

Audit Announcement (Form 3)

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

1. General, client/CAB information

1.1 Document Type	Draft Report
1.2 Document language	English
1.3 Second document language	
1.4 Unit of certification type	Single Site
1.4.1 Company name	Cermaq Norway AS
1.4.2 UoC Name	Tuvan
1.5 Country where UoC is located	Norway
1.6 ASC Standard	Salmon
1.7 Standard version	1.3
1.8 Certification process is subject to CAR version	2.2
1.9 Name of the Conformity assessment body (CAB)	Bureau Veritas Certification Denmark A/S
Client contact person - from the UoC	
1.15 First name	Silje
1.16 Surname	Ramsvatn
1.17 Position in the UoC (job title)	Sustainability Manager
1.18 Email address	silje.ramsvatn@cermaq.com
1.19 Phone number	0047 411 48 216
1.20 Other means of contact e.g. Skype	cermaq.com

2. Audit information

2.1 ASC standard principles covered by the audit	ASC standard principles			
2.1.1 Principle 1	Covered			
2.1.2 Principle 2	Covered			
2.1.3 Principle 3	Covered			
2.1.4 Principle 4	Covered			
2.1.5 Principle 5	Covered			
2.1.6 Principle 6	Covered			
2.1.7 Principle 7	Covered			
2.1.8 Principle 8	Covered			
2.2 Activities covered under the scope of the certification and under the scope of the audit. <i>Activities in the table apply to final product only.</i>	Activity	Under scope of certification	Under Scope of this audit	Notes
2.2.1 Stocking	Covered		Covered	
2.2.2 Nursing	Covered		Not Covered	
2.2.3 Growing Out	Covered		Covered	
2.2.4 Transferring	Covered		Covered	
2.2.5 Harvest	Covered		Not Covered	
2.2.6 Vaccination	Covered		Not Covered	
2.2.7 Fallowing	Covered		Not Covered	
2.2.8 Transportation			Not Covered	
2.2.9 Storage (if present at farm)			Not Covered	
2.2.10 Processing (if present at farm)			Not Covered	
2.2.11 Packing (if present at farm)			Not Covered	
2.2.12 Other (Please describe)			Not Covered	
2.3 Certification cycle	1			
2.4 Audit type	Recertification audit			
2.5 Audit number in certification cycle	2			
2.6 Will harvesting be witnessed during audit?	Yes			
2.6.1 If harvest is NOT witnessed, please justify:	The witness of harvesting activities followed the requirements of Q&A94. The harvest at the site was witnessed for a group of Cermaq sites. No nonconformities were raised.			
2.7 Audit conducted (On-site/Remote):	Assisted remote			

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

2.8	2.9	2.10
Time assigned to audit activities	Social Auditor(s)	Environmental auditor(s)
Off-site activities	4	6
On-site activities		6
Total man days	0.5	1.5

Audit team and other involved persons				
2.11	2.12	2.13	2.14	2.15
Surname	First name	Role	Expertise needed for the audit (required for technical experts only)	Person on-site or remote?
Helle	Trygve	Audit team leader		Remote
Poulsen	Michael	Social Auditor		Remote
Karlsen	Kine Mari	Others (specify activities)	Environmental Auditor	On-site
Zadeh	Shahram	Technical reviewer		

3. Site information

3.2	3.3	3.4	3.6	3.13	3.14	3.15	3.16	3.17	3.18
Site name	Ownership	Primary culture species	Cycle duration	Latitude (N, S) (00.000000)*	Longitude (E, W) (00.000000)*	Production system*	Number of production units	Start date of audit	End date of audit
Tuvan 10821	Owned	Atlantic salmon (Salmo salar)	Long-cycle species (>6 months)	70.091350	22.709376	Cages - circular plastic	5	Wednesday, May 5, 2021	Friday, May 7, 2021

4. Stakeholder engagement

[illegible]

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1. General, client/CAB information

- 1.1 Document Type
- 1.2 Document language
- 1.3 Second document language
- 1.4 Unit of certification type
- 1.4.1 Company name
- 1.4.2 UoC name
- 1.5 Country where UoC is located
- 1.6 ASC Standard
- 1.7 Standard version
- 1.8 Certification process is subject to CAR version

- 1.9 Name of the Conformity assessment body (CAB)

Draft Report
English
Single Site
Cermaq Norway AS
Tuvan
Norway
Salmon
1.3
2.2

Bureau Veritas Certification Denmark A/S
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Client contact person - from the UoC

- 1.15 First name
- 1.16 Surname
- 1.17 Position in the UoC (Job title)
- 1.18 Email address
- 1.19 Phone number
- 1.20 Other means of contact e.g. Skype

Silje
Ramsvatn
Sustainability Manager
silje.ramsvatn@cermaq.com
0047 411 48 216
cermaq.com

2. Audit Information

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

2.1	Date - Audit announcement published on ASC website	Tuesday, March 16, 2021	
2.2	Date - Draft report published on ASC website	Thursday, July 1, 2021	
2.3	Date - Final report submitted to ASC		
2.4	Audit ID	provided by ASC with publication confirmation	
2.5	ASC standard principles covered by the audit	Principle 1	Covered
2.5.1		Principle 2	Covered
2.5.2		Principle 3	Covered
2.5.3		Principle 4	Covered
2.5.4		Principle 5	Covered
2.5.5		Principle 6	Covered
2.5.6		Principle 7	Covered
2.5.7		Principle 8	Covered

2) Audit information

2.6

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

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

2.7

Certification cycle

2.8

Audit type

2.9

Audit number in certification cycle

2.10

Will harvesting be witnessed during audit?

2.10.1

If harvest is NOT witnessed, please justify:

2.11

Audit conducted (On-site/Remote):

1
Recertification audit
2
Yes
The witness of harvesting activities followed the requirements of Q&A94. The harvest at the site was witnessed for a group of
Assisted remote

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

2.12

2.12.1	2.12.2	2.12.3
Time assigned to audit activities	Social Auditor(s)	Environmental auditor(s)
Off-site activities	4	6
On-site activities		6
Total man days	0.5	1.5

2) Audit information

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

3. Site information

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

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

Yes

3.1	3.2	3.3	3.4	3.5	3.13	3.14	3.15	3.16	3.17
Site ID - provided by ASC with publication confirmation of audit announcement	Site name	Ownership	Primary culture species	Secondary species (choose multiple species as relevant)	Latitude (N, S) (00.000000)*	Longitude (E,W) (00.000000)*	Production system	Number of production units	Production type
S0001051	Tuvan 10821	Owned	Atlantic salmon (Salmo salar)		70.091350	22.709376	Cages - circular plastic	5.000000	Monoculture

3.18	3.19	3.20	3.21	3.22	3.22.1	3.22.2	3.23	3.23.1
Production method	Date of inclusion into the UoC (for scope extension/group/multi-site)	Start date of audit	End date of audit	First date of juvenile stocking for the current production cycle	Estimated Number of months post audit to peak biomass/ first harvest	Status at the time of the current audit	List of other certificates (choose multiple options as relevant)	List of other certificates: If 3.23 is "Other", please list the certificates:
Intensive		05-May-21	07-May-21	22-Jul-20		On-growing (<75% biomass)	GlobalGAP	

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

4. Harvest witnessing

4.1	4.2	4.3	4.4	4.5	4.6	4.7	4.8
Site ID - provided by ASC with publication confirmation of audit announcement.	Site name	Date of witnessed harvest:	Production unit ID:	Volume harvested (in Kg):	Average weight of animals (in g)	Partial harvest / full harvest:	Note/ Other information
S0001051	Tuvan 10821	Monday, November 23, 2020	Cage 4	143227	4640	Full harvest	The witness of harvesting activities followed the requirements of Q&A94. The harvest at the site was witnessed for a group of Cermaq sites. No nonconformities were raised.

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, even where from the same company/organization

[illegible]

6. Social Requirements

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

Date of review

1 Client's Information

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

6.1 Means of transportation between office and site(s) and between sites within UoC

6.1.1 Estimated travel time between office and site(s) and between sites within UoC

6.2 Number of complaints received from stakeholders over past 12 months

6.3 **Number** of resolved complaints

6.4 **Average time** to resolve complaints (**days**)

6.5 Last Social Impacts Assessment (SIA) conducted in (**year**)

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

6.7 Social audits performed at UoC	Standard	Certified since (Date)	Certified until (Date)	Date of last audit (Date)	Evaluation result
	SA8000				
	BSCI	N/A	N/A		
	SMETA	N/A	N/A		
	ISO 45000				
	ASC				
	Others (specify)				

6.8 Subcontractors

Name of subcontractors	Place of work	Areas of work/processes

4 List of documents submitted by UoC

Only copies of listed documents are submitted to the CAB.

Unit of Certification (UoC)

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

Management system

6.17 Relevant policies and procedures:	Exist	Policy	Procedure
Workers training			
Grievance mechanism			
Non-discrimination			
Child and young labour			
Forced, bonded labour			
Health and safety risk assessment			
Age-verification			
Fire prevention			
6.18 Certificate of compliance to other social standard			
6.19 Latest audit report of the other social standard			
6.20 Organisational chart of UoC			
6.21 Job descriptions for workers for different functions			
6.22 Product flow within UoC			

1) General, Client and CAB information

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

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

5 CAB diligence

6.37	Number of social audits performed by the auditor in this country	ASC social audits	Other social audits		
6.38	Applicable laws and regulations				
6.39	Required information and documents fully submitted	Information/ documents fully submitted	Missing information and documents	Next steps	Status
6.40	Topics/issues needing further research before on-site audit				

1) General, Client and CAB information

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

Topics	Means of research	Rationale	Outcome

6.42 Changes since last audit

7.1

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

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

1. Possibility of mixing or substitution of certified and non-certified product, including product of the same or similar appearance species, produced within the same operation.	
a) Partial Certification	no
Reason for partial certification:	
The site has full site certification	
b) Similar appearance species produced in the UoC	no
Similar appearance species:	
None.	
Production units or batches excluded from the certification scope	
none.	
c) Average % of products produced as non-ASC in the UoC per year	
d) Traceability and segregation systems	
Physical identification	n/a
Description	
The whole site is certified ASC Salmon with no processing facilities onsite. The only species on site is salmon, all of which are the same year class. Therefore there is no risk of mixing onsite and thus physical identification is not applicable.	
Segregation systems for non-ASC product	n/a
Description	
There is only ASC product onsite.	
Traceability records identification	yes
Description	
All traceability records are maintained on internal databases. Once the fish are delivered to the site, information regarding their status and cage location are registered and tracked via the internal database Fishtalk.	
Other traceability systems in place:	
Do the traceability systems mitigate the mixing and substitution risks?	yes
Rationale	
The fish are fully traceable from the smolt supplier to the harvest processing facility. All fish on site are covered by the scope of the certification.	

2. Possibility of mixing or substitution of certified and non-certified product, including product of the same or similar appearance or species, present during production, harvest, transport, storage, or processing activities.	
a) Non-ASC farms of the same or similar species limiting with the UoC	no
Description of neighbour farms	
In Langfjorden, the following ASC sites are located: Rivarbukt, Sommarbukt, Tuvan and Ytre Koven. All own by Cermaq. In addition, Cermaq owns the site Eidnes, which is not ASC-certified.	
b) Non-ASC Neighbour farms owned or related to the same UoC	no
If yes, Name of farms in case are related to the client.	
Cermaq owns the site Eidnes, which is not ASC-certified.	
c) Non-ASC products from other farms handled in the UoC	no
Stage(s) when the non-ASC products are handled in the UoC	
There are no non-ASC products handled at the UoC.	
d) Segregation systems	
Physical barriers	n/a
Description	
There are no similar species being farmed in the nearby area which would require physical barriers for segregation from the certified product.	
Physical identification	n/a
Description	
There are no similar species being farmed in the nearby area which would require physical identification for segregation from the certified product.	
Segregation systems for non-ASC product	n/a
Description	
There are no non-ASC products on site.	
Traceability records identification	yes
Description	
All traceability records are maintained on internal databases. Once the fish are delivered to the site, information regarding their status and cage location are registered and tracked via the internal database Fishtalk.	
Others systems:	
Do the traceability systems mitigate the mixing and substitution risks?	yes
Rationale	
There are no risks of mixing or substituting ASC and non-ASC products at the UoC. All fish movements are recorded on FishTalk. There are no production or processing areas at the UoC which contain non-certified product.	

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	
Subcontracted transport vessels are used to take fish from site to the harvesting facility.	
b) Company uses subcontracted services providers for storage or transportation	yes
Description	
<p>Cermaq have an agreement with Norsk Fiske Transport (NFT), a company specialised in transporting fish in wellboats. The company is used for both smolt deliveries and harvest activities. Contract with NFT reviewed. Cermaq procedure for harvesting fish ("Prosedyre for levering av slaktefisk", document no.: 318, version 11, date: 14-12-2020) describes the activities associated with harvesting. One site at a time will be harvested, there is no mixing of fish between sites by the subcontracted vessel. This has been further confirmed by reviewing historic data tracking the movements of the vessel on the days of harvest from the farm (available on www.barentswatch.no), no additional farms were visited, the harvest vessels travelled directly from the farm to the harvest facility.</p>	
c) Traceability and segregation systems	
Subcontractors are CoC certified	yes
Description	
Grieg Seafood Finnmark AS, ASC-C-01369. The wellboat and associated activities are included in the certification.	
Contract and/or agreements in place including traceability conditions	yes
Description	
<p>Contract with transport vessel, Norsk Fiske Transport, dated: 14-06-2011 reviewed. Contract valid until 30-09-2021. An additional supplement to the contract ("Tillegg til Kontrakt av 14-06-2011 for Kjøp av Brønnbåttjenester", date: 27-08-2019) extends the agreement until 30-09-2022.</p> <p>Procedure for harvesting fish ("Prosedyre for levering av slaktefisk", document no.: 318, version 11, date: 14-12-2020) describes the SOP for harvesting activities using subcontractor transport vessels. The procedure covers harvests from one cage, multiple cages, partial harvest from a cage and emptying of nets. It is also documented how to register and maintain information related to harvests.</p>	
Traceability records identification	yes
Description	
All traceability records are maintained on internal databases. Once the fish are delivered to the site, information regarding their status and cage location are registered and tracked via the internal database Fishtalk.	
Others systems:	
Do the traceability systems mitigate the mixing and substitution risks?	yes

7.5

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

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

ASC CAR 17.6.3-5 Product flow, traceability and segregation

Please describe the product flow within the UoC

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

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	
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7.6

		Details of Documentation Reviewed		
	Production stage	Description	Date	Description of how codes or documents link product at each stage.
A) Information available at FishTalk and Product CV	Processing plant	Packing of fish	05-02-20	Name: Grieg Seafood Finnmark AS, ASC-C-01369 Packing date: 05-02-2020
B) Information recorded in Tour report harvesting of fish	Transport of fish	Harvest of fish	02-02-20	Fish was transported with the Dønnland to Cermaq Norway AS Rypefjord. Transport date: 02-02-2020
C) Information available at FishTalk	Growing out	The period salmon is growing-out in the sea at the site	22-08-2018 - 02/02/2020	Period salmon in sea at the site Tuvan: 18-10-2018 - 02-02-2020. Moved 18-10-2018 from Eidsnes to Tuvan. Period salmon in sea at the site Eidsnes: 22-08-2018 - 18-10-2018.
D) Information recorded in Tour report smolt	Smolt delivery	Delivery of smolt from the smolt facility to the site	22-08-18	Name of transporter, delivered smolt: Dønnland Transport date: 22-08-2018 Name of site: Tuvan
E) Information available at FishTalk and Product CV	Smolt facility	First input in sea	22-08-18	Name of smolt supplier: Hopen Date: 22-08-2018
F)				

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

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

ASC CAR 17.6.6.1-2 Traceability determination

7.9	The traceability and segregation systems in the operation are sufficient to ensure all products identified and sold as certified by the operation originate from the unit of certification	yes
7.10	The traceability and segregation systems are not sufficient and a separate chain of custody certification is required for the operation before products can be sold as ASC-certified or can be eligible to carry the ASC logo.	CoC not needed
7.11	Rationale for the decision This traceability test has been carried out for 2018G fish. At the last audit it was discovered that the fish was transferred from the site Eidsnes, which is not ASC-certified, to the site Tuvan. A Major NC was raised against indicator 1.1.3. This NC is now closed. The current fish at the site Tuvan has not been transferred from Eidsnes to Tuvan, and this, a COC not needed.	

ASC CAR 17.6.10.1 Point of First sale / handling

[illegible]

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

7.13	
	From harvest with well boats
7.13.1	

8. UoC volumes & Audit Closing

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

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

Decision	
8.6	Certification decision29-08-17
8.7	Certificate valid from25-06-19
8.8	Certificate valid till29-08-20
8.9	Eligibility date29-08-17

Confidential Annexes	Annex filled in?	Annex submitted to ASC?
8.10 Annex-1 Interviewee information	No	Yes
8.11 Annex-2 Stakeholder comments	No	Yes
8.12 Annex-3 Social information	No	Yes
8.13 Annex-4 Volume data	No	Yes

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.

[illegible]

Audit findings Salmon

Corresponds to ASC Standard v.1.3

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

													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	Overall Indicator evaluation	Description, justification and conclusion for the evaluation decision	Date of NC detection	Deadline for NC close-out	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	QSA 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: Presence of documents demonstrating compliance with local and national regulations and requirements on land and water use. Requirement: Yes Applicability: All	No company name and licence number on site as required in aquaculture regulation. Former sign was taken down and the plan was to replace it with a new sign. Electronic copies of laws, regulations and requirements with references to Lovdata with updates and electronic links are kept in a web-based quality system called Intexel. The farm provided following documents from relevant authorities: Decision of partly approved operating plan from Fishery Directorate 16.03.2021 approving plan for all Cermaq sites in Finnmark for 2021 except Kråkevik, Komagnes and Jernelva. According to UoC the approved operating plan date 20.11.2019 for 2020 still covers what is left of 206 at sites. Discharge permit date 01.07.2020 from County Governor in Finnmark for 3480 MTB. Aquaculture permit Date 28.02.19 ansealending Finnmark County. Site certificate APN 399 RT-1 issued 11.10.2019 and valid in 5 years. Green consessions at Tuvan (Nof). Norwegian Food Safety Authority (MFA): 26.10.2020 Notification of document inspection regarding green consessions in Finnmark. No closing yet. Fishery Directorate: Inspection regarding NYTER and Site certificates, Mooring, Procedures and Cermaq Finnmark. No feedback yet. Sjofartsdirektoratet Norwegian Maritime Authority, List of orders date 27.02.2020, LG3030 Fella vessel, NC Marking of lifebuoy, oil absorbant, info waste handling, original certificate, Closed 09.03.2020. Regarding conflict with national preservation areas, Directorate of Fisheries (https://www.fiskeridir.no/) manage the Aquaculture Act of 17 June 2005 no. 79 relating to aquaculture. According to § 15 Relationship to land use plans and conservation measures; aquaculture licenses may not be granted in contravention of adopted conservation measures relating to nature conservation. The county governor (fylkesmannen in Norwegian), who provides aquaculture allowance, is also the authority for conservation areas. The governor don't approve fish farming in protected areas (Vernneområder in Norwegian). The Norwegian Environment Agency maintain a map with national salmon fjords (https://lakekart.fylkesmannen.no).	Minor	No company name and licence number on site as required in aquaculture regulation. Former sign was taken down and the plan was to replace it with a new sign. This is Minor NC because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-May-21	30-Jun-21	03-Jun-21	Closed					The root cause is that the sign was broken and following it was not maintained. The sign was broken due to rough wind.	A new sign was ordered and put up.	The employees at site has tried to hang it up differently then last time, so it's tighter and will catch less wind this time. Hopefully this will keep the signs from ripping.	Picture of new sign with Company name and site number uploaded and accepted as evidence for closing of NC.			
1.1.2	Indicator: Presence of documents demonstrating compliance with all tax laws Requirement: Yes Applicability: All	Electronic copies of laws, regulations and requirements with references to Lovdata with updates and electronic links are kept in a web-based quality system called Intexel. Seen Authorised auditor report/statement for organisation number 980211282, 06.07.09.2020 by Deloitte, states that the financial statements are prepared in accordance with the law and regulations. The tax report dated from Norwegian Tax Administration (Skattetseten) dated on 27.04.2021 valid until 6 måneder 27-10-2021 stating no withholding and unpaid tax.	Compliant																
1.1.3	Indicator: Presence of documents demonstrating compliance with all relevant national and local labour laws and regulations Requirement: Yes Applicability: All	Electronic copies of laws, regulations and requirements with references to Lovdata with updates and electronic links are kept in a web-based quality system called Intexel. Arbeidstilsynet, the Norwegian Labour Inspection Authority, is responsible for supervising the implementation of the Working Environment Act. There were no inspections from Arbeidstilsynet for 2020-2021.	Compliant																
1.1.4	Indicator: Presence of documents demonstrating compliance with regulations and permits concerning water quality impacts Requirement: Yes Applicability: All	Discharge permit is given to the farm against the Pollution Act by Fylkesmannen (the County Governor). The farm provided following documents: Discharge permit date 01.07.2020 from County Governor in Finnmark for 3480 MTB. To show compliance with above mentioned law and regulations, marine and environmental impact assessment (B- and C-surveys) are performed by an accredited company for test 303 (sampling on sea sediments) once during the production period. The environmental reports and surveys are reported to Altinn. The reports are available in https://vggdrall.fiskeridir.no/ .																	
		Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C hybrid -ASC adapted). Modified Survey-C according to NS9410 (Norwegian authorities and legislation requirement). Point adapted to bathymetric conditions. Performed by an accredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report, Cermaq Norway AS, ASC- og Cundersøkehet 10821 Tuvan, 2019. Date 04.03.2020, sample date 31.10.2019. Sample stations C2, C4 and C5 outside AZE, and C1 and C3 within AZE. 2 Cu stations. Soft bottom sand, silt and gravel. The sampling has been done at peak biomass (3108 tons fed at sample time/3371 tons fed in total * 100 = 92%).	Compliant																
		Fish biomass related to MTB is reported to authorities through Altinn by end of month. Environmental reports and surveys reported to Altinn approximately 1 month after felt sampling done and results available from contractor. Available in https://vggdrall.fiskeridir.no/ . No indications of non compliance.																	
2.1.1	Indicator: Redox potential or (5) sulphide levels in sediment outside of the Allowable Zone of Effect (AZE) (5), following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: Redox potential > 0 mV or sulphide ≤ 1,500 µM/L Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C hybrid -ASC adapted). Modified Survey-C according to NS9410 (Norwegian authorities and legislation requirement). Point adapted to bathymetric conditions. Performed by an accredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report, Cermaq Norway AS, ASC- og Cundersøkehet 10821 Tuvan, 2019. Date 04.03.2020, sample date 31.10.2019. Sample stations C2, C4 and C5 outside AZE, and C1 and C3 within AZE. 2 Cu stations. Soft bottom sand, silt and gravel. Redox potential at sample stations C2 300 - C4 186 - C5 140 outside AZE and compliant.	Compliant																
2.1.2	Indicator: Faunal Index score indicating good (7) to high ecological quality in sediment outside the AZE, following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: AZTI Marine Biotic Index (AMBI) score ≤ 3.3, or Shannon-Wiener Index score ≥ 3, or benthic Quality Index (BQI) score ≥ 15, or Infaunal Trophic Index (ITI) score ≥ 25 Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C hybrid -ASC adapted). Modified Survey-C according to NS9410 (Norwegian authorities and legislation requirement). Point adapted to bathymetric conditions. Performed by an accredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report, Cermaq Norway AS, ASC- og Cundersøkehet 10821 Tuvan, 2019. Date 04.03.2020, sample date 31.10.2019. Sample stations C2, C4 and C5 outside AZE, and C1 and C3 within AZE. 2 Cu stations. Soft bottom sand, silt and gravel. Shannon Wiener index at sample stations C2 2.71 - C4 3.39 - C5 2.43 outside AZE. The stations C2 and C5 is below 3 and is incompilant.	Minor	Shannon-Wiener Index score is below 3 at two sampling stations C2 and C5 outside AZE and is incompilant. This is Minor NC because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-May-21	30-Jun-21	21-Jun-21	Closed					The site has uneven bottomtopography, there may be some areas where organic loading may accumulate.	We did a B-survey after three months following between 186 and 206, the results were good and the site had recovered. The site was followed a total of five months prior to 206.	An evaluation of the results has been done. The site was moved so the area is more in favour of the currents and has now larger cages which should result in less accumulation. Also the site now has remote camera feeding which it did not before. A long term plan is to have less total biomass in the forld system.	Corrective action plan decided by management uploaded and accepted as evidence for closing of NC.			
2.1.3	Indicator: Number of macrofaunal taxa in the sediment within the AZE, following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: ≥ 2 highly abundant (H) taxa that are not pollution indicator species. Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (MOM-C hybrid -ASC adapted). Modified MOM-C according to NS9410 (Norwegian authorities and legislation requirement). Point adapted to bathymetric conditions. Performed by an accredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report, Cermaq Norway AS, ASC- og Cundersøkehet 10821 Tuvan, 2019. Date 04.03.2020, sample date 31.10.2019. Sample stations C2, C4 and C5 outside AZE, and C1 and C3 within AZE. 2 Cu stations. Soft bottom sand, silt and gravel. The sampling has been done at peak biomass (3108 tons fed at sample time/3371 tons fed in total * 100 = 92%). Taxa 1 and below requirement of 2 and thereby incompilant.	Minor	Number of macrofaunal taxa in the sediment within AZE is below 2 in station C1 within AZE. This is Minor NC because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07-May-21	30-Jun-21	21-Jun-21	Closed					The site has uneven bottomtopography, there may be some areas where organic loading may accumulate.	We did a B-survey after three months following between 186 and 206, the results were good and the site had recovered. The site was followed a total of five months prior to 206.	An evaluation of the results has been done. The site was moved so the area is more in favour of the currents and has now larger cages which should result in less accumulation. Also the site now has remote camera feeding which it did not before. A long term plan is to have less total biomass in the forld system.	Corrective action plan decided by management uploaded and accepted as evidence for closing of NC.			
2.1.4	Indicator: Definition of a site-specific AZE based on a robust and credible (10) modelling system (11) Requirement: Yes Applicability: All farms except: Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C hybrid -ASC adapted). Modified Survey-C according to NS9410 (Norwegian authorities and legislation requirement). Point adapted to bathymetric conditions. Performed by an accredited company for test 303 (sampling on sea sediments): Akvaplan Niva AS report, Cermaq Norway AS, ASC- og Cundersøkehet 10821 Tuvan, 2019. Date 04.03.2020, sample date 31.10.2019. Sample stations C2, C4 and C5 outside AZE, and C1 and C3 within AZE. 2 Cu stations.	Compliant																

Corresponds to Salmon Standard v.1.3

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Corresponds to Salmon Standard v.1.3

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Corresponds to Salmon Standard v.1.3

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Corresponds to Salmon Standard v.1.3

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Corresponds to Salmon Standard v.1.3

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8.19	Indicator: Evidence of company-level policies and procedures in line with the labour standards under 6.1 to 6.11 Requirement: Yes Applicability: All Smolt Producers	Dying: Is an internal smolt supplier. Cermaq system applies as described for site in 6.1 - 6.11	Compliant															
8.20	Indicator: Evidence of regular consultation and engagement with community representatives and organizations Requirement: Yes Applicability: All Smolt Producers	Dying: 2020: Due to Corona all stakeholder meetings has been cancelled so far in 2020. As a substitute a Newsletter has been made and issued to all relevant stakeholders. Email list to receivers seen. Newsletter dated 07.04.2020 by sustainability coordinator. 2020: Reviewed invitation to Stakeholder meeting for Cermaq activities in Steigen and Namnøy area 19.02.2019 (includes Dying). Agenda: Presentation of Cermaq, production sites and ASC. Neighbors and 27 stakeholders invited. 2 stakeholders met. Minutes of meeting seen during audit. Meeting for Forsem, Dying, Holmås and Nordaløvi 4.10.2018. 11 stakeholders participated. List of stakeholders seen and minutes from the meetings. Meeting 25.11.2019 at Innhavet about status and changes in area. 30 met. VR 225 applies.	Compliant							225								
8.21	Indicator: Evidence of a policy for the presentation, treatment and resolution of complaints by community stakeholders and organizations Requirement: Yes Applicability: All Smolt Producers	Dying: According to Cermaq system: "Procedure handling of external complaints"	Compliant															
8.22	Indicator: Where relevant, evidence that indigenous groups were consulted as required by relevant local and/or national laws and regulations Requirement: Yes Applicability: All Smolt Producers	Dying: It was communicated during the application processing to start the sites. No indigenous groups or aboriginal people with specific indigenous rights are present in neighborhood. Sami people has no activity in in potential conflict with the activity in the area.	Compliant															
8.23	Indicator: Where relevant, evidence that the farm has undertaken proactive consultation with indigenous communities Requirement: Yes Applicability: All Smolt Producers	Dying: It was communicated during the application processing to start the sites. No indigenous groups or aboriginal people with specific indigenous rights are present in neighborhood. Sami people has no activity in in potential conflict with the activity in the area.	Compliant															
8.25	Indicator: Allowance for stocking smolts produced in cage-culture Requirement: Permitted only if supplying farms are 1) operated in a region where indigenous salmonids are present of the same species being cultivated and 2) the farm is certified to the ASC Freshwater Trout Standard Applicability: open (net-pen) production of smolt	N/A all sites are semi-closed with discharge to seawater	N/A															
8.26	Indicator: Water quality monitoring matrix completed and submitted to ASC (see Appendix VIII of the Salmon standard v.1.3) Requirement: Yes(172) Applicability: open (net-pen) production of smolt	N/A. Discharging into sea	N/A															
8.27	Indicator: Minimum oxygen saturation in the outflow (methodology in Appendix VII of the Salmon standard v.1.3) Requirement: 60%(172, 173) Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems	N/A. Discharging into sea	N/A															
8.28	Indicator: Macro-invertebrate surveys downstream from the farm's effluent discharge demonstrate benthic health that is similar or better than surveys upstream from the discharge (methodology in Appendix VII of the Salmon standard v.1.3) Requirement: Yes Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems	N/A all sites are semi-closed with discharge to seawater	N/A															
8.29	Indicator: Evidence of implementation of biosolids (Sludge) Best Management Practices (BMPs) (Appendix VII of the Salmon standard v.1.3) Requirement: Yes Applicability: All Smolt Producers Using Semi-Closed or Closed Production Systems	N/A all sites are semi-closed with discharge to seawater	N/A															

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

responds to ASC Salmon standard version 1.3

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5.2.13	5.2.13	8.12	8.15	8.16	8.17	2.3.1	4.2.1	4.2.2a	4.2.2b	4.4.2c	3.4.1
Chemicals/therapeutics	Chemicals/therapeutics	Chemicals/therapeutics	Chemicals/therapeutics	Chemicals/therapeutics	Chemicals/therapeutics	Feed	Feed	Feed	Feed	Feed	Mortality/survival/escapes
Allowance for use of antibiotics listed as critically important for human medicine by the World Health Organization	Number of treatments of antibiotics over the most recent production cycle	Percentage of fish that are vaccinated for selected diseases that are known to present a significant risk in the region and for which an effective vaccine exists.	Allowance for use of therapeutic treatments that include antibiotics or chemicals that are banned in any of the primary salmon producing or importing countries	Number of treatments of antibiotics over the most recent production cycle	Allowance for use of antibiotics listed as critically important for human medicine by the WHO (calculated following methodology in Appendix V-2) (by weight of the feed)	Percentage of fines (18) in the feed at point of entry to the farm (calculated following methodology in Appendix V-2) (by weight of the feed)	Fishmeal Forage Fish Dependency Ratio (FFDRm) for grow-out (calculated using formulas in Appendix IV-1)	Fish Oil Forage Fish Dependency Ratio (FFDRo) for grow-out (calculated using formulas in Appendix IV-1)	Maximum amount of EPA and DHA from direct marine sources (calculated according to Appendix IV-2) (in g/kg feed)	Percentage of soya or soya-derived ingredients in the feed that are certified by the Roundtable for Responsible Soy (RTRS) or equivalent.	Maximum number of escapes in the most recent production cycle
None	≤ 3	100%	Yes	≤ 3	None	< 1% by weight of the feed	< 1.2	< 2.52	(EPA + DHA) < 30 g/kg feed	100%	300

5.1.3	5.1.4	5.1.5	5.1.6	8.6	2.5.1	3.4.2	5.4.1	8.7	8.13	3.1.7	2.2.1	2.2.2
Mortality/survival/escapes	Mortality/survival/escapes	Mortality/survival/escapes	Mortality/survival/escapes	Mortality/survival/escapes	other	other	other	other	other	other	Water quality	Water quality
Percentage of dead fish removed and disposed of in a responsible manner	Percentage of mortalities that are recorded, classified and receive a post-mortem analysis	Maximum viral disease-related mortality on farm during the most recent production cycle	Maximum unexplained mortality rate from each of the previous two production cycles, for farms with total mortality > 6% (of total mortalities)	Maximum number of escapes in the most recent production cycle	Number of days in the production cycle when acoustic deterrent devices (ADDs) or acoustic harassment devices (AHDs) were used	Accuracy of the counting technology or counting method used for calculating stocking and harvest numbers (%)	Evidence that all salmon on the site are a single year class (%)	Accuracy of the counting technology or counting method used for calculating the number of fish (%)	Percentage of smolt groups tested for select diseases of regional concern prior to entering the grow-out phase on farm	In areas of wild salmonids, maximum on-farm lice levels during sensitive periods for wild fish. See detailed requirements in Appendix I, subsection 2, (mature female lice per farmed fish)	Weekly average percent saturation of dissolved oxygen (DO) on farm, calculated following methodology in Appendix I-4	Maximum percentage of weekly samples from 2.2.1 that fall under 2 mg/l DO
100%	100%	≤ 10%	≤ 40% of total mortalities	300 fish	0	≥ 98%	100%	≥ 98%	100%	0.1 mature female lice per farmed fish	≥ 70%	5%

8.4	8.6	2.5.2	2.5.5	3.3.3	3.3	6.6.1	6.2.2	6.5.1	6.7.1	6.8.2	6.8.1	6.3.1	6.4.2	6.9.1	6.10.1	7.3.1
Water quality	Water quality	Wildlife interactions	Wildlife interactions	Wildlife interactions	Wildlife interactions	Social	Social	Social	Social	Social	Social	Social	Social	Social	Social	Social
Maximum total amount of phosphorus (in kg/m ³ of fish produced over a 12-month period)	Minimum oxygen saturation in the outflow (Methodology in Appendix VII – 2)	Number of mortalities of endangered or red-listed marine mammals or birds on the farm	Maximum number of lethal incidents on the farm over the prior two years (<9 lethal incidents with no more than two of the incidents being marine mammals)	Use of non-native species for sea lice control or on-farm management purposes	Use of transgenic salmon by the farm	The percentage of workers whose basic wage (before overtime and bonuses) is below the minimum wage	Percentage of young workers that are protected	Percentage of workers trained in health and safety practices, procedures and policies on a yearly basis	Percentage of workers who have contracts	Percentage of grievances handled that are addressed within a 30-day timeframe	Number of incidences of child labour	Number of incidences of forced, bonded or compulsory labour	Number of incidences of discrimination	Incidences of excessive or abusive disciplinary actions	Incidences, violations or abuse of working hours and overtime laws	Changes undertaken restricting access to vital community resources without community approval
4 kg/m ³ of fish produced over a 12-month period	60%	0	<9 lethal incidents, with no more than two of the incidents being marine mammals	None	None	0	100%	100%	100%	100%	None	None	None	None	None	None

Summary of Standard Non Conformities (NC)		NC Type		NC Totals	
Standard:	Salmon	Major		0	
Version:	1.3	Minor		7	
		Total		7	

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

NC Code (CAR)	Indicator Number	Indicator Text	Audit Evidence	Overall Indicator evaluation	Description, justification and conclusion for the evaluation decision	Date of NC detection	Deadline for NC close-out	Actual date of close-out	NC Status	VR submitted	Status of submitted VR	VR used	O&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: Presence of documents demonstrating compliance with local and national regulations and requirements on land and water use Requirement: Yes Applicability: All	No company name and licence number on site as required in aquaculture regulation. Former sign was taken down and the plan was to replace it with a new sign. Electronic copies of laws, regulations and requirements with references to Lovdata with updates and electronic links are kept in a web-based quality system called Intellex. The firm provided following documents from relevant authorities: Decision of partly approved operating plan from Fishery Directorate 16.03.2021 approving plan for all Cermas sites in Finnmark for 2021 except Kållmark, Kinnegyes and Jærmelva. According to USC the approved operating plan date 20.11.2019 for 2020 still covers what is left of 20G at sites. Discharge permit date 01.07.2020 from County Governor in Finnmark for 3480 MTR. Aquaculture permit Date 26.03.19 awaiting/ending Finnmark County. Site certificate APN-399 RT-1 issued 11.10.2019 and valid in 5 years. Green concessions at Tovan (only). Norwegian Food Safety Authority (NFSA): 26.10.2020 Notification of document inspection regarding green concessions in Finnmark. No closing yet. Fishery Directorate: Inspection regarding MYTER and Site certificates, Mooring, Procedures and Cermas Finnmark. No feedback yet. Sjefartedirektoratet Norwegian Maritime Authority, List of orders date 27.02.2020, L63030 Fella vessel, NC Marking of lifebuoy, oil absorbent, info waste handling, original certificates, Closed 09.03.2020. Regarding conflict with national preservation areas, Directorate of Fisheries (https://www.fiskeridir.no/en/manage-the-aquaculture-act-of-17-june-2009-no.-79-relating-to-aquaculture. According to § 15 Relationship to land use plans and conservation measures; aquaculture licenses may not be granted in contravention of adopted conservation measures relating to nature conservation. The county governor (Fylkesmannen in Norwegian), who provides aquaculture allowance, is also the authority for conservation areas. The governor don't approve fish farming in protected areas (Verneområder in Norwegian). The Norwegian Environment Agency maintain a map with national salmon farms (https://tabulart.fylkesmannen.no).	Minor	No company name and licence number on site as required in aquaculture regulation. Former sign was taken down and the plan was to replace it with a new sign. This is Minor NC because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07 May 21	30-Jun-21	03-Jun-21	Closed						The root cause is that the sign was broken and following it was not maintained. The sign was broken due to rough wind.	A new sign was ordered and put up.	The employees at site has tried to hang it up differently then last time, so it's tighter and will catch less wind this time. Hopefully this will keep the signs from ripping.	Picture of new sign with Company name and site number uploaded and accepted as evidence for closing of NC.			
	2.1.2	Indicator: Faunal index score indicating good (7) to high ecological quality in sediment outside the AZE, following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: AZTI Marine Biotic Index (AMBI)(8) score ≥ 3.3, or Shannon-Wiener Index score > 3, or Benthic Quality Index (BQI) score ≥ 15, or Infaunal Trophic Index (ITI) score ≥ 25 Applicability: All farms except; Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (Survey-C hybrid - ASC adapted). Modified Survey-C according to NS9410 (Norwegian authorities and legislation requirement). Point adapted to bathymetric conditions. Performed by an accredited company for test 303 (sampling on sea sediments) Akvaplan Niva AS report Cermag Norway AS, ASC og C-undersøkelste 10821 Tuvan, 2019. Date 04.03.2020, sample date 31.10.2019. Sample stations C2, C4 and CS outside AZE, and C1 and C3 within AZE. 2 Cu stations. Soft bottom sand, silt and gravel. Shannon Wiener Index at sample stations C2 2.71 - C4 3.39 - CS 2.43 outside AZE. The stations C2 and CS is below 3 and noncompliant.	Minor	Shannon-Wiener Index score is below 3 at two sampling stations C2 and CS outside AZE and noncompliant. This is Minor NC because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07 May 21	30-Jun-21	21-Jun-21	Closed						The site has uneven bottomtopography, there may be some areas where organic loading may accumulate.	We did a B-survey after three months following between 18G and 20G, the results were good and the site had recovered. The site was followed a total of five months prior to 20G.	An evaluation of the results has been done. The site was moved so the area is more in favour of the currents and has now larger cages which should result in less accumulation. Also the site now has remote camera feeding which it did not before. A long term plan is to have less total biomass in the fjord system.	Corrective action plan decided by management uploaded and accepted as evidence for closing of NC.			
	2.1.3	Indicator: Number of macrofaunal taxa in the sediment within the AZE, following the sampling methodology outlined in Appendix I of the Salmon standard v.1.3 Requirement: ≥ 2 highly abundant (B) taxa that are net pollution indicator species Applicability: All farms except; Closed production systems that can demonstrate that they collect and responsibly dispose of > 75% of solid nutrients from the production system are exempt from standards under Criterion 2.1. See Appendix VI for requirements on transparency for 2.1.1, 2.1.2 and 2.1.3.	Olex map and GPS coordinates with ASC sampling points. Site-specific sampling regime (MOM-C hybrid - ASC adapted). Modified MOM-C according to NS9410 (Norwegian authorities and legislation requirement). Point adapted to bathymetric conditions. Performed by an accredited company for test 303 (sampling on sea sediments) Akvaplan Niva AS report Cermag Norway AS, ASC og C-undersøkelste 10821 Tuvan, 2019. Date 04.03.2020, sample date 31.10.2019. Sample stations C2, C4 and CS outside AZE, and C1 and C3 within AZE. 2 Cu stations. Soft bottom sand, silt and gravel. The sampling has been done at peak biomass (3108 tons fed at sample time/3371 tons fed in total * 100 = 92%). Taxa is 1 and below requirement of 2 and thereby noncompliant.	Minor	Number of macrofaunal taxa in the sediment within AZE is below 2 in station C4 within AZE. This is Minor NC because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.	07 May 21	30-Jun-21	21-Jun-21	Closed						The site has uneven bottomtopography, there may be some areas where organic loading may accumulate.	We did a B-survey after three months following between 18G and 20G, the results were good and the site had recovered. The site was followed a total of five months prior to 20G.	An evaluation of the results has been done. The site was moved so the area is more in favour of the currents and has now larger cages which should result in less accumulation. Also the site now has remote camera feeding which it did not before. A long term plan is to have less total biomass in the fjord system.	Corrective action plan decided by management uploaded and accepted as evidence for closing of NC.			

2.2.6	<p>Indicator: Appropriate controls are in place that maintaining good culture and hygienic conditions on the farm which extends to all chemicals, including veterinary drugs, thereby ensuring that adverse impacts on environmental quality are minimised</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>There is a HSE risk management in place. Different type of hazards are identified and analysed and control measures are made or defined. Several procedures (e.g. "Hygienereglement - Matfisk" ID 127 site oppdatering 13.03.2021, "Prosedyre for oppbevaring/håndtering av kjemikalier og gasser", ID 471, 25.3.2021) and documents are kept in line and updated if there is an incident, or after monitoring and review of the action plans. For example, waste management plan for the site was verified. Cleaning plans for site was seen. Fish health plan for site on use of veterinary drugs was checked. Staff competences and awareness was also verified either during the interview, or qualifications and training certificates. Employees invited to assistant training in handling of therapeutants by mail 5.5.2021, especially site managers. Courses held in Høyvund 10.5, Hammerfest 18.5 and Alta 26.5. 59 persons signed on. All employees have done hygiene training. But three farm operators had not completed compulsory training course in chemical handling. Escaped/rills verified 26.02.2020 and 03.05.2020 with report. The site was clean and tidy, verified on-site at the audit.</p>	Minor	<p>Three farm operators had not completed compulsory training course in chemical handling. This is Minor NC because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.</p>	07-May-21	30-Jun-21	10-Jun-21	Closed	<p>All employees had their training, but the documentation was not added to internal quality system index.</p>	<p>Courses was held January 2021</p>	<p>Index is now updated with correct information.</p>	<p>Overview and training certificates uploaded for three employees Evidence accepted for closing of NC</p>		
5.1.3	<p>Indicator: Percentage of dead fish removed and disposed of in a responsible manner</p> <p>Requirement: 100% (97)</p> <p>Applicability: All</p>	<p>Labelling for ensilage category 2 at landbase seen - loading station and storage tank.</p> <p>The UoC uses IT-systems from new collector Hordfor as their records of consignments of animal by-products (normally category 2) from farm. All handling systems are considered ready for responsible handling of mortalities from UoC. This system of records of consignments does not comply with minimum requirements for sender in animal by-product regulation. See guidance from Norwegian Food Safety Authority (NFSA). The records should include also both receiver name with approval or registration number, and transporter name with registration number.</p>	Minor	<p>The UoC uses IT-systems from new collector Hordfor as their records of consignments of animal by-products (normally category 2) from farm. All handling systems are considered ready for responsible handling of mortalities from UoC. This system of records of consignments does not comply with minimum requirements for sender in animal by-product regulation. See guidance from Norwegian Food Safety Authority (NFSA). The records should include also both receiver name with approval or registration number, and transporter name with registration number. The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.</p>	07-May-21	30-Jun-21		Extended	<p>Cermaq Norway has a new supplier for the service, which have a customer portal we were supposed to use as our register. This portal is missing a few of the requirements from the Norwegian Food Safety Authority (NFSA).</p>	<p>We tried to change the customer portal, but this was not an option. We have reached out to the NFSA for an alternative solution.</p>	<p>If the alternative solution is approved, we will have a register for every site digitally. We need time to get approval and implement the new system, a request for extension of the deadline of the NC's is attached.</p>	<p>In addition to application of extension for closing of deadline auditor has seen draft for Cermaq records of consignments sent to NFSA for approval.</p>	<p>Exention of deadline to 30-09-2021 is justified because NFSA will take time approving the suggested records of consignments.</p>	30-Sep-21
5.2.15	<p>Indicator: Presence of documents demonstrating that the farm has provided buyers (100% of its salmon) a list of all therapeutants used in production</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The procedure "Communications plan" ID 105 updated 26.04.2021 does not include requirement for sales department to send fish CV with list of therapeutants used in production, to all direct buyers. Sales department confirms by mail that Fish CV is sent for every sale of ASC certified fish.</p>	Minor	<p>5.2.15 Minor: The procedure "Communications plan" ID 105 updated 26.04.2021 does not include requirement for sales department to send fish CV with list of therapeutants used in production, to all direct buyers. Sales department confirms by mail that Fish CV is sent for every sale of ASC certified fish. The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.</p>	07-May-21	30-Jun-21	20-Jun-21	Closed	<p>Lack of attention to the task.</p>	<p>This information (i.e. CV and other documents with information regarding the product) has always been sent to the customers. It somehow was overlooked when we established the communication plan.</p>	<p>The communication plan has been updated with information regarding the product which we share with the customers.</p>	<p>Updated communication plan updated and accepted as evidence for closing of NC.</p>		
6.5.2	<p>Indicator: Evidence that workers use Personal Protective Equipment (PPE) effectively</p> <p>Requirement: Yes</p> <p>Applicability: All</p>	<p>The risk assessment is the cornerstone in planning appropriate PPE. Auditor used a supplementary check list for systematic verification of PPE. 1. Monthly check of life jackets before each shift (with trigger mechanism and gas cartridge) 2. Setaex Hammerfest control flotation suits. 3. Personal helmets and gloves. 4. Hearing protection in machine room/aggregate room.</p>	Minor	<p>6.5.2 Minor: Noise zone sign (baysone-marking) onboard the boat Mads Kristian is missing. This is also not compliant according the Norwegian regulation on design of workplaces "Forskrift om utføring og innretning av arbeidsplasser og arbeidskvalitet". The NC is graded Minor because it does not meet the definition of a major NC and will not produce a non-conforming product and does not compromise the integrity of the standard.</p>	07-May-21	30-Jun-21	11-Jun-21	Closed	<p>This non-compliance has not been picked up during audits. The boats has usually been audited at the same time as we have internal inspections of the site, but not if they were unavailable at the time. We also have a contractor do a full inspection every 2 years according to Sjøfartstilsynet/statens (the Norwegian Maritime Directorate) check-list. It may have been missed since the engine room is not entered while the boats are used and therefore the workers are not exposed to noise.</p>	<p>Both internal and external check list include checking for noise zones. A separate audit cycle for boats has been set up for internal audits this year (2021), starting with a few boats this year, and the goal is to audit the boats every 3 years forward.</p>	<p>The boat Mads Kristian now has noise zone sign (attached). The Health and Safety manager and Service and Maintenance manager has been informed and will do a mapping of the other boats in the region.</p>	<p>Picture of new noise zone sign is visual updated and accepted as evidence for closing of NC.</p>		