finnmark. No feedback yet. Sjøfartsdirektoratet Norwegian Maritime Authority, List of orders date 27.02.2020, LG3030 Fella vessel, NC Marking of lifebuoy, oil absorbant, info waste handling, original sertificate, Closed 09.03 2020. Regarding conflict with national preservation areas, Directorate of Fisheries (https://www.fiskeridir.no/) manage the Aquaculture Act of 17 June 2005 no. 79 relating to aquaculture. According to § 15 Relationship to land use plans and conservation measures; aquaculture licenses may not be granted in contravention of adopted conservation measures relating to nature conservation. The county governor (fylkesmannen in Norwegian), who provides aquaculture allowance, is also the authority for conservation areas. The governor don´t approve fish farming in protected areas (Verneområder in Norwegian). The Norwegian Environment Agency maintain a map with national salmon fjords (https://laksekart.fylkesmannen.no).	Compliant															
1.1.2	**Indicator:** Presence of documents demonstrating compliance with all tax laws **Requirement:** Yes **Applicability:** All	Electronic copies of laws, regulations and requirements with references to Lovdata with updates and electronic links are kept in a web-based quality system called Intelex. Seen Authorised auditor report/statement for organisation number 980211282, dt.07.09.2020 by Deloitte, states that the financial statements are prepared in accordance with the law and regulations. The tax report dated from Norwegian Tax Administration (Skatteetaten) dated on 27.04.2021 valid until 6 måneder 27-10-2021 stating no withholding and unpaid tax.	Compliant															
1.1.3	**Indicator:** Presence of documents demonstrating compliance with all relevant nation and local labour laws and regulations **Requirement:** Yes **Applicability:** All	Electronic copies of laws, regulations and requirements with references to Lovdata with updates and electronic links are kept in a web-based quality system called Intelex. Arbeidstilsynet, the Norwegian Labour Inspection Authority, is responsible for supervising the implementation of the Working Environment Act. There were no inspections from Arbeidstilsynet for 2020-2021.	Compliant															
1.1.4	**Indicator:** Presence of documents demonstrating compliance with regulations and permits concerning water quality impacts **Requirement:** Yes **Applicability:** All	Discharge permit is given to the farm against the Pollution Act by Fylkesmannen (the County Governor). The farm provided following documents: Discharge license from County Governor of Finnmark date 05.07.2018 of 5670 MTB. To show compliance with above above mentioned law and regulations, marine and enviromental impact assessment (B- and C-survey) are performed by an acredited company for test 303 (sampling on sea sediments) once during the production period. The environmental reports and surveys are reported to Altinn. The reports are available in https://yggdrasil.fiskeridir.no/. Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C hybrid - ASC adapted). Modified Survey-C according to NS9410 (Norwegian authortites and legislation requirement). Point adapted to bathymetric conditions. Performed by an acredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report Cermaq Norway AS. ASC- og C-undersøkelse 32617 Ytre Koven, 2019. Date 09.03.2020, sample date 23.10.2019. Sample stations C2, C3, C4 and C5 outside AZE, and C1 within AZE. 2 Cu stations. Soft bottom sand, silt, gravel and some clay. The sampling has been done at peak biomass (4303 tons fed at sample time/5131 tons fed in total * 100 = 84%). Fish biomass related to MTB is reported to authorities through Altinn by end of month. Environmental reports and surveys reported to Altinn approximately 1 month after felt sampling done and results available from contractor. Available in https://yggdrasil.fiskeridir.no/. No indications of non compliance.	Compliant															
2.1.1	Indicator: Redox potential or (5) sulphide levels in sediment outside of the Allowable Zone of Effect (AZE) (6), following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: Redox potential > 0 mV or Sulphide ≤ 1,500 µMol/L Applicability: All farms except; Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C hybrid - ASC adapted). Modified Survey-C according to NS9410 (Norwegian authortites and legislation requirement). Point adapted to bathymetric conditions. Performed by an acredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report Cermaq Norway AS. ASC- og C-undersøkelse 32617 Ytre Koven, 2019. Date 09.03.2020, sample date 23.10.2019. Sample stations C2, C3, C4 and C5 outside AZE, and C1 within AZE. 2 Cu stations. Soft bottom sand, silt, gravel and some clay. The sampling has been done at peak biomass (4303 tons fed at sample time/5131 tons fed in total * 100 = 84%). Redox (mV) at sample stations C2 400 - C3 330 - C4 340 - C5 370 mV outside AZE.	Compliant															
2.1.2	Indicator: Faunal index score indicating good (7) to high ecological quality in sediment outside the AZE, following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: AZTI Marine Biotic Index (AMBI)(8) score ≤ 3.3, or Shannon-Wiener Index score > 3, or Benthic Quality Index (BQI) score ≥ 15, or Infaunal Trophic Index (ITI) score ≥ 25 Applicability: All farms except; Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (MOM-C hybrid - ASC adapted). Modified MOM-C according to NS9410 (Norwegian authortites and legislation requirement). Point adapted to bathymetric conditions. Performed by an acredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report Cermaq Norway AS. ASC- og C-undersøkelse 32617 Ytre Koven, 2019. Date 09.03.2020, sample date 23.10.2019. Sample stations C2, C3, C4 and C5 outside AZE, and C1 within AZE. 2 Cu stations. Soft bottom sand, silt, gravel and some clay. The sampling has been done at peak biomass (4303 tons fed at sample time/5131 tons fed in total * 100 = 84%). Shannon Wiener index at sample stations are 4,03 - 4,50 - 5,09 - 5,48 - outside AZE and compliant.	Compliant															

Audit findings Salmon

Corresponds to Salmon Standard v.1.3

2.1.3	Indicator: Number of macrofaunal taxa in the sediment within the AZE, following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: ≥ 2 highly abundant (9) taxa that are not pollution indicator species Applicability: All farms except; Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (MOM-C Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (MOM-C hybrid - ASC adapted). Modified MOM-C according to NS9410 (Norwegian authortites and legislation requirement). Point adapted to bathymetric conditions. Performed by an acredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report Cermaq Norway AS. ASC- og C-undersøkelse 32617 Ytre Koven, 2019. Date 09.03.2020, sample date 23.10.2019. Sample stations C2, C3, C4 and C5 outside AZE, and C1 within AZE. 2 Cu stations. Soft bottom sand, silt, gravel and some clay. The sampling has been done at peak biomass (4303 tons fed at sample time/5131 tons fed in total * 100 = 84%). Number of Taxa is 3 on stations C1 and and compliant.	Compliant																	
2.1.4	**Indicator:** Definition of a site-specific AZE based on a robust and credible (10) modelling system (11) **Requirement:** Yes **Applicability:** All farms except; Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Discharge permit is given to the farm against the Pollution Act by Fylkesmannen (the County Governor). The farm provided following documents: Discharge license from County Governor of Finnmark date 05.07.2018 of 5670 MTB. To show compliance with above above mentioned law and regulations, marine and enviromental impact assessment (B- and C-survey) are performed by an acredited company for test 303 (sampling on sea sediments) once during the production period. The environmental reports and surveys are reported to Altinn. The reports are available in https://yggdrasil.fiskeridir.no/. The AZE was site -specific and based on a robus and credible modelling system. Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (MOM-C hybrid - ASC adapted). Modified MOM-C according to NS9410 (Norwegian authortites and legislation requirement). Point adapted to bathymetric conditions. Performed by an acredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report Cermaq Norway AS. ASC- og C-undersøkelse 32617 Ytre Koven, 2019. Date 09.03.2020, sample date 23.10.2019. Sample stations C2, C3, C4 and C5 outside AZE, and C1 within AZE. 2 Cu stations. Soft bottom sand, silt, gravel and some clay. The sampling has been done at peak biomass (4303 tons fed at sample time/5131 tons fed in total * 100 = 84%). Fish biomass related to MTB is reported to authorities through Altinn by end of month. Environmental reports and surveys reported to Altinn approximately 1 month after felt sampling done and results available from contractor. Available in https://yggdrasil.fiskeridir.no/. No indications of non compliance.	Compliant																	
2.2.1	Indicator: Weekly average percent saturation (16) of dissolved oxygen (DO) (17) on farm, calculated following methodology in Appendix I of the Salmon standard v.1.3 Requirement: ≥ 70% (18) Applicability: All farms. An exception to this standard shall be made for farms that can demonstrate consistency with a reference site in the same water body.	Continuous logging with Tialta sensors of oxygen, temperature and salinity at cage sampling stations (additional reference station at barge). The site has also a manual oxygen monitor instrument, seen at audit. The procedure for inspection for fish (Prosedyre for ettersyn og røkting av matfisk) ID-341 has been updated 08-02-2021, which includes monitoring of oxygen. No missed data. Verfied daily averages for 2020G the period week 31 2020 to week 18 2021. The range of compliant data were 70.5 - 122.7% dissolved oxygen. No records < 70 %. Monitoring of oksygen and calibration routines verified on site. Good knowledge, instructions from equipment producer available.	Compliant																	
2.2.2	**Indicator:** Maximum percentage of weekly samples from 2.2.1 that fall under 2 mg/L DO **Requirement:** 5% **Applicability:** All	No samples were under 2 mg/L DO.	Compliant																	
2.2.3	**Indicator:** For jurisdictions that have national or regional coastal water quality targets (19), demonstration through third-party analysis that the farm is in an area recently (20) classified as having "good" or "very good" water quality (21) **Requirement:** Yes (22) **Applicability:** All farms except, Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients as well as > 50% of dissolved nutrients (through biofiltration, settling and/or other technologies) are exempt from standards 2.2.3 and 2.2.4.	EU Water Directive 2000 gives Water quality objectives for area. Look at Vann-nett. The information are continuesly updated from authorites, and are available at webportal https://vann-nett.no/portal/#/waterbody/0420030402-C Waterbody "Langfjorden-ytre" 0420030402-C Water area Alta, Kautokeino, Loppa og Stjernøya. Municipality Alta. County Troms and Finnmark. Target: Ecology Good, Chemical Good and risk Non. Status: Ecological Good.	Compliant																	
2.2.4	Indicator: For jurisdictions without national or regional coastal water quality targets, evidence of monitoring of nitrogen and phosphorous (23) levels on farm and at a reference site, following methodology in Appendix I of the Salmon standard v.1.3 Requirement: Consistency with reference site Applicability: All farms, except, Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients as well as > 50% of dissolved nutrients (through biofiltration, settling and/or other technologies) are exempt from standards 2.2.3 and 2.2.4.	N/A. See 2.2.3: Having national or regional coastal water quality targets	Compliant																	
2.2.5	**Indicator**: Demonstration of calculation of biochemical oxygen demand (BOD)(24) of the farm on a production cycle basis **Requirement:** Yes **Applicability:** All	BOD has been calculated to 283,35 for the ongoing G20 production cycle to date = ((total N in feed: 86,79 – total N in fish: 40,11)*4.57) + ((total C in feed: 694,72– total C in fish: 688,50)*2.67). BOD has been calculated to 2001,67 for the last completed G18 production cycle = ((total N in feed: 312,99 – total N in fish: 138,84)*4.57) + ((total C in feed: 2765,61– total C in fish: 2314)*2.67).	Compliant																	

2.2.6	**Indicator**: Appropriate controls are in place that maintains good culture and hygienic conditions on the farm which extends to all chemicals, including veterinary drugs, thereby ensuring that adverse impacts on environmental quality are minimised **Requirement:** Yes **Applicability:** All	There is a HSE risk management in place. Different type of hazards are identified and analysed and control measures are made or defiened. Several procedures (e.g. "Hygienereglement - Matfisk" ID 127 siste oppdatering 13.01.2021, "Prosedyre for oppbevaring håndtering av kjemikalier og gasser", ID 473, 25.3.2021) and documents are kept in Intelex and updated if there is an incident, or after monitoring and review of the action plans. For example, waste managment plan for the site was verfied. Cleaning plans for site was seen. Fish health plan for site on use of veterinary drugs was checked. Staff competences and awareness was also verified either during the interviews, or qualifications and training certificates. Employees invited to assistant training in handling of tharapeutants by mail 5.5.2021, especially site managers. Trainings planned in: Havøysund 10.5, Hammerfest 19.5, Alta 26.5 59 persons signed on. Alle employees have done hygiene training. Oil spill drill verified 18.02.2021 and escape drill 25.02.2021 with report. The site was clean and tidy, verfied on-site at the audit.	Compliant																
2.3.1	Indicator: Percentage of fines (25) in the feed at point of entry to the farm (26) (calculated following methodology in Appendix I of the Salmon standard v.1.3) Requirement: < 1% by weight of the feed Applicability: All farms except; To be measured every quarter or every three months. Samples that are measured shall be chosen randomly. Feed may be sampled immediately prior to delivery to farm for sites with no feed storage where it is not possible to sample on farm. Closed production systems that can demonstrate the collection and responsible disposal of > 75% of solid nutrients and > 50% of dissolved nutrients (through biofiltration, settling and/or other technologies) are exempt.	Percentage of fines according to requirements. Testing according to internal QMS Intelex procedure (Procedure for pre-reception, storage and control of feed) "Prosedyre for formottak, lagring og kontroll av fôr" ID 260, dated 25-03-2020. New procedure has been made: Procedure for calibration of weighing equipment was available: ID 90 Calibration plan Food fish (Kalibreringplan Matfisk) dated 02-03-2021. The site has invested in a new weight, seen weight and user manual of the weight from the supplier at the audit. The site managers record sieving data in Excel. Registrations were ranging from 0,1-0.1% in 2021.	Compliant																
2.4.1	**Indicator**: Evidence of an assessment of the farm's potential impacts on biodiversity and nearby ecosystems that contains at a minimum the components outlined in Appendix I-3 **Requirement:** Yes **Applicability:** All	National Norwegian legislation require surveys of the benthic fauna (Survey B and Survey C) evaluating the farm's potential impact on biodiversity in the local marine ecosystem. For all sites in Finnmark and Nordland: - Risk assessment external environment updated 09-04-2021. - Risk assessment escape ID 1175 dated 09-04-2021. Site specific Risk Assessment for the sites Riverbukt, Tuvan, Sommarbukt, Ytre Koven updated 29-04-2021. Seen documents "Species determination of birds" and Action plan for risk reduction" dated 29-04-2021.	Compliant																
2.4.2	**Indicator**: Allowance for the farm to be sited in a protected area (27) or High Conservation Value Areas(28) (HCVAs) **Requirement:** None (29) **Applicability:** All, The following exceptions shall be made; • For protected areas classified by the International Union for the Conservation of Nature (IUCN) as Category V or VI (these are areas preserved primarily for their landscapes or for sustainable resource management). • For HCVAs if the farm can demonstrate that its environmental impacts are compatible with the conservation objectives of the HCVA designation. The burden of proof would be placed on the farm to demonstrate that it is not negatively impacting the core reason an area has been identified as a HCVA. • For farms located in a protected area if it was designated as such after the farm was already in operation and provided the farm can demonstrate that its environmental impacts are compatible with the conservation objectives of the protected area and it is in compliance with any relevant conditions or regulations placed on the farm as a result of the formation/designation of the protected area. The burden of proof would be placed on the farm to demonstrate that it is not negatively impacting the core reason an area has been protected.	Naturbase map with all known protected areas is defined. Cermaq has declared its policy related to HCVA dt.01-08-2016. The site is not in conflict with protected areas, HCVA or CAs. Also considered in impacts consequence assement performed according to Appendix I-3. The GIS coordiantes of the centroid ponit and boundaries of the farm has been also confirmed in the ASC GIS Data Portal the site is not in conflict with protected areas, HCVA or CAs. The position of GIS coordinates for the site was verified at audit.	Compliant																
2.5.1	**Indicator**: Number of days in the production cycle when acoustic deterrent devices (ADDs) or acoustic harassment devices (AHDs) were used **Requirement:** 0 **Applicability:** All	No ADDs or AHDs have been used by the farm. The birdnets were the only predator contol devices. This was also verified via interview with the site workers and site visit.	Compliant																
2.5.2	**Indicator**: Number of mortalities (32) of endangered or red-listed (33) marine mammals or birds on the farm **Requirement:** 0 (zero) **Applicability:** All	Bird nets covering cages were the only predator control devices. No records of endangered or red-listed marine mammal or bird incidents. Source: https://www.cermaq.com/wps/wcm/connect/cermaq-no/cermaq-norway/baerekraft/asc-rapportering/ No mortalities recorded. Verified Cermaq has direct link to red list of endangered or red-listed marine mammals and birds in the area. Source: https://www.artsdatabanken.no/Rodliste with Norwegian red listed species. "Procedure for interaction with animals and birds" ID 395 what to do when identifieding red listed species dated 30-10-2019.	Compliant																
2.5.3	**Indicator**: Evidence that the following steps were taken prior to lethal action (34) against a predator: 1. All other avenues were pursued prior to using lethal action 2. Approval was given from a senior manager above the farm manager 3. Explicit permission was granted to take lethal action against the specific animal from the relevant regulatory authority **Requirement:** Yes (35) **Applicability:** All. except cases where human safety is endangered' Exception to these conditions may be made for a rare situation where human safety is endangered. Should this be required, post-incident approval from a senior manager should be made and relevant authorities must be informed.	No lethal actions has been taken at farm. Internal records checked. There is a procedure " samspill med dyr og fugler with ID number 395" in place to follow the required actions by ASC and Norwegian regulations. VR0436 is used. https://www.asc-aqua.org/what-you-can-do/get-certified/variance-request-interpretation-platform/VR0436/	Compliant																

Audit findings Salmon **Corresponds to Salmon Standard v.1.3**

2.5.4	**Indicator**: Evidence that information about any lethal incidents on the farm has been made easily publicly available (36) **Requirement:** Yes **Applicability:** All	There is a system implemented to make information publicly available within 30 days of occurrence of any lethal incidents occur on birds or marine mammals at the site that has been already certified. Information published on corporate webpage https://www.cermaq.com/wps/wcm/connect/cermaq-no/cermaq-norway/baerekraft/asc-rapportering/	Compliant																
2.5.5	**Indicator**: Maximum number of lethal incidents (37) on the farm over the prior two years **Requirement:** < 9 lethal incidents, (38) with no more than two of the incidents being marine mammals **Applicability:** All	The list of lethal incidents is available at: List on https://www.cermaq.com/wps/wcm/connect/cermaq-no/cermaq-norway/baerekraft/asc-rapportering/ No incidents has been reported.	Compliant																
2.5.6	**Indicator**: In the event of a lethal incident, evidence that an assessment of the risk of lethal incident(s) has been undertaken and demonstration of concrete steps taken by the farm to reduce the risk of future incidences **Requirement:** Yes **Applicability:** All	No reported lethal incident. Risk Assessment and procedure: Procedure for interaction with animals and birds" ID 395 what to do when identifieding red listed species dated 30-10-2019. Site specific Risk Assessment for the sites Riverbukt, Ytre Koven, Tuvan and Sommarbukt updated 29-04-2021. New nets before stocking the fish, and daily controls of the nets. Interviews with the staff confirmed that the site identify maintenance of the bird nets as important and that the site inspect the the bird nets as a daily routine.	Compliant																
3.1.1	Indicator: Participation in an Area-Based Management (ABM) scheme for managing disease and resistance to treatments that includes coordination of stocking, fallowing, therapeutic treatments and information-sharing. Detailed requirements are in Appendix II of the Salmon standard v.1.3 Requirement: Yes Applicability: All except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	An ABM is a requirement in national legislation fighting salmon lice. All sites report weekly to NFSA through AltInn, where info is automatically available on Barentswatch webpage https://www.barentswatch.no/fiskehelse/ for all farms in zones and nationally. Site is part of regional and localised area based management schemes for Finnmark region. A collaboration between aquaculture companies coordinate lice treatments and general fish health work, coordinated by Åkerblå AS. Plan "Samordnet Plan for kontroll og bekjempelse av lakselus" updated 26.01.21 and signed by Stine M. Myren, Koordinator Lusegruppe Finnmark in Fish Health Consultant company Åkerblå AS describes the relationship between sites in the area. Lice numbers and treatment information is shared between sites weekly. Within the ABM sites are separated into a smaller grouping with a 5 km distance between each group. Each of these individual groups synchronises their fallow period after every cycle. Regular meetings between participants in ABM 100% of farms included where issues are discussed. ABM was decided expanded to generel fish health in meeting 22.04.2021 to comply with ASC requirements.	Compliant																
3.1.2	**Indicator**: A demonstrated commitment (42) to collaborate with NGOs, academics and governments on areas of mutually agreed research to measure possible impacts on wild stocks **Requirement:** Yes **Applicability:** All except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	Commitment and participation of Cermaq Norway AS is documented in several projects with NGOs, academics and governments as follows: 1. Varpa project - Rusegrosjektet 2016, with Norwegian Authorites, active 2018 (Nordland) GSI member, active 2018 ASRC project with Ewos Inovation, feed for arctic conditions, 4 R&D licences "Skjellprøveprosjektet". Repafjordelva og Altaelva, active 2018, together with local stakeholders (Jeger og Fisk, ALI og VFJF) Monitoringprogram with NINA, ALI and VFJF, active 2018 Kompetanseklynge laks (Knowledge-cluster Salmon), leading by a commites where Cermaq is included, active 2018. Including several subprojects, year to year perspective HI, NIVA and Hammerfest Kommune, kunstig rev/tareskog, creating a godd environment for cod stock (conditions for cod spawning in Hammerfest community), active 2018, descrription form 2016, project owner Hammerfest community, ongoing to 2020 ClimeFish (2017), contribute with data and input from production, EU project 677039, NOFIMA, UiT, University of Stirling, AVS, how climate changes affect aquaculture, ongoing to 2020. The projects are evaluated by technical team local and at company level. No rejection. An example of postponed proposals were shown during the audit. Some projects are publicly shared online.	Compliant																
3.1.3	Indicator: Establishment and annual review of a maximum sea lice load for the entire ABM and for the individual farm as outlined in Appendix II of the Salmon standard v.1.3 Requirement: Yes Applicability: All except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	The maximum sea lice load for the entire ABM and the individual farm is: 0.5 mature sea lice per fish and 0.2 sea lice per fish in the sensitive smolt migration period according to Norwegian regulation of FOR-2012-12-05-1140. There is also an internal procedures in Intelex "samordnet kontroll og bekjempelse av lakselus" ID 39. Governmental researh institutes monitor sea lice load on wild salmon. Sea lice load are set by and controlled by the authorities through legal regulations and maximum levels are adapted to different geographical areas in Norway based on the monitoring lice level on wild salmonids. The site manager reports to the authorities the lice number each week. Reports are reviewed by NFSA and Luse -nettverket weekly. The results are available at "www.barentswatch.no" with lice levels, treatment etc. published in this public website.	Compliant																
3.1.4	**Indicator**: Frequent (43) on-farm testing for sea lice, with test results made easily publicly available (44) within seven days of testing **Requirement:** Yes **Applicability:** All except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	The lice are counted weekly and are reported to NFSA via AltInn. Lice are counted in all cages, according NFSA regulation, minimum 20 fish in each cage are sampled. There is an exemption for periods with temperatues below 4 °C allowing fams to have the testing every 14 days according to NFSA regulation. The results are available at "www.barentswatch.no" with lice levels, treatment etc. published in this public website. No NCs were found in lice counts ref. procedure ID 321 reporting of lice counts.	Compliant																
3.1.5	**Indicator**: In areas with wild salmonids, (45) evidence of data (46) and the farm's understanding of that data, around salmonid migration routes, migration timing and stock productivity in major waterways within 50 kilometres of the farm **Requirement:** Yes **Applicability:** All farms operating in areas with wild salmonids except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	Review of the biodiversity risk evaluation for the area ("2019 Biodiversitetsfokusert risikovurdering – Langfjorden- Ytre Koven, Sommarbukt, Rivarbukt, Eidsnes og Tuvan. 30.07.2019"), performed by Cermaq, demonstrated knowledge of potential wild salmon routes and the migratation periods; including the potential negative effects caused by the farm in relation to this. The risk evaluation references data collected by national research institutions such as the Norwegian Insititute for Nature Research (NINA) and the Institute of Marine Research. 17,6 km to the closest river with wild salmonids.	Compliant																

Audit findings Salmon

Corresponds to Salmon Standard v.1.3

3.1.6	Indicator: In areas of wild salmonids, monitoring of sea lice levels on wild out-migrating salmon juveniles or on coastal sea trout or Arctic char, with results made publicly available. See requirements in Appendix III of the Salmon standard v.1.3 Requirement: Yes Applicability: All farms operating in areas with wild salmonids except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	Salmonides naturally occur in the area. There are wild salmonid migration route or habitat within 75 km of the farm. Migratory routes are defined in website "environmental statistics" (https://lakseregisteret.fylkesmannen.no/) on salmonid carrying rivers, and Lakseregisteret from Miljødirektoratet. VR136: Norwegian legislation does not allow for private research on wild salmonids. Therefore research is conducted by the national research insitute - the Insititute for Marine Research. The methodology, results and analysis are made publicly available and demonstrate scientific rigor in the sampling size, location and method.	Compliant						136											
3.1.7	**Indicator:** In areas of wild salmonids, maximum on-farm lice levels during sensitive periods for wild fish (47). See detailed requirements in Appendix II of the Salmon standard v.1.3 **Requirement:** 0.1 mature female lice per farmed fish **Applicability:** All farms operating in areas with wild salmonids except farms that release no water; Farm sites for which there is no release of water that may contain pathogens into the natural (freshwater or marine) environment are exempt from the standards under Criterion 3.1.	VR227 Allows for 0.2 mature female lice during the sensitive period and accepts the sensitive periods as set by Norwegian regulations. For the region of Tromsø and Finnmark, the sensitive period is defined as weeks 21-26 each year.	Compliant						227											
3.2.1	**Indicator**: If a non-native species is being produced, demonstration that the species was widely commercially produced in the area by the date of publication of the ASC Salmon standard **Requirement:** Yes (49) **Applicability**: All farms. Exceptions shall be made for production systems that use 100 percent sterile fish or systems that demonstrate separation from the wild by effective physical barriers that are in place and well-maintained to ensure no escapes of reared specimens or biological material that might survive and subsequently reproduce.	N/A. Atlantic Salmon (Salmo salar) is a native species and the only species produced at site.	N/A																
3.2.2	**Indicator**: If a non-native species is being produced, evidence of scientific research (50) completed within the past five years that investigates the risk of establishment of the species within the farm's jurisdiction and these results submitted to ASC for review (51) **Requirement:** Yes (52) **Applicability:** All	N/A. Atlantic Salmon (Salmo salar) is a native species and the only species produced at site.	N/A																
3.2.3	**Indicator**: Use of non-native species for sea lice control for on-farm management purposes **Requirement:** None **Applicability:** All	N/A No use of cleaner fish.	N/A																
3.3	**Indicator**: Use of transgenic (54) salmon by the farm **Requirement:** None **Applicability:** All	There are no transgenic salmon used by the farm. Smolt suppliers do not use transgenic fish. Egg stock information present on Product CVs confirm egg source as non transgenic. There are no transgenic salmon used by the farm. Smolt suppliers do not use transgenic fish. Egg stock information present on Product CVs confirm egg source as non transgenic. Norwegian law forbids genetically modifications on salmon roe for use in farming industry. Source: The Norwegian Gene Technology Act (Genteknologiloven) (LOV-1993-04-02-38). Statement form Cermaq dated on 26-11-2019 stating that the farm does not use transgenic salmon was seen. Information for salmon group (breeding supplier) is available in invoices and fish/ova.	Compliant																
3.4.1	**Indicator**: Maximum number of escapees (57) in the most recent production cycle **Requirement:** 300 (58) **Applicability:** All farm. A rare exception to this standard may be made for an escape event that is clearly documented as being outside the farm's control. Only one such exceptional episode is allowed in a 10-year period for the purposes of this standard. The 10- year period starts at the beginning of the production cycle for which the farm is applying for certification. The farmer must demonstrate that there was no reasonable way to predict the events that caused the episode. See auditing guidance for additional details.	Cermaq record escapes in the production and recording system Fishtalk. BarentsWatch shows no escapes from site: https://www.barentswatch.no/fiskehelse/fishhealthogram/32617/2012/18. No escapes recorded. No escapes since 2012: https://www.barentswatch.no/fiskehelse/fishhealthogram/32617/2012/18 N/A. No escape episodes.	Compliant																
3.4.2	**Indicator**: Accuracy (59) of the counting technology or counting method used for calculating stocking and harvest numbers **Requirement:** ≥ 98% **Applicability:** All	The counting technology used is the Aqua Scan Registration Unit CSF4000 for well boats and CSE 1600 for smolt facilities. Manufacturer specifications demonstrate the counters to be 98-100% accurate. Pentair suppliing Vaki over 99%.	Compliant																
3.4.3	**Indicator**: Estimated unexplained loss (60) of farmed salmon is made publicly available **Requirement:** Yes **Applicability:** All	Input Number: 971117 Mortalities: 82311 Harvested: 901990 EUL: -13184 EUL %: 1,36 https://www.cermaq.no/baerekraft/milj%C3%B8resultater 18G: 101,36% (+1,36%)	Compliant																

3.4.4	**Indicator**: Evidence of escape prevention planning and related employee training, including: net strength testing; appropriate net mesh size; net traceability; system robustness; predator management; record keeping and reporting of risk events (e.g., holes, infrastructure issues, handling errors, reporting and follow up of escape events); and worker training on escape prevention and counting technologies **Requirement:** Yes **Applicability:** All	For all sites in Finmark and Nordlanad area: Risk assessment escape ID 1175 dated 09-04-2021. Site specific Risk Assessment for Ytre Koven dated 29-04-2021. Proceduce for daily maintaice of sites (prosedyre for daglig ettersyn og røkting matfisk) updated on 08-02-2021. The Escape Prevention Plan and accompanying documents covers the following areas: - net strength testing; - appropriate net mesh size; - net traceability; - system robustness; - predator management; - record keeping; - reporting risk events (e.g. holes, infrastructure issues, handling errors); - planning of staff training to cover all of the above areas; - planning of staff training on escape prevention and counting technologies. N/A not a closed system. Production parameters recorded in AquaCom e.g cage 10, net no 4608 , Service card ID HVN-4608, dated 10-06-2020, Mørenot. NetWax NI Gold. Net certificate ID 4608, dated 01-05-2018. Inspection report ROV seen 28-10-2020. No NCs. Quality checked the number of the net, same number as in AquaCom. Escapes training in practice had been carried out 03-05-2021. Seen documentation at the audit.	Compliant																
4.1.1	**Indicator**: Evidence of traceability, demonstrated by the feed producer, of feed ingredients that make up more than 1% of the feed (63) **Requirement:** Yes **Applicability:** All	EWOS/ Cargill is the only feed supplier for 18G. Biomar for 20G. Both feed suppliers are GlobalGAP certified and can demonstrate evidence of feed ingredients that make more than 1% of the feed: EWOS is a GlobalGAP certified for Compound Feed Manufacturing with the GGN number 4050373825744 valid to 16-06-2021. Biomar is a GlobalGAP certified for Compound Feed Manufacturing with the GGN number 4050373810030 valid to 20-08-2021.	Compliant																
4.2.1	Indicator: Fishmeal Forage Fish Dependency Ratio (FFDRm) for grow-out (calculated using formulas in Appendix IV of the Salmon standard v.1.3) Requirement: < 1.2 Applicability: All	The feed producer for 18G was EWOS. Calculation of FFDRm is as follows: 5062,5 mt % Fish meal forrage fish: 11,5% eFCR= 1,13 FFDRm: (% fishmeal in feed from forage fisheries) x (eFCR)/24= 0,32 The feedproducer for the ongoing production cycle 20G is Biomar. Calculation of FFDRm is as follows: Biomar: Total amount of feed used: 1270mt Trimmings are excluded in the calculations. eFCR= 1,02 FFDRm: = 0,62	Compliant																
4.2.2	Indicator: Fish Oil Forage Fish Dependency Ratio (FFDRo) for grow-out (calculated using formulas in Appendix IV of the Salmon standard v.1.3), or, Maximum amount of EPA and DHA from direct marine sources (65)(calculated according to Appendix IV of the Salmon standard v.1.3) Requirement: FFDRo < 2.52 or (EPA + DHA) < 30 g/kg feed Applicability: All	The feed producer for 18G was EWOS. Calculation of FFDRo is as follows: Feed used. 5062,5 mt 18G EWOS: Fish oil South Amerika part of feed%: 7,2 Fish oil North Atlantic part of feed%: 1,9 eFCR:1,13 FFDRo: (% Fishoil in feed from forage fisheries)x (eFCR)/5.0 or 7.0, depending on source of fish = 1,93 The feedproducer for the ongoing production cycle 20G is Biomar. Calculation of FFDRm is as follows: Biomar: Total fish oil 8,6 eFCR:1,02 FFDRo: (% Fishoil in feed from forage fisheries)x (eFCR)/5.0 or 7.0, depending on source of fish = 0,77.	Compliant Compliant																
4.3.1	**Indicator**: Timeframe for all fishmeal and fish oil used in feed to come from fisheries(66) certified under a scheme that is an ISEAL member (67) and has guidelines that specifically promote responsible environmental management of small pelagic fisheries **Requirement:** Not required **Applicability:** N/A	N/A	Compliant																
4.3.2	**Indicator**: Prior to achieving 4.3.1, the FishSource score (65, 68) for the fishery(ies) from which all marine raw material in feed is derived **Requirement:** All individual scores ≥ 6, and biomass score ≥ 6 **Applicability:** All	Fish source scores were verifed and found above limits. All individual scores were >6, Biomass scores > 6 according to fish source score. For example Blue whiting, Capelin, Sandeel,Salmon, Sprat, Herring, Gulf menhaden, Mackerel, Peruvian Anchovny, Sardina Pilchardus are some of tyhe fish used as feed ingredients. There has been no assessment from an independent body. Following statament from the feed suppliers was also available: Statement from EWOS (Feed supplier regarding ASC certification) "ERKLÆRING Dokumentasjon og informasjon om fôr levert iht. ASC dated 05.10.2020" on General requirements 4.1, 4.3, 4.4. Statement from Biomar (Feed supplier regarding ASC certification) on complete traceability dated 16-02-2021 with details of raw material sources in specific feeds for this site in this period have scores according to ASC s requirement for this indicator.	Compliant																
4.3.3	**Indicator**: Prior to achieving 4.3.1, demonstration of third-party verified chain of custody and traceability for the batches of fishmeal and fish oil which are in compliance with 4.3.2 **Requirement:** Yes **Applicability:** All	EWOS/ Cargill is the only feed supplier for 18G. Biomar for 20G. Both feed suppliers are GlobalGAP certified: EWOS is a GlobalGAP certified for Compound Feed Manufacturing with the GGN number 4050373825744 valid to 16-06-2021. Biomar is a GlobalGAP certified for Compound Feed Manufacturing with the GGN number 4050373810030 valid to 20-08-2021. Statements from the feed suppliers on compliance with this indicator was seen.	Compliant																

Audit findings Salmon

Corresponds to Salmon Standard v.1.3

4.3.4	**Indicator**: Feed containing fishmeal and/or fish oil originating from by-products (69) or trimmings from IUU (70) catch or from fish species that are categorized as vulnerable, endangered or critically endangered, according to the IUCN Red List of Threatened Species(71), whole fish and fish meal from the same species and family as the species being farmed **Requirement:** None (72) **Applicability:** All, For species listed as "vulnerable" by IUCN, an exception is made if a regional population of the species has been assessed to be not vulnerable in a National Red List process that is managed explicitly in the same science-based way as IUCN. In cases where a National Red List doesn't exist or isn't managed in accordance with IUCN guidelines, an exception is allowed when an assessment is conducted using IUCN's methodology and demonstrates that the population is not vulnerable.	Statement from the feed supplier on compliance with this indicator that no fishmeal and/or fish oil originating from by-products or trimmings from IUU catch or from fish species that are categorized as vulnerable, endangered or critically endangered, according to the IUCN Red List of Threatened Species, whole fish and fish meal from the same species and family as the species being farmed. Statement from EWOS (Feed supplier regarding ASC certification) "ERKLÆRING Dokumentasjon og informasjon om fôr levert iht. ASC dated 05.10.2020" on General requirements 4.1, 4.3, 4.4. Verified statements from Biomar: Trondheim - February 16th, 2021 MARINE INGREDIENTS1 COMPOSITION BIOMAR NORWAY 2020 Key points related to ASC Salmon Standard v1.3 Criterion 4.3 – more fully explained in the BioMar Sustainable Sourcing Policy 4.3.5 – 4.4.1a Both feed suppliers were also GlobalGAP certified.	Compliant																
4.3.5	**Indicator:** Presence and evidence of a responsible sourcing policy for the feed manufacturer for marine ingredients that includes a commitment to continuous improvement of source fisheries (73) **Requirement:** Yes **Applicability:** All	Annual Cermaq Group report 2019 (https://acc.cermaq.solvr.no/assets/Global/PDFs-sustainability/CermaqGroupAnnualSustainabilityReport2019-1_2020-10-19-142033.pdf) on sustainability policy, requiring feed raw material from sutainable sourcing, (ISEAL scheme fisheries). Statements from the feed supplier on compliance with this indicator was seen.Feed supplier is also GlobalGAP certified. EWOS: 5.10.2020 Erklæring Dokumentasjon og informasjon om fôr levert iht ASC Biomar INFORMATION AND DOCUMENTATION FROM FEED SUPPLIER FOR COMPLIANCE WITH ASC SALMON STANDARD VERSION 22.2.2021 Verified statements from Biomar: Trondheim - February 16th, 2021 MARINE INGREDIENTS1 COMPOSITION BIOMAR NORWAY 2020 Key points related to ASC Salmon Standard v1.3 Criterion 4.3 – more fully explained in the BioMar Sustainable Sourcing Policy 4.3.5 – 4.4.1a	Compliant																
4.4.1	**Indicator**: Presence and evidence of a responsible sourcing policy for the feed manufacturer for feed ingredients that comply with recognized crop moratoriums(76) and local laws(77) **Requirement:** Yes **Applicability:** All	There are statements from both feed suppliers as follows: EWOS: 5.10.2020 Erklæring Dokumentasjon og informasjon om fôr levert iht ASC Biomar INFORMATION AND DOCUMENTATION FROM FEED SUPPLIER FOR COMPLIANCE WITH ASC SALMON STANDARD VERSION 22.2.2021 "Innkjøpspolicy for Fôrråvarer" (22-02-2021) states that BioMar's production of vegetable produce follows international and national laws. They do not purchase goods sourced from vulnerable habitats. Both feed suppliers are GlobalGAP certified.	Compliant																
4.4.2	**Indicator**: Percentage of soya or soya-derived ingredients in the feed that are certified by the Roundtable for Responsible Soy (RTRS) or equivalent (78) **Requirement:** 100% **Applicability:** All	There are statements from both feed suppliers as follows: EWOS: 5.10.2020 Erklæring Dokumentasjon og informasjon om fôr levert iht ASC Biomar INFORMATION AND DOCUMENTATION FROM FEED SUPPLIER FOR COMPLIANCE WITH ASC SALMON STANDARD VERSION 22.2.2021 Soya products will only be sourced from certified ProTerra and RTRS, or equivalant known standards (BioMar Statement "Innkjøpspolicy for Fôrråvarer" dated 22-02-2021) "Innkjøpspolicy for Fôrråvarer" (22-02-2021) states that BioMar's production of vegetable produce follows international and national laws. They do not purchase goods sourced from vulnerable habitats. And Certificate from ProTerra 30.04.2020, expire 05.05.2021. Both feed suppliers are GlobalGAP certified.	Compliant																
4.4.3	**Indicator**: Evidence of disclosure to the buyer(79) of the salmon of inclusion of transgenic(80) plant raw material, or raw materials derived from transgenic plants, in the feed **Requirement:** Yes, for each individual raw material containing > 1% transgenic content (81) **Applicability:** All	There are statements from both feed suppliers on traceability of raw material and ingredients containing >1% transgenic content as follows: EWOS: 5.10.2020 Erklæring Dokumentasjon og informasjon om fôr levert iht ASC Biomar AS Statement on Compound Fish Feed 11.1.2021 Treaceability.	Compliant																
4.5.1	**Indicator**: Presence and evidence of a functioning policy for proper and responsible(83) treatment of non-biological waste from production (e.g., disposal and recycling) **Requirement:** Yes **Applicability:** All	Several policies are available in the internal system TQM. Environmental policy for Cermaq Norway AS (26.05.2020) Procedure for general waste management 7 june 2018 number 163 Statement on date 06.04.2017 that no wast is dumpted to sea. Definition of dangerous waste and how to be handled were provided on the waste management procedure ID 291 and 2.3.2021. Nets, old production equipments, bags, empty chemical boxes, old PPEs, waste feed, old feed, silage, and plastics are the general wastes produced on farms. Waste is not recycled by the farm. The waste is transported to land. All nonbiological waste handled by Vefas Alta, Finnmark Ressurssselskap, which are apporved receivers of all kind of waste. Nets are collected by Mørenot. delivered Finnmark Gjenvinning AS - emptying of septic tanks. Seen declaration from Finnmark Gjenvinning AS for site dated 14-12-2020: emptying of septic tank 1,95 m3.	Compliant																
4.5.2	**Indicator**: Evidence that non-biological waste (including net pens) from grow-out site is either disposed of properly or recycled **Requirement:** Yes **Applicability:** All	Common waste materials that are produced by farm are as follows: Weoden pallets, residual/domestic waste, old nets, used fules and oils, feed bags, metals, plastics, batteries, feedpipes, sewage, moorings equipment. No recycling of waste materials at the site. Records of disposal of all waste materials by accredited recycling companies were verified and found in compliance with the procedure for handling of waste. Nets are seviced by a contractor and if they are not in good conditions they are recycled. All other waste are delivered to accredited waste handling componies. Dangerous waste is delivered to Finnmark Gjenvinning AS. No infractions identified. Ytre Koven has only spil oil as dangerous waste. They use to transport the waste to the landbase which the sites Tuvan, Riverbukt and Sommerbukt are using. The waste from all these four sites are delivered together to Finnmark Gjennvinning AS. Seen documentation of delivery of 80 litre spill oil dated 28-08-2020.	Compliant																

4.6.1	Indicator: Presence of an energy use assessment verifying the energy consumption on the farm and representing the whole life cycle at sea, as outlined in Appendix V of the Salmon standard v.1.3 Requirement: Yes, measured in kilojoule/t fish produced/production cycle Applicability: All	Verified records and calculations. Current 20G production cycle is not yet complete. Last complete production cycle 18G: 3 248 107 322 KJ. 4607.0 MT biomass produced during last complete production cyclus 18G Last complete production cycle (2018G): 705,037 KJ/MT Scope 1 Diesel, fuel oil, petrol, and propane. Scope 2 Electricity. Assessed and compared between sites and production forms.	Compliant																
4.6.2	Indicator: Records of greenhouse gas (GHG(85)) emissions(86) on farm and evidence of an annual GHG assessment, as outlined in Appendix V of the Salmon standard v.1.3 Requirement: Yes Applicability: All	Verified farm records of GHG assessment Farm records of GHG are done continuesly for a month period: Scope 1: 5,748 kg CO2e; Scope 2: 37,559.14 kg CO2e. Totalt for 2020G: 67,474.66 kg CO2 Farm records of GHG assessment. Scope 1 diesel from diesel/gasoline workboat, truck, generator and scope 2 is purchased electricity and purchased service boat diesel consumption. No emission of non-CO2 gases. Calculaitons and asessment provided. Factores used in calculations according to IPCC-2006 and Eurost	Compliant																
4.6.3	Indicator: Documentation of GHG emissions of the feed(87) used during the previous production cycle, as outlined in Appendix V of the Salmon standard v.1.3 Requirement: Yes Applicability: All	The statement from the feed supplier show following details: 18G EWOS: GHG emission factor : 1,382 kg/kg feed The calculation of the GHG emissions is as follows: Total feed delivered for the production cycle 5062,5 mt feed used - results in 7020000 kg Co2 20G: Biomar AS: GHG emission factor : 2,62 kg/kg feed The calculation of the GHG emissions is as follows: Total feed delivered for the ongoing production cycle 20G: Biomar Feed: 1270 mt feed used - results in 3327400 kg Co2	Compliant																
4.7.1	**Indicator**: For farms that use copper-treated nets(90), evidence that nets are not cleaned(91) or treated in situ in the marine environment **Requirement:** Yes **Applicability:** All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7.	Procedure "Procedure for inspection, inspection and cleaning of nets" ID 315. It is not allowed to wash the nets in the sea. Copper-based treatments are used on net. Nets consist of NetWax NI Gold. Nets are cleaned by Mørenot at on-land sites. Mørenot is certified in accordance with NYTEK NS 9415, dated 19.12.16 , valid to 12.12.21. Mørenot AS is also ISO 9001:2008 accredited. Copper-based antifouling are used on nets, but no cleaning of the nets on-site.	Compliant																
4.7.2	**Indicator**: For any farm that cleans nets at on-land sites, evidence that net-cleaning sites have effluent treatment (92) **Requirement:** Yes **Applicability:** All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7.	Each net service company has certification form the authorities to clean nets at their facilities. All the nets are serviced and cleaned by Mørenot AS. They are certified to ISO 14001:2015. All solids are collected and effluent water is tested for compliance to strict effluent requirements according to Section 25-04 of the Pollution Regulation (Discharges of up to 2 kg of copper / year from land-based facilities for washing farmed nets).	Compliant																
4.7.3	Indicator: For farms that use copper nets or copper-treated nets, evidence of testing for copper level in the sediment outside of the AZE, following methodology in Appendix I of the Salmon standard v.1.3 Requirement: Yes Applicability: All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7.	Copper-based treatments are used on nets, but no cleaning on site. Copper level in sediment is measured in connection with C-survey sampling. See 2.1.1	Compliant																
4.7.4	**Indicator**: Evidence that copper levels(93) are < 34 mg Cu/kg dry sediment weight, or, in instances where the Cu in the sediment exceeds 34 mg Cu/kg dry sediment weight, demonstration that the Cu concentration falls within the range of background concentrations as measured at three reference sites in the water body **Requirement:** Yes **Applicability:** All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7.	The farm has conducted testing of copper levels in sediment for the last production cycle. For the current generation will be done with C-survey at peak biomass Results of the copper level range from 10,8 - 18,2 mg Cu/kg dry sediment weight outside AZE and are compliant.	Compliant																
4.7.5	**Indicator**: Evidence that the type of biocides used in net antifouling are approved according to legislation in the European Union, or the United States, or Australia **Requirement:** Yes **Applicability:** All farms. Closed production systems that do not use nets and do not use antifoulants shall be considered exempt from standards under Criterion 4.7.	The biocide used on site is NetWax NI Gold, produced by Steen Hansen. The Safety Datasheet for NetWax NI Gold shows dicopperoxide to be the active ingredient in the coating. The use of biocide Dicopperoxide is approved under the Norwegian biocide order (FOR-2017-04-18-480) of 18-04-17, Ministry of Climate and Environment, and EU regulation 2016/1089.	Compliant																
5.1.1	**Indicator**: Evidence of a fish health management plan for the identification and monitoring of fish diseases, parasites and environmental conditions relevant for good fish health, including implementing corrective action when required **Requirement:** Yes **Applicability:** All	Cermaq Fish Health Plan ("Fiskehelseplan for Langfjorden og lokalitetene Tuvan, Rivarbukt, Sommarbukt og Ytre Koven". Updated and signed by Cermaq regional responsible vet Elisabeth Myklebust) covers all areas as required by ASC such as; biosecurity, fish health surveillance, water quality, sea lice control and a list of therapeutant treatments that may be used by the site. 3 internal fish health personnel EM, Tonje Berg HPR nr. 10026754 and one position open. Prescriptions written by internal fishe healt personnel. 2 external fish health personnel from Åkerblå/ Marin helse Nansy Tangen HPRnr. 7643128 and Kine Jøraholmen HPRnr. 10039421. Use of admin control for prescriptions mainly because if traceability issues.	Compliant																

5.1.2	**Indicator**: Site visits by a designated veterinarian(95) at least four times a year, and by a fish health manager(96) at least once a month **Requirement:** Yes **Applicability:** All	The internal Fish Health Database records all fish health visits performed by Veterinarians and Fish Health Biologists. Visits are performed by internal staff and external vets/fish health biologists from Marin Helse. Above 1 million (1359716pcs) and risk evaluated frequency to 12 vsits a year. Verified visits avery month. Seen routine visit report from 23.04.21 FHP Tonje Berg. Looking at environment, bird net. Mainly wounds after mechanical damage. Vaccine Alpjaject Micro 6. 23.04.21 besøk Tonje Berg. Sår og slitasjeskader.	Compliant																
5.1.3	**Indicator**: Percentage of dead fish removed and disposed of in a responsible manner **Requirement:** 100% (97) **Applicability:** All	Labelling for ensilage category 2 at landbase seen - loading station and storage tank. The UoC uses IT-systems from new collector Hordafor as their records of consignments of animal by-products (normally category 2) from farm. All handling systems are considered ready for responsible handling of mortalities from UoC. This system of records of consignments does not comply with minimum requirements for sender in animal by-product regulation. See guidance from Norwegian Food Safety Authority (NFSA). The records should include also both receiver name with approval or registration number, and transporter name with registration number.	Minor	The UoC uses IT-systems from new collector Hordafor as their records of consignments of animal by-products (normally category 2) from farm. All handling systems are considered ready for responsible handling of mortalities from UoC. This system of records of consignments does not comply with minimum requirements for sender in animal by-product regulation. See guidance from Norwegian Food Safety Authority (NFSA). The records should include also both receiver name with approval or registration number, and transporter name with registration number. The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-maj-21	30-jun-21		Open											
5.1.4	**Indicator**: Percentage of mortalities that are recorded, classified and receive a post-mortem analysis **Requirement:** 100% (98) **Applicability:** All	All mortalities are recorded by site staff. Staff are trained in post mortem analysis and will alert the fish health team should there be any changes to mortality rates or causes. An example of further postmortem analysis can be seen from the report by external laboratory, Patogen (PG069008, Date: 18-02-21), showing samples sent for analysis for ISA. Sample taken Patosafe 25.03.21. Report 5.04.21 SAV/PDV Heart negative.	Compliant																
5.1.5	**Indicator**: Maximum viral disease-related mortality(99) on farm during the most recent production cycle **Requirement:** ≤ 10% **Applicability:** All	All mortalities are categorised and registered in Fishtalk for all production cycles. For example the calculation of the total viral related mortalities for most recent ongoing production cycle 20G is as follows: Maximum viral disease-related mortality = 100 x (Total viral mortality (11)+ total number of unspecified and unexplained mortalities (1042) / total number of fish produced (1359716) = 0,1% For 18G maximum viral disease-related mortality = 0,52% Total mortality for 20G to date is 1,45%.	Compliant																
5.1.6	**Indicator**: Maximum unexplained mortality rate from each of the previous two production cycles, for farms with total mortality > 6% **Requirement:** ≤ 40% of total mortalities **Applicability:** All farms with > 6% total mortality in the most recent complete production cycle	2018G total mortality was 12,90%. Unexplained mortality rate was 0,01% (2018G) and 1,24% (2016G). Unknown mortality 20G to date is 0,08%.	Compliant																
5.1.7	**Indicator**: A farm-specific mortalities reduction program that includes defined annual targets for reductions in mortalities and reductions in unexplained mortalities **Requirement:** Yes **Applicability:** All	Mortality reduction programs is part of managment review for Cermaq Norway and Cermaq Group and specified in FHP on site level with concrete objectives for actions to reduce the mortality. Mortality rate reduction programme (Corporate level on <10% morts) specified in the regonal fish health plan and at the site level. To reduce the mortality the fish health perssonel discuss the root causes and preventive action plans of mortalities in the recent completed production cycle during planning of the production of a new cycle. This is confirmed via interviews during the audit. 27.5.2020 closing 18G Under 6%, Over 94%. Opening 28.5.2020 20G, 93% localspecific.	Compliant																
5.2.1	**Indicator**: On-farm documentation that includes, at a minimum, detailed information on all chemicals(101) and therapeutants used during the most recent production cycle, the amounts used (including grams per ton of fish produced), the dates used, which group of fish were treated and against which diseases, proof of proper dosing, and all disease and pathogens detected on the site **Requirement:** Yes **Applicability:** All	Records of all chemicals and tharapeutants used are containing the required information for the two previous productions cycles. Allowed usage defined in Fish Health Plan. Antibiotics are not used. Therapeutants used are all under responsible veterinarian prescriptions. Records in Fishtalk/fish CV including dates for usage, quantity and dosage, and withdrawal periods.	Compliant																
5.2.2	**Indicator**: Allowance for use of therapeutic treatments that include antibiotics or chemicals that are banned(102) in any of the primary salmon producing or importing countries (103) **Requirement:** None **Applicability:** All	Records of all chemicals and tharapeutants used are containing the required information for the two previous productions cycles. Allowed usage defined in Fish Health Plan. Antibiotics are not used. Therapeutants used are all under responsible veterinarian prescriptions. Records in Fishtalk/fish CV including dates for usage, quantity and dosage, and withdrawal periods. All treatments are fully traceable throughout the production cycle. Fish CVs provided to buyers which includes information of all therapeutants used during production. Fish Health visit reports document the site visits and cycle history. Prescription (ref.: 200731eam) Benzoak Vet, site manager Jacob Dan assistant. 2 liter, 2 liter, for culling and anestetic. Has assistant user training, and signed on new training in May. EAM is changing the system for assistant users. Banned pharmaceuticals are listed in nation regulation regulation https://lovdata.no/dokument/SF/forskrift/2012-05-30-512/*#* implementing EU regulation COMMISSION REGULATION (EU) No 37/2010 of 22 December 2009 on pharmacologically active substances and their classification regarding maximum residue limits in foodstuffs of animal origin	Compliant																
5.2.3	**Indicator**: Percentage of medication events that are prescribed by a veterinarian **Requirement:** 100% **Applicability:** All	All prescriptions (100%) are prescribed by authorized veterinarians or fish biologists and the records are stored in a web-based system, called Admincontrol. All veterinarians or fish biologists approved for prescription have legal registration (on-line verification of DHPR numbers at https://register.helsedirektoratet.no/hpr) by the Norwegian Food Safety Authority.	Compliant																

5.2.4	**Indicator**: Compliance with all withholding periods after treatments **Requirement:** Yes **Applicability:** All	Withholding periods are given in prescriptions ((ref.: 200731eam) Benzoak Vet, site manager Jacob assistant. 2 liter, 2 liter, for culling and anestetic) and presented i product CV.	Compliant																
5.2.5	Indicator: The farm shall publicly report (via Appendix of the Salmon standard v.1.3) the: 1. Weighted Number of Medicinal Treatments (see Appendix VII) for each production cycle 2. The parasiticide load for each agent over the production cycle 3. The benthic parasiticide residue levels Requirement: Yes Applicability: All	18G: The WNMT score was calculated correctly as follows: One treatment of Emamektin Vet 3,3 mg Slice 10.09.2018 - 17.09.2018 in 100% of site - WNMT = 1. 20G: One treatment of Emamektin Vet 3,3 mg Slice 01.10.2020 - 08.10.2020 in 100% of site WNMT = 1.	Compliant																
5.2.6	Indicator: The Weighted Number of Medicinal Treatments shall be at or below the country Entry Level (see Appendix VII of the Salmon standard v.1.3 Requirement: Yes Applicability: All	The WNMT score for last completed production cycle 18G is 1 which is lower than Norway Country Entry Leve (5).	Compliant																
5.2.7	Indicator: The farm shall reduce the Weighted Number of Medicinal Treatments, after achieving indicator 5.2.6, with 25% per 2 years until the WNMT is at or below the Global Level (see Appendix VII of the Salmon standard v.1.3) Requirement: Yes Applicability: All	The WNMT of the farm (1) is below the Global Level (3).	Compliant																
5.2.8	Indicator: The farm shall implement Integrated Pest Management (IPM) according to the guidance in Appendix VII of the Salmon standard v.1.3 Requirement: Yes Applicability: All	The farm has prepared a strategic plan that outlines which medical and non-medicinal measures are (to be) applied at the farm. The plan is reviewed and updated on a production cycle basis to reflect the effectiveness of applied methods and determine next approaches. Last revision was November 2020 - 04.11.2020 signed by Elisabeth Ann Myklebust.	Compliant																
5.2.9	**Indicator:** The farm shall public present (e.g. via company website) the IPM-measures that the company applies which need to be approved by a authorised veterinarian **Requirement:** Yes **Applicability:** All	The latest update of the plan has be made public at https://www.cermaq.no/baerekraft/milj%C3%B8resultater / https://www.cermaq.no/assets/IPM-Cermaq-Norway-2020-V4.pdf . The plan has been signed-off by an authorized veterinarian with valid HPR.	Compliant																
5.2.10	**Indicator**: The farm shall monitor parasiticide residue levels annually in the benthic sediment directly outside the AZE **Requirement:** Yes **Applicability:** All	N/A. Subjected to Q&A111	N/A																
5.2.11	**Indicator**: Allowance for prophylactic use of antimicrobial treatments(104) **Requirement:** None **Applicability:** All	No antibiotics have been used in the recent cycles. No chemical or medication-related events was verified during the audit and interviewing with the site employees.	Compliant																
5.2.12	**Indicator**: Allowance for use of antibiotics listed as critically important for human medicine by the World Health Organization (WHO(105)) **Requirement**: None(106) **Applicability**: All	Valid WHO CIA list 6th edition 2018, released in 2019 demonstrated for antimicrobials critically and highly important for human health was presented. No antibiotics have been used for the last production cycle. https://www.who.int/foodsafety/publications/antimicrobials-sixth/en/	Compliant																
5.2.13	**Indicator**: Number of treatments(107) of antibiotics over the most recent production cycle **Requirement**: ≤ 3 **Applicability**: All	No antibiotics used.	Compliant																
5.2.14	**Indicator**: If more than one antibiotic treatment is used in the most recent production cycle, demonstration that the antibiotic load(108) is at least 15% less that of the average of the two previous production cycles **Requirement**: Yes (109) **Applicability**: All	No antibiotics used.	Compliant																

5.2.15	**Indicator**: Presence of documents demonstrating that the farm has provided buyers(110) of its salmon a list of all therapeutants used in production **Requirement:** Yes **Applicability:** All	The procedure "Communications plan" ID 105 updated 26.04.2021 does not include requirement for sales department to send fish CV with list of therapeutants used in production, to all direct buyers. Sales department confirms by mail that Fish CV is sent for every sale of ASC certified fish.	Minor	5.2.15 Minor: The procedure "Communications plan" ID 105 updated 26.04.2021 does not include requirement for sales department to send fish CV with list of therapeutants used in production, to all direct buyers. Sales department confirms by mail that Fish CV is sent for every sale of ASC certified fish. The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-maj-21	30-jun-21		Open												
5.3.1	**Indicator**: Bio-assay analysis to determine resistance when two applications of a treatment have not produced the expected effect **Requirement:** Yes **Applicability:** All	Lice treatments with Slice, Hydrogenperoxid og Alphamax - using Lice advisor - gentyping. Marin Helse/ Åkerblå collects lice and sends to VI. When needed. Can not apply. No tests at the farm.	Compliant																	
5.3.2	**Indicator**: When bio-assay tests determine resistance is forming, use of an alternative, permitted treatment, or an immediate harvest of all fish on the site **Requirement:** Yes **Applicability:** All	All sea lice treatment performed have had expected results, and there has been no consecutive treatments. No reason to raise bioessay with 2 different active theuroputics	Compliant																	
5.3.3	**Indicator:** Specific rotation, providing that the farm has >1 effective medicinal treatment product available, every third treatment must belong to a different family of drugs **Requirement:** Yes **Applicability:** All	All sea lice treatment performed have had expected results, and there has been no consecutive treatments. No reason to raise bioessay with 2 different active therapautics. Neigboring site Kråkevika 30.2.2021. Resultat AZA 36%, PYR 54%, H2O2 11%.	Compliant																	
5.4.1	**Indicator**: Evidence that all salmon on the site are a single-year class(112) **Requirement:** 100% (113) **Applicability:** All farms. Exception is allowed for: 1) farm sites that have closed, contained production units where there is complete separation of water between units and no sharing of filtration systems or other systems that could spread disease, or, 2) farm sites that have ≥95% water recirculation, a pre-entry disease screening protocol, dedicated quarantine capability and biosecurity measures for waste to ensure there is no discharge of live biological material to the natural environment (e.g. UV or other effective treatment of effluent) .	Smolt CVs for all cages on site in current production cycle and last harvest report from previous cycle verified. Last harvest date 18G: 02.03.2020.. First stocking date for 20G: 31.07.2020 and last stocking date 15.08.2020. Delivery records for all stockings dates of current production cycle verified with no gaps of more than 6 months.	Compliant																	
5.4.2	**Indicator**: Evidence that if the farm suspects an unidentifiable transmissible agent, or if the farm experiences unexplained increased mortality(114), the farm has: 1. Reported the issue to the ABM and to the appropriate regulatory authority 2. Increased monitoring and surveillance(115) on the farm and within the ABM 3. Promptly(116) made findings publicly available **Requirement:** Yes **Applicability:** All	Continuous evaluation. No events of unexplained increased mortality (UIM) mortality categorised nor suspected at farm. Ref to indicator 5.1.4a for details of monitoring. System available for prompt publication in website https://www.cermaq.com/wps/wcm/connect/cermaq/cermaq/our-sustainable-choice/asc-dashboard/ These requirements are also legal requirements and actions managed by NFSA.	Compliant																	
5.4.3	**Indicator**: Evidence of compliance(117) with the OIE Aquatic Animal Health Code(118) **Requirement:** Yes **Applicability:** All	An example of compliance with the OIE Aquatic Animal Health Code can be seen in the internal Procedure for visitors (Prosedyre for Besøkende 146. Date: 02-09-2020) which contains information for visitors regarding biosecurity guidelines to follow and how to prevent diseases spreading.	Compliant																	
5.4.4	**Indicator**: If an OIE-notifiable disease(119) is confirmed on the farm, evidence that: 1. the farm, at a minimum, immediately culled the pen(s) in which the disease was detected 2. the farm immediately notified the other farms in the ABM (120) 3. the farm and the ABM enhanced monitoring and conducted rigorous testing for the disease 4. the farm promptly(121) made findings publicly available **Requirement:** Yes **Applicability:** All	There is an internal procedures in Intelex with ID 1154 on practices in accordance with OIE Aquatic Animal Health Code. Fish health manager has the responsibility to inform governments if notifiable diseases occur. During the last and current production cycles there has been no occurance of OIE-notifiable diseases.	Compliant																	
6.1.1	**Indicator:** Evidence that workers have access to trade unions (if they exist) and union representative(s) chosen by themselves without managerial interference **Requirement:** Yes **Applicability:** All	Cermaq Norway operate according to Norwegian law, where freedom of association and trade unions are statutory rights for all employees. Cermaq Norway Code of ethics paragraph 8.5 from 28.08.2018 supports this. Cermaq has national, regional and local union representatives from different Norwegian trade unions chosen by staff without management interference. Verified by interviews, where a sample roughly documented c. 50% of staff (3 employees) at the locality are union members mainly of The United Federation of Trade Unions (Fellesforbundet) and few of Norwegian Union of Municipal and General Employees (Fagforbundet).	Compliant																	

Audit findings Salmon **Corresponds to Salmon Standard v.1.3**

6.1.2	**Indicator:** Evidence that workers are free to form organizations, including unions, to advocate for and protect their rights **Requirement:** Yes **Applicability:** All	Cermaq Norway Code of ethics paragraph 8.5 from 28.08.2018 state the freedom of association. In Cermaq region Finnmark farm the union representative work at the site Store Lerresfjord. the local union representative for langfjorden (Tuvan, Rivarbukt, Sommarbukt og Ytre koven) was present during audit. Auditor reviewed that employee contracts state freedom of association.	Compliant																
6.1.3	**Indicator:** Evidence that workers are free and able to bargain collectively for their rights **Requirement:** Yes **Applicability:** All	The trade union represent the employees in collective bargaining involving national, regional and local union representatives. The process is transparent and inclusive for input from members. The collective fish farming agreement no. 170 "Havbruksoverenskomsten" 2020-2022 cover all employees. No cases registered against the farm site management for violations of employees' freedom of association and collective bargaining rights. Auditor confirmed by the employee interviews of a stratified staff sample covering all roles.	Compliant																
6.2.1	**Indicator:** Number of incidences of child(123) labour(124) **Requirement:** None **Applicability:** All except; Child: Any person under 15 years of age. A higher age would apply if the minimum age law of an area stipulates a higher age for work or mandatory schooling. Minimum age may be 14 if the country allows it under the developing country exceptions in ILO convention 138.	Cermaq Norway Code of ethics of 28.08.2018 include a clause on child labor prohibiting work for children <15 years old. The company use personal ID for age verification. Auditor confirmed by employee interviews that the youngest staff is the 22 year old agency worker.	Compliant																
6.2.2	**Indicator:** Percentage of young workers(125) that are protected(126) **Requirement:** 100% **Applicability:** All	Cermaq act responsibly by offering trainees training opportunity. According to HR department, The youngest are 17 years old and protected by legal requirements and the educational contract. Cermaq follow their policy on "Young workers" ID 147 of 19-01-2018 in the Intelex. Youth in summer jobs >15 or finalized 10`th class in primary school or up to 18 year. Only conducting limited tasks based on assessment by the site manager. Work time limited to 8 hours and no night work according to Norwegian Work Environment Law.	Compliant																
6.3.1	**Indicator:** Number of incidences of forced(129), bonded(130) or compulsory labour **Requirement:** None **Applicability:** All	Cermaq Norway Code of ethics paragraph 8.5 of 28.08.2018 include the forced labor clauses. Verification performed during interviews with employees, and subsequent review of work contracts and pay slips. No evidence for incidents of forced or compulsory labor.	Compliant																
6.4.1	**Indicator:** Evidence of comprehensive(132) and proactive anti-discrimination policies, procedures and practices **Requirement:** Yes **Applicability:** All	Cermaq Norway Code of ethics of 28.08.2018 Section 8.5 include the anti-discrimination clauses with additional Whistle blowing procedure (05-02-2021). Whistle Blowing reporting on: https://www.cermaq.com/contact-us/whistelblowing. This communication line is anonymous. Managers have received training and education to promote anti-discrimination in all parts of the organization. All employees have received internal training in Anti- discrimination and equality. Auditor interviewed site managers and staff and found no evidence for discrimination. Staff exclusively Norwegians.	Compliant																
6.4.2	**Indicator:** Number of incidences of discrimination **Requirement:** None **Applicability:** All	Cermaq reported no recorded discrimination incidents. During confidential interview there was no evidence for discrimination. The gender ratio is 6 male and 0 female. There are generally few women may be due to the shift employment with one full week work and one week free. Staff expressed a high satisfaction with their work disregarding age and personal or educational background.	Compliant																
6.5.1	**Indicator:** Percentage of workers trained in health and safety practices, procedures(133) and policies on a yearly basis **Requirement:** 100% **Applicability:** All	The risk assessment is the cornerstone in planning appropriate training. Site managers use a classic Excel matrix with probability and consequences in a traffic light system with red for high risk, yellow for medium and green for low. Last update 29. April 2021. The H&S related procedures and contingency plans are transparent and displayed at the sea barge in addition to digital Intelex system. This include the emergency preparedness plan (Beredskapsplan Cermaq Norway Rev 6 of 14-12-2020 doc 1154). Alarm plan was updated 22.02.2021. Site managers plan annual training on-site (H&S, fire, evacuation and first aid). Auditor interviewed a sample of staff for verification of training logs and certificates. Last site training: 31.06.2020, unannounced escape and evacuation drill. 21.01.2021 Training fire in workshop evacuation and first aid. The safety representative was not at the shift during the audit. Records reviewed include description, timelines and performance.	Compliant																
6.5.2	**Indicator:** Evidence that workers use Personal Protective Equipment (PPE) effectively **Requirement:** Yes **Applicability:** All	The risk assessment is the cornerstone in planning appropriate PPEs. Auditor used a supplementary check list for systematic verification of PPEs. 1. Monthly check of life jackets before each shift (salt trigger mechanism and gas cartridge). 2. Setex Hammerfest control flotation suits. 3. Personal helmets and gloves. 4. Hearing protection in machine room /aggregate room.	Minor	**6**.5.2 Minor: Noise zone sign (støysone-merking) onboard the boat Njord is missing. This is also not compliant according the Norwegian regulation on design of workplaces "Forskrift om utforming og innretning av arbeidsplasser og arbeidslokaler". The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-maj-21	30-jun-21	25-maj-21	Closed					This non-compliance has not been picked up during audits. The boats has usually been audited at the same time as we have internal inspections of the site, but not if they were unavailable at the time. We also have a contractor do a full inspection every 2 years according to Sjøfartsdirektoratets (the Norwegian Maritime Directorate) check-list. It may have been missed since the engine room is not entered while the boats are used and therefore the workers are not exposed to	Both internal and external check-list include checking for noise zones. A seperate audit cycle for boats has been set up for internal audits this year (2021), starting with a few boats this year, and the goal is to audit the boats every 3 years forward.	The boat Njord now has noise zone sign (attached). The Health and Safety manager and Service and Maintenence manager has been informed and will do a mapping of the other boats in the region.	Regarding NC3 ID ASCTHENO03 two documents are uploaded as evidence for closing NC; 1. "Støysone,bruk hørselsvern merking Njord" Picture Noise zone sign Njord and 2. "skilt støyzone.jpeg" e-mail about Noise zone sign to all Cermaq sites. Accepted for closing of NC.			
6.5.3	**Indicator:** Presence of a health and safety risk assessment and evidence of preventive actions taken **Requirement:** Yes **Applicability:** All	Cermaq use a digital Intelex system for reporting workplace assessment. Each finding or observation get an ID with date, description, risk (low, medium or high), deadline and status (open, closed). The safety representatives organize monthly meeting with staff on risks and preventive actions. The safety representatives across sites meet twice per year for information sharing on topics like near miss incidents. The safety representative made the last annual site-specific biannual overall risk assessment 04.03.21 and site risk assesment is updated 29.04.21. The Intelex dashboard outline findings in low and medium risk and few high risk. Very few findings. Default deadline for all findings is 14 days, but tasks appear as in progress until closed. Some low priority findings were still in progress. Verified obligatory annual control completed by Finnmark Hydraulik Service. Stamp with date on cranes for next control.	Compliant																

6.5.4	**Indicator:** Evidence that all health- and safety-related accidents and violations are recorded and corrective actions are taken when necessary **Requirement:** Yes **Applicability:** All	OMS system Intelex has a separate module for registration and handling of incidents, including personal injuries and near miss incident. HSE department issue monthly reports of incidents with root cause analysis and investigation methods included. Site managers organize monthly HSE meetings as their local safety committee and issue minutes. Site managers receive training in use of system. Auditor reviewed the incidents log with examples of incidents. incident report ID 11906 employee slip and fall registration. Reported due to inattention and bad weather. Corrective action plan to alter steps and work procedure verified.	Compliant																
6.5.5	**Indicator:** Evidence of employer responsibility and/or proof of insurance (accident or injury) for 100% of worker costs in a job-related accident or injury when not covered under national law **Requirement:** Yes **Applicability:** All	Cermaq contract insurance company for work and accident insurance covering all employees as required by Norwegian law. Verified the last valid insurance presented by human resource manager in personal handbook (link). DNB health and medical insurance police no. PV 19355 is reviewed during audit. All employees covered for personal injury at work. All permanent employees covered for accidents work and leisure. Additional Eoropæiske travel incurance police valid 01-07-20 – 01-07-21 valid for permanent employed and mission insurance for temporary workers. All employees benefit from a 6% pension, which exceed the 2% legally required.	Compliant																
6.5.6	**Indicator:** Evidence that all diving operations are conducted by divers who are certified **Requirement:** Yes **Applicability:** All	Cermaq contract the external diving services: Barentsdykk, AQS and Andersen Dykking. The trend is that ROV (Remotely Operated Vehicle) inspections replace some of the physical diving inspections. Site managers use an internal checklist before each diving operation including checking diving permissions and health certificates of the diving team – typically 3 or 4. Seen check list from Last physical diving inspection by AQS was 28 october 2020. Since all subsequent services were ROV there is no need to check permissions and certificates. However, verified this anyway.	Compliant																
6.6.1	**Indicator:** The percentage of workers whose basic wage(134) (before overtime and bonuses) is below the minimum wage(135) **Requirement:** 0 (None) **Applicability:** All	The collective fish farming agreement no. 170 "Havbruksoverenskomsten" 2020-2022 cover all employees. Consequently, all employees earn at least the minimum wage. Auditor selected a sample of staff who gave a signed approval for reviewing correspondence between contracts and payslips and correct overtime payment.	Compliant																
6.6.2	**Indicator:** Evidence that the employer is working toward the payment of basic needs wage(136) **Requirement:** Yes **Applicability:** All	Cermaq human resource organization performed an assessment of cost of living. Reference is made to Norwegian Livsoppholdssatser - Statens innkrevingssentral March 2021. Cermaq calculated and compared actual wages and basic needs wages as evidence that company wages are above BNW. Example used for calculation: couple (30-50 year), two kids (3-9 year) farm worker employee at Cermaq, expenses for living, tax reduction. Site technician without craftmanship. Worked one year. The calculation presented at the audit proved convincingly that wages exceed basic needs wage.	Compliant																
6.6.3	**Indicator:** Evidence of transparency in wage-setting and rendering(137) **Requirement:** Yes **Applicability:** All	The fish farming agreement between Norwegian Seafood Federation (Sjømat Norge) and The Norwegian United Federation of Trade Unions (Fellesforbundet) is the main organization for employees in the aquaculture industry. The latest collective fish farming agreement no. 170 "Havbruksoverenskomsten" 2020-2022 cover all employees. All employees can provide input prior to negotiations. Site managers arrange annual performance and development review recorded as minutes. Last time was September 2020. Cermaq implemented a digital Aditro human resource system. Onwards the site manager gets notifications for planning annual reviews.	Compliant																
6.7.1	**Indicator:** Percentage of workers who have contracts(139) **Requirement:** 100% **Applicability:** All	All employees have contract according to national regulations and union requirements. Cermaq use HR system Aditro for contracts management. Auditor selected a sample interviews and verification that employee contract states wages and benefits, and pay slips providing detailed information. All salary is paid by monthly bank transfer. All information according to requirements.	Compliant																
6.7.2	**Indicator:** Evidence of a policy to ensure social compliance of its suppliers and contractors **Requirement:** Yes **Applicability:** All	Cermaq issued Code of conduct 28.08.2018 paragraph 8.4 for supplier and supplier behavior and conformance with UN Global Impact. This includes requirements and compliance level related to National laws, human rights, employee rights, HSE, Anti-corruption, Environment, Food safety, quality and management systems, which need to be followed to become a Cermaq supplier. Cermaq maintain a list of approved suppliers based on the assessment and approval laid out in "Prosedyre for klassifisering av leverandører", doc 644, dated 12.07.2019. This is followed by supplier classification risk assessment. Supplier classified critical needs review by the sustainability manager eventually combined with supplier audits before granting approval. Each department manager is responsible for suppliers under their jurisdiction.	Compliant																
6.8.1	**Indicator:** Evidence of worker access to effective, fair and confidential grievance procedures **Requirement:** Yes **Applicability:** All	Cermaq Norway Code of ethics of 28.08.2018 include a clause on conflict resolution defining ways of communication of conflicts. Whistle blowing procedure is developed, which is included in Personnel handbook. Conflict management procedure ID 429 is defined. Whistle blowing reporting on net: https://www.cermaq.com/wps/wcm/connect/cermaq-no/cermaq-norway/Selskapet/vaare-retningslinjer/Vaare-retningslinjer. HR department have a detailed process to follow, and awareness training and information is provided as part of the Cermaq instruction course, and during annual meetings with all employees. Interviews with employees confirmed knowledge about process, and how to report both anonymous and by name.	Compliant																
6.8.2	**Indicator:** Percentage of grievances handled that are addressed(140) within a 90-day timeframe **Requirement:** 100% **Applicability:** All	All incidents are addressed within the 90-day time frame. Internal procedure has a shorter timeline. Organization presented records of both anonymous and named grievances. Auditor selected a sample for interview and verification of efficient grievance procedure within the 90-day timeframe.	Compliant																
6.9.1	**Indicator:** Incidences of excessive or abusive disciplinary actions **Requirement:** None **Applicability:** All	Cermaq Norway Code of ethics of 28.08.2018 include a clause on disciplinary actions. According to Norwegian law an employer can not terminate employee to disputes related to abusive disciplinary actions. Auditor selected a sample for interview and verification for absence of incidents of excessive or abusive disciplinary actions. HR department confirmed.	Compliant																
6.9.2	**Indicator:** Evidence of a functioning disciplinary action policy whose aim is to improve the worker (141) **Requirement:** Yes **Applicability:** All	Disciplinary policy is defined in Cermaq Personal handbook and available on intranet Casa. Site managers use Simployer with guideline from the Work Environment Law on actions upon unwanted behavior. HR must be involved regarding notification of termination. The verbal and written disciplinary warnings may be used in case of misbehavior during the work. At site no warning is issued, but in the region the process has been used during last year, and HR maintain documentation of the process. Auditor selected a sample for interview and verification of employee awareness and fairness of disciplinary policy.	Compliant																

Audit findings Salmon **Corresponds to Salmon Standard v.1.3**

6.10.1	**Indicator:** Incidences, violations or abuse of working hours(143) and overtime laws **Requirement:** None **Applicability:** All	Working hours, use of overtime, rotational work (7 days work 7 days free) and compensation is managed according to Norwegian law - Arbeidsmiljøloven, and defined in employee contract, collective agreements and personal handbook. Resource management system Capitech is used for registration, management and monitoring of hours. Payroll is generated based on registrations in Capitech. Auditor selected a sample for interview and verification confirming compliance with regulations and collective agreement related to working hours.C123	Compliant																
6.10.2	**Indicator:** Overtime is limited, voluntary(144), paid at a premium rate and restricted to exceptional circumstances **Requirement:** Yes **Applicability:** All	Auditor selected a sample for interview and verification confirming compliance with regulations and collective agreement related to working hours. Overtime occur in periods of feed receipt, sea lice treatment, harvest etc. and paid at premium rate. Verified most recent payslip 20-04-21 including salary, and supplements for staying on barge, night work, sea lice treatment and additional 50%, 100% overtime. The collective agreement set maximum 13 timers work per day and 11 hours rest. The local agreement amends that rest may be 8 hours in special circumstances.	Compliant																
6.11.1	**Indicator:** Evidence that the company regularly performs training of staff in fish husbandry, general farm and fish escape management and health and safety procedures **Requirement:** Yes **Applicability:** All	Cermaq use intelex for maintaining training requirements and records including certificates. Procedures for training related to fish welfare, HSE and Hygiene, and several more subjects are implemented, Organization performs mandatory introduction and training of all farm workers in a broad specter of subjects including: Fish welfare, H&S introduction, assistant fish health, lice counting, escape prevention, food safety and hygiene. Auditor selected a sample for interview and verification confirming training activities of the different roles: site managers, health and safety representatives, permanent and temporary workers.	Compliant																
6.12.1	**Indicator:** Demonstration of company-level(146) policies in line with the standards under 6.1 to 6.11 above **Requirement:** Yes **Applicability:** All	Senior management at Cermaq develop company level policies for implemention and communication to all employees through introductions, regular meetings, intranet Casa and displayed on site. In addition, all procedures are distributed on Intelex QMS. For site the following policies were displayed: Cermaq Code of Ethics, Cermaq Core Values, Work environment policy, Quality Policy, Environmental Policy, Food safety policy, and Social Policy. In addition, Hygiene rules, Alarm plan and emergency preparedness plan were displayed. Compliance with 6.1 - 6.12 verified by review of policies.	Compliant																
7.1.1	**Indicator:** Evidence of regular and meaningful(147) consultation and engagement with community representatives and organizations **Requirement:** Yes **Applicability:** All	The farm is pro-active in arranging consultations with the local community on a bi annual basis and regularly communicates with the local community on technical and other areas of development. Minutes are available from a meeting that was held. It details attendance and questions raised. Workers on site are also part of the local community and shared no indication of local friction. Any developments are communicated to the local community additionally by notices posted on the community centre, local papers and the internet. Any developments to sites are closely monitored by the local government.	Compliant																
7.1.2	**Indicator:** Presence and evidence of an effective(148) policy and mechanism for the presentation, treatment and resolution of complaints by community stakeholders and organizations **Requirement:** Yes **Applicability:** All	External complaints are logged on the internal management system . The Log details who raised the complaint and the nature of the complaint. The company policy is all complaints are passed to the communications manager and then forwarded to senior management should it be required. The complaints procedure is detailed and sets out the requirements for handling each complaint.	Compliant																
7.1.3	**Indicator:** Evidence that the farm has posted visible notice(149) at the farm during times of therapeutic treatments and has, as part of consultation with communities under 7.1.1, communicated about potential health risks from treatments **Requirement:** Yes **Applicability:** All	The Farm has a system for posting notifications at the farm during periods of therapeutic treatment. The signs were available to see and are used.	Compliant																
7.2.1	**Indicator:** Evidence that indigenous groups were consulted as required by relevant local and/or national laws and regulations **Requirement:** Yes **Applicability:** All farms that operate in indigenous territories or in proximity to indigenous or aboriginal people	There are some Indigenous Peoples in this region who have additional indigenous rights in the vicinity of the sites. These indigenous peoples are mentionde in the stakeholder documentation. Such as fishermen and The Sámi people.	Compliant																
7.2.2	**Indicator:** Evidence that the farm has undertaken proactive consultation with indigenous communities **Requirement:** Yes (150) **Applicability:** All farms that operate in indigenous territories or in proximity to indigenous or aboriginal people	There are some Indigenous Peoples in this region who have additional indigenous rights in the vicinity of the sites. These indigenous peoples are mentionde in the stakeholder documentation. Such as fishermen and The Sámi people.	Compliant																
7.2.3	**Indicator:** Evidence of a protocol agreement, or an active process(151) to establish a protocol agreement, with indigenous communities **Requirement:** Yes **Applicability:** All farms that operate in indigenous territories or in proximity to indigenous or aboriginal people	There are some Indigenous Peoples in this region who have additional indigenous rights in the vicinity of the sites. These indigenous peoples are mentionde in the stakeholder documentation. Such as fishermen and The Sámi people.	Compliant																
7.3.1	**Indicator:** Changes undertaken restricting access to vital community resources(152) without community approval **Requirement:** None **Applicability:** All	The farm would seek and obtains community approval before undertaking changes that restrict access to vital community resources. At this stage no plans are in place for any changes that would affect vital community resources	Compliant																
7.3.2	**Indicator:** Evidence of assessments of company's impact on access to resources **Requirement:** Yes **Applicability:** All	Assessments are in place. Stakeholder documentation was reviewed and no interviews were carried out as it was not required.	Compliant																

Audit findings Salmon

Corresponds to Salmon Standard v.1.3

8.1	**Indicator**: Compliance with local and national regulations on water use and discharge, specifically providing permits related to water quality **Requirement:** Yes **Applicability:** All Smolt Producers	Smolts suppliers are Internal: Forsan. The smolt suppliers are semi-closed and are discharging into sea. Following documents related to land (waterbody) use and water quality were verified: Forsan: Discharge permit from Nordland Fylkesmannen dt. 19.04.16 for max 1600 MT feed / 12,2 mill smolts. Water abstraction permit from NVE, dated 28.01.2011, ref 200707783-22. maximum water abstraction is 100 m3/min, average must not exceed 75 m3/min Following inspections from relevant authorities were verified: Forsan: Inspection form NFSA on 26-03-2019. No NCs.	Compliant																
8.2	**Indicator**: Compliance with labour laws and regulations **Requirement:** Yes **Applicability:** All Smolt Producers	Forsan is an internal supplier. Cermaq policies apply. Inspection from on Norwegian Labour Inspection Authority (Arbeidstilsynet) on 21-06-2018. The NC was closed on 10-10-2018.	Compliant																
8.3	**Indicator**: Evidence of an assessment of the farm's potential impacts on biodiversity and nearby ecosystems that contains the same components as the assessment for grow-out facilities under 2.4.1 **Requirement:** Yes **Applicability:** All Smolt Producers	Environmental risks assessments with contingency and strategic plans to reduce the risks with referances to relevant public regulations and national legislation was verified for all smolt suppliers. B-survey is also done to investigate the pollution impact of the discharge from site on nearby benthic organisms at the outlet zone. Forsan: the risk assessment of the smolt production was revised on 17.June.2019. which include asociated risked related to animals, escapes, enviroments, sea floor. Fiskeridirektoratet permit and Recipient survey performed by AkvaPlan Niva AS 31.1.2017, 13.09.17 and 13.3.2018, all results category 1, very good. B-survey Report APN-0130.01 Result category 1 very good.	Compliant																
8.4	Indicator: Maximum total amount of phosphorus released into the environment per metric ton (mt) of fish produced over a 12-month period (see Appendix VIII of the Salmon standard v.1.3) Requirement: 4 kg/mt of fish produced over a 12-month period Applicability: All Smolt Producers	The smolt supplier is semi-closed and discharging into see. The total amount of phosphorus released into the environment has been calculated as follows: Smolt supplier : Forsan 2019: Total feed used: 961556 kg, Total P in the feed: 16306.2 kg Biomass produced: 1170 mt Total P in fish: 5033.55 kg P in sludge: 0 Net P out/mt of fish produced over a 12-month period: 9.62 , subjected to VR39	Compliant								39								
8.5	**Indicator**: If a non-native species is being produced, the species shall have been widely commercially produced in the area prior to the publication(154) of the ASC Salmon Standard **Requirement:** Yes (155) **Applicability:** All Smolt Producers, Exceptions shall be made for production systems that use 100 percent sterile fish or systems that demonstrate separation from the wild by effective physical barriers that are in place and well-maintained to ensure no escapes of reared specimens or biological material that might survive and subsequently reproduce.	N/A. Salmo salar is native to region.	Compliant																
8.6	**Indicator**: Maximum number of escapees(156) in the most recent production cycle **Requirement:** 300(157) fish **Applicability:** All Smolt producers. A rare exception to this standard may be made for an escape event that is clearly documented as being outside of the farm's control. Only one such exceptional episode is allowed in a 10-year period for the purposes of this standard. The 10-year period starts at the beginning of the production cycle for which the farm is applying for certification. The farmer must demonstrate that there was no reasonable way to predict the events that caused the episode. Extreme weather (e.g., 100-year storms) or accidents caused by farms located near high-traffic waterways are not intended to be covered under this exception.	Risk of escpes is included in the Risk Assessment. All incidents are registered in Fisheries Directorate escape incidents overviw. No incident reported and verified by Fisheries Directorate at https://yggdrasil.fiskeridir.no/	Compliant																
8.7	**Indicator**: Accuracy(158) of the counting technology or counting method used for calculating the number of fish **Requirement:** ≥98% **Applicability:** All Smolt Producers	AquaScan, Macro, Vaki fish counting machines have been used with 98-100% accuracy. Verified by provider specifications and cross checking the numbers in harvest and slaughter house.	Compliant																
8.8	**Indicator**: Evidence of a functioning policy for proper and responsible treatment of non-biological waste from production (e.g., disposal and recycling) **Requirement:** Yes **Applicability:** All Smolt Producers	Forsan: Cermaq internal document "Avfallsplan Cermaq Norway" version 14, dated 27.03.18 with authorised service providers, Iris and Østbø on general and special waste. Public service on domestic, type of waste defined, domestic, special waste/chemicals, for recycling etc. Evidence of delivery to Østbø dated 10-12-2019 was seen.	Compliant																
8.9	**Indicator**: Presence of an energy-use assessment verifying the energy consumption at the smolt production facility (see Appendix V subsection 1 of the Salmon standard v.1.3 for guidance and required components of the records and assessment) **Requirement:** Yes, measured in kilojoule/mt fish/production cycle **Applicability:** All Smolt Producers	Energy assessment is done continually to lower-costs and reduce environmental impact. Forsan: The farm has conducted the energy-use assessment for 2019 as follows: Scope 1 (diesel): 484517725.2 KJ, Scope 2 (purchased electricity, heating, or cooling) : 19692129600 KJ, Total (scope 1+2): 20176647325.2 KJ Biomass produced: 1229 mt Energy/mt biomass: 16417181.48 KJ/mt	Compliant																
8.10	Indicator: Records of greenhouse gas (GHG(159)) emissions(160) at the smolt production facility and evidence of an annual GHG assessment (See Appendix V of the Salmon standard v.1.3) Requirement: Yes Applicability: All Smolt Producers	Annual GHG assessments performed and GHG emissions for scope 1 and scope 2 are calculated according to ASC requirements. Records on GHG emissions during 2019 at the audit were as follows: Forsan: Scope 1: emission from Fuel: 34208 kg CO2e Scope 2: emission from electricity: 1390290.66 kg CO2e Total scope 1+2: 1424498.26 kg CO2e	Compliant																

8.11	**Indicator**: Evidence of a fish health management plan, approved by the designated veterinarian, for the identification and monitoring of fish diseases and parasites **Requirement:** Yes **Applicability:** All Smolt Producers	Forsan: Internal Fish Health Plan. Plan covers all aspect of relevant diseases and parasite diagnostics and control measures. Approved and signed by veterinarian (fish health manager) dt 26.08.2019 .	Compliant																
8.12	**Indicator**: Percentage of fish that are vaccinated for selected diseases that are known to present a significant risk in the region and for which an effective vaccine exists(161) **Requirement:** 100% **Applicability:** All Smolt Producers	In their fish health management plan the type of disease and control monitoring strategies, vaccines/pathogens type/product name are mentioned. Plan covers all aspect of relevant diseaes and parasite diagnostics and control measures. Vaccines defined in FHP. 100% vaccinated according to national legislation. Verified in smolt CVs.Different types of vaccines has been used, for example: Alpha Ject-micro-6 and Pentium Forte Plus.	Compliant																
8.13	**Indicator**: Percentage of smolt groups(162) tested for select diseases of regional concern prior to entering the grow-out phase on farm(163) **Requirement:** 100% **Applicability:** All Smolt Producers	Visits and samplings are documented according to the fish health plan. The smolts were tested againstt IPNV, Yersinia, POX, ILAV, PRV, Branchiomonas 60 days before stocking into sea. Visit from fish health personnel every months and samples are sent out for screening. Last vaccination was with Alphaject Micro 6,Apha Dip ERM Salar, and Autogen ERM Vaksine .	Compliant																
8.14	**Indicator**: Detailed information, provided by the designated veterinarian, of all chemicals and therapeutants used during the smolt production cycle, the amounts used (including grams per ton of fish produced), the dates used, which group of fish were treated and against which diseases, proof of proper dosing and all disease and pathogens detected on the site **Requirement:** Yes **Applicability:** All Smolt Producers	Detailed information of therpeutant used was documented in Health certificates for fishgroups and also verified in smolt CV.	Compliant																
8.15	**Indicator**: Allowance for use of therapeutic treatments that include antibiotics or chemicals that are banned(164) in any of the primary salmon producing or importing countries(165) **Requirement:** Yes **Applicability:** All Smolt Producers	Smolt suppliers have been informed about ASC requirements. The used therpeutant are documented in Health certificates for fish groups and can be verified in smolt CV. No antibiotics are used as verfied by smolt CV treatment records.	Compliant																
8.16	**Indicator**: Number of treatments of antibiotics over the most recent production cycle **Requirement:** ≤ 3 **Applicability:** All Smolt Producers	N/A. No antibiotics used. Seen smolt CV with all treatments identifed and compared to WHO critical list.	Compliant																
8.17	**Indicator**: Allowance for use of antibiotics listed as critically important for human medicine by the WHO (166) **Requirement:** None (167) **Applicability:** All Smolt Producers	N/A. No antibiotics used. Seen smolt CV with all treatments identifed and compared to WHO critical list.	Compliant																
8.18	**Indicator**: Evidence of compliance(168) with the OIE Aquatic Animal Health Code(169) **Requirement:** Yes **Applicability:** All Smolt Producers	OIE AAHC presented and awareness demonstrated. Procedures and instructions in common Cermaq system covering this indicator. No Antibiotics used, verfied by smolt CV treatment records.	Compliant																
8.19	**Indicator**: Evidence of company-level policies and procedures in line with the labour standards under 6.1 to 6.11 **Requirement:** Yes **Applicability:** All Smolt Producers	Forsan is an internal supplier. Cermaq policies apply. Inspection from on Norwegian Labour Inspection Authority (Arbeidstilsynet) on 21-06-2018. The NC was closed on 10-10-2018.	Compliant																
8.20	**Indicator**: Evidence of regular consultation and engagement with community representatives and organizations **Requirement:** Yes **Applicability:** All Smolt Producers	Internal suppliers: Forsan Several meetings for Cermaq sites in the region have been organized with stakeholders. For example an open meeting in Innhavet on 25.11.2019. Another meeting on 19-02-2019. The invitation was sent in 08.01.2019 to interested parties. The meeting was organised on 2019-02-19. 2 people attended in the meeting. Another meeting for the opening day of Arctic Salmon Center. ASC is mentioned as an enviromental and sustainability certification . Another meeting with Steigen Community, open for public on 29-02-2020. Posted on social media, hanged in local shopes, relevant for all. Consultations have included main points required by the standard. No minutes of meeting just presentation of the activities and treatment.	Compliant																
8.21	**Indicator**: Evidence of a policy for the presentation, treatment and resolution of complaints by community stakeholders and organizations **Requirement:** Yes **Applicability:** All Smolt Producers	Forsan: According to Cermaq system - "Procedure handling of external complaints".	Compliant																
8.22	**Indicator**: Where relevant, evidence that indigenous groups were consulted as required by relevant local and/or national laws and regulations **Requirement:** Yes **Applicability:** All Smolt Producers	N/A. It is communicated during the application processing to start the sites. Consulting indigenous groups (sami people) is integrated in the license and environmental approval process governed by the local county governor´s "Fylkesmannen". Norwegians and Sami people work together on the farms.	Compliant																

8.23	**Indicator**: Where relevant, evidence that the farm has undertaken proactive consultation with indigenous communities **Requirement:** Yes **Applicability:** All Smolt Producers	N/A. It is communicated during the application processing to start the sites. Consulting indigenous groups (sami people) is integrated in the license and environmental approval process governed by the local county governor´s "Fylkesmannen". Norwegians and Sami people work together on the farms.	Compliant															
8.25	**Indicator**: Allowance for stocking smolts produced in cage-culture **Requirement:** Permitted only if supplying farms are 1) operated in a region where indigenous salmonids are present of the same species being cultivated and 2) the farm is certified to the ASC Freshwater trout Standard **Applicability:** open (net-pen) production of smolt	N/A all sites are semi-closed with discharge to seawater	N/A															
8.26	Indicator: Water quality monitoring matrix completed and submitted to ASC (see Appendix VIII of the Salmon standard v.1.3) Requirement: Yes(171) Applicability: open (net-pen) production of smolt	N/A. Discharing into sea	N/A															
8.27	Indicator: Minimum oxygen saturation in the outflow (methodology in Appendix VIII of the Salmon standard v.1.3) Requirement: 60%(172, 173) Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems	N/A. Discharing into sea	N/A															
8.28	Indicator: Macro-invertebrate surveys downstream from the farm's effluent discharge demonstrate benthic health that is similar or better than surveys upstream from the discharge (methodology in Appendix VIII of the Salmon standard v.1.3) Requirement: Yes Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems	N/A. Discharing into sea	N/A															
8.29	Indicator: Evidence of implementation of biosolids (sludge) Best Management Practices (BMPs) (Appendix VII of the Salmon standard v.1.3) Requirement: Yes Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems	N/A. Discharing into sea	N/A															

Summary of Standard Non Conformities (NC)

Standard: Salmon
Version: 1,3

NC Type	NC Totals
Major	0
Minor	3
Total	**3**

Note: Unique NC codes can be entered in column A - All other data fields in this summary worksheet populate automatically

NC Code (CAB)	Indicator Number	Indicator Text	Audit Evidence	Overall Indicator evaluation	Description, justification and conclusion for the evaluation decision	Date of NC detection	Deadline for NC close-out	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	Q&A submitted/used	Root cause analysis	NC correction	NC Corrective action	Auditor evaluation	Extension justification	New deadline for NC close-out	Notes
	5.1.3	Indicator: Percentage of dead fish removed and disposed of in a responsible manner Requirement: 100% (97) Applicability: All	Labelling for ensilage category 2 at landbase seen - loading station and storage tank. The UoC uses IT-systems from new collector Hordafor as their records of consignments of animal by-products (normally category 2) from farm. All handling systems are considered ready for responsible handling of mortalities from UoC. This system of records of consignments does not comply with minimum requirements for sender in animal by-product regulation. See guidance from Norwegian Food Safety Authority (NFSA). The records should include also both receiver name with approval or registration number, and transporter name with registration number.	Minor	The UoC uses IT-systems from new collector Hordafor as their records of consignments of animal by-products (normally category 2) from farm. All handling systems are considered ready for responsible handling of mortalities from UoC. This system of records of consignments does not comply with minimum requirements for sender in animal by-product regulation. See guidance from Norwegian Food Safety Authority (NFSA). The records should include also both receiver name with approval or registration number, and transporter name with registration number. The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-maj-21	30-jun-21		Extended					Cermaq Norway has a new supplier for the service, which have a customer portal we were supposed to use as our register. This portal is missing a few of the requirements from the Norwegian Food Safety Authority (NFSA).	We tried to change the customer portal, but this was not an option. We have reached out to the NFSA for a alternative solution.	If the alternative solution is approved, we will have a register for every site digitally. We need time to get approval and implement the new system, a request for extension of the deadline of the NC's is attached.	In adition to application of extention for closing of deadline auditor has seen draft for Cermaq records of consignments sent ti NFSA for approval.	Exention of deadline to 30.09.2021 is justfied because NFSA will take time approving the suggested records of consignments.	30-sep-21	
	5.2.15	Indicator: Presence of documents demonstrating that the farm has provided buyers(110) of its salmon a list of all therapeutants used in production Requirement: Yes Applicability: All	The procedure "Communications plan" ID 105 updated 26.04.2021 does not include requirement for sales department to send fish CV with list of therapeutants used in production, to all direct buyers. Sales department confirms by mail that Fish CV is sent for every sale of ASC certified fish.	Minor	5.2.15 Minor: The procedure "Communications plan" ID 105 updated 26.04.2021 does not include requirement for sales department to send fish CV with list of therapeutants used in production, to all direct buyers. Sales department confirms by mail that Fish CV is sent for every sale of ASC certified fish. The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-maj-21	30-jun-21	30-jun-21	Open					Lack of attention to the task.	This information (i.e. CV and other documents with information regarding the product) has always been sent to the customers, it somehow was overlooked when we established the communication plan.	The communication plan has been updated with information regarding the product which we share with the customers.	Updated communication plan updated and accepted as evidence for closing of NC.			
	6.5.2	Indicator: Evidence that workers use Personal Protective Equipment (PPE) effectively Requirement: Yes Applicability: All	The risk assessment is the cornerstone in planning appropriate PPEs. Auditor used a supplementary check list for systematic verification of PPEs. 1. Monthly check of life jackets before each shift (salt trigger mechanism and gas cartridge). 2. Setex Hammerfest control flotation suits. 3. Personal helmets and gloves. 4. Hearing protection in machine room /aggregate room.	Minor	6.5.2 Minor: Noise zone sign (støysone-merking) onboard the boat Njord is missing. This is also not compliant according the Norwegian regulation on design of workplaces "Forskrift om utforming og innretning av arbeidsplasser og arbeidslokaler". The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-maj-21	30-jun-21	25-maj-21	Closed					This non-compliance has not been picked up during audits. The boats has usually been audited at the same time as we have internal inspections of the site, but not if they were unavailable at the time. We also have a contractor do a full inspection every 2 years according to Sjøfartsdirektoratets (the Norwegian Maritime Directorate) check-list. It may have been missed since the engine room is not entered while the boats are used and therefore the workers are not exposed to noise.	Both internal and external check-list include checking for noise zones. A seperate audit cycle for boats has been set up for internal audits this year (2021), starting with a few boats this year, and the goal is to audit the boats every 3 years forward.	The boat Njord now has noise zone sign (attached). The Health and Safety manager and Service and Maintenence manager has been informed and will do a mapping of the other boats in the region.	Regarding NC3 ID ASCTHENO03 two documents are uploaded as evidence for closing NC; 1. "Støysone,bruk hørselsvern merking Njord" Picture Noise zone sign Njord and 2. "skilt støyzone.jpeg" e-mail about Noise zone sign to all Cermaq sites. Accepted for closing of NC.		