Instructions and disclaimers

General:

The announcement and report shall be submitted via mail to ASC in **Excel** if not specified differently: certification@asc-aqua.org
If you would like to register a problem or issue with the document or wish to leave feedback and suggestions for improvements, please contact: certification@asc-aqua.org
All fields must be visible in Excel format and no field shall be omitted or deleted. ASC reserves the right to refuse to publish incomplete and low quality reports.
This document has been developed in collaboration with the ASC Programme Assurance team and Standards & Science team for ASC single-site, multi-site and group certification farm audits. A copy of all documents (Audit reports templates, confidential annexes etc.) are uploaded on to the ASC website and are publicly available.
Only fully completed forms are accepted by the ASC. Incomplete forms may lead to a delay in the certification process.
In case the audit report template for Multi-site and Group-certification does not contain enough site rows for the amount of sites applicable for a specific applicant, please contact certification@asc-aqua.org

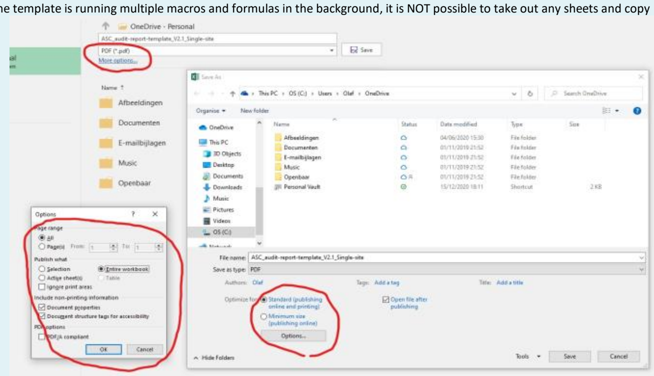
How to use this document
This document layout is formatted into tables for data entry and questions to record answers and evidence.
You can adjust the width of the columns to display all information.
Users shall **not** delete any rows or columns.
Data filled out in the audit announcement (form 3) sheet, will be automatically populated in the audit report itself.
Be aware that there are 3 different types of audit report templates: 1. Single-site, 2. Multi-site and 3. Group certification.
Next to these 3 templates, there is the Audit Report Template V2.0 Confidential Annex, applicable to the 3 different versions of the audit report template.

Document type - PDF conversion - Guidance

Always save your document as a macro-enabled spreadsheet (click on ''File'', ''Save As'' and make sure the document type is saved as ''Excel Macro-Enabled Workbook'').
If your audit team plans to work on a shared online document - ensure the platform app supports macro-enabled functionality.
Please do not delete any rows, columns, fields or sheets (except for irrelevant species sheets). As the template is running multiple macros and formulas in the background, it is NOT possible to take out any sheets and copy paste them back in.

To safe the full excel document as a pdf, please follow these steps:
1. Click on ''File'', ''Save As''
2. Select PDF as document type and click on ''more options''
3. Click on ''options'' in the box that shows up
4. Set ''page range'' to All and set ''publish what'' to Entire workbook and click on ''ok''
5. Click on ''Save'' and the entire document will be saved as a PDF document in the correct format

Extra note:
The page layout is selected in a way that all tables are visible in the PDF.
Tables may appear small, however it is possible to read them by using the PDF zoom function.



Spelling Check

How to run the excel spell check in this document?
- This can be enabled with the following key combination: Ctrl + Shift + S.
- This opens the spell-check dialogue box, cycling through all the recognised spelling mistakes.
- After the last recognised mistake is address - the dialogue closes and the worksheet is automatically locked again.
- If there are no mistakes the dialogue box does not open.
- This then needs to be repeated for each worksheet with audit data.

(The spell check ignores capitalised abbreviations - but will still identify mix abbreviations as mistakes e.g. UoC)

What if changes are made?

If changes were made e.g. from the announcement to the audit report or when an updated report is submitted to ASC, ALL cells containing changes shall be highlighted in yellow for transparency reasons, and as far as possible a clear statement on the update shall be made in the respective field.

Confidential information - Data protection and publication of reports

All fields in the announcement and audit report are mandatory and shall be filled out and will be made publicly available. However, should the client or CAB desire to submit certain data confidentially (e.g.. for GDPR or commercial sensitivity reasons), this data can be entered in the **confidential annexes**, which are provided in **a separate document** than this audit report template. Please BE AWARE that confidential Annex-3 is always mandatory to be filled out and shall be submitted to the ASC, together with the audit report. Confidential annexes will NOT be made publicly available.

Comments or guidance

For a lot of the fields in the announcement and audit report, a guidance field pops up as soon as the field is selected.
Some fields are marked with a red triangle in the corner, meaning that the field contains a guidance comment.

Data restrictions & conditional formatting

This audit report template contains a lot of fields with data validation and data restriction fields, allowing for only a certain type of data to be filled out in the specific field (For example, date fields, picklists, numbers etc.). Please ONLY fill out the requested type of data. If not filled out correctly, an error message will pop up, giving guidance to enter the correct type of data.
The audit report template also contains a lot of fields with conditional formatting, meaning that cells or field will be highlighted, based on the type of data filled out. Some cells are highlighted with red, these will change to blue when data is entered into the cell. This makes it easier to detect fields that are not filled out, but shall be filled out. Please note that all fields are required and shall be filled out.

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	Audit announcement
1.2	Document language	English
1.3	Second document language	Indonesian
1.4	Unit of certification type	Single Site
1.4.1	Company name	PT. Delta Guna Sukses
1.4.2	UoC Name	PT. Delta Guna Sukses
1.5	Country where UoC is located	Indonesia
1.6	ASC Standard	Shrimp
1.7	Standard version	1.1
1.8	Certification process is subject to CAR version	2.2
1.9	Name of the Conformity assessment body (CAB)	Control Union Peru SAC

Client contact person - from the UoC

1.15	First name	Mrs. Junita Dwi Lia H
1.16	Surname	N/A
1.17	Position in the UoC (Job title)	Quality Director
1.18	Email address	junitalia@megamarinepride.com
1.19	Phone number	+62 343 656446
1.20	*Other means of contact e.g. Skype*	N/A

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	Not 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		
2.2.2	Nursing	Not Covered		
2.2.3	Growing Out	Covered		
2.2.4	Transferring	Not Covered		
2.2.5	Harvest	Covered		
2.2.6	Vaccination	Not Covered		
2.2.7	Fallowing	Not Covered		
2.2.8	Transportation	Covered		
2.2.9	Storage (if present at farm)	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 ((Harvest, Sorting, Weighing	Covered		

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:	N/A
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 Time assigned to audit activities	2.9 Social Auditor(s)	2.10 Environmental auditor(s)
Off-site activities	4	4
On-site activities	8	16
Total man days	1.5	2.5

Audit team and other involved persons

2.11 Surname	2.12 First name	2.13 Role	2.14 Expertise needed for the audit (required for technical experts only)	2.15 Person on-site or remote?
Bravo	Robert	Audit team leader	Senior Auditor / Shadow auditor	Remote
Pratama	Nanda Agung	Technical Auditor	Expert, translator	On-site
Hadi	Cindy Silvia	Trainee	Auditor in trainee	On-site
Apriliadita	Ferly	Social Auditor	N/A	On-site

3. Site information

3.2 Site name	3.3 Ownership	3.4 Primary culture species	3.6 Cycle duration	3.13 Latitude (N, S) (00.000000)*	3.14 Longitude (E,W) (00.000000)*	3.15 Production system*	3.16 Number of production units	3.17 Start date of audit	3.18 End date of audit
PT. Delta Guna Sukses	Owned//Dimiliki	Whiteleg shrimp (Litopenaeus vannamei)	Short-cycle species (≤6 months)	-8.382389	113.405935	Ponds//Kolam	66	################	################

4. Stakeholder engagement

4.1 Name of Company/ Organisation if applicable	4.2 Contact person - First name	4.3 Contact person - Surname	4.4 Country where stakeholder is based	4.5 Email address of contact person/ stakeholder	4.6 Stakeholder type	4.7 If stakeholder type "other" was selected what type?	4.8 Contact date stakeholder	4.9 Did the stakeholder submit comments?	4.10 Stakeholder comments relate to what ASC standard indicator number?
Neighbour, tetangga Fisherman, nelayan	Ali	Muksin	Indonesia	not announced	Communities//Masyarakat	N/A	16-Dec-21		
Dinas Pekerjaan Umum Pengairan Kab Jember	Harianto		Indonesia	not announced	Government//Pemerintah	N/A	16-Dec-21		
Dinas Perikanan dan Kelautan Kab Jember	Imam		Indonesia	not announced	Government//Pemerintah	N/A	16-Dec-21		
Dinas Lingkungan dan Kehutanan Kab Jember	Bibit		Indonesia	not announced	Government//Pemerintah	N/A	16-Dec-21		
PokMasWas Sumberdaya Kelautan dan Perikanan (Putra Bahari)	Ruhin		Indonesia	not announced	NGO - Environmental area//LSM - Area lingkungan	N/A	16-Dec-21		

1. General, client/CAB information

1.1	Document Type	Draft Report
1.2	Document language	English
1.3	Second document language	Indonesian
1.4	Unit of certification type	Single Site
1.4.1	Company name	PT. Delta Guna Sukses
1.4.2	UoC name	PT. Delta Guna Sukses
1.5	Country where UoC is located	Indonesia
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1.7	Standard version	1.1
1.8	Certification process is subject to CAR version	2.2
1.9	Name of the Conformity assessment body (CAB)	Control Union Peru SAC

Client contact person - from the UoC

1.15	First name	Junita Dwi Lia H
1.16	Surname	N/A
1.17	Position in the UoC (Job title)	Quality Director
1.18	Email address	junitalia@megamarinepride.com
1.19	Phone number	+62 343 656446
1.20	*Other means of contact e.g. Skype*	N/A

2) Audit information

Date - **Audit announcement** published on ASC website	martes, 6 de Diciembre de 2011	
Date - **Draft report** published on ASC website	miércoles, 19 de Enero de 2022	
Date - **Final report** submitted to ASC		
Audit ID	A0005529	
ASC standard principles covered by the audit	Principle 1	Covered
	Principle 2	Covered
	Principle 3	Covered
	Principle 4	Covered
	Principle 5	Covered
	Principle 6	Covered
	Principle 7	Covered
	Principle 8	Not Covered

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	Not Covered	Not Covered	
2.6.3	Growing Out	Covered	Covered	
2.6.4	Transferring	Not Covered	Not Covered	
2.6.5	Harvest	Covered	Covered	
2.6.6	Vaccination	Not Covered	Not Covered	
2.6.7	Fallowing	Not Covered	Not Covered	
2.6.8	Transportation	Covered	Covered	Subcontracted
2.6.9	Storage (if present at farm)	Covered	Covered	
2.6.10	Processing (if present at farm)	Not Covered	Not Covered	
2.6.11	Packing (if present at farm)	Not Covered	Not Covered	
2.6.12	Other (sorting, weighing)	Covered	Covered	

Certification cycle	2
Audit type	Recertification audit
Audit number in certification cycle	1
Will harvesting be witnessed during audit?	Yes
If harvest is NOT witnessed, please justify:	N/A
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):

2.12.1	2.12.2	2.12.3
Time assigned to audit activities	**Social Auditor(s)**	**Environmental auditor(s)**
Off-site activities	4	4
On-site activities	8	16
Total man days	1.5	2.5

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?
Bravo	Robert	Audit team leader	Senior Auditor / Shadow auditoı	Remote
Pratama	Nanda Agung	Technical Auditor	Expert, translator	On-site
Hadi	Cindy Silvia	Trainee	Auditor in trainee	On-site
Apriliadita	Ferly	Social Auditor	N/A	On-site

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 Site ID - provided by ASC with publication confirmation of audit announcement	3.2 Site name	3.3 Ownership	3.4 Primary culture species	3.5 Secondary species (choose multiple species as relevant)	3.13 Latitude (N, S) (00.000000)*	3.14 Longitude (E,W) (00.000000)*	3.15 Production system	3.16 Number of production units	3.17 Production type	3.18 Production method
ASC00809	PT. Delta Guna Sukses	Owned//Dimiliki	Whiteleg shrimp (Litopenaeus vannamei)		-8.382389	113.405935	Ponds//Kolam	66.000000	44546.000000	Intensive

3.1 Site ID	3.19 Date of inclusion into the UoC (for scope extension/group/multi-site)	3.20 Start date of audit	3.21 End date of audit	3.22 First date of juvenile stocking for the current production cycle	3.22.1 Estimated Number of months post audit to peak biomass/ first harvest	3.22.2 Status at the time of the current audit	3.23 List of other certificates (choose multiple options as relevant)	3.23.1 List of other certificates: If 3.23 is ''Other'', please list the certificates:	3.24 Is the site partially certified?
ASC00809	N/A	##################	##################	26-Ago-21	3.5	≥ 75 % Biomass	GAA/BAP	CBIB	No

3.1 Site ID	3.25 If partially certified, which part is not in the UoC and why?	3.26 The volumes indicated in the fields 3.27-3.30 apply to the following **full calendar year:**	3.26.1 Type of volumes indicated in 3.27-3.30	3.27 ASC-certified production volume (in Kg)	3.28 Non ASC-certified production volume (in Kg)	3.29 Dispatched or sold as ASC-certified Volume (in Kg)	3.30 Dispatched or sold as non ASC-certified Volume (in Kg)	3.31 **For Bivalve/Abalone:** Volumes indicate in 3.27 - 3.30 are given in live weight equivalent or volume without shell	3.32 Note/ Other information
ASC00809		2021	Actual volume	729780		729720			

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
ASC00809	PT. Delta Guna Sukses	viernes, 17 de Diciembre de 2021	B31	4259	32	Full harvest	

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?
Public Works Department of Water Resources Bina Marga of Jember Regency / Dinas Pekerjaan Umum Bina Marga Sumber Daya Air (DPU BMSDA) Kabupaten Jember	Muhammad	Heriyanto	Indonesia	(62) 858 5956 1723	Government	N/A	##########################	Yes	Priciple 7: Use resources in an environmentally efficient and responsible manner / Menggunakan sumber daya dengan cara yang ramah lingkungan dan bertanggung jawab	> The community needs company assistance to provide clean water, considering that the water around the pond is brackish water. This issue has been raised and will soon be accepted by the company, construction will start soon / Masyarakat memerlukan bantuan perusahaan untuk pengadaan air bersih, mengingat air di sekitaran tambak adalah air payau. Masalah ini sudah diajukan dan akan segera diterima oleh perusahaan, pembangunan akan segera dilakukan. > The water condition in the pond area is indeed brackish, not because of the activity of the pond but because of its position close to the sea / Kondisi air di daerah tambak memang payau, bukan karena aktivitas tambak melainkan karena posisinya yang berdekatan dengan laut	16/12/2021	16/12/2021	Other
Public Works Department of Water Resources Bina Marga of Jember Regency / Dinas Pekerjaan Umum Bina Marga Sumber Daya Air (DPU BMSDA) Kabupaten Jember	Budiyono		Indonesia	(62) 853 3019 6518	Government	N/A	##########################	No	N/A	N/A	N/A	N/A	Other
Jember Police Community Development Unit / Satuan Pembinaan Masyarakat Polres Jember	Hariyono		Indonesia	(62) 813 3109 3075	Authorities	N/A	##########################	Yes	Principle 3: Develop and operate farms with consideration for surrounding communities / Mengembangkan dan mengoperasikan peternakan dengan mempertimbangkan masyarakat sekitar	The community needs company assistance to provide clean water, considering that the water around the pond is brackish water. This issue has been raised and will soon be accepted by the company, construction will start soon / Masyarakat memerlukan bantuan perusahaan untuk pengadaan air bersih, mengingat air di sekitaran tambak adalah air payau. Masalah ini sudah diajukan dan akan segera diterima oleh perusahaan, pembangunan akan segera dilakukan.	16/12/2021	16/12/2021	Other
Marine and Fisheries Office of Jember Regency / Dinas Perikanan dan Kelautan Kabupaten Jember	Imam	Syafii	Indonesia	(62) 823 3728 9712	Government	N/A	##########################	Yes	Priciple 7: Use resources in an environmentally efficient and responsible manner / Menggunakan sumber daya dengan cara yang ramah lingkungan dan bertanggung jawab	> Assistance for secondary crops farmer groups and traditional pond farmer groups related to pond cultivation and hachery / Bantuan binaan kepada kelompok tani palawija dan kelompok tani tambak traditional terkait budidaya tambak dan pembibitan > Handling of pond disease has been done well / Penanganan akan penyakit tambak sudah dilakukan dengan baik	16/12/2021	16/12/2021	Other
Community Group of Mayangan - Kepanjen Village / PokMas Desa Mayangan - Kepanjen	Masrudin		Indonesia	(62) 822 3688 3829	Communities	N/A	##########################	Yes	Principle 3: Develop and operate farms with consideration for surrounding communities / Mengembangkan dan mengoperasikan peternakan dengan mempertimbangkan masyarakat sekitar	The company has provided many benefits to the surrounding community. The community hopes that everything that already exists can be maintained and it will be better if it is improved again / Perusahaan sudah banyak memberikan manfaat bagi masyarakat sekitar. Masyarakat berharap, semua yang sudah ada dapat dipertahankan dan akan lebih baik jika ditingkatkan lagi	16/12/2021	16/12/2021	Other
Community Group of Mayangan - Kepanjen Village / PokMas Desa Mayangan - Kepanjen	Ali Muksin		Indonesia	(62) 823 3806 0854	Communities	N/A	##########################	Yes	Principle 3: Develop and operate farms with consideration for surrounding communities / Mengembangkan dan mengoperasikan peternakan dengan mempertimbangkan masyarakat sekitar	The company always responds to complaints submitted from the community through community groups and the community feels helped by the help from the company / Perusahaan selalu menanggapi keluh kesah yang disampaikan dari masyarakat melalui kelompok masyarakat dan masyarakat merasa terbantu dengan bantuan dari perusahaan	16/12/2021	16/12/2021	Other
Military District Command of Jember Regency / Komando Rayon Militer Kabupaten Jember	Jumali		Indonesia	(62) 812 3102 5047	Authorities	N/A	##########################	Yes	Principle 3: Develop and operate farms with consideration for surrounding communities / Mengembangkan dan mengoperasikan peternakan dengan mempertimbangkan masyarakat sekitar	Prior to COVID-19, the company routinely held free medical treatment for local residents. The community hopes that this activity can be carried out again if the situation improves / Sebelum COVID-19, perusahaan rutin mengadakan pengobatan gratis bagi warga sekitar. Masyarakat berharap, kegiatan ini bisa dilaksanakan kembali jika keadaan sudah membaik	16/12/2021	16/12/2021	Other

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: martes, 14 de Diciembre de 2021

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	By Car
6.1.1	Estimated travel time between office and site(s) and between sites within UoC	5 minutes
6.2	Number of complaints received from stakeholders over past 12 months	1
6.3	**Number** of resolved complaints	1
6.4	**Average time** to resolve complaints (**days**)	17
6.5	Last Social Impacts Assessment (SIA) conducted in (**year**)	2021

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)
PokMas Desa Mayangan - Kepanjen	No	1

6.7 **Social audits performed at UoC**

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

6.8 **Subcontractors**

Name of subcontractors	Place of work	Areas of work/processes
N/A		

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	Submitted
6.10	List of sites/farms if multi-site or group	Submitted
6.11	List of applicable laws and regulations, year of release, authority	Submitted
6.12	Agreement with adjacent community/ies, if any	N/A
6.13	Social Impacts Assessment report	Submitted
6.14	List of subcontractors, if any, including their services, addresses	N/A
6.15	Agreement with labour contracts, if any	Submitted
6.16	List of workers, their age, type of work (full/part time), nationality/-ies, shift and accommodation (if applicable)	Submitted

Management system

6.17 Relevant policies and procedures:

	Exist	Policy	Procedure
Workers training	Yes	N/A	Submitted
Grievance mechanism	Yes	Submitted	Submitted
Non-discrimination	Yes	Submitted	Submitted
Child and young labour	Yes	Submitted	Submitted
Forced, bonded labour	Yes	Submitted	N/A
Health and safety risk assessment	Yes	Submitted	Submitted
Age-verification	Yes	Submitted	Submitted
Fire prevention	Yes	N/A	Submitted

6.18	Certificate of compliance to other social standard	N/A
6.19	Latest audit report of the other social standard	N/A
6.20	Organisational chart of UoC	Submitted
6.21	Job descriptions for workers for different functions	Submitted
6.22	Product flow within UoC	Submitted

ASC Audit

6.23	Filled out audit preparation checklist(s)	Submitted
6.24	Previous ASC audit report	Submitted
6.25	Evidence of implementation of corrective actions for NCs	Submitted

Other records

6.26	Collective bargaining agreement, if exists	N/A
6.27	Accidents log and their status	Submitted
6.28	Last inspection report related to workplace H&S	N/A
6.29	Minutes of the last workers' meeting	Submitted
6.30	Minutes of health and safety meeting	Submitted
6.31	Basic need wage calculation	
6.32	List of chemicals used within UoC	Submitted
6.33	Last inspection report of the housing provided to workers	Submitted
6.34	Overtime calculation	Submitted
6.35	Training records for workers on social related issues	Submitted
6.36	Other (Please describe here)	N/A

5 CAB diligence

6.37 Number of social audits performed by the auditor in this country

ASC social audits	Other social audits
0	326

6.38 Applicable laws and regulations: Law No. 11/2020 on Job Creation // Undang-Undang No. 11/2020 Tentang Cipta Kerja

6.39 Required information and documents fully submitted

Information/ documents fully submitted	Missing information and documents	Next steps	Status
Submitted			

6.40 Topics/issues needing further research before on-site audit: Social, environmental aspect and land grabbing Issue // Aspek sosial, lingkungan, dan masalah perampasan lahan

6.41 CAB's diligence to obtain additional information about the UoC

Topics	Means of research	Rationale	Outcome
Social, environmental aspect and land grabbing Issue // Aspek sosial, lingkungan, dan masalah perampasan lahan	Web research // penelitian situs	Due diligence by web research to identify if there's any issue on social, environmental aspects and land grabbing of the UoC // Uji tuntas dengan riset situs untuk mengidentifikasi apakah ada masalah pada aspek sosial, lingkungan, dan perampasan tanah	The website research information will be used during stakeholder consultancy activity // Informasi penelitian situs web akan digunakan selama kegiatan konsultasi pemangku kepentingan

6.42 Changes since last audit: N/A

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
[illegible]	Not Covered
[illegible]	[illegible]
Transferring	Not Covered
[illegible]	Covered
[illegible]	Not Covered
Pallet-ing	Not Covered
[illegible]	Covered
[illegible]	Covered
Processing (if present at farm)	Not Covered
[illegible]	Not Covered
[illegible]	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	[illegible]

Reason for partial certification:

PT. DGS operated Block A, B, and C. Scope of ASC audit is Block B and C. Block A is different area and separate by concreate fence and different worker and technician operated this pond. Block A is under construction and exclude in this scope.

b) Similar appearance species produced in the UoC	[illegible]

Similar appearance species:

Production units or batches excluded from the certification scope

PT. DGS operated Block A, B, and C. Scope of ASC audit is Block B and C. Block A is different area and separate by concreate fence and different worker and technician operated this pond. Block A is under construction and exclude in this scope.

c) Average % of products produced as non-ASC in the UoC per year	0%

d) Traceability and segregation systems

Physical identification	[illegible]

Description

a. Each Block has feed storage, chemical storage, dormitory, security post, generator room, harvest area and surrounding by concreate fence.
b. Each block has different technician and pond feed.
c. Harvest activity conducted in each block and manager will ensure the tank will be seal before leave farm area.
d. there were information pond number, block no, company name, species, date, and quantity in shipment document

Segregation systems for non-ASC product	[illegible]

Description

PT. DGS operated Block A, B, and C. Scope of ASC audit is Block B and C. Block A is different area and separate by concreate fence and different worker and technician operated this pond. Distance between block A and B, C approximately 1.5 km. company decide sold shrimp to different supplier.

Traceability records identification	[illegible]

Description

Procedure traceability IK-DGS-010 Rev 02 issued on Jan 04, 2021, it mentioned keep the record such as pond no, pond area, stocking date, source of PLs, harvest date, harvest quantity, feed type, feed source, vechicle no.
Observed harvest activity, the record were :
Pond No : B31
Vechicle no : P8754 VV
PL age : 9
stocking date : 21 Aug 2021
PL Source : PT. Suri Tani Pemuka
stocking quantity : 324, 170 pcs
feed : PT. Suri Tani Pemuka
harvest date : 17 Dec 2021
Harvest quantity : 4,259 kg
shipment to : Mega Marine Pride

Other traceability systems in place:

Reviewed of Transporter contract agreement PT. Ray Delta Mandiri and PT. Mega Marine Pride signed on 7 Jan 2021, it mentioned PT, Mega Marine Pride has full authority to control the PT. Ray Delta Mandiri regarding the code of ethics, namely the requirements for subcontractors, transportation and contract processing in accordance with the requirements in the MSC CoC (Marine Stewardship Council Chain of Custody) Standard where the transporter party called the 2nd party must meet the following requirements :
1. All PT. Mega Maine Pride handling ASC certified products must meet MSC CoC . requirements
2. PT. Mega Marine Pride will monitor and ensure data records during delivery by transporters and ponds to processing (PT. Mega Marine pride)
3. PT. Mega Marine Pride ensures that the boxes and trucks used to transport the Shrimp Raw Material are locked during the shipping journey to PT. Mega Marine Pride.

Do the traceability systems mitigate the mixing and substitution risks?	[illegible]

Rationale

PT. DGS operated Block A, B, and C. Scope of ASC audit is Block B and C. Block A is different area and separate by concreate fence and different worker and technician operated this pond. Distance between block A and B, C approximately 1.5 km. company decide sold shrimp to different supplier. Reviewed of Transporter contract agreement PT. Ray Delta Mandiri and PT. Mega Marine Pride signed on 7 Jan 2021, it mentioned PT, Mega Marine Pride has full authority to control the PT. Ray Delta Mandiri regarding the code of ethics.

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 farming with the UoC	[illegible]

Description of neighbour farms

Neighbour farm is small scale shrimp farm which did not have access to UoC area and PT. DGS Block A which has separated management system and facility with UoC

b) Non-ASC Neighbour farms owned or related to the same UoC	[illegible]

If yes, Name of farms in case are related to the client.
PT. DGS Block A which has separated management system and facility with UoC

c) Non-ASC products from other farms handled in the UoC	[illegible]

Stage(s) when the non-ASC products are handled in the UoC
PT. DGS Block A which has separated management system and facility with UoC

d) Segregation systems

Physical barriers	[illegible]

Description

Block B and C has separated by fence and facility with Block A. UoC has different storage, warehouse, harvest area, dormitory, generator room, effluent treatment pond, canteen, security post and technician with Block A

Physical identification	[illegible]

Description

Block B and C has separated by fence and facility with Block A. UoC has different storage, warehouse, harvest area, dormitory, generator room, effluent treatment pond, canteen, security post and non ASC Certified.

Segregation systems for non-ASC product	[illegible]

Description

Block B and C has separated by fence and facility with Block A. UoC has different storage, warehouse, harvest area, dormitory, generator room, effluent treatment pond, canteen, security post and non ASC Certified.

[illegible]	[illegible]

Description

Procedure traceability IK-DGS-010 Rev 02 issued on Jan 04, 2021, it mentioned keep the record such as pond no, pond area, stocking date, source of PLs, harvest date, harvest quantity, feed type, feed source, vechicle no.
Observed harvest activity, the record were :
Pond No : B31
Vechicle no : P8754 VV
PL age : 9
stocking date : 21 Aug 2021
PL Source : PT. Suri Tani Pemuka
stocking quantity : 324, 170 pcs
feed : PT. Suri Tani Pemuka
harvest date : 17 Dec 2021
Harvest quantity : 4,259 kg
shipment to : Mega Marine Pride

Others systems:

Reviewed of Transporter contract agreement PT. Ray Delta Mandiri and PT. Mega Marine Pride signed on 7 Jan 2021, it mentioned PT, Mega Marine Pride has full authority to control the PT. Ray Delta Mandiri regarding the code of ethics, namely the requirements for subcontractors, transportation and contract processing in accordance with the requirements in the MSC CoC (Marine Stewardship Council Chain of Custody) Standard where the transporter party called the 2nd party must meet the following requirements :
1. All PT. Mega Maine Pride handling ASC certified products must meet MSC CoC . requirements
2. PT. Mega Marine Pride will monitor and ensure data records during delivery by transporters and ponds to processing (PT. Mega Marine pride)
3. PT. Mega Marine Pride ensures that the boxes and trucks used to transport the Shrimp Raw Material are locked during the shipping journey to PT. Mega Marine Pride.

[illegible]	[illegible]

Rationale

PT. DGS operated Block A, B, and C. Scope of ASC audit is Block B and C. Block A is different area and separate by concreate fence and different worker and technician operated this pond. Distance between block A and B, C approximately 1.5 km. company decide sold shrimp to different supplier. Reviewed of Transporter contract agreement PT. Ray Delta Mandiri and PT. Mega Marine Pride signed on 7 Jan 2021, it mentioned PT, Mega Marine Pride has full authority to control the PT. Ray Delta Mandiri regarding the code of ethics.

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	No

Description
Farm did not use subcontractor to handle, transport, store and processing

b) Company uses subcontracted services providers for storage or transportation	[illegible]

Description
PT. Ray Delta Mandiri as Transporter from farm to processing (PT. Mega Marine Pride)

c) Traceability and segregation systems

Subcontractors are CoC certified	[illegible]

Description
PT. Ray Delta Mandiri as Transporter from farm to processing (PT. Mega Marine Pride). Farm and processing unit will ensure Shrimp Raw Material are locked during the shipping journey to PT. Mega Marine Pride.

Contract and/or agreements in place including traceability conditions	yes

Description

Reviewed of Transporter contract agreement PT. Ray Delta Mandiri and PT. Mega Marine Pride signed on 7 Jan 2021, it mentioned PT, Mega Marine Pride has full authority to control the PT. Ray Delta Mandiri regarding the code of ethics, namely the requirements for subcontractors, transportation and contract processing in accordance with the requirements in the MSC CoC (Marine Stewardship Council Chain of Custody) Standard where the transporter party called the 2nd party must meet the following requirements :
1. All PT. Mega Maine Pride handling ASC certified products must meet MSC CoC . requirements
2. PT. Mega Marine Pride will monitor and ensure data records during delivery by transporters and ponds to processing (PT. Mega Marine pride)
3. PT. Mega Marine Pride ensures that the boxes and trucks used to transport the Shrimp Raw Material are locked during the shipping journey to PT. Mega Marine Pride.

[illegible]	[illegible]

Description

[illegible]

Others systems:

[illegible]	[illegible]

Rationale

[illegible]

7.5

4. [illegible]

[illegible]

Procedure traceability IK-DGS-010 Rev 02 issued on Jan 04, 2021, it mentioned keep the record such as pond no, pond area, stocking date, source of PLs, harvest date, harvest quantity, feed type, feed source, vechicle no.
Observed harvest activity, the record were :
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stocking quantity : 324, 170 pcs
feed : PT. Suri Tani Pemuka
harvest date : 17 Dec 2021
Harvest quantity : 4,259 kg
shipment to : Mega Marine Pride

Do the traceability systems mitigate the mixing and substitution risks?	[illegible]

Rationale

"PT. DGS operated Block A, B, and C. Scope of ASC audit is Block B and C. Block A is different area and separate by concreate fence and different worker and technician operated this pond. Distance between block A and B, C approximately 1.5 km. company decide sold shrimp to different supplier. Reviewed of Transporter contract agreement PT. Ray Delta Mandiri and PT. Mega Marine Pride signed on 7 Jan 2021, it mentioned PT, Mega Marine Pride has full authority to control the PT. Ray Delta Mandiri regarding the code of ethics.

ASC CAR 17.6.3-5 Product flow, traceability and segregation

Please describe the product flow within the UoC

pond preparation - stocking - grow out - harvesting - landing site (sorting, weighing and loading) - transported to processing plant.
persiapan kolam - penyimpanan - pembesaran - panen - tempat pendaratan (penyortiran, penimbangan dan pemuatan) - diangkut ke pabrik pengolahan

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	B31

7.6

	Production stage	Details of Documentation Reviewed: Description	Date	Description of how codes or documents link product at each stage.
A) PL Stock : PT. Suri Tani Pemuka	Stocking	Sales invoice No 12(	19-Ago-21	PL Quality report FRM-DGS-002-00 mention PL's Stocking in B31 = 379,665 pcs
B) Production	Grow out	Production Record Water quality record	20-Ago-21	Pond No B31 total area 2400 m2 Technician : Bambang PL Stock qty : 379,665 pcs Feed : PT. Suri Tani Pemuka
C) Harvest	harvest	Shipment note	17-Dic-21	Shipment note No 031/Des/17/XII/2021 vehicle no : P 8754 UV harvest Qty = 4259 kg Size = 32 Pond = B31 Transporter : PT. Ray Delta Mandiri
D) Transport to processing plant	Transportation	contract agreement	7-Ene-21	PT, Mega Marine Pride has full authority to control the PT. Ray Delta Mandiri regarding the code of ethics, namely the requirements for subcontractors, transportation and contract processing in accordance with the requirements in the MSC CoC (Marine Stewardship Council Chain of Custody) Standard where the transporter party called the 2nd party must meet the following requirements : 1. All PT. Mega Maine Pride handling ASC certified products must meet MSC CoC . requirements 2. PT. Mega Marine Pride will monitor and ensure data records during delivery by transporters and ponds to processing (PT. Mega Marine pride) 3. PT. Mega Marine Pride ensures that the boxes and trucks used to transport the Shrimp Raw Material are locked during the shipping journey to PT. Mega Marine Pride.
E)				
F)				
G)				
H)				
I)				
J)				
K)				
L)				
M)				

Product Identification Code	

	Production stage	Details of Documentation Reviewed: Description	Date	Description of how codes or documents link product at each stage
A)				
B)				
C)				
D)				
E)				
F)				
G)				
H)				
I)				
J)				
K)				
L)				
M)				

7.7	Traceability test(s) successfully conducted	[illegible]
7.8	Traceability Information allows to link each stage of handling certified products	[illegible]

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**	

ASC CAR 17.6.10.1 Point of First sale / handling

7.12

Entity name	CoC code
transporter : PT. Ray Delta Mandiri	n/a
[illegible] : PT. Mega Marine Pride	[illegible]

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

7.13 From transportation from the UoC to the first point of sale or handling.

7.13.1 after shrimp harvested rom farm gate to first stage of shrimp unloaded and seal are discarded (i.e. processing plant or other buyer)

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:	2021	2021	2021	2021
8.1.1	Type of volumes indicated in 8.2 - 8.5	Actual volume	Actual volume	Actual volume	Actual volume
8.2	ASC-certified production volume (in Kg)	134,703.6	195,043.1	642.5	399,391.3
8.3	**Non** ASC-certified production volume (in Kg)				
8.4	Dispatched or sold as ASC-certified Volume (in Kg)	134,703.6	195,043.1	642.5	399,391.3
8.5	Dispatched or sold as **non** ASC-certified Volume (in Kg)				

	Decision	
8.6	Certification decision	Draft Report
8.7	Certificate valid from	
8.8	Certificate valid till	
8.9	Eligibility date	

	Confidential Annexes	Annex filled in?	Annex submitted to ASC?
8.10	**Annex-1** Interviewee information	No	
8.11	**Annex-2** Stakeholder comments	No	
8.12	**Annex-3** Social information	No	
8.13	**Annex-4** Volume data	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
7.2.2	Minor	21-Oct-20	S0000511	17-Dic-21	Open	Open	15-Jun-22	https://www.asc-aqua.org/what-you-can-do/get-certified/variance-request-interpretation-platform/QA0089/ Pandemic situation extended till June 2021

10. B-EIA & p-SIA checklist

Checklist and guideline for auditors on a complete B-EIA & p-SIA process and report.
Please find all requirements for B-EIA and p-SIA in the ASC standards.

Biodiversity-inclusive Environmental Impact Assessment

	B-EIA checklist	Validated by auditor?	Notes
10.1	1. Quality of the B-EIA process (e.g., was it participatory and transparent?). B-EIA carried out by a valid expert in accordance with requirements lined out in the ASC standards.	Yes	BEIA Report created by Muhammad Ilman. He has doctor of environment S3 and 20 years of working experience in aquaculture industry, coastal community empowerment, forest and wetland management. Active in the preparation of social and environmental standards for fisheries in the Southeast Asian region. He conducted sosialization of BEIA on 24 Jan 2018.
10.2	(b) The B-EIA was publicly (locally) communicated with sufficient time for interested parties to participate and/or get informed	Yes	Consultan of BEIA conducted sosialization of BEIA on 24 Jan 2018 and Forum group discussion (FGD) on 14 February 2018.
10.3	(c) Stakeholders are listed and impact descriptions are documented and in preparation of the final B-EIA report, meetings with the listed stakeholders (or by stakeholders chosen representatives) have taken place.	Yes	Reviewed of BEIA report page 36 in April 2021, stakeholder listed were : 1. Dinas Perikanan dan Kelautan 2. Dinas Pekerjaan Umum Pengairan 3. Dinas Pekerjaan Umum Pengairan 4. NGO : WWF and Pokmaswas Stakeholder meeting conducted on 24 Jan 2021 in PT. Delta Guna Sukses (annex 5 page 79)
10.4	(d) These meetings have been recorded and the minutes are attached to the final report; names and contact details of participating stakeholders included.	Yes	Attendance list of Focused Group Discussion (FGD) in 23 January 2018 and 14 February 2018 (annex 4, page 77) Stakeholder meeting conducted on 24 Jan 2021 in PT. Delta Guna Sukses (annex 5 page 79)
10.5	(e) Evidence is provided that draft and final B-EIA reports have been submitted to local government representatives and, if requested by stakeholders, a legally registered civil organization chosen by these stakeholders.	Yes	BEIA Report ditributed to stakeholder on 28 March 2018 (FRM-DGS-088 Rev 01 on 09 March 2018). The stakeholder received were : 1. Dinas Kelautan dan Perikanan, received by Tigo Dewanto on 28 March 2018 2. Dinas Kehutanan dan Lingkungan Hidup, received by Eka Agustina on 28 March 2018. 3. Dinas Pengairan, received by Yono on 31 March 2018 4. Pokmaswas, received by Alimuksin on 31 March 2018 5. H. Zaini on 1 April 2018
10.6	(f) Evidence is provided that the final B-EIA reports have been submitted and reviewed by a specialist with appropriate expertise on biodiversity issues.	Yes	BEIA report reviewed by DR Onrizal from Sumarera Utara University in March 2018 (Annex 16, page 107) and BEIA released by Muhammad Ilman in April 2018.
10.7	(g) B-EIA completed according to guidance on B-EIA and pSIA relationship (transparency and consultation).	Yes	Reviewed of BEIA report page 36 in April 2018, stakeholder listed were : 1. Dinas Perikanan dan Kelautan 2. Dinas Pekerjaan Umum Pengairan 3. Dinas Pekerjaan Umum Pengairan 4. NGO : WWF and Pokmaswas Stakeholder meeting conducted on 24 Jan 2021 in PT. Delta Guna Sukses (annex 5 page 79) Attendance list of Focused Group Discussion (FGD) in 23 January 2018 and 14 February 2018 (annex 4, page 77)
10.8	2. Risk analysis: actual (past and present) impacts of the current farms, or potential impacts of the intended farm or expansion of existing farm and at least two alternatives (one of these is the "no farm or no expansion" scenario). Concepts to cover include:	Yes	Reviewed of BEIA report page 50 in April 2018, consultant analysed farm with 2 scenario : a.Scenario 1,PT. DGS operated in the village of Mayangan since 1987 and now (in 2018) manages intensive vannamei shrimp ponds (with farm scenario). b Scenario 2, PT. DGS did not operate in the village of Mayanga, the community continues to manage their fishpond land traditionally and there has been no fundamental change since 1987 (no farm scenario).
10.9	(a) The type of farming, possible alternatives and a summary of activities likely to affect biodiversity.	Yes	Reviewed of BEIA report page 55 in April 2018, it mentioned Agreement on Adaptation of Aquaculture Activities such mangrove restoration for 4 ha, company should prohibit wildlife hunting activities in the Conservation Block and enrich its ecosystem by planting Rhizophora mangroves on the edge of the embankment around the Conservation Block with a distance of 2 - 3 meters.
10.10	(b) An analysis of opportunities and constraints for biodiversity (include "no net biodiversity loss" or "biodiversity restoration" alternatives).	Yes	Reviewed of BEIA report page 51 in April 2018, it mentioned : a. Without the operation of PT DGS, natural wetlands (brackish water swamps) will continue to decline due to the decreasing supply of tidal sea water due to blockage of the Kalimas flood canal. This has become a barrier for lands that were previously brackish water swamps to maintain their quality as habitats for brackish water flora and fauna. On the other hand, the brackish swamp wetlands will turn out to be fresher and trigger the drying of the swamps into agricultural areas, as is currently happening in some places. This process will be irreversible so that the flora and fauna of the wetland will be marginalized and increasingly disappear. b. The existence of PT DGS will help provide sea water supply for the brackish swamp waters around PT. DGS. This will provide an opportunity for the flora and fauna of the wetlands to survive around PT. DGS. Furthermore, PT DGS' active efforts to restore mangroves and build Conservation Blocks will improve mangrove conditions while providing shelter for wildlife. Intervention PT. The DGS causes the condition of flora such as mangroves and fauna of brackish swamp wetlands such as beavers to be predicted to be better with the presence of PT. DGS.
10.11	(c) Expected biophysical changes (in soil, water, air, flora and fauna) resulting from proposed or existing activities or induced by any socioeconomic changes.	Yes	Reviewed of BEIA report page 52 in April 2018, it mentioned results of field observations and consultations with the community and government through FGDs and individual interviews show that the presence of PT DGS in the late 1990s generally had a positive impact on the social conditions of the community.
10.12	(d) Spatial and temporal scale of influence, identifying effects on connectivity between ecosystems, and potential cumulative effects.	Yes	Reviewed of BEIA report page 18 in April 2018, it mentioned Both traditional and semi-intensive ponds detected on satellite images in 1989 and 1997 indicate that the brackish swamp wetlands had been converted to ponds before May 1999.
10.13	(e) Available information on baseline conditions and any anticipated trends in biodiversity in the absence of the proposal.	Yes	Reviewed of BEIA report page 20 in April 2018, it mentioned Farm operate must also consider the existence of Critical Habitats for Protected Species.
10.14	(f) Likely biodiversity impacts associated with the proposal or current operations in terms of composition, structure and function of surrounding ecosystems	Yes	Reviewed of BEIA report page 19 in April 2018, PT. DGS which is the study of B-EIA, about 38.61 ha (70%) of its area is a natural wetland.
10.15	(g) Biodiversity services and values identified in consultation with stakeholders and anticipated magnitude, direction and timeline of changes in these (highlight any irreversible impacts).	Yes	Reviewed of BEIA report page 36 in April 2018, stakeholder listed were : 1. Dinas Perikanan dan Kelautan 2. Dinas Pekerjaan Umum Pengairan 3. Dinas Pekerjaan Umum Pengairan 4. NGO : WWF and Pokmaswas Stakeholder meeting conducted on 24 Jan 2021 in PT. Delta Guna Sukses (annex 5 page 79) Attendance list of Focused Group Discussion (FGD) in 23 January 2018 and 14 February 2018 (annex 4, page 77)
10.16	(h) Possible measures to avoid, minimize or compensate for significant biodiversity damage or loss, making reference to any legal requirements. Information required to support decision making and summary of important gaps.	Yes	Reviewed of BEIA report page 19 in April 2018, it mentioned PT. DGS is obliged to protect and rehabilitate an ecosystem of 4 ha
10.17	(j) Proposed IA methodology and timescale.	Yes	Reviewed of BEIA report page 3 in April 2018, Direct observations were made on B-EIA and p-SIA activities to see and know firsthand the state of aquaculture biodiversity and socio-economic conditions of the surrounding community and employees of PT. DGS. Direct observation was carried out on 23 – 27 January 2018 and 13-15 February 2018
10.18	3. Impact statement is available and contains all of the requirements listed above along with a clear indication of authors and affiliations.	Yes	Reviewed of BEIA report page 60 in April 2018, it mentioned Terms of Reference for Cooperation between PFF Indonesia and PT Mega Marine Pride, Pasuruan for the following activities "Study of B-EIA and p-SIA of Shrimp Pond PT. Delta Guna Sukses, Jember, East Java"
10.19	4. Review process, reviewers (decision makers), and decisions clearly documented.	Yes	BEIA Report reviewed by DR Onrizal from Sumarera Utara University in March 2018 (Annex 16, page 107)
10.20	5. Clear understanding as to how options for mitigation and offsetting were determined and how avoidance actions were prioritized over compensation	Yes	Reviewed of BEIA report page 55 in April 2018, it mentioned Agreement on Adaptation of Aquaculture Activities such mangrove restoration for 4 ha, company should prohibit wildlife hunting activities in the Conservation Block and enrich its ecosystem by planting Rhizophora mangroves on the edge of the embankment around the Conservation Block with a distance of 2 - 3 meters.
10.21	6. Names, affiliations and experience of the reviewing specialist are documented and clear understanding of how affected groups were involved and how balanced consideration was given to conservation vs. development goals in the peer review.	Yes	Author of BEIA (page 63) 1. Mr Ragil Satrio G. Major: Forestry. 10 years experiences in biodiversity, coastal ecosystem restoration (Master of NAtural resources and Env. management) 3. M. Ilman, major: Marine Science and Env. science, 20 years experiences in coastal aquaculture, ocean management etc (Master of Coastal resources MAnagement and PhD Earth and Env. Science) 4. Muhammad Ziaul Haq, major: Master's Degree (2006), Coastal and Marine Resources Management, Bogor Agricultural University (IPB) Indonesia. More than 15 years in leading design and management of projects related to coastal zone management, sustainable fisheries, marine protected area, policy advocacy and economic valuation of natural resources, and social impact assessment. I also have extensive experience in participatory rural appraisal, participatory mapping, remote sensing and GIS, and private sector partnership
10.22	7. Clear articulation of a biodiversity management system including targets and monitoring strategies for mitigation.	Yes	Reviewed of BEIA report page 55 in April 2018, it mentioned Agreement on Adaptation of Aquaculture Activities such mangrove restoration for 4 ha, company should prohibit wildlife hunting activities in the Conservation Block and enrich its ecosystem by planting Rhizophora mangroves on the edge of the embankment around the Conservation Block with a distance of 2 - 3 meters.

Participatory Social Impact Assessment

	p-SIA checklist	Validated by auditor?	Notes
10.23	1. Quality of the p-SIA process (e.g., is it participatory and transparent).	Yes	The p-SIA process is participatory and transparent, it was reflected on the forum group discussion (FGD) has been initiated by the facility on 6 September 2021. / *Proses p-SIA bersifat partisipatif dan transparan, hal ini tercermin pada forum group discussion (FGD) yang telah digagas oleh perusahaan pada 6 September 2021.*
10.24	(a) The intent to conduct a p-SIA is locally publicly communicated with sufficient time for interested parties to participate and/or get informed	Yes	The p-SIA is locally publicly communicated on 6 September 2021 / *P-SIA dikomunikasikan secara lokal pada 6 September 2021.*
10.25	(b) In listing stakeholders, in making impact descriptions, and in preparation of a final p-SIA report-document meetings with the listed stakeholders (or by stakeholders chosen representatives) have taken place.	Yes	It is verified by checking p-SIA report, chapter III "Pemangku Kepentingan" page 17 and compared to FGD attendance list and minutes of meeting it was found that the listing stakeholder is meeting with the listed stakeholders have taken place. / *Hal ini diverifikasi dengan memeriksa laporan p-SIA, bab 3 "Pemangku Kepentingan" halaman 17 dan dibandingkan dengan daftar hadir FGD serta notulen rapat ditemukan bahwa daftar pemangku kepentingan sedang melakukan pertemuan dengan pemangku kepentingan yang terdaftar.*
10.26	(c) These meetings have been minuted and these records are attached to the final report; names and contact details of participating stakeholders are included.	Yes	Verified by checking the FGD minutes of Meeting records and attendance list on 6 September 2021. / *Diverifikasi dengan memeriksa catatan rapat FGD dan daftar hadir pada 6 September 2021. Salinan laporan tersebut dibagikan kepada Pemerintah*
10.27	(d) Evidence is provided that draft and final p-SIA reports have been submitted to a local government representative and, if stakeholders so desire, to a (by stakeholders chosen) legally registered civil organization.	Yes	Based on management statement, the facility already submitted the final draft of p-SIA report to local government and other stakeholders; however, the receipt document was not written what document submitted and whev the document receipt by the stakeholders / *Berdasarkan pernyataan manajemen, perusahaan telah menyerahkan draft akhir laporan p-SIA kepada pemerintah daerah dan pemangku kepentingan lainnya; namun dalam dokumen penerimaan tidak tertulis dokumen apa yang diserahkan dan kapan dokumen tersebut diterima oleh pemangku kepentingan*
10.28	(e) B-EIA done and completed according to guidance in the ASC standards (appropriate accreditation and consultation).	Yes	The B-EIA report has been reviewed by Dr. Onrizal (Sumatera Utara University) on March 2018 (evidence presented at annex 16 of BEIA report). / *Laporan B-EIA telah direview oleh Dr. Onrizal (Universitas Sumatera Utara) pada Maret 2018 (bukti disajikan pada lampiran 16 laporan BEIA.*
10.29	2. The risks and actual (past and present) impacts of the current or intended farm and at least two alternatives (one of these is the "no farm or no expansion" scenario). Concepts to cover include:	Yes	It is verified by checking BEIA and p-SIA report, chapter 10 "Prediksi Kondisi Keanekaragaman Hayati dan Sosial " page 50, the report has identified the risk and actual,such as no farm scenario. / *Hal tersebut diverifikasi dengan memeriksa laporan BEIA dan p-SIA bab 10 "Prediksi Kondisi Keanekaragaman Hayati dan Sosial" halaman 50, laporan tersebut telah mengidentifikasi risiko dan aktual, seperti skenario tidak ada farm.)*
10.30	(a) Economic aspects (influence on employment opportunities, influence on other livelihoods in community).	Yes	It is verified by checking p-SIA report, chapter 5 "Kajian Mendalam tentang Dampak Penting" sub-chapter "Aspek Ekonomi" page 17 it was found that the report has covered economic aspects on the community. / *Hal ini diverifikasi dengan memeriksa laporan p-SIA bab 5 "Kajian Mendalam tentang Dampak Penting" subbab "Aspek Ekonomi" halaman 17 ditemukan bahwa laporan tersebut telah mencakup aspek ekonomi masyarakat.*
10.31	(b) Natural resource access and use (land and water tenure, influence on quality and availability of natural resources including water).	Yes	It is verified by checking p-SIA report, chapter 5 "Kajian Mendalam tentang Dampak Penting" sub-chapter "Akses dan Penggunaan Sumberdaya Alam" page 18, it was found that the report has covered natural resource access and use. / *Hal ini diverifikasi dengan memeriksa laporan p-SIA, bab 6 "5 "Kajian Mendalam tentang Dampak Penting" subbab "Akses dan Penggunaan Sumberdaya Alam" halaman 18 ditemukan bahwa laporan tersebut mencakup akses dan penggunaan sumber daya alam.*
10.32	(c) Human assets (food security, health and safety, education, indigenous knowledge).	Yes	It is verified by checking p-SIA report, chapter 5 "Kajian Mendalam tentang Dampak Penting" sub-chapter "Aspek Sumberdaya Manusia" page 19 it was found that the report has covered human assests (human resources) on the community. / Hal ini diverifikasi dengan memeriksa laporan p-SIA, bab 5 "Kajian Mendalam tentang Dampak Penting" sub-chapter "Aspek Sumberdaya Manusia" halaman 19 ditemukan bahwa laporan tersebut telah mencakup kekayaan manusia (sumber daya manusia) pada masyarakat.
10.33	(d) Physical infrastructure (access to roads, electricity, telephone, housing, waste disposal systems).	Yes	It is verified by checking p-SIA report, chapter 5 "Kajian Mendalam tentang Dampak Penting" sub-chapter "Infrastruktur Fisik" page 20 it was found that the report has covered Physical infrastructure on the community. / *Hal ini diverifikasi dengan memeriksa laporanp-SIA, 5 "Kajian Mendalam tentang Dampak Penting" subbab "Infrastruktur Fisik" halaman 20 ditemukan bahwa laporan tersebut telah mencakup infrastruktur fisik pada masyarakat.*
10.34	(e) Social and cultural aspects (indigenous/traditional/customary rights and beliefs, social exclusion/inclusion, gender equity, changes in age composition of the community, local informal institutions and organizations).	Yes	It is verified by checking p-SIA report, chapter 5 "Kajian Mendalam tentang Dampak Penting" sub-chapter "Aspek Sosial dan Budaya" page 21, it was found that the report has covered Social and cultural aspects. / *Hal ini diverifikasi dengan memeriksa laporan p-SIA bab 5 "Kajian Mendalam tentang Dampak Penting" subbab "Aspek Sosial dan Budaya" halaman 21 ditemukan bahwa laporan tersebut telah mencakup aspek Sosial dan budaya.*
10.35	(f) Governance aspects (influence of aquaculture on norms, taboos, regulations, laws, conflict management and whether these changes add up to more or less transparency, accountability and participation in decision making).	Yes	The detailed governance aspect is available in the whole BEIA and p-SIA report. / *Aspek tata kelola yang rinci tersedia di seluruh laporan BEIA dan p-SIA.*
10.36	3. Research and report probable impacts that are likely to be most important. In doing this, it is important to arrange meetings with stakeholders to let them prioritize and to let them express how they assess/view/feel, identify both positive and negative risks and impacts.	Yes	Verified by checking the FGD minutes of Meeting records and attendance list on 6 September 2021. / *Diverifikasi dengan memeriksa catatan rapat FGD dan daftar hadir pada 6 September 2021.*
10.37	4. Do deeper investigations into priority impacts with a focus on the question: "What changes will lead to if they indeed come about?" These include:	Yes	It is verified by checking p-SIA report, chapter chapter 5 "Kajian Mendalam tentang Dampak Penting" page 17 it was found that the report implement deeper investigation into priority impact on biodiversity and social community. / *Hal tersebut dibuktikan dengan memeriksa laporan p-SIA bab 5 "Kajian Mendalam tentang Dampak Penting" halaman 17 ditemukan bahwa laporan tersebut melaksanakan investigasi yang lebih dalam terhadap dampak prioritas terhadap keanekaragaman hayati dan sosial kemasyarakatan.*
10.38	(a) Physical effects to man-made and natural structures and processes.	Yes	It is verified by checking p-SIA report, chapter 5 "Kajian Mendalam tentang Dampak Penting" page 17 it was found that the report implement deeper investigation into priority impact on biodiversity and social community. / *Diverifikasi dengan memeriksa laporan p-SIA, bab 5 "Kajian Mendalam tentang Dampak Penting" halaman 17 ditemukan bahwa laporan tersebut melakukan penyelidikan lebih dalam terhadap dampak prioritas terhadap keanekaragaman hayati dan sosial masyarakat.*
10.39	(b) Likely adaptations and the social and economic effects of making such adaptations.	Yes	It is verified by checking p-SIA report, chapter 5 "Kajian Mendalam tentang Dampak Penting" page 17 and chapter 6 "Prediksi Dampak Sosial di Masa Datang" page 23, it was found that the report implement deeper investigation into priority impact on biodiversity and social community. / *Hal tersebut dibuktikan dengan memeriksa laporan p-SIA bab 5 "Kajian Mendalam tentang Dampak Penting" halaman 17 dan bab 6 "Prediksi Dampak Sosial di Masa Datang" halaman 23, ditemukan bahwa laporan tersebut melaksanakan investigasi yang lebih dalam terhadap dampak prioritas terhadap keanekaragaman hayati dan sosial kemasyarakatan.*
10.40	(c) How these effects and indirect effects would compare to having no intervention.	Yes	It is verified by checking p-SIA report, chapter 5 "Kajian Mendalam tentang Dampak Penting" page 17 and chapter 6 "Prediksi Dampak Sosial di Masa Datang" page 23, it was found that the report implement deeper investigation into priority impact on biodiversity and social community. / *Hal tersebut dibuktikan dengan memeriksa laporan p-SIA bab 5 "Kajian Mendalam tentang Dampak Penting" halaman 17 dan bab 6 "Prediksi Dampak Sosial di Masa Datang" halaman 23, ditemukan bahwa laporan tersebut melaksanakan investigasi yang lebih dalam terhadap dampak prioritas terhadap keanekaragaman hayati dan sosial kemasyarakatan.*
10.41	(d) How effects may or might be cumulative.	Yes	It is verified by checking BEIA and p-SIA report, chapter 5 "Kajian Mendalam tentang Dampak Penting" page 17 and chapter 6 "Prediksi Dampak Sosial di Masa Datang" page 23, it was found that the report implement deeper investigation into priority impact on biodiversity and social community, including its cummulative effect. / *Hal tersebut diverifikasi dengan memeriksa laporan p-SIA bab 5 "Kajian Mendalam tentang Dampak Penting" halaman 17 and bab 6 "Prediksi Dampak Sosial di Masa Datang" halaman 23, ditemukan bahwa laporan tersebut melaksanakan investigasi yang lebih mendalam terhadap dampak prioritas terhadap keanekaragaman hayati dan sosial kemasyarakatan, termasuk dampak kumulatifnya.*
10.42	5. Make recommendations to maximize the positive and minimize the negative, with consideration to compensation options for those lands and people impacted. Also include recommendations on how to avoid these issues with the intended farm or farm development.	Yes	It is verified by checking p-SIA report, chapter 8 "Rekomendasi dan Kesepakatan" page 25 it was found that the report has a summary with recommendations and conclusions. / *Terbukti dengan memeriksa laporan p-SIA, bab 8 "Rekomendasi dan Kesepakatan" halaman 25 diketahui bahwa laporan tersebut memiliki ringkasan dengan rekomendasi dan kesimpulan.*
10.43	6. Propose a mitigation plan assuming the farm development will take place or continue (in an adapted form if that seems appropriate). Include a "closure and reclamation plan" explaining how repair or restoration will take place after farm closure or bankruptcy.	Yes	It is verified by checking p-SIA report, chapter 8 "Rekomendasi dan Kesepakatan" page 25 it was found that the report has a summary with recommendations and conclusions. / *Terbukti dengan memeriksa laporan p-SIA, bab 8 "Rekomendasi dan Kesepakatan" halaman 25 diketahui bahwa laporan tersebut memiliki ringkasan dengan rekomendasi dan kesimpulan.*
10.44	7. Develop and approve with all stakeholders a monitoring plan and indicators on both positive and negative risks and impacts (make use of FGD and/or PRA methodologies in this step).	Yes	Verified by checking the FGD minutes of Meeting records and attendance list on 6 September 2021. / *Diverifikasi dengan memeriksa catatan rapat FGD dan daftar hadir pada 6 September 2021.*
10.45	8. A summary with recommendations and conclusions is made available to all involved in the process and, through local public notices, made accessible to all members of the local community.	Yes	It is verified by checking p-SIA report, chapter 8 "Rekomendasi dan Kesepakatan" page 25 it was found that the report has a summary with recommendations and conclusions. / *Terbukti dengan memeriksa laporan p-SIA, bab 8 "Kesepakatan adaptasi kegiatan pertambakan" halaman 25 diketahui bahwa laporan tersebut memiliki ringkasan dengan rekomendasi dan kesimpulan.*

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Corresponds to ASC Shrimp standard version 1.1

													Proposed by UoC and accepted by CAB	Proposed by UoC and accepted by CAB	Proposed by UoC and accepted by CAB				
Indicator Number	Indicator Text	Audit Evidence	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
1.1.1	**Indicator:** Compliance with local and national laws or regulation **Requirement:** Proofs of permits or other relevant documentation available for applicable regulations **Applicability:** All	1. Building Permit (IMB) No.503.647/30/436/1990 issued on 1990 by Bupati Kepala Daerah tingkat II Jember, validity lifetime. 2. Permit for Use of Irrigated Land (SIPTP) No: 105/05.01/35/35/2021 issued on 17 November 2021 by One-stop integrated service and investment office - East Java. 3. Permit to take and use surface water (SIPA) No. 27/05.02/02/IV/2021 issued on 27 July 2021 till 26 July 2024 by One-stop integrated service and investment office - East Java. 4. Land certificate No. 12.34.00.00.2.09022 issued on 5 May 2019 total area 285,420 m2 issued by National Land Agency (BPN). 5. Land certificate No. 12.34.00.00.2.09024 issued on 5 May 2019 total area 249,125 m2 issued by National Land Agency (BPN). 6. Property taxes NOP 35.09.020.001.001-0179.0 issued on 01 Mar 2021 and paid on 20 Aug 2021. 7. Aquaculture business license No. 503/A.1/0001.SIUP.P1/35.09.325/2020 issued on 19 Feb 2020 by Jember Government. 8. Tax no (NPWP) No. 01.718.507.5-651.000 9. Business ID number (NIB) No. 8120202611037 rev 03 issued on 19 March 2020 by Capital Investment Coordinating Board (BKPM) 10. Liquid Waste Disposal Permit (IPLC) No. 660.1/2090/35.09.319/2018 issued on 26 July 2018 till 25 Jul 2023 by Environment Departement - Jember. 11. Permit for temporary storage of hazardous and toxic waste No. 660/2091/35.09.319/2018 issued on 26 Jul 2018 till 25 Jul 2023 by Environment Departement - Jember. 12. Environment permit No. 503/A.1/8/IL/0059/35.09325/2019 issued on 26 Nov 2019 by Capital Investment Coordinating Board (BKPM) 13. Location Permit No.812020251037 issued on 13 Dec 2018 by Indonesia Government. 14. Environment report Semester II/2020 received by Environment Departement - Jember on 12 Aug 2021. 15. Environment report Semester I/2021 received by Environment Departement - Jember on 12 Aug 2021. 16. Electricity #516080655758-1221 paid on 10 Dec 2021. 17. Good Aquaculture Practice Certificate IKD-CBOB-JI-P-005409 issued on 3 Aug 2020 till 3 Aug 2024 by Ministry of Marine Affair and Fisheries. 18. Commissioning Certificate of generator H538.2018 issued on 5 sept 2018 valid till 5 sep 2023.	Compliant	Farm provided national and local legality during audit.		30-Mar-00													
1.1.2	**Indicator:** Transparency on legal compliance **Requirement:** Government-issued operational permits and licenses are publicly available one month after request **Applicability:** All	Observed during site tour, farm put land certificate, and aquaculture business permit (NIB) in security post. Verified by interview and reviewed of document, there were 2 government institution request farm legal in 2021 and farm provided the document as requested. 1. Regent of Jember requested farm legality and the document provided by farm on 26 Sep 2021 2. Ministry of Marine Affair and Fisheries requested farm legality and the document provided by farm on 12 March 2021	Compliant			30-Mar-00													
2.1.1	**Indicator:** Farm owners shall commission a participatory B-EIA and disseminate results and outcomes openly in locally appropriate language. The B-EIA process and document must follow the outline in Appendix I of the Shrimp standard v.1.1 **Requirement:** Report available and complies to B-EIA Appendix I of the Shrimp standard v.1.1 process **Applicability:** All	BEIA report created by Muhammad Ilman in April 2018. Muhammad Ilman have 20 years of first-hand experiences in designing and managing various complex international collaboration related to coastal and marine management in Indonesia and Timor-Leste, and in some cases closely linked with activities implemented in Australia and Asian countries. Consultant conducted FGD to stakeholder on 24 Jan 2018 and 16 Februari 2018. BEIA Report distributed to stakeholder on 25 Mar 2018 and trained to workers on 24 Jan 2018.	Compliant			30-Mar-00													
2.2.1	**Indicator:** Allowance for siting in Protected Areas (PAs) (1) **Requirement:** None, except within PAs with IUCN category V if the farming system is regarded as traditional land use (2), or category VI if the farm was built legally prior to the designation of the PA and in both cases is in compliance with the management objectives and plan of the PA, and shrimp farming is no more than 25% of the total PA area (3) **Applicability:** All	Farm located in Sumberrejo, Mayangan, Gumuk Mas, Jember Regency, East Java 68165 and GPS 8°22'46.7"S 113°24'16.8"E. Verified by browser in https://www.protectedplanet.net/country/IDN on 15 Dec 2021, farm did not locate on Protected Area. The closest Protected area are Barung Island and Meru Betiri National Park.	Compliant			30-Mar-00													
2.2.2	**Indicator:** Allowance for siting in mangrove ecosystems (4) and other natural wetlands (5), or areas of ecological importance as determined by the B-EIA or national/state/local authority plans/list **Requirement:** None for farms built (with or without permits) after May 1999, except for pumping stations and inlet/outlet canals provided they have been permitted by authorities and an equivalent area is rehabilitated. (6) as compensation. For farms built or permitted before May 1999, farmers are required to compensate/offset impacts via rehabilitation as determined by the B-EIA, or the national/state/local authority plans/list, or 50% of the affected ecosystem (whichever is greater). (7) **Applicability:** All	PT. DGS started operations at its current work location (Desa Mayangan) around 1987. The total land area is 55.15 ha and the area which natural wetland was 38.61 ha (70%). Farm shall conduct mangrove restoration 19.31 ha. Reviewed of BEIA Report page 19 issued in April 2018, it mentioned Wetland protection efforts include planting mangroves that have been carried out by PT. DGS since 2008 of at least 5.84 ha (~6 ha) can be accounted for to reduce the liability for conservation of natural wetlands. In addition, PT. DGS has also allocated part of its area which is an inactive pond to become a Conservation Block covering an area of 9.5 ha. the results of the analysis of the fulfillment of natural wetland conservation criteria, it can be concluded that PT. DGS is obligated to protect and rehabilitate an ecosystem of 4 ha which can be done on the coast of the turtle landing site. Reviewed of statement letter from DR Muhammad Ilman on 16 Dec 2021, restoration location can be other location which suitable restoration for mangrove and seashore vegetation. It's optional the location in sea turtle landing site. Reviewed of mangrove restoration record, farm plant mangrove in 3.66 ha of pine shrimp (Casuarina equisetifolia) and Rhizopora from 2018 - 2020 (10,200 pcs, mortality 19 pcs). Farm conducted mangrove restoration within total area 22.66 ha since 2008 till 2021.	Compliant			30-Mar-00													
2.3.1	**Indicator:** Allowance for siting farms (8) in critical habitats of endangered species (9) as defined by the IUCN Red List, national listing processes (10) or other official lists (11) **Requirement:** None **Applicability:** All	Farm located in Sumberrejo, Mayangan, Gumuk Mas, Jember Regency, East Java 68165 and GPS 8°22'46.7"S 113°24'16.8"E. Verified by browser in http://www.zeroextinction.org/, farm doesn't located in critical habitat of endangered species as defined by the IUCN Redlist. Reviewed of BEIA Report issued in April 2018 there were 31 bird species of which 12 bird species were protected and 19 species were not protected under Indonesia Government Regulation No. 7/1999 on the Preservation of Species and Animals. Twenty-nine (29) species of birds were found to have a conservation status of low risk (Least Concern) and 1 species has the status of Vulnerable, 1 species has the status of Near Threatened based on the International Union for Conservation of Nature (IUCN) Red List. Locations around the coast are also a stopover for migrating shorebirds.	Compliant			30-Mar-00													
2.3.2	**Indicator:** Maintain habitats critical for endangered species within farm boundaries and implement protection measures of such areas **Requirement:** Implement protection measures of habitats identified by the B-EIA process (12) **Applicability:** All	Reviewed of BEIA Report issued in April 2018 there were 31 bird species of which 12 bird species were protected and 19 species were not protected under Indonesia Government Regulation No. 7/1999 on the Preservation of Species and Animals. Twenty-nine (29) species of birds were found to have a conservation status of low risk (Least Concern) and 1 species has the status of Vulnerable, 1 species has the status of Near Threatened based on the International Union for Conservation of Nature (IUCN) Red List. Locations around the coast are also a stopover for migrating shorebirds. Observed during site visit, there were list of endangered species published put in each of pond entry gate (front of security post). Verified by interview, worker does not disturb the birds and animals which under conservation, crossing the pond area.	Compliant			30-Mar-00													
2.4.1	**Indicator:** Coastal barriers: Minimum permanent barrier (or natural) between farm and marine environments (13) **Requirement:** As defined in legislation at the time of construction, or as determined by the B-EIA, or following the indications in the Guidance below, whichever is greater **Applicability:** All	Farm located in Sumberrejo, Mayangan, Gumuk Mas, Jember Regency, East Java 68165 and GPS 8°22'46.7"S 113°24'16.8"E. Verified by google earth, distance pond to seashore approximately 300 m and there were main road for local community, delta / river, mangrove.	Compliant			30-Mar-00													
2.4.2	**Indicator:** Riparian buffers: Minimum width of permanent native and natural vegetation between farms and natural aquatic/brackish environments **Requirement:** As defined in national legislation at the time of construction, or as determined is necessary by the B-EIA, or following the indications given in the Guidance below, whichever is greater **Applicability:** All	Farm located in Sumberrejo, Mayangan, Gumuk Mas, Jember Regency, East Java 68165 and GPS 8°22'46.7"S 113°24'16.8"E. Verified by google earth, Barrier wide was 25 m. Conditions of barrier were road and natural vegetation BEIA Report state "Based on the results of in-depth interviews with the community, FGDs, combined with studies of satellite imagery, it can be concluded that the canals surrounding the west, south, and east sides of the B-EIA and pSIA study sites fall into the category of "artificial canals or natural waterways that have undergone considerable manpower" - made modification" in the Shrimp Aquaculture Dialogue (2014). PT. DGS is obliged to continue efforts to protect and restore mangroves along the banks of the canal but is not required to establish a buffer zone of 30-100 meters wide as required in the case of natural rivers. The current condition of dyke is also adequate to protect the ponds from the highest incidence of flooding due to rains since the late 1980s, more than 25 years ago, as required by the ASC criteria. Flood events that exceeded the capacity of the embankment only occurred during the 1994 Banyuwangi tsunami. The flood cycle due to the tsunami is a cycle of hundreds of years (or more), cannot be known with certainty, and does not fall into the category that must be addressed in the ASC. Observed during site tour, dyke high is 0.5 m, concrete fence around the pond and height of 3 m. Verified of tidal record for 25 years, the highest tidal approx 2.9 m	Compliant			30-Mar-00													
2.4.3	**Indicator:** Corridors: Minimum width of permanent native and natural vegetation through farms to provide human or native wildlife movement across agricultural landscapes **Requirement:** As defined in national legislation at the time of construction, or as determined necessary for wildlife by the B-EIA, or as issues identified during B-EIA/p-SIA. Needs for wildlife movement identified during B-EIA **Applicability:** All	A. Consulting legislation applicable at the time of construction, B-EIA report and P-SIA report, verify that the width and status (by direct observation) of the corridors (if any) is adequate. It is appropriate that issues of "corridors" within farm boundaries be discussed in periodic town meetings. Map available: yes Area or number of corridor sites: 1 Corridor vegetation type:	Compliant			30-Mar-00													
2.5.1	**Indicator:** Allowance for discharging saline water to natural freshwater bodies (14) **Requirement:** None **Applicability:** Farms located in or connected to natural freshwater bodies	N/A. there were no freshwater bodies in near farm. the canal. Salinity in the canal is affected by tides from the sea. Location of man-made canal : 8°22'42.4"S 113°23'59.8"E Salinity in canal = 2 ppt (8°22'46.6"S 113°24'03.2"E) Salinity in outlet effluent water gate = 1 ppt (8°22'38.8"S 113°24'01.3"E) salinity in effluent water = 27 ppt (8°22'38.6"S 113°24'01.4"E)	N/A			30-Mar-00													
2.5.2	**Indicator:** Allowance for the use of fresh groundwater in ponds **Requirement:** None **Applicability:** All	N/A. there were no use freshwater for shrimp pond activity.	N/A			30-Mar-00													
2.5.3	**Indicator:** Water specific conductance or chloride concentration in freshwater wells used by the farm or located on adjacent properties (15) **Requirement:** For all freshwater wells (identified prior to full assessment), specific conductance may not exceed 1,500 μS/cm and/or chloride concentration may not exceed 300 mg/L (16) **Applicability:** All well water. This criteria applies only to well water and does not apply to surface water. Farms located near freshwater wells or abstracting freshwater from the ground	Number of fresh water wells: 1 First audit : 19 October 2018 Initial value: 133 μS/cm Sampling date: 19 October 2018 Period : Jan - Dec 2021 Minimum : 128 maximum : 147 average : 138,625 μS/cm Auditor supervises measurement : 158 μS/cm GPS Location : Reviewed of BEIA Report issued in April 2018, the location of PT DGS which is surrounded by canals and traditional ponds, which is in a tidal brackish swamp area (salty water) causes the salinity/conductivity of the soil and water around the pond to be high when sea water is high tide.	Compliant			30-Mar-00													
2.5.4	**Indicator:** Soil-specific conductance or chloride concentration in adjacent land ecosystems and agricultural fields (17, 18) **Requirement:** Do not increase when compared to the first year of monitoring **Applicability:** All farms	Number of sampling stations: 2 Map available: yes Sampling frequency: every month Initial value: 0,03 mS/cm average Jan-Dec 2021 values: 0,0017 mS/cm Auditor supervises measurement = 0,02 mS/cm GPS Location : 8°22'30.7"S 113°24'11.8"E Reviewed of BEIA Report issued in April 2018, the location of PT DGS which is surrounded by canals and traditional ponds, which is in a tidal brackish swamp area (salty water) causes the salinity/conductivity of the soil and water around the pond to be high when sea water is high tide.	Compliant			30-Mar-00													
2.5.5	**Indicator:** Specific conductance or chloride concentration of sediment prior to disposal outside the farm **Requirement:** The specific conductance or chloride concentration values must not exceed those of the soil in the disposal area (19) **Applicability:** All farms	N/A. Farm did not sediment to disposal outside the farm. The location of sediment disposal in the farm is 8°22'38.3"S 113°24'06.0"E	N/A			30-Mar-00													
3.1.1	**Indicator:** Farm owners shall commission or undertake a participatory Social Impact Assessment (p-SIA) (20) and disseminate results and outcomes openly in locally appropriate language. Local government and at least one civil society organization chosen by the community shall have a copy of this document. The p-SIA process and document includes a participatory (shared) impact and risk analysis with surrounding communities and stakeholders (21). The participatory element (community input and response) is visibly included in the report. Outcomes as agreed between farm and surrounding community on how to manage risks and impacts are included in the report. **Requirement:** The p-SIA report adheres to the steps outlined in Appendix of the Shrimp standard v.1.1; is available in the local government, the community and through the chosen community civil organization; and the report lists dates of meetings and names of participants **Applicability:** All	It was noted during p-SIA report in September 2021 and FGD meeting record on 6 September 2021. *(Tercatat saat verifikasi laporan p-SIA pada September 2021 dan laporan rapat FGD pada 6 September 2021.)*	Compliant	a. An update p-SIA Available and up to date (3 years), the report covers ASC shrimp standard Appendix II *(P-SIA terbaru tersedia dan diperbaharui (3 tahun), laporan mencakup standar udang ASC Appendix II)* b. The p-SIA was found commissioned by a professional expert *(BEIA dan p-SIA didirikan atas perintah seorang ahli profesional)*		30-Mar-00													
3.2.1	**Indicator:** Farm owners shall develop and apply a verifiable conflict resolution policy for local communities. The policy shall state how conflicts identified in the p-SIA and new complaints will be tracked transparently, how third party mediation can be part of the process and explain how to respond to all received complaints. Complaint boxes, complaint registers and complaint acknowledgement receipts (in local language)(1) are used **Requirement:** Completed **Applicability:** All	It was noted during document distribution record review, the facility only keep the the receipt document without details of what kind of document distributed and when the stakeholder received. *(Tercatat pada saat peninjauan catatan pendistribusian dokumen, perusahaan hanya menyimpan dokumen tanda terima tanpa perincian jenis dokumen yang didistribusikan dan kapan pemangku kepentingan menerimanya.)*	Minor	The facility did not maintain records of all the people having received copy of the policy and also local NGO or Union and local government. *(Perusahaan tidak menyimpan catatan semua orang yang telah menerima salinan kebijakan dan juga LSM atau Serikat lokal dan pemerintah daerah.)*	17-Dic-21	17-Mar-22		Open					The p-SIA study document has not been distributed to stakeholders due to delays in receiving books from publishers / consultant and late distribution. Sofcopy received on December 09, 2021 Hardcopy received on December 16, 2021 and audit conducted on 16-17 Dec 2021. *Dokumen studi p-SIA belum terdistribusi ke pemangku kepentingan karena keterlambatan penerimaan buku dari penerbit / konsultan dan keterlambatan distribusi.* *Softcopy diterima pada 09 Desember 2021.Hardcopy diterima pada 16 Desember 2021 dan audit dilakukan pada 16-17 Des 2021.*	Distribute p-SIA study documents to stakeholders using document handovers form *Mendistribusikan dokumen studi p-SIA kepada pemangku kepentingan menggunakan formulir serah terima dokumen*	1. Ensure that the p-SIA review document, if it has been received from the publisher, will be directly distributed to the relevant stakeholders. 2. Awareness training for PIC (HR/GA) to distribute the summary of PSIA for stakeholder *1. Memastikan bahwa dokumen review p-SIA, jika sudah diterima dari penerbit, akan langsung didistribusikan kepada pemangku kepentingan terkait.* *2. Pelatihan bagi PIC (HR/GA) untuk mendistribusikan ringkasan PSIA kepada pemangku kepentingan*	**Sosial Auditor :** The proposed root cause, correction, and corrective action are acceptable, waiting for the closure documents to evaluate the improvements that have been made. *Pernyataan akar masalah, koreksi dan tindakan koreksi diterima, namun masih menunggu dokumen penutupan untuk mengevaluasi perbaikan yang sudah dibuat* **Lead Auditor** Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.			

3.2.2	**Indicator:** Areas of conflict (22) or dispute are recorded and shared among farm, local government and surrounding community representatives. At least 50% of the conflicts shall be resolved (23) within one year from the date of being filed, and a total of 75% in the period between two successive audits **Requirement:** Completed **Applicability:** All	It was noted during complaint record 2021 review. / *Tercatat dalam verifikasi catatan keluhan selama 2021.*	Compliant	It was noted during complaint record 2021 review, no complaint was raised by the local government nor local communities, but on 18 January 2021, the local community asked the facility to repair the broken river floodgate. The request accepted by the facility and the repairing process finished in February 2021. *(Tercatat dalam verifikasi catatan keluhan selama 2021, tidak ada keluhan yang disampaikan dari pemerintah setempat maupun warga sekitar, tetapi di tanggal 18 January 2021, warga sekitar meminta perusahaan untuk memperbaiki pintu air sungai yang rusak. Permintaan ini diterima oleh perusahaan dan perbaikan pintu air selesai di February 2021.)*		30-Mar-00													
3.3.1	**Indicator:** Farms shall document evidence of advertising positions to people living within daily traveling distance from the farm before hiring people who cannot travel to and from home on a daily basis (24) **Requirement:** Proof of dated job opening advertisements in surrounding villages, by means of either/or signposts, billboards or ads in local magazines or newspapers **Applicability:** Medium and large scale farms: those who hire more than one permanent worker, non local worker	It was noted during employees demographic distribution review. *(Tercatat dalam verifikasi penyebaran asal karyawan)*	N/A	It was noted during employees demographic distribution review, 90% of employees in the facility are Jember Regency villagers. (*Tercatat dalam verifikasi penyebaran asal karyawan, 90% karyawan adalah warga asli kabupaten Jember.*)		30-Mar-00													
3.3.2	**Indicator:** Justifications for employment of each worker are available, and based on profile and merits (skills, experience or CV in the case of hired migrant worker) **Requirement:** Written and dated records of applications and interviews with applicants, including stating whether they are from an outside community or from the local area. Records must also state reasons for successful or unsuccessful applications. Name and contact details of applicants will make verification possible **Applicability:** Medium and large scale farms: those who hire more than one permanent worker, non local worker	It was noted during document review of hiring procedure dated 4 January 2021 and recruitment form. *(Tercatat dalam verifikasi dokumen prosedur perekrutan tanggal 4 Januari 2021 dan formulir perekrutan karyawan).*	Compliant	a. The facility maintains employee registration which indicate the place of origin for all employees. (*Perusahaan memelihara daftar karyawan juga menunjukkan tempat asal untuk seluruh karyawan.*) b. The facility provides dated records of applications and interviews. *(Perusahaan memberikan catatan tanggal lamaran dan wawancara)* c. The facility provides a written explanation for employing workers outside the local community, in case such skill set and requirement are not available in the local area after consulting with the local govt. *(Perusahaan memberikan penjelasan tertulis untuk mempekerjakan pekerja di luar masyarakat setempat, jika perangkat keterampilan dan persyaratan tersebut tidak tersedia di daerah setempat setelah berkonsultasi dengan pemerintah daerah.)*		30-Mar-00													
3.4.1	**Indicator:** Written contract agreements **Requirement:** The contracts are written in an appropriate language (25), and co-signed copies are kept by both parties **Applicability:** Producers practicing contract farming	No purchase activity from the contracted farmers. The farm is owned by the facility. (*Tidak ada aktivitas pembelian dari petani kontrak. Peternakan dimiliki oleh perusahaan.*)	N/A	No purchase activity from the contracted farmers. The farm is owned by the facility. (*Tidak ada aktivitas pembelian dari petani kontrak. Peternakan dimiliki oleh perusahaan* .)		30-Mar-00													
3.4.2	**Indicator:** Contract provisions **Requirement:** The contracts comply with the Appendix III of the Shrimp standard v.1.1 on content of basic provisions to ensure that conditions of the agreement are mutually understood **Applicability:** Producers practicing contract farming	No purchase activity from the contracted farmers. The farm is owned by the facility. (*Tidak ada aktivitas pembelian dari petani kontrak. Peternakan dimiliki oleh perusahaan* .)	N/A	No purchase activity from the contracted farmers. The farm is owned by the facility. (*Tidak ada aktivitas pembelian dari petani kontrak. Peternakan dimiliki oleh perusahaan* .)		30-Mar-00													
3.4.3	**Indicator:** Transparency and openness of negotiations **Requirement:** Meetings between the purchaser and the contract farmers to discuss and negotiate agreements are held at least twice a year and documented. Meetings are attended by at least three representatives of the farm group or cooperative. All members contributing to the supply contract must sign their agreement to the negotiated terms **Applicability:** Producers practicing contract farming	No purchase activity from the contracted farmers. The farm is owned by the facility. (*Tidak ada aktivitas pembelian dari petani kontrak. Peternakan dimiliki oleh perusahaan.*)	N/A	No purchase activity from the contracted farmers. The farm is owned by the facility. (*Tidak ada aktivitas pembelian dari petani kontrak. Peternakan dimiliki oleh perusahaan.*)		30-Mar-00													
4.1.1.	**Indicator:** Minimum age of hired workers **Requirement:** 18 years of age **Applicability:** All	It was noted during personnel files record and appointment letter review for 15 selected employees, some of employees were hired when they were under 18 years old. Based on personnel files of 15 selected employees, the youngest employees found was 16 years and 9 months old when hired as she/he was born on 29 December 2000 and hired on 20 October 2017. The said employees was already 18 years old in the audit day. The facility already aware about this requirement. Stated on hiring procedure dated 4 January 2021, they only hired employees above 18 years old. *(Tercatat pada saat pendataan berkas kepegawaian dan peninjauan surat penunjukan untuk 15 orang pegawai terpilih, sebagian pegawai direkrut saat berusia di bawah 18 tahun. Berdasarkan berkas kepegawaian dari 15 pegawai terpilih, pegawai termuda yang ditemukan berusia 16 tahun 9 bulan saat diangkat karena lahir pada 29 Desember 2000 dan diangkat pada 20 Oktober 2017. Pegawai tersebut sudah berusia 18 tahun dalam audit. hari. Perusahaan sudah mengetahui tentang persyaratan ini. Disebutkan pada prosedur perekrutan tanggal 4 Januari 2021, mereka hanya mempekerjakan karyawan di atas 18 tahun.)*	Minor	The facility did not ensure that no employee is younger than 18 years old. (*Perusahaan tidak memastikan bahwa tidak ada karyawan yang berusia di bawah 18 tahun.*)	17-Dic-21	17-Mar-22			Open				Lack of understanding and carelessness during the employee recruitment process so that there are employees age are less than 18 years old. *Kurangnya pemahaman dan kecerobohan dalam proses rekrutmen pegawai sehingga ada pegawai yang berusia kurang dari 18 tahun.*	Discuss with management to determine employee recruitment requirements for at least 18 years old. *Berdiskusi dengan manajemen untuk menentukan persyaratan rekrutmen karyawan minimal berusia 18 tahun*	1. Carry out the recruitment process in accordance with the provisions of the labor law and always ensure that the hired employees are at least 18 years old. 2. Create the checklist for recruitment. 3. Awareness training for PIC (HR/GA) to ensure employees age above 18 years old when recruitment process. *1. Melaksanakan proses rekrutmen sesuai dengan ketentuan undang-undang ketenagakerjaan dan selalu memastikan bahwa karyawan yang direkrut berusia minimal 18 tahun* *2. Buat daftar periksa untuk rekrutmen* *3. Pelatihan bagi PIC (HR/GA) untuk memastikan karyawan berusia di atas 18 tahun saat proses rekrutmen.*	**Sosial Auditor :** The proposed root cause, correction, and corrective action are acceptable, waiting for the closure documents to evaluate the improvements that have been made. *Pernyataan akar masalah, koreksi dan tindakan koreksi diterima, namun masih menunggu dokumen penutupan untuk mengevaluasi perbaikan yang sudah dibuat* **Lead Auditor** Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.			
4.2.1	**Indicator:** Right to full final payment and benefits **Requirement:** Employers will not withhold any part of employee salary, property or benefits upon the termination of employment **Applicability:** All	• Company Regulation (*Peraturan Perusahaan*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*) • A total of 45 payslips from 3 random months from period of March 2021, June 2021, and November 2021 (*Total 45 slip gaji dari 3 bulan acak dari periode Maret 2021, Juni 2021, dan November 2021*) • A total of 15 Employee's personnel records (employment contract and application document) (*Sebanyak 15 catatan personalia Karyawan (kontrak kerja dan dokumen lamaran)* • Severance payment record (*Catatan pembayaran uang pisah*)	Compliant	It was noted during severance payment record review, the last severance payment were paid in September 2021. One employees were resigned on 1 September 2021 and hired in August 1998. The payment in accordance with local regulation. (*Tercatat dalam pembayaran uang pisah, pembayaran uang pisah terakhir dibayarkan pada 1 September 2021. 1 karyawan mengundurkan diri pada tanggal 1 September 2021 dan dipekerjakan mulai dari Augustus 1998. Pembayaran uang pisah sudah sesuai dengan peraturan perundang-undangan yang berlaku.*)		30-Mar-00													
4.2.2	**Indicator:** Employees have the right to keep identity documents and work-permits **Requirement:** Hired workers are not required to surrender original identity documents with their employer upon commencing employment **Applicability:** All	• Hiring procedure dated 4 January 2021 (*Prosedur perekrutan tanggal 4 Januari 2021*) • Company regulation (*Peraturan Perusahaan*) • A total of 15 Employee's personnel records (employment contract and application document) (Sebanyak 15 catatan personalia Karyawan (kontrak kerja dan dokumen lamaran) • Severance payment record (*Catatan pembayaran uang pisah*)	Compliant	The facility never kept all workers' original papers and/or documents. (*Perusahaan tidak pernah menahan dokumen asli karyawan.*)		30-Mar-00													
4.2.3	**Indicator:** Hired workers have the freedom of movement outside working hours **Requirement:** Hired workers shall be free to leave the workplace and manage their resting time **Applicability:** All	• Company Regulation (*Peraturan Perusahaan*) • Leave form to go outside the facility area after work named form "Izin Sementara" during 2021. (*Form izin untuk meninggalkan area perusahaan bernama "Izin Sementara" selama 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*)	Compliant	Please refers to NC 4.8.2. The facility gave a freedom to all employees to leave the working site after worked with permission named "Izin Sementara" and they should be back to the site before 00.00. In their day off, they can totally leave the site and come back to the site on their working days. *(Silakan merujuk ke NC 4.8.2. Fasilitas tersebut memberikan kebebasan kepada seluruh karyawan untuk meninggalkan lokasi kerja setelah bekerja dengan izin yang diberi nama "Izin Sementara" dan mereka harus kembali ke lokasi sebelum pukul 00.00. Di hari libur mereka, mereka benar-benar dapat meninggalkan situs dan kembali ke situs pada hari kerja mereka.*)		30-Mar-00													
4.3.1	**Indicator:** Anti-discrimination policy in place, including but not limited to, how to deal with discrimination in the workplace and equal access to all jobs in relation to gender, age, origin (locals vs. migrants), race or religion, and outlining clear and transparent company procedures are to raise/file and respond to discrimination complaints. Clear and transparent company procedures are outlined to raise/file and respond to discrimination complaints **Requirement:** Policy document is available on farm and its content is known by workers. Evidence that the procedures are in place and being used. No complaints from workers as to adherence to it **Applicability:** All	• Policy No. KBJK-DGS-001 on 4 January 2021 (*Kebijakan No. KBJK-DGS-001 tanggal 4 Januari 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*)	Compliant	All employees are entitled to the same wage and training opportunities, and not determine by gender, origin, race, and region. (*Setiap orang berhak mendapatkan upah dan kesempatan untuk pelatihan, hal ini tidak dipengaruhi oleh jenis kelamin, daerah asal, ras, dan agama.*)		30-Mar-00													
4.3.2	**Indicator:** Number of incidences of discrimination **Requirement:** None **Applicability:** All	• Complaint records document titled "Rekap keluhan karyawan during 2021" (*Catatan Keluhan berjudul "Rekap keluhan karyawan dan masyarakat 2021"*) • Interview with 15 selected employees (Wawancara dengan 15 karyawan terpilih)	Compliant	No complaint regarding discrimination were raised during 2021. (*Tidak ada keluhan terkait diskriminasi selama 2021.*)		30-Mar-00													
4.3.3	**Indicator:** Equality of salaries and opportunities. All hired workers, independent of their gender, origin, race or religion, receive equal pay, benefits, promotion opportunities, job security arrangements and training opportunities for equal work at equal role and experience levels within the same hierarchical position **Requirement:** Evidence of equality of salaries and opportunities **Applicability:** All	• Policy No. KBJK-DGS-001 on 4 January 2021 (*Kebijakan No. KBJK-DGS-001 tanggal 4 Januari 2021*) • Company regulation Article 23-25 *(Peraturan Perusahaan Pasal 23-25)*	Compliant	Wage scale is determine by skill and yearsof services. All employees are entitled to the same wage and training opportunities, and not determine by gender, origin, race, and region. (*Besaran Upah ditentukan berdasarkan kemampuan dan masa kerja. Setiap orang berhak mendapatkan upah dan kesempatan untuk pelatihan, hal ini tidak dipengaruhi oleh jenis kelamin, daerah asal, ras, dan agama* .)		30-Mar-00													
4.3.4	**Indicator:** Respect of maternity rights and benefits **Requirement:** Employers shall not test for pregnancy and shall not sanction and/or dismiss on the basis of marital status and shall guarantee legal rights to pregnancy/maternity leave **Applicability:** All	• Company regulation (*Peraturan perusahaan)* • Interview with 15 selected employees (Wawancara dengan 15 karyawan terpilih) • Leave form (*Formulir cuti)*	Compliant	• Three months maternity leaves and full wage, 1.5 months before and after giving birth. (*Cuti hamil 3 bulan dan gaji penuh, 1,5 bulan sebelum dan sesudah melahirkan.*) • No pregnancy test required for employee recruitment. (*Tidak diperlukan tes kehamilan untuk perekrutan karyawan.*) • The facility provides toilet and dormitory for female employees, seperated with male toilet and dormitory. (*Perusahaan menyediakan toilet dan asrama untuk karyawan wanita, terpisah dengan toilet dan asrama pria.)*		30-Mar-00													
4.4.1	**Indicator:** Percentage of workers trained in health and safety practices, procedures and policies relevant to the job. Safety equipment provided and maintained and in use **Requirement:** 100% of workers trained. Certificates of training issued by the relevant competent national or provincial authority or by such an authority-recognized training center are required for operations with more than five employees (26) and evidence that safety equipment is in use by workers **Applicability:** Farms with more than 5 employees	1. It was noted during facility tour with management representative and MSDS review, the facility did not provide suitable PPE in chemical storage for some chemical. The facility only provided regular mask and gloves instead of respitory mask and chemical gloves. 2. It was noted during facility tour with management representative and MSDS review, the facility did not provide proper eyewash station in chemical storage to prevent splashed to eyes. (*1. Dicatat selama tur perusahaan dengan perwakilan manajemen dan tinjauan MSDS, fasilitas tidak menyediakan APD yang sesuai di penyimpanan bahan kimia untuk beberapa bahan kimia. Perusahaan hanya menyediakan masker dan sarung tangan biasa, bukan masker pernapasan dan sarung tangan kimia.* *2. Dicatat selama tur perusahaan dengan perwakilan manajemen dan tinjauan MSDS, perusahaan tidak menyediakan stasiun pencuci mata yang tepat di penyimpanan bahan kimia untuk mencegah percikan ke mata.*)	Major	The facility did not ensure that all workers use safety equipment as applicable. (*Perusahaan tidak memastikan bahwa semua pekerja menggunakan peralatan keselamatan sebagaimana berlaku.*)	17-Dic-21	17-Mar-22			Open				1. Lack of understanding of the use of PPE in chemical storage areas so that it is not in accordance with the chemical MSDS. 2. No eyewash in chemical storage because there has never been an accident that need use eyewash, and lack of understanding regarding the use of eyewash in chemical storage areas *1. Kurangnya pemahaman penggunaan APD di tempat penyimpanan bahan kimia sehingga tidak sesuai dengan MSDS bahan kimia.* *2. Tidak ada pencuci mata di tempat penyimpanan bahan kimia karena tidak pernah terjadi kecelakaan yang memerlukan penggunaan obat pencuci mata, dan kurangnya pemahaman tentang penggunaan obat pencuci mata di tempat penyimpanan bahan kimia*	Manage the PPE needs in the chemical storage warehouse in accordance with the PPE requirements required in the MSDS *Mengelola kebutuhan APD di gudang penyimpanan bahan kimia sesuai dengan persyaratan APD yang dipersyaratkan dalam MSDS*	1. Be more thorough in conducting hazard analysis and identification of safety risks in the working area, especially in the chemical storage area 2. Awareness training for PIC (HR/GA) regarding PPE in chemical storage, HIRA and MSDS. *1. Lebih teliti dalam melakukan analisis bahaya dan identifikasi risiko keselamatan di area kerja, terutama di area penyimpanan bahan kimia* *2. Pelatihan bagi PIC (HR/GA) tentang APD di penyimpanan bahan kimia, HIRA dan MSDS.*	**Sosial Auditor :** The proposed root cause, correction, and corrective action are acceptable, waiting for the closure documents to evaluate the improvements that have been made. *Pernyataan akar masalah, koreksi dan tindakan koreksi diterima, namun masih menunggu dokumen penutupan untuk mengevaluasi perbaikan yang sudah dibuat* **Lead Auditor** Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.			
4.4.2	**Indicator:** Monitoring of accidents and incidents and corrective actions **Requirement:** All job-related accidents and incidents must be recorded and corrective actions must be documented and implemented **Applicability:** All	• Interview with 15 selected employees *(Wawancara dengan 15 karyawan terpilih)* • Accident record during 2021 *(Catatan kecelakaan kerja selama 2021)*	Compliant	No accident happened during 2021. *(Tidak ada kecelakaan kerja yang terjadi di tahun 2021.)*		30-Mar-00													
4.4.3	**Indicator:** Medical expenses coverage **Requirement:** Employer must provide a proof of coverage of all expenses related to any accident/injury occurring under the responsibility of the employer when not covered under national law **Applicability:** All	• Health care security receipt payment for period of December 2021	Compliant	It was noted that the facility already covered 164 employees with health care security which administrated by BPJS Kesehatan. The last BPJS Kesehatan payment for period of December 2021 paid in December 2021. The rest uncovered employees were new employees who will be registered in the next payment period. (*Tercatat bahwa perusahaan telah menjamin 164 karyawan dengan asuransi kesehatan yang dikelola oleh BPJS Kesehatan. Pembayaran BPJS Kesehatan yang terakhir dibayarkan adalah perioder Desember 2021 yang dibayarkan pada Desember 2021. Sisa karyawan yang belum dijaminkan adalah karyawan baru yang akan didaftarkan pada periode selanjutnya.*)		30-Mar-00													
4.5.1	**Indicator:** Minimum wage level as applicable to their specific job/task description **Requirement:** All hired (27) workers, including temporary workers, must receive pay greater than or equal to legally set minimum wage according to country or region in country (whichever applies). Payments must be done: in legal tender, at the workplace or in the worker's bank account, at the frequency specified in the contract, with clearly documented pay slips given to workers, including identification of any deductions, advanced payments and/or agreed contributions **Applicability:** All	It was noted during pay slip record review of 15 selected employees that the facility paid employees under legal minimum wage for period of 2021. Based on payslip record review of 15 selected employees, the lowest wage paid IDR 1,904,400 per months for period of 2021, while based on East Java Governor's Decree No. 188/538/KPTS/013/2020 dated 21 November 2020, legal minimum wage for Jember regency was IDR 2,355,662.91. Based on interview with management representative and 15 selected employees, the facility also provided harvest sharing which will be paid every harvest period, but the facility failed to prove what will they if the harvest sharing was still insufficient to meet the monthly wage shortfall. (*Tercatat selama tinjauan catatan slip gaji dari 15 karyawan terpilih bahwa perusahaan tersebut membayar karyawan di bawah upah minimum resmi untuk periode 2021. Berdasarkan tinjauan catatan slip gaji dari 15 karyawan terpilih, upah terendah yang dibayarkan Rp 1.904.400 per bulan untuk periode 2021, sedangkan berdasarkan Keputusan Gubernur Jawa Timur No. 188/538/KPTS/013/2020 tanggal 21 November 2020, upah minimum yang sah untuk Kabupaten Jember adalah Rp 2.355.662,91. Berdasarkan wawancara dengan perwakilan manajemen dan 15 karyawan terpilih, perusahaan juga menyediakan bagi hasil yang akan dibayarkan setiap periode panen, namun perusahaan gagal membuktikan apa yang akan mereka lakukan jika bagi hasil masih belum mencukupi untuk memenuhi kekurangan upah bulanan.*)	Major	The facility did not pay all employees as legal minimum wage. (*Perusahaan tidak membayar semua karyawan sebagai upah minimum yang sah.*)	17-Dic-21	17-Mar-22			Open				The previous understanding is that the salary given to employees if calculated individually is indeed below the minimum wages of Jember, the previous salary calculation is accumulated a year with bonuses and averaged so that it gets the average salary of the minimum wages of Jember Pemahaman *sebelumnya adalah bahwa gaji yang diberikan kepada karyawan jika dihitung secara individu memang di bawah upah minimum jember, perhitungan gaji sebelumnya diakumulasikan setahun dengan bonus dan dirata-rata sehingga mendapatkan gaji rata-rata dari upah minimum jember.*	Discuss with management regarding the calculation of employee wages so that it is adjusted to the applicable with minimum wages of Jember *Berdiskusi dengan manajemen mengenai perhitungan upah karyawan agar disesuaikan dengan yang berlaku dengan upah minimum Jember*	1. Always review and analyze the payroll system and ensure that the salary given is in accordance with the applicable minimum wages of Jember 2. Awareness training to PIC (HR/GA) regarding fulfillment of employee salaries in accordance with minimum wage in Jember. *1. Selalu mengkaji dan menganalisa sistem penggajian dan memastikan bahwa gaji yang diberikan sesuai dengan upah minimum yang berlaku di Jember* *2. Pelatihan penyadaran kepada PIC (HR/GA) tentang pemenuhan gaji pegawai sesuai dengan upah minimum di Jember.*	**Sosial Auditor :** The proposed root cause, correction, and corrective action are acceptable, waiting for the closure documents to evaluate the improvements that have been made. *Pernyataan akar masalah, koreksi dan tindakan koreksi diterima, namun masih menunggu dokumen penutupan untuk mengevaluasi perbaikan yang sudah dibuat* **Lead Auditor** Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.			

4.5.2	**Indicator:** Permanent workers are paid fair wages. Salaries, if not already at a "fair wage" level, are gradually increased to include sufficient funds for a worker's basic needs plus a discretionary income that allows for savings and/or pension payments **Requirement:** Evidence available confirming fair wages or gradual pay rises through time-series of pay slips in farm administration and in the hands of workers **Applicability:** All	Minimum wage are defined by region minimum wage which defined by the government. Please refer to NC 4.5.1. (*Upah minimum ditentukan dengan Upah Minimum Kabupaten yang ditentukan oleh pemerintah. Harap merujuk pada NC 4.5.1*)	N/A	Minimum wage are defined by region minimum wage which defined by the government. Please refer to NC 4.5.1. (*Upah minimum ditentukan dengan Upah Minimum Kabupaten yang ditentukan oleh pemerintah. Harap merujuk pada NC 4.5.1*)		30-Mar-00										
4.5.3	**Indicator:** Punishment through infringement of workers' rights or wages. **Requirement:** No allowance for withholding any part or all of worker salaries, benefits or rights acquired or stipulated by law. Not even as punishment of (alleged) wrongdoings on the part of the worker (cf. ILO 29 and 105). **Applicability:** All	• A total of 45 payslips from 3 random months for period of March 2021, June 2021, and November 2021 (*Total 45 slip gaji dari 3 bulan acak untuk periode Maret 2021, Juni 2021, and November 2021*) • Company Regulation (*Peraturan Perusahaan*) • Employee complaint records in 2021 (*Catatan keluhan karyawan 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*)	Compliant	• The employees are consistently treated with dignity and respect, no found verbal and physical harassment and bullying issues. (*Karyawan secara konsisten diperlakukan dengan bermartabat dan hormat, tidak menemukan pelecehan verbal dan fisik serta masalah penindasan.*) • The company has disciplinary procedures to enforce the company regulation, it was by a verbal warning, and 1-3 warning letter and no found deduction in pay or benefit for disciplinary actions. (*perusahaan memiliki prosedur disiplin untuk menegakkan peraturan perusahaan, dengan peringatan lisan, dan 1-3 surat peringatan dan tidak ditemukan pemotongan gaji atau tunjangan untuk tindakan disipliner.*)		30-Mar-00										
4.5.4	**Indicator:** There is a mechanism for setting wages and benefits (including, if applicable, the combination of pay and harvest sharing arrangements) **Requirement:** Decision-making criteria and processes for wage and benefit adjustments are known by all workers **Applicability:** All	• Company Regulation (*Peraturan Perusahaan*) • Wage Scale 2021 (*Skala Upah 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 orang karyawan terpilih*)	Compliant	• Wages will be defined by legal minimum wage of Jember Regency. (*Upah akan ditentukan oleh upah minimum yang sah di Kabupaten Jember.*) • The facility will pay monthly salary based on job description of each employees. (*Perusahaan akan membayar gaji bulanan berdasarkan job description masing-masing karyawan*) • The facility provided 3 meals a day which worth Rp 600,000 per month. (*Perusahaan akan memberikan makan sebanyak 3 kali sehari senilai Rp 600.000 per bulan.*) • The facility will pay harvest sharing every harvest period, it will be 2-3 times a year. (*Perusahaan akan membayar bagi hasil setiap periode panen, yaitu 2-3 kali dalam setahun.*)		30-Mar-00										
4.5.5	**Indicator:** Revolving labour-contract schemes designed to deny long-time workers full access to fair and equitable remuneration and other benefits **Requirement:** Prohibited **Applicability:** All	• Hiring procedure dated 4 January 2021 (Prosedur perekrutan tanggal 4 Januari 2021) • 15 Employee's personnel records (15 Catatan personalia karyawan) • Interview with 15 selected employees (Wawancara dengan 15 orang karyawan terpilih)	Compliant	The employees will be hired as probation employees for 3 months period. After that, the employees who meet the criteria will be hired as permanent employees. (*Karyawan tersebut akan dipekerjakan sebagai karyawan masa percobaan selama 3 bulan. Setelah itu, karyawan yang memenuhi kriteria akan diangkat menjadi karyawan tetap.*)		30-Mar-00										
4.6.1	**Indicator:** Percentage of workers with access to trade unions, worker organizations, and/or have the ability to self-organize and the ability to bargain collectively (28) or to have access to representative(s) chosen by workers without management interference **Requirement:** 100% of workers have access, if they so choose, to worker organizations capable of representing them independently from the employer. **Applicability:** All	• Company Regulation (Peraturan Perusahaan) • Bipartite registration No. 568/622/421/III/2014 on 13 March 2014 (*Pendaftaran bipartite No. 568/622/421/III/2014 pada 13 Maret 2014*) • Bipartite meeting record 2021 (Catatan rapat bipartite 2021) • Interview with 15 selected employees (*Wawancara dengan 15 orang karyawan terpilih*)	Compliant	• The facility establish a bipartite institution chaired by Herry Sutanto. (*Perusahaan membentuk lembaga bipartit yang diketuai oleh Herry Sutanto.*) • Meeting with bipartite member held every month, with last meeting held on 5 November 2021 regarding presenting a harvest bonus distributed 5 days before the new year's holiday, distribution of long sleeves uniform, and permission for new year holiday. (*Pertemuan dengan anggota bipartit diadakan setiap bulan, dengan pertemuan terakhir diadakan pada tanggal 5 November 2021 tentang pemberian bonus panen yang dibagikan 5 hari sebelum liburan tahun baru, pembagian seragam lengan panjang, dan izin untuk liburan tahun baru.*) • The facility also provide suggestion boxes for employees who will raise a complaint. (*Perusahaan juga menyediakan kotak saran bagi karyawan yang akan menyampaikan pengaduan.*)		30-Mar-00										
4.6.2	**Indicator:** Members of unions or worker organizations are not discriminated against by employers **Requirement:** Employers shall not interfere with or penalize workers for exercising their right of representation **Applicability:** All	• Record of disciplinary action in 2021 (*Rekaman tindakan disipliner pada tahun 2021*) • Interview with 15 selected employees (Wawancara dengan 15 orang karyawan terpilih)	Compliant	No indication of disciplinary action has been given to employees who become bipartite member or employee who wants to forming the union. (*Tidak ada indikasi tindakan disipliner yang diberikan kepada karyawan yang menjadi anggota bipartit atau karyawan yang ingin membentuk serikat pekerja.*)		30-Mar-00										
4.7.1	**Indicator:** Fairness of disciplinary measures **Requirement:** No instances of abuses (29) **Applicability:** All	• A total of 45 payslips from 3 random months for period of March 2021, June 2021, and November 2021 (*Total 45 slip gaji dari 3 bulan acak untuk periode Maret 2021, Juni 2021, and November 2021*) • Company Regulation (*Peraturan Perusahaan*) • Employee complaint records in 2021 (*Catatan keluhan karyawan 2021*) • Record of disciplinary action in 2021 (*Rekaman tindakan disipliner pada tahun 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*)	Compliant	• The employees are consistently treated with dignity and respect, no found verbal and physical harassment and bullying issues. (*Karyawan secara konsisten diperlakukan dengan bermartabat dan hormat, tidak menemukan pelecehan verbal dan fisik serta masalah penindasan .*) • The company has disciplinary procedures to enforce the company regulation, it was by a verbal warning, and 1-3 warning letter and no found deduction in pay or benefit for disciplinary actions. (*perusahaan memiliki prosedur disiplin untuk menegakkan peraturan perusahaan, dengan peringatan lisan, dan 1-3 surat peringatan dan tidak ditemukan pemotongan gaji atau tunjangan untuk tindakan disipliner.*)		30-Mar-00										
4.7.2	**Indicator:** Clear, fair and transparent disciplinary policies and procedures **Requirement:** Evidence of documentation and communication to all workers **Applicability:** All	• A total of 45 payslips from 3 random months for period of March 2021, June 2021, and November 2021 (*Total 45 slip gaji dari 3 bulan acak untuk periode Maret 2021, Juni 2021, and November 2021*) • Company Regulation (*Peraturan Perusahaan*) • Employee complaint records in 2021 (*Catatan keluhan karyawan 2021*) • Record of disciplinary action in 2021 (*Rekaman tindakan disipliner pada tahun 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*)	Compliant	• The employees are consistently treated with dignity and respect, no found verbal and physical harassment and bullying issues. (*Karyawan secara konsisten diperlakukan dengan bermartabat dan hormat, tidak menemukan pelecehan verbal dan fisik serta masalah penindasan.*) • The facility has disciplinary procedures to enforce the company regulation, it was by a verbal warning, and 1-3 warning letter and no found deduction in pay or benefit for disciplinary actions. (*Perusahaan memiliki prosedur disiplin untuk menegakkan peraturan perusahaan, dengan peringatan lisan, dan 1-3 surat peringatan dan tidak ditemukan pemotongan gaji atau tunjangan untuk tindakan disipliner.*)		30-Mar-00										
4.7.3	**Indicator:** Prohibition of harassment **Requirement:** Evidences that any instances have been addressed and resolved **Applicability:** All	• Company Regulation (*Peraturan Perusahaan*) • Employee complaint records in 2021 (*Catatan keluhan karyawan 2021*) • Record of disciplinary action in 2021 (*Rekaman tindakan disipliner pada tahun 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*)	Compliant	The employees are consistently treated with dignity and respect, no found verbal and physical harassment and bullying issues. (Karyawan secara konsisten diperlakukan dengan bermartabat dan hormat, tidak menemukan pelecehan verbal dan fisik serta masalah penindasan.)		30-Mar-00										
4.8.1	**Indicator:** Maximum number of regular working hours: Eight hours/day or 48 hours/week (maximum average over 17 week period) including "stand-by" hours; with at least one full day (including two nights) off in every seven-day period **Requirement:** Reflected in records available on the farm and 100% compliance expressed in worker interviews (30) **Applicability:** All	It was noted during time attendance record review, the facility could not provided time attendance record with actual time in and time out which demontrated total working hours per day and per week. This case affected that total normal working hours could not be verified. The facility already noted the working hours schedule in company regulation; however, there was a difference between the working hours scheduled and working hours based on interview with 15 selected employees. For example, the company regulation stated that normal working hours were from 07.00 - 15.30, but based on interview, laboratory employees start working at 05.00 to take water sample and some employees still feed the shrimp at 19.00. The management also confirmed about the working hours outside the schedule. (*Tercatat pada saat peninjauan catatan waktu kehadiran, perusahaan tidak dapat menyediakan catatan waktu kehadiran dengan waktu masuk dan waktu keluar aktual yang menunjukkan total jam kerja per hari dan per minggu. Kasus ini mempengaruhi bahwa total jam kerja normal tidak dapat diverifikasi. Perusahaan tersebut telah mencatat jadwal jam kerja dalam peraturan perusahaan; namun terdapat perbedaan antara jam kerja terjadwal dan jam kerja berdasarkan wawancara dengan 15 karyawan terpilih. Misalnya, peraturan perusahaan menyatakan bahwa jam kerja normal adalah dari pukul 07.00 - 15.30, namun berdasarkan wawancara, karyawan laboratorium mulai bekerja pada pukul 05.00 untuk mengambil sampel air dan beberapa karyawan masih memberi makan udang pada pukul 19.00. Pihak manajemen pun membenarkan adanya jam kerja di luar jadwal tersebut.*)	Major	The facility did not ensure that the regular time worked by farm workers does not exceed 8h/day or 48h/week. (*Perusahaan tidak memastikan bahwa waktu kerja reguler pekerja pertanian tidak melebihi 8 jam/hari atau 48 jam/minggu.*)	17-Dic-21	17-Mar-22		Open					The attendance of employees is not recorded in details of the hours of in and out and only uses the attendance checklist because employees live in the mess and if they are going out they use a leave permit. *Absensi karyawan tidak dicatat secara detail jam masuk dan keluar dan hanya menggunakan daftar hadir karena karyawan tinggal di mess dan jika keluar menggunakan izin cuti.*	Record employee attendance in detail the hours of in and out in the employee attendance checklist. *Catat kehadiran karyawan secara detail jam masuk dan keluar pada daftar periksa kehadiran karyawan.*	1. Make detailed employee attendance records on the attendance checklist and monitor the effectiveness of the use of attendance records 2. Awareness training to PIC (HR/GA) and sosialization to employees regarding time-in and time-out of eemployees attendance. *1. Membuat catatan kehadiran karyawan secara detail pada daftar periksa kehadiran dan memantau efektivitas penggunaan catatan kehadiran* *2. Pelatihan kepada PIC (HR/GA) dan sosialisasi kepada karyawan mengenai waktu masuk dan waktu keluar k ehadiran karyawan.*	**Sosial Auditor :** The proposed root cause, correction, and corrective action are acceptable, waiting for the closure documents to evaluate the improvements that have been made. *Pernyataan akar masalah, koreksi dan tindakan koreksi diterima, namun masih menunggu dokumen penutupan untuk mengevaluasi perbaikan yang sudah dibuat* **Lead Auditor** Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.
4.8.2	**Indicator:** Right to leave the farm after completion of daily work duties **Requirement:** Evidence of freedom of movement for all employees **Applicability:** All	It was noted during interview with management representative and 15 selected employees, the facility gave temporary permission to employee to leave the working site, but they should come back to the site 00.00. This requirement did not stated on employment contract, appointment letter, nor company regulation. (*Tercatat dalam wawancara dengan perwakilan manajemen dan 15 karyawan terpilih, pihak perusahaan memberikan izin sementara kepada karyawan untuk meninggalkan lokasi kerja, namun harus kembali ke lokasi pukul 00.00. Persyaratan ini tidak tercantum dalam kontrak kerja, surat penunjukan, maupun peraturan perusahaan.*)	Minor	The facility did not ensure that labor contracts clearly state workers' right to leave. (*Perusahaan tidak memastikan bahwa kontrak kerja secara jelas menyatakan hak pekerja untuk pergi.*)	17-Dic-21	17-Mar-22		Open					Permit to leave the working area using an leave permit and has not been recorded in the employee contract and has not been recorded in the policy because there is already a permit signed and permitted by the authorized management *Izin meninggalkan wilayah kerja dengan menggunakan izin cuti dan belum tercatat dalam kontrak kerja karyawan dan belum tercatat dalam polis karena sudah ada izin yang ditandatangani dan diizinkan oleh manajemen yang berwenang*	Adding employee leave permit provisions in the employee employment agreement contract *Menambahkan ketentuan izin cuti karyawan dalam kontrak perjanjian kerja karyawan*	1. Monitoring and evaluate the employee agreement contracts are comply with applicable regulations in the company. 2. Awareness training to PIC (HR/GA) and sosialization to employees regarding content of employment agreement contract which mention employee leave working area permit *1. Memantau dan mengevaluasi kontrak perjanjian kerja karyawan agar sesuai dengan peraturan yang berlaku di perusahaan.* *2. Pelatihan kepada PIC (HR/GA) dan sosialisasi kepada karyawan tentang isi kontrak perjanjian kerja yang menyebutkan izin meninggalkan wilayah kerja*	**Sosial Auditor :** The proposed root cause, correction, and corrective action are acceptable, waiting for the closure documents to evaluate the improvements that have been made. *Pernyataan akar masalah, koreksi dan tindakan koreksi diterima, namun masih menunggu dokumen penutupan untuk mengevaluasi perbaikan yang sudah dibuat* **Lead Auditor** Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.
4.8.3	**Indicator:** Minimum time off from work, with the right but not the obligation to leave farm premises if accommodation are on the farm, except where both the employer and employee agree that off-days cannot be accommodated on the farm. **Requirement:** Four full 24-hour periods per month **Applicability:** All	• Company Regulation (Peraturan Perusahaan) • Interview with 15 selected employees (Wawancara dengan 15 karyawan terpilih).	Compliant	The facility gave 4 days off per month which could be take by the employees every week or combined once every 2 weeks or once a month according to the wishes of the employee. (*Perusahaan memberikan hari libur 4 hari dalam sebulan yang dapat diambil oleh karyawan setiap minggunya atau digabung setiap 2 minggu sekali atau sebulan sekali sesuai dengan keinginan karyawan.*)		30-Mar-00										
4.8.4	**Indicator:** Transport provided to workers (in cases where farm locations are remote) to allow workers to enjoy relaxation at home, with family or in places of recreation of their choosing **Requirement:** The farm owner shall provide transport to and from the first location from which regular public transport is available. **Applicability:** All	Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*).	N/A	It was noted during facility tour and confirmed by an interview the company did not provide transport accommodation, the farm located not in a remote area, most of the employee rides their own motorcycle. (*Tercatat saat tur lokasi dan dikonfirmasi melalui wawancara bahwa perusahaan tidak menyediakan akomodasi transportasi, pertambakan terletak tidak di daerah terpencil, sebagian besar karyawan mengendarai sepeda motor mereka sendiri.*)		30-Mar-00										
4.8.5	**Indicator:** Overtime compensation is provided **Requirement:** Paid at a premium rate (31) of at least 25% above the wage for normal hours **Applicability:** All	It was noted during pay slip record review of 15 selected employees, the facility calculate holiday overtime based on basic wage received by the employees which was under legal minimum wage. Daily wages made by law: IDR 2,355,662.91 / 25 = IDR 94,226.52 Calculation for 1 day holiday overtime made by law: IDR 2,355,662.91 / 173 x 2 x 7 hours = IDR 190,631.68 Calculation for 1 day holiday overtime made by the facility: IDR 1,094,400 / 25 x 2 = IDR 87,552 Which was less than 25% of IDR 94,226.52 as regular daily wage. (*Tercatat dalam peninjauan slip gaji terhadap 15 karyawan terpilih, perusahaan menghitung cuti lembur berdasarkan upah pokok yang diterima karyawan yang berada di bawah upah minimum yang sah.* *Upah harian yang menurut undang-undang: Rp 2.355.662,91 / 25 = Rp 94.226,52* *Perhitungan lembur hari libur 1 hari menurut undang-undang: Rp 2.355.662,91 / 173 x 2 x 7 jam = Rp 190.631,68* *Perhitungan lembur 1 hari libur yang dibuat oleh perusahaan: Rp 1.094.400 / 25 x 2 = Rp 87.552 Yang kurang dari 25% dari Rp 94.226,52 sebagai upah harian biasa.*)	Major	The facility did not ensure that for all employees, overtime hours are paid at a premium rate of at least 25% above the wage form normal hours. (*Perusahaan tidak memastikan bahwa untuk semua karyawan, jam lembur dibayar dengan tarif premi minimal 25% di atas upah dari jam normal.*)	17-Dic-21	17-Mar-22		Open					Because wages are below from the minimum wages of Jember, the calculation of overtime on national holidays is not appropriate and adjusts wages applicable (below from the minimum wages of Jember) *Karena upah di bawah upah minimum Jember, maka perhitungan lembur pada hari libur nasional tidak sesuai dan menyesuaikan upah yang berlaku (dibawah dari upah minimum Jember)*	Discuss with management regarding the calculation of employee wages so that it is adjusted to the standart minimum wages of Jember so that the counting of national holiday overtime can be in accordance with the calculation of the minimum wages of Jember *Mendiskusikan dengan manajemen mengenai perhitungan upah pegawai agar disesuaikan dengan standar upah minimum Jember agar penghitungan lembur hari libur nasional dapat sesuai dengan perhitungan upah minimum Jember*	1. Always review and analyze the payroll system and ensure that the wages and overtime provided are in accordance with the applicable minimum wages standards. 2. Awareness training to PIC (HR/GA) and sosialization to employees regarding the calculation of overtime on national holidays *1. Selalu mengkaji dan menganalisa sistem penggajian dan memastikan bahwa upah dan lembur yang diberikan telah sesuai dengan standar upah minimum yang berlaku.* *2. Pelatihan kepada PIC (HR/GA) dan sosialisasi kepada karyawan mengenai perhitungan lembur pada hari libur nasional*	**Lead Auditor** Accepted the corrective action plan and waiting receive all evidence. *Menerima rencana tindakan korektif dan menunggu menerima semua bukti.*
4.8.6	**Indicator:** Overtime is voluntary, and not longer than 12 hours/week **Requirement:** Occasionally (not on a regular basis) **Applicability:** All	Refer to NC 4.8.1 Overtime hours could not be verified since the facility could not provided time attendance record with actual time in and time out which demonstrated total working hours per day and per week. (Lihat NC 4.8.1 Jam lembur tidak dapat diverifikasi karena fasilitas tidak dapat menyediakan catatan waktu kehadiran dengan waktu masuk dan waktu keluar aktual yang menunjukkan total jam kerja per hari dan per minggu.)	N/A	Refer to NC 4.8.1 Overtime hours could not be verified since the facility could not provided time attendance record with actual time in and time out which demonstrated total working hours per day and per week. (*Lihat NC 4.8.1 Jam lembur tidak dapat diverifikasi karena fasilitas tidak dapat menyediakan catatan waktu kehadiran dengan waktu masuk dan waktu keluar aktual yang menunjukkan total jam kerja per hari dan per minggu.*)		30-Mar-00										
4.8.7	**Indicator:** Rights to maternity leave, including daily breaks or a reduction of hours of work to address child care needs **Requirement:** Maternity leave is a minimum of 14 weeks (total period off-duty period including before and/or after moment of birth) and includes a guarantee to return to the job. Payment during this period shall minimally be at the level of social insurance offered by the country. **Applicability:** All	• Company regulation (*Peraturan perusahaan*) • Interview with 2 selected women employees (*Wawancara dengan 2 karyawan perempuan terpilih*) • Leave form (*Formulir cuti*)	Compliant	Three months maternity leaves and full wage, 1.5 months before and after giving birth. (*Cuti hamil 3 bulan dan gaji penuh, 1,5 bulan sebelum dan sesudah melahirkan.*)		30-Mar-00										
4.9.1	**Indicator:** Allowance for labour-only contracting relationships (32) or false apprenticeship schemes (33) including revolving / consecutive labour contracts to deny benefit accrual **Requirement:** None **Applicability:** All	• Company Regulation (*Peraturan Perusahaan*) • Hiring procedure dated 4 January 2021 (*Prosedur perekrutan tanggal 4 Januari 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*) • Employment contract for probation period (*Kontrak kerja untuk masa percobaan*) • Appointment letter for permanent employee (*Surat pengangkatan untuk karyawan permanen*)	Compliant	• The facility sets a probation period for 3 months, this is in accordance with the applicable laws and regulations. (*Perusahaan menetapkan masa percobaan selama 3 bulan, hal ini sudah sesuai dengan peraturan perundang-undangan yang berlaku.*) • Employees will be assessed for their performance in 3 months, if they meet the requirements, they will be promoted as permanent employees and will receive an appointment letter. (*Karyawan akan dinilai kinerjanya selama 3 bulan, apabila memenuhi syarat maka akan dipromosikan sebagai karyawan permanen dan akan menerima surat pengangkatan.*)		30-Mar-00										
4.9.2	**Indicator:** All workers have the appropriate and applicable permits for working in the country **Requirement:** Employer has a list of permit reference numbers or copies of permits for all concerned workers **Applicability:** All	• Company Regulation (*Peraturan Perusahaan*) • Hiring procedure dated 4 January 2021 (*Prosedur perekrutan tanggal 4 Januari 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*) • Employment contract for probation period (*Kontrak kerja untuk masa percobaan*) • Appointment letter for permanent employee (*Surat pengangkatan untuk karyawan permanen*) • "Employee list" November 2021 (*daftar karyawan November 2021*)	Compliant	100% employees are Indonesian Nationality. The applicants required to provide copy of national ID, birth certificate, family card, and/or school diploma. (*100% karyawan adalah Warga Negara Indonesia. Setiap pelamar diwajibkan untuk melampirkan KTP, akta kelahiran, KK, dan/atau ijazah sekolah.*)		30-Mar-00										

4.9.3	**Indicator:** Workers are fully aware of their employment conditions and confirmed their agreement (verbal or written). Written employment policies and procedures are required when there are more than five hired workers **Requirement:** Evidence of contract agreement for all workers. Written contracts: a complete contract is filed in the office, mutually signed and copies are available to the worker. Verbal agreements: employer and worker cite consistent employment conditions in independent interviews **Applicability:** All	• Company Regulation (*Peraturan Perusahaan*) • Hiring procedure dated 4 January 2021 (*Prosedur perekrutan tanggal 4 Januari 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*) • Employment contract for probation period (*Kontrak kerja untuk masa percobaan*) • Appointment letter for permanent employee (*Surat pengangkatan untuk karyawan permanen*)	Compliant	• The facility sets a probation period for 3 months, this is in accordance with the applicable laws and regulations. Employees will signed and given copies of employment contract in probation period. Employment contract are signed by employees and facility representative. (*Perusahaan menetapkan masa percobaan selama 3 bulan, hal ini sudah sesuai dengan peraturan perundang-undangan yang berlaku . Karyawan akan menandatangani dan menerima salinan kontrak kerja di masa percobaan. Kontrak kerja ditandangani oleh karyawan yang bersangkutan dan perwakilan dari perusahaan.*) • Employees will be assessed for their performance in 3 months, if they meet the requirements, they will be promoted as permanent employees and will receive an appointment letter. Permanent employees will receive an appointment letter which signed by facility representative. (*Karyawan akan dinilai kinerjanya selama 3 bulan, apabila memenuhi syarat maka akan dipromosikan sebagai karyawan permanen dan akan menerima surat pengangkatan . Surat pengangkatan ditandatangan oleh perwakilan perusahaan.*)		30-Mar-00
4.9.4	**Indicator:** Probation period stipulated in contract **Requirement:** The probation period shall follow prevalent law in the country, but not be more than 30 days in cases laws do not exist or are not applicable (34) **Applicability:** All	• Company Regulation (*Peraturan Perusahaan*) • Hiring procedure dated 4 January 2021 (*Prosedur perekrutan tanggal 4 Januari 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*) • Employment contract for probation period (*Kontrak kerja untuk masa percobaan*) • Appointment letter for permanent employee (*Surat pengangkatan untuk karyawan permanen)*	Compliant	• The facility sets a probation period for 3 months, this is in accordance with the applicable laws and regulations. Employees will signed and given copies of employment contract in probation period. Employment contract are signed by employees and facility representative. (*Perusahaan menetapkan masa percobaan selama 3 bulan, hal ini sudah sesuai dengan peraturan perundang-undangan yang berlaku. Karyawan akan menandatangani dan menerima salinan kontrak kerja di masa percobaan. Kontrak kerja ditandangani oleh karyawan yang bersangkutan dan perwakilan dari perusahaan .*) • Employees will be assessed for their performance in 3 months, if they meet the requirements, they will be promoted as permanent employees and will receive an appointment letter. Permanent employees will receive an appointment letter which signed by facility representative. *(Karyawan akan dinilai kinerjanya selama 3 bulan, apabila memenuhi syarat maka akan dipromosikan sebagai karyawan permanen dan akan menerima surat pengangkatan. Surat pengangkatan ditandatangan oleh perwakilan perusahaan.)*		30-Mar-00
4.9.5	**Indicator:** In subcontracting [35] or home-working arrangements, the farm owner shall assure that labour laws, social security laws and ratified ILO provisions have been duly respected and complied with **Requirement:** Confirmation that sub-contractors and intermediaries have contracts with their workers that are in accordance with laws and regulations **Applicability:** Producers adopting subcontracting or home-working arrangements	No subcontractor or home-worker used by the facility. (*Tidak ada subkontraktor atau pekerja rumahan yang digunakan oleh perusahaan .*)	N/A	No subcontractor or home-worker used by the facility. (*Tidak ada subkontraktor atau pekerja rumahan yang digunakan oleh perusahaan.*)		30-Mar-00
4.10.1	**Indicator:** The employer ensures that all workers have access to appropriate channels of communication with managers on matters relating to labour rights and working conditions **Requirement:** Management and the full workforce meet at least twice per year on the basis of written agendas and written minutes of the meetings are available **Applicability:** All farms with >5 workers	• Bipartite meeting record 2021 (*Catatan rapat bipartite 2021)* • Health and Safety Committee meeting record 2021 (*Catatan rapat P2K3 2021*) • Interview with 15 selected employees (*Wawancara dengan 15 orang karyawan terpilih*) • Health and Safety Committee registration No. 700/93/421/2015 on 17 February 2015 (*Pendaftaran P2k3 No. 700/93/421/2015 pada 17 Februari 2015*)	Compliant	• The facility establish a bipartite institution chaired by Herry Sutanto and also provide suggestion boxes for employees who will raise a complaint regarding labor rights. (*Perusahaan membentuk lembaga bipartit yang diketuai oleh Herry Sutanto dan juga menyediakan kotak saran bagi karyawan yang akan menyampaikan keluhannya terkait hak-hak karyawan .*) • Meeting with bipartite member held every month, with last meeting held on 5 November 2021 regarding presenting a harvest bonus distributed 5 days before the new year's holiday, distribution of long sleeves uniform, and permission for new year holiday. *(Pertemuan dengan anggota bipartit diadakan setiap bulan, dengan pertemuan terakhir diadakan pada tanggal 5 November 2021 tentang pemberian bonus panen yang dibagikan 5 hari sebelum liburan tahun baru, pembagian seragam lengan panjang, dan izin untuk liburan tahun baru.)* • For working condition and health and safety issue, the facility established a health and safety committee chaired by Ir. Chandra Indrianto, which will conduct a meeting every month. The last health and safety committee meeting was conducted on 14 December 2021 regarding providing machinery guard and replacing broken electical pannel. (*Untuk masalah mengenai kondisi kerja dan kesehatan dan keselamatan kerja, perusahaan membentuk tim P2K3 yang diketuai oleh Ir. Chandra Indrianto, yang akan melaksanakan rapat setiap bulan. Rapat P2K3 yang terakhir dilaksanakan pada 14 Desember 2021 mengenai pemberian pengaman mesin dan mengganti panel listrik yg rusak .*)		30-Mar-00
4.10.2	**Indicator:** Percentage of issues raised by workers which are recorded, responded to and monitored by employer **Requirement:** 100% **Applicability:** All farms with >5 workers	• Complaint records document titled "Rekap keluhan karyawan during 2021" (*Catatan Keluhan berjudul "Rekap keluhan karyawan dan masyarakat 2021"*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih*)	Compliant	No issue raised in the last 12 months. (*Tidak ada issue dalam 12 bulan terakhir*)		30-Mar-00
4.10.3	**Indicator:** Clear plan, with process actions and timeframe, is developed to address complaints, and comply with **Requirement:** List of complaints, corresponding action plan and timeframe for resolution is available **Applicability:** All farms with >5 workers	• Company Regulation *(Peraturan Perusahaan*) • Management of Workers Complaint Procedure No. IK-DGS-048 on 4 January 2021 (*Prosedur Penanganan Keluhan Karyawan tanggal 4 Januari 2021*)	Compliant	There are 3 stage of complaint mechanism: 1. Using suggestion box (*Penggunaan kotak saran)* 2. Discussion at meeting time (*Diskusi saat rapat*) 3. Submission to Director and Local Labor Bureau. *(Penyampaian kepada Direktur dan Dinas Tenaga Kerja*)		30-Mar-00
4.10.4	**Indicator:** Percentage of complaints that are resolved within three months after being received **Requirement:** 90%, according to the timeframe of 4.10.3 **Applicability:** All farms with >5 workers	• Complaint records document titled "Rekap keluhan karyawan during 2021" (*Catatan Keluhan berjudul "Rekap keluhan karyawan dan masyarakat 2021"*) • Interview with 15 selected employees (*Wawancara dengan 15 karyawan terpilih)*	Compliant	No issue raised in the last 12 months. (*Tidak ada issue dalam 12 bulan terakhir*)		30-Mar-00
4.11.1	**Indicator:** Living conditions for workers accommodated on the farm are decent and safe **Requirement:** All facilities are clean, sanitary, rainproof, safe and suitable for habitation. Shared quarters need to include provisions that allow for visibility privacy, such as walls, curtains or movable rattan/bamboo screens. Potable water and cooking facilities or catering facilities are available to all accommodated workers on the farm premises **Applicability:** All	• Facility tour (Tur perusahaan) • Interview with 15 selected employees (Wawancara dengan 15 karyawan terpilih.)	Compliant	a. Employees accommodated on the farm have access to decent and suitable living habitation with facilities that are clean, sanitary and rainproof. (*Karyawan yang tinggal di tambak memiliki akses ke tempat tinggal yang layak dan sesuai dengan fasilitas yang bersih, saniter dan tahan hujan.*) b. Shared quarters include provisions that allow for visibility, privacy, such as walls, curtains or movable rattan/bamboo screens. (*Tempat tinggal bersama termasuk ketentuan yang memungkinkan visibilitas, privasi, dinding sulcas, kurtain atau batang rotan / bambu yang dapat dipindahkan.*) c. All accommodated employees have access to potable water and cooking facilities or the availability of catering facilities. (*Semua karyawan yang diakomodasi memiliki akses ke air minum dan fasilitas memasak atau ketersediaan fasilitas katering.)*		30-Mar-00
4.11.2	**Indicator:** Adequate facilities for women (36) **Requirement:** Separate and suitable sanitary and toilet facilities are available for men and women, with the possible exception of married couples being accommodated together **Applicability:** All farms with >5 workers	• Facility tour (*Tur perusahaan*) • Interview with 2 selected female employees (*Wawancara dengan 2 karyawan perempuan terpilih.*)	Compliant	The facility provides toilet and dormitory for female employees, seperated with male toilet and dormitory. (Perusahaan menyediakan toilet dan asrama untuk karyawan wanita, terpisah dengan toilet dan asrama pria.)		30-Mar-00
5.1.1	**Indicator:** Develop and maintain an operational health plan addressing: 1) Pathogens that can come from the surrounding environment into the farm (e.g., predator and vector control) 2) Pathogens that can spread from the farm to the surrounding environment (e.g., effluent filtration/sterilization, and waste such as dead shrimp management) 3) Spreading of pathogens within the farm: Critical to avoid cross contamination, detect and prevent emerging pathogen(s), and monitor external signs of pathologies and moribund animals **Requirement:** Demonstration that the operational health plan is functional **Applicability:** All	Observed during site tour and Reviewed of Biosecurity Procedure IK-DGS-041 Rev 03 issued on 4 Jan 2021, it mentioned vechicle shall be spray using clean water and wheel bath which contain KMNO4 to entrace the pond. Guest and worker mandatory to use boots and hand wash before entrace to production area. Farm install crab fence use screen (mesh size 4 mm) surrounding of shrimp pond. Observed during site tour, farm installed screen mesh size 1 mm in water inlet and 4 mm in water outlet each shrimp pond, and effluent water gate. Farm provided equipment for each pond to prevent disease spread. Verified by interview and Reviewed of prevent disease procedure IK-DGS-053 Rev 00 issued on 04 Jan 2021, each worker manage 2 pond and equipment provided by farm for each pond. the worker whose conduct the activity in virus infected pond, shall take a bath before continue their activity to other pond. Reviewed of shrimp mortality handling IK-DGS-056 Rev 01 issued on 4 Jan 2021, it mention shrimp mortality shall remove from immediately from pond, dipped in formaline or chlorine solution, the burn or burried in soil with depth 30 m in inside farm area GPS 8°22'39.6"S 113°24'20.3"E.	Compliant			30-Mar-00
5.1.2	**Indicator:** Filtration of inlet water for minimizing the entry of pathogens **Requirement:** Nets, grills, screens or barriers of the appropriate mesh size (37) are present on all farm or pond inlets **Applicability:** All	Observed during site tour, farm installed screen mesh size 1 mm in water inlet and 4 mm in water outlet each shrimp pond, and effluent water gate. Ponds inspected: = B14 Reservoir net mesh size = 1 mm Inlet net mesh size= 4 mm Central drain net mesh size =4 mm Outlet net mesh size = 4 mm Canal net mesh size = 4 mm Reviewed of Pest control procedure IK-DGS-011 rev 03 on 4 Jan 2021, mesh size based and disease risk factor such as crab, fish, wild shrimp etc entry to pond.	Compliant			30-Mar-00
5.1.3	**Indicator:** Annual average farm survival rate (38) (59): 1) Unfed and non-permanently aerated pond systems 2) Fed but non-permanently aerated pond (39) systems 3) Fed and permanently aerated pond systems **Requirement:** SR ≥15% SR ≥45% SR ≥60% **Applicability:** All	Pond : B40 Receipts number: SO00791 Period reviewed: 2 Jan 2021 Counting method used by Hatchery : 266,340 pcs Counting method used by farm: 287,040 pcs Total number of shrimp stocked: 287,040 pcs Selling receipt number: 40/DGS/20/V/2021 Period reviewed: 20 Mar 2021 Total number of shrimps harvested: 3525 kg Farm Category: Feed and Permanently aerated pond system Period = Jan - Dec 2021 Lower pond survival rate in the dataset: 57% Higher pond survival rate in the dataset: 94 % Annual Average Survival Rate: 76%	Compliant	Survival rate comply with ASC Standard. Average of SR in 2021 was 76% and higher than 60%.		30-Mar-00
5.1.4	**Indicator:** Percent of stocked post larvae (PLs) that are Specific Pathogen Free (SPF) (40) or Specific Pathogen Resistant (SPR) (41) for all important pathogens (42) **Requirement:** 100% if commercially available (43), i.e., if for any given species, at least 20% of the PLs stocked in the country are from SPF or SPR stocks, then the supply is deemed commercially available. If not commercially available, PLs screened for all important pathogens can be used **Applicability:** All	Verified by interview and Reviewed of production document, farm used PL's from PT. Prima Larvae - Bali and PT. Suri Tani Pemuka - Banyuwangi. - Reviewed of Health Certificate of broodstock #AOC-21-406 issued date on October 11, 2021 by Department of agriculture State of Hawaii, it mentioned Konabay as Broodstock is SPF and the animal have tested negative for IHHNV, WSSV, TSV, YHV, BP, MBV, IMNV, HPV, MoV, AHPND, EHP and NHPBby PCR method for over 2years. - Reviewed of Health certificate of PL's on 19 Aug 2021, signed by Ufa, it mentioned the animal have tested negative for WSSV, TSV, IHHNV, IMNV, EHP, EMS, CMNV - Reviewed of Health certificate No [illegible] issued on 27 June 2021 by ministry of marine and fisheries, it mentioned the animal have tested negative for TSV, WSSV, YHV, IMNV, IHHNV, MBV Reviewed of traceability document Pond B40 : Receipts number: SO00791 Larvae Hatchery : PT Prima Larvae - Bali Health Certificate on 31 Dec 2021 signed by Ayudiana Kusumawardani, the animal have negative tested WSSV, TSV, IHHNV, EHP, IMNV, AHPND, CMNV, SHIV. Reviewed of Diagnostic Test for Aquatic Animal Manual 2021 issued on 30 June 2021, it mentioned the recomendation disease test are AHPND, TSV, WSSV, IHHNV, IMNV.	Compliant			30-Mar-00
5.2.1	**Indicator:** Allowance for intentional lethal predator control of any protected, threatened or endangered species as defined by the International Union for Conservation of Nature (IUCN) Red List (44) national listing processes (45), or other official lists (46) **Requirement:** None **Applicability:** All	Reviewed of production and non production procedure IK-DGS-011 rev 03 on 4 Jan 2021 and observed during site tour, farm instelled crab fence (net Mesh Size 1 mm) for crab in surrounding of pond. Farm also installed mouse trap in warehouse. Verified of predator control (crab fence and mouse trap) monitoring record FRM-DGS-011-22, there were no mortality for crab or other animal and 2 mouse found in mouse trap - warehouse.	Compliant			
5.2.2	**Indicator:** Allowance for use of lead shot and select chemicals for predator control **Requirement:** None **Applicability:** All	Veridfied by interview and observed during site tour, there were no use lead shot and chemical for predator control	N/A			30-Mar-00
5.2.3	**Indicator:** In case lethal predator control is used, a basic monitoring program must be in place for documenting the frequency of visits, variety of species and number of animals interacting with the farm **Requirement:** Yes **Applicability:** All	N/A. Observed during site tour, there were crab fences to prevent animal into the farm unit. Reviewed of SOP Aquaculture GAP-DGS-000 rev 09 issued on 04 Januari 2021, crab fences to prevent animal into the farm unit for biosecurity.	N/A			30-Mar-00
5.3.1	**Indicator:** Allowance for use of antibiotics and medicated feed on ASC-labelled products (farm can be certified but specific product receiving medicated feed will not be authorized to carry ASC label) **Requirement:** None **Applicability:** All	Observed during site tour in chemical storage and Verified by interview with the farm technician, farm did not use antibiotic. Reviewed of treatment record of pond and the animal health procedure IK-DGS-012 Rev 02 issued on 4 jan 2021, there were no antibiotic treatment. Main Chemicals products: KMNO4 (for biosecurity), and Chlorine (for desinfectant), Lime (CaCO3) Main Biological products (Probiotic) : Super PS, Super NB, Biosolution, Aquazyme,	Compliant			30-Mar-00
5.3.2	**Indicator:** Allowance for the use of antibiotics categorized as critically important by the World Health Organization (47) (WHO), even if authorized by the pertinent national authorities **Requirement:** None **Applicability:** All	Observed during site tour in chemical storage and Verified by interview with the farm technician, farm did not use antibiotic. Reviewed of treatment record of pond and the animal health procedure IK-DGS-012 Rev 02 issued on 4 jan 2021, there were no antibiotic treatment. Main Chemicals products: KMNO4 (for biosecurity), and Chlorine (for desinfectant), Lime (CaCO3) Main Biological products (Probiotic) : Super PS, Super NB, Biosolution, Aquazyme. Reviewed of statement letter signed on 5 Jan 2018 by Wirianto Salim, farm did not use chemical and medicine which prohibited by Indonesia Goverment. Farm provided Critically Important Antimicrobial for Human Medicine 6th Revision 2018 by WHO.	N/A			30-Mar-00
5.3.3	**Indicator:** Information on chemical storage and usage **Requirement:** Records of stocks and usage are available for all products **Applicability:** All	Location of storage: Block B (8°22'46.3"S 113°24'24.3"E) Storage conditions: Lockable, Illuminated, Ventilated, Spillage contention, Spillage collection kit, Rainproof. Farm installed mouse trap in feed storage as pest control. Chemicals verified: Lime (CaCO3), KMNO4, and Chlorine Biological Treatment verified : Probuotic (Aquazym, Super NB, BioSolution) Period reviewed: Dec 20 - Nov 2021	Compliant			30-Mar-00

5.3.4	**Indicator:** Proper use of chemical products by farm workers **Requirement:** Evidences of worker awareness / training and instructions are available **Applicability:** All	Reviewed of GAP-DGS-000 Rev 09 issued on 4 Jan 2021 Page 44, it mention CaCO3 become a most effective source of carbon dioxide gas because of the nature of low solubility (20ppm) and the medium particle size (80-100 mesh) to dissolve slowly. CaCO3 needed in the an aerobic process, a minimum of 1,000 ppm (as in composting) and 2000 ppm for the culture of non-pathogenic gram-negative bacteria such as nitrosomonasand nitro bacteria. The finding of amorphous crystalscalcium carbonatesaltinthe bacterial cell nitrosomonas and nitro bacteria on bioflocs structure gives evidence of the importance of calcium carbonate to trigger the process of nitrification. Treatments 10-20 ppm CaCO3 every 1-2 days is required to support the nitrification process. Innitrification process, everyoxidation of1mg/Lammoniaorammonium(NH4 +/NH3ion) requires 8.65mg/L of HCO3or equivalent to 14.16 ppm CaCO3. B. Verify through interviews that employees are aware of procedures for proper chemical usage and that they have access to current instructions. Verified by worker interview (4 people), worker only use lime for increase the plankton and chlorine for disenfectan in pond preparation. Worker follow the technician instruction for doses and use PPE when use chemical product in the pond. Observed during site tour, farm only keep lime (CaCO3), KMNO4, and Chlorine.	Compliant	KMnO4 for footbath (biosecurity)		30-Mar-00													
5.3.5	**Indicator:** Allowance for treating water with pesticides banned or restricted by the Rotterdam Convention on Prior Informed Consent (PIC), the Stockholm Convention on Persistent Organic Pollutants (POPs) or classed as "extremely hazardous" or "highly hazardous" (classes Ia and Ib) by the World Health Organization (WHO) **Requirement:** None **Applicability:** All	Reviewed of declaration letter, Wirianto as Production Manager state that farm did not use pesticide which prohibited by Rotterdam Convention on Prior Informed Consent (PIC), the stockholm Convention on Persistent Organic Pollutan (POP) by WHO , signed on 10 Jan 2018. Observed during site tour, verfied by worker interview and production record, there were no pesticide used in the farm.	Compliant			30-Mar-00													
5.3.6	**Indicator:** Allowance for discharge of any hazardous chemicals without previous neutralization (38) **Requirement:** None **Applicability:** All	A. Review SOP for appropriateness. Chemicals that need neutralization: chlorine Verified by interview, worker use chlorine 5-30 ppm for neutralization in preparation pond and disease outbreak case in the farm. Reviewed of GAP-DGS-000 Rev 09 issued on 4 Jan 2021, it mentioned farm use disinfectant chemicals Calcium (chlorine) for high level of disease outbreaks case. To neutralizethe influence of chlorine ingredients required 1-3 days. Observed during site visit and verified by interview, farm has effluent treatment water pond, water flow from pond.	Compliant			30-Mar-00													
5.3.7	**Indicator:** Use of probiotic bacterial strains excluding the use of fermented product to seed further batches **Requirement:** Only probiotic products approved by the appropriate competent authorities can be used **Applicability:** All	N/A. Observed during site visit, bacterial used by product such as Aquazym, BioSolution, SuperNB. There were no probiotic bacterial strain which the use of fermented product to seed futher batches.	N/A			30-Mar-00													
6.1.1	**Indicator:** Use of non-indigenous shrimp species (39) **Requirement:** Allowed, provided it is in commercial production locally (40) AND there is no evidence (41) of establishment or impact on adjacent ecosystems by that species AND there is documentation (hatchery permits, import licenses, etc.) that demonstrates compliance with introduction procedures as identified by regional, national and international importation guidelines (e.g., OIE and ICES (42)) **Applicability:** All	Receipt number: SO0000791 Record reviewed: Delivery note of Larvae Specie identified: Litopenaeus vannamei (whiteleg shrimp) Verified by browse https://www.cabi.org/isc/datasheet/71097 and https://www.fao.org/3/ad505e/ad505e05.htm , Litopenaeus vannamei (whiteleg shrimp) is invasive species in Indonesia. Reviewed of Indonesia Goverment regulation KEP. 41/MEN/2001, Litopenaeus vannamei (whiteleg shrimp) allowed to commercially in Indonesia. Verified by interview and Reviewed of production document, farm used PL's from PT. Prima Larvae - Bali and a. PT. Suri Tani Pemuka - Banyuwangi. - Broodstock imported from Konabay - Hawaii - Reviewed of Health Certificate of broodstock #ADC-21-608 issued date on October 11, 2021 by Departement of agriculture State of Hawaii, it mentioned Konabay as Broodstock is SPF and the animal have tested negative for IHHNV, WSSV, TSV, YHV, BP, MBV, IMNV, HPV, MoV, AHPND, EHP and NHPby PCR method for over 2years. - Reviewed of Health certificate of PL's on 19 Aug 2021, signed by Ufa, it mentioned the animal have tested negative for WSSV, TSV. IHHNV, IMNV, EHP, EMS, CMNV - Reviewed of Health certificate No STPJ 6/PS/LHU/LUKI-DPS/VI/2021 issued on 27 June 2021 by ministry of marine and fisheries, it mentioned the animal have tested negative for TSV, WSSV, YHV, IMNV, IHHNV, MBV b. Larvae Hatchery : PT Prima Larvae - Bali - Broodstock center in PT. Prima Larvae - Lampung - Health Certificate on 31 Dec 2021 signed by Ayudiana Kusumawardani, the animal have negative tested WSSV, TSV, IHHNV, EHP, IMNV, AHPND, CMNV, SHIV. Observed during site visit, farm installed net mesh size 1 mm in central drain, outlet pond, canal, and effluent water treatment pond to prevent larvae's escapee.	Compliant			30-Mar-00													
6.1.2	**Indicator:** Prevention measures in place to prevent escapes at harvest and during grow-out include: A. Effective screens or barriers of appropriate mesh size for the smallest animals present; double screened when non- indigenous species. B. Perimeter pond banks or dykes are of adequate height and construction to prevent breaching in exceptional flood event (43) C. Regular, timely inspections are performed and recorded in a permanent register D. Timely repairs to the system are recorded E. Installation and management of trapping devices to sample for the existence of escapes; data is recorded F. Escape recovery protocols in place **Requirement:** Yes **Applicability:** All	Observed during site tour, farm installed screen mesh size 4 mm in water outlet each shrimp pond, and effluent water gate. Ponds inspected: = #14 Central drain net mesh size =4 mm Outlet net mesh size = 4 mm Canal net mesh size = 4 mm Shrimp size : 30 gr DOC = 115 Reviewed of tide record for 25 years 2021 - 1996 by BMKG, the highest tide of seawater in that area was 2,9 m. The highest water level based on BMKG Station 1 Juanda on 1 Sep 2018, it mentioned 110-120 cm. Observed during site visit, fence height surrounding farm approximately 2.5 m, pond depth is 2 m, pond dyke high is 0.5 m. It can prevent escapee during flood occurs. Verified by worker interview , there were no flood occurs during 3 years. Reviewed of Shrimp Escapee Procedure IK-DGS-045 rev 00 issued on 14 Jan 2021 and interviewed with worker, worker checked the screen weekly record in FRM-DGS-089.00 and shrimp return to the pond if shrimp escapee occur in the pond canal. farm also culture tilapia in effluent water pond to prevent escapee occur in the pond to public seawater. Reviewed of net damage monitoring FRM-DGS-085 Rev 01 in January - Dec 2021, there were. no damage for screen which installed in effluent water gate, and pond canal.	Compliant			30-Mar-00													
6.1.3	**Indicator:** Escapes and actions taken to prevent reoccurrence **Requirement:** Records are available for inspection **Applicability:** All	N/A. Reviewed of escapee monitoring record FRM-DGS-089.00 in Jan - Dec 2021, there were no shrimp's escapee to canal, and effluent water pond.	N/A			30-Mar-00													
6.2.1	**Indicator:** PL and broodstock have appropriate disease-free status and sources meet regional, national and international importation guidelines (e.g., OIE and ICES) **Requirement:** Documentation provided demonstrating compliance within two years of standard's publication date for wild monodon broodstock sourced locally; applicable immediately in all other cases **Applicability:** All	A. PT. Suri Tani Pemuka provide the PCR result for Broodstock and Larvae. - Reviewed of Health Certificate of broodstock #ADC-21-608 issued date on October 11, 2021 by Departement of agriculture State of Hawaii, it mentioned Konabay as Broodstock is SPF and the animal have tested negative for IHHNV, WSSV, TSV, YHV, BP, MBV, IMNV, HPV, MoV, AHPND, EHP and NHPby PCR method for over 2years. - Reviewed of Health certificate of PL's on 19 Aug 2021, signed by Ufa, it mentioned the animal have tested negative for WSSV, TSV. IHHNV, IMNV, EHP, EMS, CMNV B. Farm did not provide for Health Certificate of PT. Prima Larvae - Bali's broodstock - Reviewed of Health certificate of PL's on 09 Dec 2021 signed by Yully Nurianti, it mentioned the animal have tested negative for TSV, IMNV, CMNV, DIV1, WSSV, IHHNV, EMS, EHP. - Reviewed of Health certificate of PL's on 31 Dec 2020 signed by Ayudiana Kusumawardani, it mentioned the animal have tested negative for WSSV, TSV. IHHNV, EHP, IMNV, AHPND, CMNV, SHIV *A.. Suri Tani Pemuka memberikan hasil PCR untuk Induk dan Larva.* *- Meninjau dari Sertifikat Kesehatan Induk #ADC-21-608 tanggal yang dikeluarkan pada 11 Oktober 2021 oleh Departemen Pertanian Negara Bagian Hawaii, disebutkan Konabay sebagai Induk adalah SPF dan hewan tersebut telah diuji negatif untuk IHHNV, WSSV, TSV, YHV, BP, MBV, IMNV, HPV, MoV, AHPND, EHP dan NHP dengan metode PCR selama lebih dari 2 tahun.* *- Meninjau Sertifikat Kesehatan PL pada 31 Des 2020 yang ditandatangani oleh Ayudiana Kusumawardani, disebutkan hewan tersebut dinyatakan negatif WSSV, TSV. IHHNV, EHP, IMNV, AHPND, CMNV, SHIV* *B. Peternakan tidak menyediakan Sertifikat Kesehatan PT. Prima Larva - indukan Bali* *- Peninjauan Surat Keterangan Sehat PL tanggal 09 Des 2021 yang ditandatangani Yully Nurianti menyebutkan hewan tersebut dinyatakan negatif TSV, IMNV, CMNV, DIV1, WSSV, IHHNV, EMS, EHP.*	Minor	B. Farm did not provide for Health Certificate of PT. Prima Larvae - Bali's broodstock - Reviewed of Health certificate of PL's on 09 Dec 2021 signed by Yully Nurianti, it mentioned the animal have tested negative for TSV, IMNV, CMNV, DIV1, WSSV, IHHNV, EMS, EHP. *B. Peternakan tidak menyediakan Sertifikat Kesehatan PT. Prima Larva - indukan Bali* *- Peninjauan Surat Keterangan Sehat PL tanggal 09 Des 2021 yang ditandatangani Yully Nurianti menyebutkan hewan tersebut dinyatakan negatif TSV, IMNV, CMNV, DIV1, WSSV, IHHNV, EMS, EHP.*	17-Dec-21	17-Mar-22		Open					Lack of follow-up to PT Prima Larvae Hatchery regarding requests for Health certificate broodstock for PL's in ponds. *Kurangnya tindak lanjut ke PT Prima Larvae Hatchery terkait permintaan sertifikat Kesehatan indukan untuk PL di tambak*	Request a broodstock health certificate document to PT Prima Larvae for the PL's than sent to the pond *Meminta dokumen sertifikat kesehatan induk ke PT Prima Larvae untuk PL kemudian dikirim ke tambak*	1. Always monitoring and check the supporting documents for the PL's used and make sure the documents are always updated. 2. Awareness training to PIC (production team) regarding the broodstock's support document *1. Selalu memantau dan memeriksa dokumen pendukung untuk PL yang digunakan dan memastikan dokumen selalu diperbarui.* *2. Pelatihan kepada PIC (tim produksi) mengenai dokumen pendukung induk vannamei*	**Lead Auditor** Accepted the corrective action plan and waiting receive all evidence. *Menerima rencana tindakan korektif dan menunggu menerima semua bukti.*			
6.2.2	**Indicator:** Percent of total post larvae from closed loop hatchery (i.e., farm-raised broodstock) **Requirement:** P. vannamei, P. indicus, P. stylirostris 100% P. monodon must be increased over time, and reach 100% within six years after the publication of the standard **Applicability:** All	Reviewed of production data in Jan - Dec 2021, PL source from PT. Suri Tani Pemuka - Banyuwangi and PT. prima Larvae - Bali. 1. Statement letter of PT. Suri Tani Pemuka - Banyuwangi issued on 15 January 2021 signed by Tirza Iwanda, it mentioned PL's of *Litopenaeus vannamei* produced from Hatchery of f PT. Suri Tani Pemuka - Banyuwangi. Broodstock source from Konabay - Hawaii (B/L 205-85552552) 2. Statement letter of PT. Prima Larvae - Bali on 1 June 2021, all vannamei shrimp broodstock source form NBC PT. Prima Larvae - Lampung.	Compliant			30-Mar-00													
6.2.3	**Indicator:** Origin of wild-caught broodstock **Requirement:** Sourced from locally fished broodstock only (44) **Applicability:** Farms using seed generated from wild-caught P. monodon	N/A. Reviewed of production data in Jan - Dec 2021, PL source from PT. Suri Tani Pemuka - Banyuwangi and PT. prima Larvae - Bali. 1. Statement letter of PT. Suri Tani Pemuka - Banyuwangi issued on 15 January 2021 signed by Tirza Iwanda, it mentioned PL's of Litopenaeus vannamei produced from Hatchery of f PT. Suri Tani Pemuka - Banyuwangi. Broodstock source from Konabay - Hawaii (B/L 205-85552552) 2. Statement letter of PT. Prima Larvae - Bali on 1 June 2021, all vannamei shrimp broodstock source form NBC PT. Prima Larvae - Lampung.	N/A			30-Mar-00													
6.2.4	**Indicator:** Allowance for wild-caught PL other than natural tidal flow into ponds **Requirement:** None **Applicability:** All	N/A. Reviewed of production data in Jan - Dec 2021, PL source from PT. Suri Tani Pemuka - Banyuwangi and PT. prima Larvae - Bali. 1. Statement letter of PT. Suri Tani Pemuka - Banyuwangi issued on 15 January 2021 signed by Tirza Iwanda, it mentioned PL's of Litopenaeus vannamei produced from Hatchery of f PT. Suri Tani Pemuka - Banyuwangi. Broodstock source from Konabay - Hawaii (B/L 205-85552552) 2. Statement letter of PT. Prima Larvae - Bali on 1 June 2021, all vannamei shrimp broodstock source form NBC PT. Prima Larvae - Lampung.	N/A			30-Mar-00													
6.3.1	**Indicator:** Allowance for the culture of transgenic shrimp (including the offspring of genetically engineered shrimp) **Requirement:** None **Applicability:** All	Reviewed of production data in Jan - Dec 2021, PL source from PT. Suri Tani Pemuka - Banyuwangi and PT. prima Larvae - Bali. 1. Statement letter of PT. Suri Tani Pemuka - Banyuwangi issued on 15 January 2021 signed by Tirza Iwanda, it mentioned Post Larvae produced were not the result of genetic engineering shrimps. Broodstock source from Konabay - Hawaii (B/L 205-85552552) 2. Statement letter of PT. Prima Larvae - Bali on 1 June 2021, Post Larvae produced were not the result of genetic engineering shrimps. all vannamei shrimp broodstock source form NBC PT. Prima Larvae - Lampung.	Compliant			30-Mar-00													
7.1.1	**Indicator:** Evidence of basic traceability of feed ingredients, including source, species, country of origin and harvest method demonstrated by the feed producer (45) **Requirement:** List of all ingredients making up more than 2% of the feed available provided on company letterhead **Applicability:** All	Observed during site visit, reviewed of production data and verified by interview, feed source PT. Suri Tani Pemuka. Reviewed of Statement letter from STP on 24 November 2021 signed by Erwin Suwendi as Head of Nutrition and Feed Technology, it mentioned : Soybean meal hi-pro : 25-35% wheat flour = 25-30% Fishmeal = 5-10% poultry meal = 5-10% Marine by product meal = 5-10% Krill meal = 1-2% Fish oil = 1-2% Monocalcium phosphate = 1-2% Soy lecithin = 1-2% Inactive yeast = 0.5-2% vitamin and mineral mix = 0.5-2% other addictive = 1-2%	Compliant			30-Mar-00													
7.1.2	**Indicator:** Demonstration of chain of custody and traceability for fisheries products in feed through an ISEAL member or ISO 65 compliant certification scheme that also incorporates the FAO CCRF Code of Conduct for Responsible Fisheries **Requirement:** Yes **Applicability:** All	Reviewed of Statement letter from STP on 24 November 2021 signed by Erwin Suwendi as Head of Nutrition and Feed Technology, it mentioned : 1. Fish Meal and fish oil source : Pesquera Pacific Star SA FM = 5-10% ; FO = 1-2% Fishmeal and Fish oil by product of farmed salmon and country origin was Chile Reviewed of Declaration Certificate from Pesquera Pacific Star on 5 Sep 2021 B/L No ONEYSCLB16948300 quantity 80 MTS, mentioned fish species were *Salmo salar, Oncorhynchus kisutch, Oncorhynchus mykiss*, country origin was Chile and Chile water from farmed harvest.	Compliant	Fish meal and fish oil from Chile water from farmed harvest		30-Mar-00													
7.2.1a	**Indicator:** Timeframe for 100% (mass balance) fishmeal and fish oil used in feed to come from fisheries (47) certified by a full ISEAL member (48) that has guidelines specifically promoting ecological sustainability of forage fisheries **Requirement:** Within five years following the date of standard publication **Applicability:** All, after March 2019	Reviewed of Statement letter from STP on 24 November 2021 signed by Erwin Suwendi as Head of Nutrition and Feed Technology, it mentioned : Fish Meal and fish oil source : Pesquera Pacific Star SA FM = 5-10% ; FO = 1-2% Fishmeal and Fish oil by product of farmed salmon and country origin was Chile Reviewed of Declaration Certificate from Pesquera Pacific Star on 5 Sep 2021 B/L No ONEYSCLB16948300 quantity 80 MTS, mentioned fish species were *Salmo salar, Oncorhynchus kisutch, Oncorhynchus mykiss*, country origin was Chile and Chile water from farmed harvest.	Compliant	Fish meal and fish oil from Chile water from farmed harvest		30-Mar-00													
7.2.1b	**Indicator:** FishSource score (49, 50), for the fishery(ies) from which a minimum of 80% of the fishmeal and fish oil by volume is derived (See Appendix IV, subsection 3 of the Shrimp standard v 1.1 for explanation of FishSource scoring): a. for FishSource Criteria 4 (spawning biomass assessment) b. for FishSource Criteria 1, 2, 3 and 5 **Requirement:** a. 8 b. 6 or compliance with alternative interim proposal 7.2.1c **Applicability:** All	Reviewed of Statement letter from STP on 24 November 2021 signed by Erwin Suwendi as Head of Nutrition and Feed Technology, it mentioned : Fish Meal and fish oil source : Pesquera Pacific Star SA FM = 5-10% ; FO = 1-2% Fishmeal and Fish oil by product of farmed salmon and country origin was Chile Reviewed of Declaration Certificate from Pesquera Pacific Star on 5 Sep 2021 B/L No ONEYSCLB16948300 quantity 80 MTS, mentioned fish species were *Salmo salar, Oncorhynchus kisutch, Oncorhynchus mykiss*, country origin was Chile and Chile water from farmed harvest.	N/A	N/A. Fish meal and fish oil from Chile water from farmed harvest		30-Mar-00													
7.2.1c	**Indicator:** Lacking a FishSource assessment a fishery could be engaged in an Improvers Programme, (transparent and public Fisheries Improvement Project (FIP) with periodic public reporting (refer to Appendix VII of the Shrimp standard v 1.1) **Requirement:** See Appendix VII of the Shrimp standard v 1.1 for details on compliance **Applicability:** All	Reviewed of Statement letter from STP on 24 November 2021 signed by Erwin Suwendi as Head of Nutrition and Feed Technology, it mentioned : Fish Meal and fish oil source : Pesquera Pacific Star SA FM = 5-10% ; FO = 1-2% Fishmeal and Fish oil by product of farmed salmon and country origin was Chile Reviewed of Declaration Certificate from Pesquera Pacific Star on 5 Sep 2021 B/L No ONEYSCLB16948300 quantity 80 MTS, mentioned fish species were *Salmo salar, Oncorhynchus kisutch, Oncorhynchus mykiss*, country origin was Chile and Chile water from farmed harvest.	N/A	N/A. Fish meal and fish oil from Chile water from farmed harvest		30-Mar-00													
7.2.2	**Indicator:** Percentage of non-marine ingredients from sources certified by an ISEAL member's certification scheme that addresses environmental and social sustainability **Requirement:** 80% for soy and palm oil within five years from the date of the ASC Shrimp Standard's publication **Applicability:** All, after March 2019	A. Confirm that farm has statement from feed manufacturer identifying the respective percentage of soy and palm ingredients certified to an ISEAL compliant standard. Feed supplier: PT. Suri Tani Pemuka Soybean source = Vicentin S A I C Soybean meal hi-pro : 25-35% B/L No : LBC7 Packing list no : 0079/2019/STP/XGBM B. Review evidence and confirm compliance. Auditor should witness photocopy of certificate as well as statement of compliance by feed manufacturer. Vicentin did not certified by ISEAL member yet *A. Konfirmasikan bahwa peternakan memiliki pernyataan dari produsen pakan yang mengidentifikasi persentase masing-masing bahan kedelai dan kelapa sawit yang disertifikasi dengan standar yang sesuai dengan ISEAL.* *Feed supplier: PT. Suri Tani Pemuka* *Soybean source = Vicentin S A I C* *Soybean meal hi-pro : 25-35%* *B/L No : LBC7* *Packing list no : 0079/2019/STP/XGBM* *B. Tinjau bukti dan konfirmasi kepatuhan. Auditor harus menyaksikan fotokopi sertifikat serta pernyataan kepatuhan oleh produsen pakan.* *Vicentin belum bersertifikat oleh anggota ISEAL.*	Minor	https://www.asc-aqua.org/what-you-can-do/get-certified/variance-request-interpretation-platform/QA0089/ VR extended till June 2022. *VR diperpanjang hingga Juni 2022.*	17-Dec-21	15-Jun-22		Open					Farm still do not have feed suppliers who already have RTRS & ISEAL certificates according to the ASC standard. *Tambak masih belum memiliki pemasok pakan yang sudah memiliki sertifikat RTRS & ISEAL sesuai standar ASC.*	Follow up to the feed supplier to use soybean raw materials that are RTRS & ISEAL certified. (Declared on Letter of Intent for using ISEAL Certified soybean after June 30, 2022). *Menindaklanjuti pemasok pakan untuk menggunakan bahan baku kedelai yang bersertifikat RTRS & ISEAL. (dinyatakan pada Letter of Intent untuk menggunakan kedelai bersertifikat ISEAL setelah 30 Juni 2022).*	1. Always updating information of ingredients for shrimp feed that will be used for PT. Delta Guna Sukses according to ASC Standard for having ISEAL Certificate for Soybean and Requesting the update documents from the feed purchased from PT. Suri Tani Pemuka. Looking for alternatives to feed manufacturer that use ISEAL certified soybean raw materials and always review the feed document from feedmill. 2. Reviewing soybean raw material documents from feed supplier PT. Suri Tani Pemuka in accordance with ASC standards (following above document on review for every supplier/vendor) 3. Awareness training to PIC (production team) regarding the feed's support document *1. Selalu update informasi bahan pakan udang yang akan digunakan untuk PT. Delta Guna Sukses sesuai Standar ASC untuk memiliki Sertifikat ISEAL untuk Kedelai dan Meminta*	**Lead Auditor** Accepted the corrective action plan and waiting receive all evidence. *Menerima rencana tindakan korektif dan menunggu menerima semua bukti.*			

7.3.1	**Indicator:** Allowance for feed containing ingredients that are genetically modified ONLY when information regarding the use of GM ingredients in shrimp feed is made easily available to retailers and end consumers, including: a. Disclosure on the audit reports if GMO ingredients were used in the feed fed to shrimp b. Disclosure if GMO ingredients were used in the feed fed to ASC-certified shrimp all along the supply chain up to the retailer. Total disclosure on the revised auditor reports are published on an easy-access database on the ASC web page (when available). This database, when available, should be made available on demand to retailer and consumers. c. Use of the most adequate, fast and user-friendly communication tools to inform retailers and consumers on all certified products **Requirement:** Yes (51) **Applicability:** All	Statement code: 5050142008 Supplier name: Suri Tani Pemuka Feed volume purchased: 12,000 kg Reviewed of Statement letter from STP on 24 November 2021 signed by Erwin Suwendi as Head of Nutrition and Feed Technology, it stated that feed is not clearly GMO Certified	Compliant			30-Mar-00													
7.3.2	**Indicator:** List of feed ingredients does not contain any GMO **Requirement:** Yes **Applicability:** Farmers using GM-free feed	Statement code: 5050142008 Supplier name: Suri Tani Pemuka Feed volume purchased: 12,000 kg Reviewed of Statement letter from STP on 24 November 2021 signed by Erwin Suwendi as Head of Nutrition and Feed Technology, it stated that feed is not clearly GMO Certified	Compliant			30-Mar-00													
7.3.3	**Indicator:** Non-GMO feed traceability by the feed producer and on the farm **Requirement:** Yes **Applicability:** Farmers using GM-free feed	Statement code: 5050142008 Supplier name: Suri Tani Pemuka Feed volume purchased: 12,000 kg Reviewed of Statement letter from STP on 24 November 2021 signed by Erwin Suwendi as Head of Nutrition and Feed Technology, it stated that feed is not clearly GMO Certified	Compliant			30-Mar-00													
7.3.4	**Indicator:** Samples taken randomly by the auditor are tested negative by PCR **Requirement:** Yes **Applicability:** Farmers using GM-free feed	A. Collect samples and submit them to a laboratory ISO 17025 accredited or laboratories operated by universities/governmental offices for using PCR or other molecular test capable of identifying GM products. Confirm the GM-free status of the feed samples Briefly describe the sampling methodology: Laboratory ISO 17025 accredited/ university name: Auditors comments:		Auditor witness to take sample and client send to laboratory.		30-Mar-00													
7.4.1	**Indicator:** Feed Fish Equivalence Ratio (FFER) (52) L. vannamei and P. monodon **Requirement:** L. vannamei ≤1.35:1 and P. monodon ≤1.9: 1 **Applicability:** All	Reviewed of Statement letter from STP on 24 November 2021 signed by Erwin Suwendi as Head of Nutrition and Feed Technology, it mentioned : Fish Meal and fish oil source : Pesquera Pasific Star SA FM = 5-10% ; FO = 1-2% Fishmeal and Fish oil by product of farmed salmon and country origin was Chile Reviewed of Declaration Certificate from Pesquera Pasific Star on 5 Sep 2021 B/L No ONEYSCLB16948300 quantity 80 MTS, mentioned fish species were S*almo salar, Onchorhynchus kisutch, Onchorhynchus mykiss*, country origin was Chile and Chile water from farmed harvest.	N/A	N/A. Fish meal and fish oil from Chile water from farmed harvest		30-Mar-00													
7.4.2 a	**Indicator:** Economic Feed Conversation Ratio (eFCR) **Requirement:** Records are available **Applicability:** All	Statement code: 5050142008 Supplier name: Suri Tani Pemuka Date ; 28 Dec 2020 Feed volume purchased: 1,200 kg Period = Jan - Dec 2021 Feed Supplier name: Suri Tani Pemuka Feed volume purchased: 890,599 kg Total harvested shrimp: 729,780 kg FCR = 890,599 kg : 729,780 kg = 1,21	Compliant			30-Mar-00													
7.4.2.b	**Indicator:** Protein Retention Efficiency **Requirement:** Records are available **Applicability:** All	Statement code: 5050142008 Supplier name: Suri Tani Pemuka Date ; 28 Dec 2020 Feed volume purchased: 1,200 kg Period = Jan - Dec 2021 Feed Supplier name: Suri Tani Pemuka Feed volume purchased: 890, 599 kg Total harvested shrimp: 729,780 kg % of protein: 32 % % of shrimp = 19 % FCR = 890,599 kg : 729,780 kg = 1,21 PRE = 19%/(1.21*32%)*100% = 0.49	Compliant			30-Mar-00													
7.5.1	**Indicator:** Nitrogen effluent load per ton of shrimp produced over a 12-month period (53) **Requirement:** Less than 25.2 kg N per ton of shrimp for L. vannamei. Less than 32.4 kg N per ton of shrimp for P. monodon **Applicability:** All	NP load (kg/ton shrimp) = ((NP concentration in effluent water in mg/L – NP concentration in supply water in mg/L) x volume of effluent water in m3) / 1000 x tons of shrimp produced Type of pond = HDPE and concreate Laboratories operated by Jember university W 1352/2021 - W 1355/2021 N Concentration in effluent water = 0.07 mg/L N Concentration in supply water = 0.03 mg/L volume of effluent water in Jan - Dec 2021 = 3,385,878 m3 shrimp produced in Jan - Dec 2021 = 729.780 MT N Load = ((0.07-0.03)x 3,385,878)/ 1000 x 729.780 = 0.19 kg/ton shrimp	Compliant	Farm Nitrogen effluent load comply with ASC Shrimp Standard (< 25.2 kg N/ton of shrimp for		30-Mar-00													
7.5.2	**Indicator:** Phosphorous effluent load per ton of shrimp produced over a 12-month period **Requirement:** Less than 3.9 kg P per ton of shrimp for L. vannamei. Less than 5.4 kg P per ton of shrimp for P. monodon **Applicability:** All	NP load (kg/ton shrimp) = ((NP concentration in effluent water in mg/L – NP concentration in supply water in mg/L) x volume of effluent water in m3) / 1000 x tons of shrimp produced Type of pond = HDPE and concreate Laboratories operated by Jember university W 1352/2021 - W 1355/2021 P Concentration in effluent water = 0.12 mg/L P Concentration in supply water = 0.07 mg/L volume of effluent water in Jan - Dec 2021 = 3,385,878 m3 shrimp produced in Jan - Dec 2021 = 729.780 MT P Load = ((0.12-0.07)x 3,385,878)/ 1000 x 729,780 = 0,23 kg/ton shrimp	Compliant	Farm Nitrogen effluent load comply with ASC Shrimp Standard (< 5.4 kg N/ton of shrimp for		30-Mar-00													
7.5.3	**Indicator:** Responsible handling and disposal of sludge and sediments removed from ponds and canals **Requirement:** No discharge or disposal of sludge and sediments to public waterways and wetlands **Applicability:** All	Reviewed of sediment disposal record MTX-DGS-008-00 in Jan- Nov 2021, there were 35 ton of sludge remove from efflluent water pond to another area in farm. Observed during site tour and verified by worker interview, the location of sludge in farm area was 8°22'38.3"S 113°24'06.0"E and there were no sludge/ sediment disposal to outside of farm.	Compliant			30-Mar-00													
7.5.4	**Indicator:** Treatment of effluent water from permanently aerated ponds **Requirement:** Evidence that all discharged water goes through a treatment system (54), and concentration of settleable solids in effluent water < 3.3 mL/L (55) **Applicability:** Farms with permanently aerated ponds	Reviewed of Imhoff measurement IK-DGS-047 rev 00 issued on 4 Jan 2021, it mentioned conducted settleable solid in effluent water every harvest. Reviewed of TSS record in Jan - Dec 2021 FRM DGS-093-00, the range of TSS were 1.0 - 1.8 ml/L Verified by auditor witness, TSS value was 0.15 ml/L	Compliant	It comply with ASC standard, the TSS Value < 3,2 ml/L.		30-Mar-00													
7.5.5	**Indicator:** Percentage change in diurnal dissolved oxygen (DO) relative to DO at saturation in receiving water body (56) for the water's specific salinity and temperature **Requirement:** ≤ 65% **Applicability:** All	Manufacturer name: YSI 550 Frequency recommended: 1-3 times / month Method recommended: automatic by YSI 550 DO Equipment Is it in compliance by manufacturer?: yes Period: Jan - Dec 21 Minimum DO: 8.7% Maximum DO: 39.2% Average Percent change in DO: 18,77% Auditor witness DO: 30.1 %, on-site DO values fall within range of farm data. Nama Merk: YSI 550 Frekuensi yang disarankan: 1-3 kali / bulan Metode yang direkomendasikan: otomatis oleh YSI 550 DO Equipment Apakah sesuai dengan produsen?: ya Periode: Jan - 21 Des DO Minimum: 8,7% DO Maksimum: 39,2% Rata-rata Persen perubahan DO: 18,77 Saksi auditor DO: 30,1%, nilai DO di berada dalam kisaran data tambak.	Minor	**DO Morning Time** : 04.18 WIB should be 04.04 WIB DO = 2,25 ppm ; salinity = 2 ppt saturation = **28,8 %** **DO afternoon** at 15.38 DO = 4.4 ppm; salinity = 2 saturation = **58,9 %** **DDDO = 58,9% - 28,8% = 30,1%** BEIA and SOP IK-DGS-066 mention DO sampling point at least 200 m ASC Standard requirement. Verified by google map measurement, sampling point 250 m from the farm outfall. NC : Time of DO Sampling in the morning : 04.18 WIB shall be 04.04 WIB Observered during site visit, the location of DO sampling (8°22'46.7"S 113°24'03.5"E) different with BEIA Recomendation (appx. 8°22'48.2"S 113°24'04.0"E, BEIA did not not mentioned the GPS in the report). Verified by interview, worker got recomendation change of sampling point location from consultant by verbal and it did not update in the BEIA Report. DO Pagi : 04.18 WIB seharusnya 04.04 WIB DO = 2,25 ppm; salinitas = 2 ppt saturasi = 28,8% DO sore jam 15.38 DO = 4,4 ppm; salinitas = 2 saturasi = 58,9% DDDO = **58,9% - 28,8% = 30,1%** BEIA dan SOP IK-DGS-066 menyebutkan titik pengambilan sampel DO minimal 200 m persyaratan Standar ASC. Diverifikasi	17-Dic-21	17-Mar-22		Open					1. The time for checking DO in the morning was delayed due to negligence from the laboratoty team who was late to the checkpoint. 2. Regarding the distance that exceeds the BEIA recommendation, because the coordinates of the location for DO checking are not declared on BEIA study and there are no markers so the distance is not accurate. *1. Waktu pengecekan DO di pagi hari tertunda karena kelalaian dari tim laboratorium yang terlambat ke checkpoint.* *2. Seputar jarak yang melebihi rekomendasi BEIA, karena koordinat lokasi pengecekan DO tidak tertera pada studi BEIA dan tidak ada penanda sehingga jarak tidak akurat.*	1. More disciplined and always on time to sampling the DO 2. Re-measurement of DO sampling location distance and marked for fixed sampling location. *1. Lebih disiplin dan selalu tepat waktu dalam pengambilan sampel DO* *2. Pengukuran ulang jarak lokasi pengambilan sampel DO dan ditandai untuk lokasi pengambilan sampel tetap.*	1. Ensure the DO sampling distance is in accordance with the BEIA study and conduct DO sampling on time. 2. Awareness training to PIC (Laboratory team) regarding location of DO sampling based on BEIA recommendation and sampling time. *1. Pastikan jarak pengambilan sampel DO sesuai dengan studi BEIA dan lakukan pengambilan sampel DO tepat waktu.* *2. Pelatihan kepada PIC (tim Laboratorium) mengenai lokasi pengambilan sampel DO berdasarkan rekomendasi BEIA dan waktu pengambilan sampel.*	**Lead Auditor** Accepted the corrective action plan and waiting receive all evidence. *Menerima rencana tindakan korektif dan menunggu menerima semua bukti.*			
7.6.1	**Indicator:** Energy consumption (57) by sources (58) over a 12-month period **Requirement:** Records available for all activities **Applicability:** All	Reviewed of energy consumption in Jan - Dec 2021, it mention energy source were : Electricity = 13,710,521.54 Megajoule Dexlite = 935,435.25 Megajoule Pertalite = 729,780 Megajoule	Compliant			30-Mar-00													
7.6.2	**Indicator:** Annual Cumulative Energy Demand (megajoules/ton of shrimp produced) (59) over a 12-month period **Requirement:** Records available for verification of calculations **Applicability:** All	Reviewed of energy consumption in Jan - Dec 2021, it mention energy source were : Electricity = 13,710,521.54 Megajoule Dexlite = 935,435.25 Megajoule Pertalite = 111,707.56 Megajoule Total energy = 14,757,664.35 Megajoule Shrimp harvest in Jan- Dec 2021 = 1,114.652 MT Annual cumulative enery demand = 14,757,664.35 Megajoule / 729,780 MT = 20.22 MJ/MT	Compliant			30-Mar-00													
7.7.1	**Indicator:** Safe storage and handling of chemicals and hazardous materials (60) **Requirement:** Evidence of procedures in place. **Applicability:** All	Reviewed of agreement letter PT. Sumber Adi Mulyo Tulungagung cabang jember and PT. Delta Guna Sukses No 677/MOU/DGS-SAMT/April 2020, PT. DGS distributed hazardous waste products from production activities, the machines / workshops / garages of public transport are characterized by the type code of hazardous waste generated, example lubricant B105d. Delivery note on 6 March 2021 mentioned ubricant 1 drum, and lamp 1 sack. Observed during site tour, farm provide organic and an-organic garbage in front of office, and dormitory. Verified by worker interview, farm will sold feed back and larvae plastic bag to 3rd party.	Compliant			30-Mar-00													

Metric table

Where the requirement is ''None'', please use 0 (zero) if requirement is met

Corresponds to ASC Shrimp standard version 1.1

Indicator No	5.3.1	5.3.2	5.3.5	5.3.6	7.2.1a	7.2.1b
Impact Category	Chemicals/therapeutants	Chemicals/therapeutants	Chemicals/therapeutants	Chemicals/therapeutants	Feed	Feed
Indicator Text	Allowance for use of antibiotic and medicated feed on ASC-labelled products (farm can be certified but specific product receiving medicated feed will not be authorized to carry ASC label).	Allowance for the use of antibiotics categorized as critically important by the World Health Organization (WHO), even if authorized by the pertinent national authorities.	Allowance for treating water with pesticides banned or restricted by the Rotterdam Convention on Prior Informed Consent (PIC), the Stockholm Convention on Persistent Organic Pollutants (POPs) or classed as "extremely hazardous" or "highly hazardous" (classes Ia and Ib) by the World Health Organization (WHO).	Allowance for discharge of any hazardous chemicals without previous neutralization	Timeframe for 100% (mass balance) fishmeal and fish oil used in feed to come from fisheries certified by a full ISEAL member that has guidelines specifically promoting ecological sustainability of forage fisheries (In Years)	FishSource score, for the fishery(ies) from which a minimum of 80% of the fishmeal and fish oil by volume is derived (See Appendix IV, subsection 3 for explanation of FishSource scoring) a. for Fishsource Criteria 4 (spawning biomass assessment) (or compliance with alternative interim proposal 7.1.1c)
Requirement/ Site ID						
ASC00809	0	0	0	0	0	

7.2.1c	7.2.2	7.4.1a	7.4.1b	5.1.3a	5.1.3b	5.1.3c	6.2.2a
Feed	Feed	Feed	Feed	Mortality/survival/escapes	Mortality/survival/escapes	Mortality/survival/escapes	other
FishSource score , for the fishery(ies) from which a minimum of 80% of the fishmeal and fish oil by volume is derived (See Appendix IV, subsection 3 for explanation of FishSource scoring) b. for Fishsource Criteria 1, 2, 3 and 5 (or compliance with alternative interim proposal 7.1.1c)	Percentage of non-marine ingredients from sources certified by an ISEAL member's certification scheme that addresses environmental and social sustainability	Feed Fish Equivalence Ratio (FFER) L. vannamei	Feed Fish Equivalence Ratio (FFER) P. monodon	Annual average farm survival rate (SR): 1) Unfed and non-permanently aerated pond systems	Annual average farm survival rate (SR): 2) Fed but non-permanently aerated pond systems	Annual average farm survival rate (SR): 3) Fed and permanently aerated pond systems.	Percent of total post larvae from closed loop hatchery for L. vannamei, P. indicus, P. stylirostris (i.e., farm-raised broodstock)
		✔ 0	✔ 0			✔ 76	

6.2.2b	2.5.3a	2.5.3b	7.5.1a	7.5.1b	7.5.2a	7.5.2b	7.5.4	7.5.5
other	Water quality	Water quality	Water quality	Water quality	Water quality	Water quality	Water quality	Water quality
Percent of total post larvae from closed loop hatchery for P. monodon (must be increased over time, and reach 100% within six years after the publication of the standard.) (i.e., farm-raised broodstock)	Water-specific conductance in freshwater wells used by the farm or located on adjacent properties. (in µS/cm)	Chloride concentration in freshwater wells used by the farm or located on adjacent properties. (in mg/l)	Nitrogen effluent load per ton of shrimp produced for L. vannamei over a 12-month period.	Nitrogen effluent load per ton of shrimp produced for P. monodon over a 12-month period.	Phosphorous effluent load per ton of shrimp produced for L. vannamei. over a 12-month period	Phosphorous effluent load per ton of shrimp produced for P. Monodon over a 12-month period	Treatment of effluent water from permanently aerated ponds. Evidence that all discharged water goes through a treatment system, and concentration of settleable solids in effluent water (in ml/l)	Percentage change in diurnal dissolved oxygen (DO) relative to DO at saturation in receiving water body for the water's specific salinity and temperature.
	✔ 138.625	✔ 158	✔ 0.1792322		✔ 0.0002240		✔ 0.3	✔ 18.77

4.3.2	4.4.1	4.6.1	4.10.2	4.1.1	4.8.1	4.8.3	4.8.5	4.9.4	4.10.4
Social	Social	Social	Social	Social	Social	Social	Social	Social	Social
Number of incidences of discrimination	Percentage of workers trained in health and safety practices, procedures and policies relevant to the job. Safety equipment provided and maintained and in use.	Percentage of workers with access to trade unions, worker organizations, and/or have the ability to self-organize and the ability to bargain collectively or to have access to representative(s) chosen by workers without management interference	Percentage of issues raised by workers which are recorded, responded to and monitored by employer.	Minimum age of hired workers	Percentage of compliance: Maximum number of regular working hours per week (48 hours/week)	Minimum time (in days) off from work, with the right but not the obligation to leave farm premises if accommodations are on the farm, except where both the employer and employee agree that off-days cannot be accommodated on the farm	Overtime compensation is provided (minimum percentage above the wage for normal hours)	Probation period stipulated in contract (In days)	Percentage of complaints that are resolved within three months after being received.
✔ 0	✔ 100	✔ 100	✔ 100	✘ 16	✘ 0	✘ 0	✔ 200	✘ 90	✔ 100

Summary of Standard Non-Conformities (NC)

NC Type	NC Totals
Minor	[illegible]
Major	[illegible]
Total	[illegible]

NC Code (CAB)	Indicator Number	Indicator Text	Audit Evidence	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	CR submitted	Date of submitted CR	CR sent	Q&A submitted to client	Root cause analysis	NC correction	NC Corrective action	Auditor evaluation	Document justification	New deadline for NC close out	Notes
	[illegible]	[illegible]	[illegible]	Minor	[illegible]	17-Dec-21	17-Mar-22		Open					[illegible]	[illegible]	[illegible]	[illegible]			
	[illegible]	[illegible]	[illegible]	Minor	[illegible]	17-Dec-21	17-Mar-22		Open					[illegible]	[illegible]	[illegible]	[illegible]			
	[illegible]	[illegible]	[illegible]	Major	[illegible]	17-Dec-21	17-Mar-22		Open					[illegible]	[illegible]	[illegible]	[illegible]			
	[illegible]	[illegible]	[illegible]	Major	[illegible]	17-Dec-21	17-Mar-22		Open					[illegible]	[illegible]	[illegible]	[illegible]			
	4.8.1	Indicator: Maximum number of regular working hours: Eight hours/day or 48 hours/week (maximum average over 17 week period) including "stand-by" hours; with at least one full day (including two nights) off in every seven-day period Requirement: Reflected in records available on the farm and 100% compliance expressed in worker interviews (30) Applicability: All	[illegible] The facility already noted the working hours schedule in company regulation; however, there was a difference between the working hours scheduled and working hours based on interview with 15 selected employees. For example, the company regulation stated that normal working hours were from 07.00 - 15.30, but based on interview, laboratory employees start working at 05.00 to take water sample and some employees still feed the shrimp at 19.00. The management also confirmed about the working hours outside the schedule. (Tercatat pada saat peninjauan catatan waktu kehadiran, perusahaan tidak dapat menyediakan catatan waktu kehadiran dengan waktu masuk dan waktu keluar aktual yang menunjukkan total jam kerja per hari dan per minggu. Kasus ini mempengaruhi bahwa total jam kerja normal tidak dapat diverifikasi. Perusahaan tersebut telah mencatat jadwal jam kerja dalam peraturan perusahaan; namun terdapat perbedaan antara jam kerja terjadwal dan jam kerja berdasarkan wawancara dengan 15 karyawan terpilih. Misalnya, peraturan perusahaan menyatakan bahwa jam kerja normal adalah dari pukul 07.00 - 15.30, namun berdasarkan wawancara, karyawan laboratorium mulai bekerja pada pukul 05.00 untuk mengambil sampel air dan beberapa karyawan masih memberi makan udang pada pukul 19.00. Pihak manajemen pun membenarkan adanya jam kerja di luar jadwal tersebut.)	Major	The facility did not ensure that the regular time worked by farm workers does not exceed 8h/day or 48h/week. (Perusahaan tidak memastikan bahwa waktu kerja reguler pekerja pertanian tidak melebihi 8 jam/hari atau 48 jam/minggu.)	17-Dec-21	17-Mar-22		Open					[illegible] employees is not recorded in details of the hours of in and out and only uses the attendance checklist because employees live in the mess and if they are going out they use a leave permit. Absensi karyawan tidak dicatat secara detail jam masuk dan keluar dan hanya menggunakan daftar hadir karena karyawan tinggal di mess dan jika keluar menggunakan izin cuti.	Record employee attendance in detail the hours of in and out in the employee attendance checklist. Catat kehadiran karyawan secara detail jam masuk dan keluar pada daftar periksa kehadiran karyawan.	[illegible] monitor the effectiveness of the use of attendance records 2. Awareness training to PIC (HR/GA) and sosialization to employees regarding time-in and time-out of eemployees attendance. 1. Membuat catatan kehadiran karyawan secara detail pada daftar periksa kehadiran dan memantau efektivitas penggunaan catatan kehadiran 2. Pelatihan kepada PIC (HR/GA) dan sosialisasi kepada karyawan mengenai waktu masuk dan waktu keluar kehadiran karyawan.	[illegible] for the closure documents to evaluate the improvements that have been made. Pernyataan akar masalah, koreksi dan tindakan koreksi diterima, namun masih menunggu dokumen penutupan untuk mengevaluasi perbaikan yang sudah dibuat Lead Auditor Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.			
	4.8.2	Indicator: Right to leave the farm after completion of daily work duties Requirement: Evidence of freedom of movement for all employees Applicability: All	It was noted during interview with management representative and 15 selected employees, the facility gave temporary permission to employee to leave the working site, but they should come back to the site 00.00. This requirement did not stated on employment contract, appointment letter, nor company regulation. (Tercatat dalam wawancara dengan perwakilan manajemen dan 15 karyawan terpilih, pihak perusahaan memberikan izin sementara kepada karyawan untuk meninggalkan lokasi kerja, namun harus kembali ke lokasi pukul 00.00. Persyaratan ini tidak tercantum dalam kontrak kerja, surat penunjukan, maupun peraturan perusahaan.)	Minor	The facility did not ensure that labor contracts clearly state workers' right to leave. (Perusahaan tidak memastikan bahwa kontrak kerja secara jelas menyatakan hak pekerja untuk pergi.)	17-Dec-21	17-Mar-22		Open					Permit to leave the working area using an leave permit and has not been recorded in the employee contract and has not been recorded in the policy because there is already a permit signed and permitted by the authorized management Izin meninggalkan wilayah kerja dengan menggunakan izin cuti dan belum tercatat dalam kontrak kerja karyawan dan belum tercatat dalam polis karena sudah ada izin yang ditandatangani dan diizinkan oleh manajemen yang berwenang	Adding employee leave permit provisions in the employee employment agreement contract Menambahkan ketentuan izin cuti karyawan dalam kontrak perjanjian kerja karyawan	1. Monitoring and evaluate the employee agreement contracts are comply with applicable regulations in the company. 2. Awareness training to PIC (HR/GA) and sosialization to employees regarding content of employment agreement contract which mention employee leave working area permit 1. Memantau dan mengevaluasi kontrak perjanjian kerja karyawan agar sesuai dengan peraturan yang berlaku di perusahaan. 2. Pelatihan kepada PIC (HR/GA) dan sosialisasi kepada karyawan tentang isi kontrak perjanjian kerja yang menyebutkan izin meninggalkan wilayah kerja	Sosial Auditor : The proposed root cause, correction, and corrective action are acceptable, waiting for the closure documents to evaluate the improvements that have been made. Pernyataan akar masalah, koreksi dan tindakan koreksi diterima, namun masih menunggu dokumen penutupan untuk mengevaluasi perbaikan yang sudah dibuat Lead Auditor Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.			
	4.8.5	Indicator: Overtime compensation is provided Requirement: Paid at a premium rate (31) of at least 25% above the wage for normal hours Applicability: All	It was noted during pay slip record review of 15 selected employees, the facility calculate holiday overtime based on basic wage received by the employees which was under legal minimum wage. Daily wages made by law: IDR 2,355,662.91 / 25 = IDR 94,226.52 Calculation for 1 day holiday overtime made by law: IDR 2,355,662.91 / 173 x 2 x 7 hours = IDR 190,631.68 Calculation for 1 day holiday overtime made by the facility: IDR 1,094,400 / 25 x 2 = IDR 87,552 Which was less than 25% of IDR 94,226.52 as regular daily wage. (Tercatat dalam peninjauan slip gaji terhadap 15 karyawan terpilih, perusahaan menghitung cuti lembur berdasarkan upah pokok yang diterima karyawan yang berada di bawah upah minimum yang sah. Upah harian yang menurut undang-undang: Rp 2.355.662,91 / 25 = Rp 94.226,52 Perhitungan lembur hari libur 1 hari menurut undang-undang: Rp 2.355.662,91 / 173 x 2 x 7 jam = Rp 190.631,68 Perhitungan lembur 1 hari libur yang dilakukan oleh perusahaan:	Major	The facility did not ensure that for all employees, overtime hours are paid at a premium rate of at least 25% above the wage form normal hours. (Perusahaan tidak memastikan bahwa untuk semua karyawan, jam lembur dibayar dengan tarif premi minimal 25% di atas upah dari jam normal.)	17-Dec-21	17-Mar-22		Open					Because wages are below from the minimum wages of Jember, the calculation of overtime on national holidays is not appropriate and adjusts wages applicable (below from the minimum wages of Jember) Karena upah di bawah upah minimum Jember, maka perhitungan lembur pada hari libur nasional tidak sesuai dan menyesuaikan upah yang berlaku (dibawah dari upah minimum Jember)	Discuss with management regarding the calculation of employee wages so that it is adjusted to the standart minimum wages of Jember so that the counting of national holiday overtime can be in accordance with the calculation of the minimum wages of Jember Mendiskusikan dengan manajemen mengenai perhitungan upah pegawai agar disesuaikan dengan standar upah minimum Jember agar penghitungan lembur hari libur nasional dapat sesuai dengan perhitungan upah minimum Jember	1. Always review and analyze the payroll system and ensure that the wages and overtime provided are in accordance with the applicable minimum wages standards. 2. Awareness training to PIC (HR/GA) and sosialization to employees regarding the calculation of overtime on national holidays 1. Selalu mengkaji dan menganalisa sistem penggajian dan memastikan bahwa upah dan lembur yang diberikan telah sesuai dengan standar upah minimum yang berlaku. 2. Pelatihan kepada PIC (HR/GA) dan sosialisasi kepada karyawan mengenai perhitungan lembur pada hari libur nasional	Lead Auditor Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.			
	6.2.1	Indicator: PL and broodstock have appropriate disease-free status and sources meet regional, national and international importation guidelines (e.g., OIE and ICES) Requirement: Documentation provided demonstrating compliance within two years of standard's publication date for wild monodon broodstock sourced locally; applicable immediately in all other cases Applicability: All	A. PT. Suri Tani Pemuka provide the PCR result for Broodstock and Larvae. - Reviewed of Health Certificate of broodstock #ADC-21-608 issued date on October 11, 2021 by Departement of agriculture State of Hawaii, it mentioned Konabay as Broodstock is SPF and the animal have tested negative for IHHNV, WSSV, TSV, YHV, BP, MBV, IMNV, HPV, MoV, AHPND, EHP and NHPby PCR method for over 2years. - Reviewed of Health certificate of PL's on 19 Aug 2021, signed by Ufa, it mentioned the animal have tested negative for WSSV, TSV. IHHNV, IMNV, EHP, EMS, CMNV B. Farm did not provide for Health Certificate of PT. Prima Larvae - Bali's broodstock - Reviewed of Health certificate of PL's on 09 Dec 2021 signed by Yully Nurianti, it mentioned the animal have tested negative for TSV, IMNV, CMNV, DIV1, WSSV, IHHNV, EMS, EHP. - Reviewed of Health certificate of PL's on 31 Dec 2020 signed by Ayudiana Kusumawardani, it mentioned the animal have tested negative for WSSV, TSV. IHHNV, EHP, IMNV, AHPND, CMNV, SHIV A.. Suri Tani Pemuka memberikan hasil PCR untuk Induk dan Larva. - Meninjau dari Sertifikat Kesehatan Induk #ADC-21-608 tanggal yang dikeluarkan pada 11 Oktober 2021 oleh Departemen Pertanian Negara Bagian Hawaii, disebutkan Konabay sebagai Induk adalah SPF dan hewan tersebut telah diuji negatif untuk IHHNV, WSSV, TSV, YHV, BP, MBV, IMNV, HPV, MoV, AHPND, EHP dan NHP dengan metode PCR selama lebih dari 2 tahun. - Meninjau Sertifikat Kesehatan PL pada 31 Des 2020 yang ditandatangani oleh Ayudiana Kusumawardani, disebutkan hewan tersebut dinyatakan negatif WSSV, TSV. IHHNV, EHP, IMNV, AHPND, CMNV, SHIV B. Peternakan tidak menyediakan Sertifikat Kesehatan PT. Prima Larva - indukan Bali - Peninjauan Surat Keterangan Sehat PL tanggal 09 Des 2021 yang ditandatangani	Minor	B. Farm did not provide for Health Certificate of PT. Prima Larvae - Bali's broodstock - Reviewed of Health certificate of PL's on 09 Dec 2021 signed by Yully Nurianti, it mentioned the animal have tested negative for TSV, IMNV, CMNV, DIV1, WSSV, IHHNV, EMS, EHP. B. Petambak tidak menyediakan Sertifikat Kesehatan PT. Prima Larva - indukan Bali - Peninjauan Surat Keterangan Sehat PL tanggal 09 Des 2021 yang ditandatangani Yully Nurianti menyebutkan hewan tersebut dinyatakan negatif TSV, IMNV, CMNV, DIV1, WSSV, IHHNV, EMS, EHP.	17-Dec-21	17-Mar-22		Open					Lack of follow-up to PT Prima Larvae Hatchery regarding requests for Health certificate broodstock for PL's in ponds Kurangnya tindak lanjut ke PT Prima Larvae Hatchery terkait permintaan sertifikat kesehatan indukan untuk PL di tambak	Request a broodstock health certificate document to PT Prima Larvae for the PL's than sent to the pond Meminta dokumen sertifikat kesehatan induk ke PT Prima Larvae untuk PL kemudian dikirim ke tambak	1. Always monitoring and check the supporting documents for the PL's used and make sure the documents are always updated. 2. Awareness training to PIC (production team) regarding the broodstoct's support document 1. Selalu memantau dan memeriksa dokumen pendukung untuk PL yang digunakan dan memastikan dokumen selalu diperbarui. 2. Pelatihan kepada PIC (tim produksi) mengenai dokumen pendukung induk vannamei	Lead Auditor Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.			
	7.2.2	Indicator: Percentage of non-marine ingredients from sources certified by an ISEAL member's certification scheme that addresses environmental and social sustainability Requirement: 80% for soy and palm oil within five years from the date of the ASC Shrimp Standard's publication Applicability: All, after March 2019	A. Confirm that farm has statement from feed manufacturer identifying the respective percentage of soy and palm ingredients certified to an ISEAL compliant standard. Feed supplier: PT. Suri Tani Pemuka Soybean source = Vicentin S A I C Soybean meal hi-pro : 25-35% B/L No : LBC7 Packing list no : 007E/2019/STP/ASBM B. Review evidence and confirm compliance. Auditor should witness photocopy of certificate as well as statement of compliance by feed manufacturer. Vicentin did not certified by ISEAL member yet A. Konfirmasikan bahwa peternakan memiliki pernyataan dari produsen pakan yang mengidentifikasi persentase masing-masing bahan kedelai dan kelapa sawit yang disertifikasi dengan standar yang sesuai dengan ISEAL. Feed supplier: PT. Suri Tani Pemuka Soybean source = Vicentin S A I C Soybean meal hi-pro : 25-35% B/L No : LBC7 Packing list no : 007E/2019/STP/ASBM B. Tinjau bukti dan konfirmasi kepatuhan. Auditor harus menyaksikan fotokopi sertifikat serta pernyataan kepatuhan oleh produsen pakan. Vicentin belum bersertifikat oleh anggota ISEAL	Minor	https://www.asc-aqua.org/what-you-can-do/get-certified/variance-request-interpretation-platform/QA0089/ VR extended till June 2022. VR diperpanjang hingga Juni 2022.	17-Dec-21	15-Jun-22		Open					Farm still do not have feed suppliers who already have RTRS & ISEAL certificates according to the ASC standard. Tambak masih belum memiliki pemasok pakan yang sudah memiliki sertifikat RTRS & ISEAL sesuai standar ASC.	Follow up to the feed supplier to use soybean raw materials that are RTRS & ISEAL certified. (declared on Letter of Intent for using ISEAL Certified soybean after June 30, 2022). Menindaklanjuti pemasok pakan untuk menggunakan bahan baku kedelai yang bersertifikat RTRS & ISEAL. (dinyatakan pada Letter of Intent untuk menggunakan kedelai Bersertifikat ISEAL setelah 30 Juni 2022).	1. Always updating information of ingredients for shrimp feed that will be used for PT. Delta Guna Sukses according to ASC Standard for having ISEAL Certificate for Soybean and Requesting the update documents from the feed purchased from PT. Suri Tani Pemuka. Looking for alternatives to feed manufacturer that use ISEAL certified soybean raw materials and always review the feed document from feedmill. 2. Reviewing soybean raw material documents from feed supplier PT. Suri Tani Pemuka in accordance with ASC standards (following above document on review for every supplier/vendor) 3. Awareness training to PIC (production team) regarding the feed's support document 1. Selalu update informasi bahan pakan udang yang akan	Lead Auditor Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.			
	7.5.5	Indicator: Percentage change in diurnal dissolved oxygen (DO) relative to DO at saturation in receiving water body (56) for the water's specific salinity and temperature Requirement: ≤ 65% Applicability: All	Manufacturer name: YSI 550 Frequency recommended: 1-3 times / month Method recommended: automatic by YSI 550 DO Equipment Is it in compliance by manufacturer?: yes Period: Jan - Dec 21 Minimum DO: 8.7% Maximum DO: 39.2% Average Percent change in DO: 18,77% Auditor witness DO: 30.1 %, on-site DO values fall within range of farm data. Nama Merk: YSI 550 Frekuensi yang disarankan: 1-3 kali / bulan Metode yang direkomendasikan: otomatis oleh YSI 550 DO Equipment Apakah sesuai dengan produsen?: ya Periode: Jan - 21 Des DO Minimum: 8,7% DO Maksimum: 39,2% Rata-rata Persen perubahan DO: 18,77 Saksi auditor DO: 30,1%, nilai DO di berada dalam kisaran data tambak.	Minor	DO Morning Time : 04.18 WIB should be 04.04 WIB DO = 2,25 ppm ; salinity = 2 ppt saturation = 28,8 % DO afternoon at 15.38 DO = 4.4 ppm; salinity = 2 saturation = 58,9 % DODO = 58,9% - 28,8% = 30,1% BEIA and SOP IK-DGS-066 mention DO sampling point at least 200 m ASC Standard requirement. Verified by google map measurement, sampling point 250 m from the farm outfall. NC : Time of DO Sampling in the morning : 04.18 WIB shall be 04.04 WIB Observered during site visit, the location of DO sampling (8°22'46.7"S 113°24'03.5"E) different with BEIA Recomendation (appx. 8°22'48.2"S 113°24'04.0"E, BEIA did not not mentioned the GPS in the report). Verified by interview, worker got recomendation change of sampling point location from consultant by verbal and it did not update in the BEIA Report. DO Pagi : 04.18 WIB seharusnya 04.04 WIB DO = 2,25 ppm; salinitas = 2 ppt saturasi = 28,8% DO sore jam 15.38 DO = 4,4 ppm; salinitas = 2 saturasi = 58,9% DODO = 58,9% - 28,8% = 30,1% BEIA dan SOP IK-DGS-066 menyebutkan titik pengambilan sampel DO minimal 200 m persyaratan Standar ASC. Diverifikasi oleh pengukuran peta google, titik pengambilan sampel 250 m dari muara pertanian.	17-Dec-21	17-Mar-22		Open					1. The time for checking DO in the morning was delayed due to negligence from the laboratoty team who was late to the checkpoint. 2. Regarding the distance that exceeds the BEIA recommendation, because the coordinates of the location for DO checking are not declared on BEIA study and there are no markers so the distance is not accurate. 1. Waktu pengecekan DO di pagi hari tertunda karena kelalaian dari tim laboratorium yang terlambat ke checkpoint. 2. Seputar jarak yang melebihi rekomendasi BEIA, karena koordinat lokasi pengecekan DO tidak tertera pada studi BEIA dan tidak ada penanda sehingga jarak	1. More disciplined and always on time to sampling the DO 2. Re-measurement of DO sampling location distance and marked for fixed sampling location. 1. Lebih disiplin dan selalu tepat waktu dalam pengambilan sampel DO 2. Pengukuran ulang jarak lokasi pengambilan sampel DO dan ditandai untuk lokasi pengambilan sampel tetap.	1. Ensure the DO sampling distance is in accordance with the BEIA study and conduct DO sampling on time. 2. Awareness training to PIC (Laboratory team) regarding location of DO sampling based on BEIA recommendation and sampling time. 1. Pastikan jarak pengambilan sampel DO sesuai dengan studi BEIA dan lakukan pengambilan sampel DO tepat waktu. 2. Pelatihan kepada PIC (tim Laboratorium) mengenai lokasi pengambilan sampel DO berdasarkan rekomendasi BEIA dan waktu pengambilan sampel.	Lead Auditor Accepted the corrective action plan and waiting receive all evidence. Menerima rencana tindakan korektif dan menunggu menerima semua bukti.			