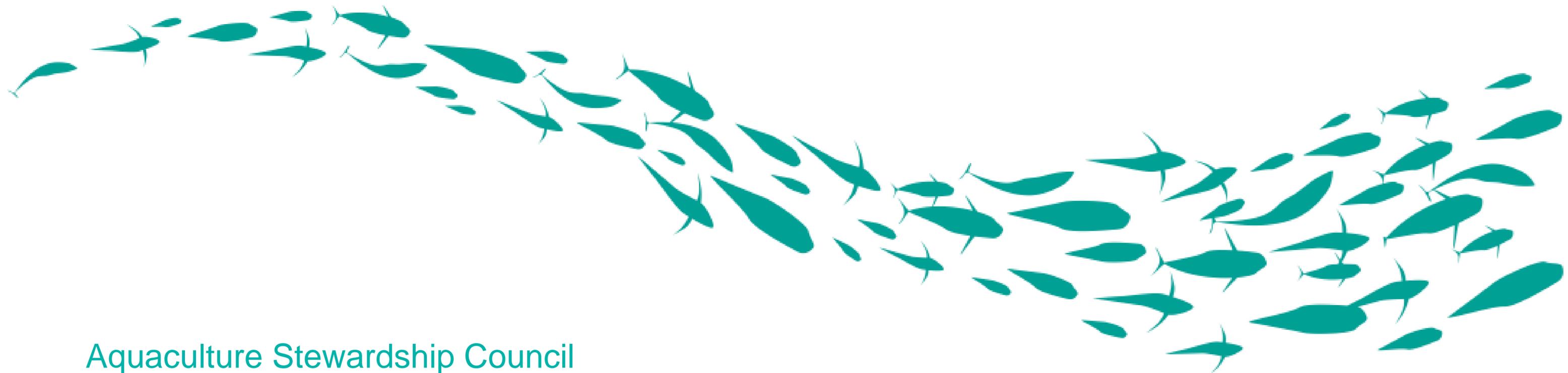


Public Consultation V ASC Farm Standard



March 2022



Aquaculture Stewardship Council
www.asc-aqua.org

Principle 1

(UOC) OPERATES LEGALLY AND APPLIES EFFECTIVE BUSINESS MANAGEMENT



What does this mean?

This Principle requires that certified facilities operate a legal and ethical business in a well-managed manner that assures compliance with the ASC requirements throughout the validity of a certificate.

	Criteria	Contact
1.1	Legal Compliance	Clare Stevens – Clare.Stevens@asc-aqua.org
1.2	Management System	
1.3	Business Ethics	
1.4	Traceability and Transparent Disclosure	Wendy Banta – Wendy.Banta@asc-aqua.org

Principle 1

CRITERION 1.1: LEGAL COMPLIANCE



Rationale

- Compliance with national law is fundamental to the development of socially and environmentally responsible aquaculture and essential to a well-managed sustainable business. All ASC certified farms are expected to comply with local and national laws and regulations. When the ASC requirement offers better protection than the law, ASC requirements apply.

Intent

- The farm complies with applicable laws and regulations and is in possession of all required legal licenses and permits.

Principle 1

CRITERION 1.1: LEGAL COMPLIANCE



Key Changes

- Environmental and labour laws from Principle 2 (Criterion 2.1) and Principle 3 (Criterion 3.1) have been moved to this criterion.

Key Considerations

- Is it necessary to specify all laws and regulations that are potentially “applicable” to ASC certification or does “all applicable environment-related and labour-related laws and regulations” suffice?

Principle 1

CRITERION 1.2: MANAGEMENT SYSTEM



Rationale

- Implementing a management system enables a farm to plan, implement and monitor its compliance with the ASC Farm Standard. The management system includes policies, procedures and processes.

Intent

- The farm has a management system in place to continuously implement, verify and demonstrate compliance with all ASC requirements.

Key Changes

- None

Principle 1

CRITERION 1.3: BUSINESS ETHICS



Rationale

- Corruption, bribery, misrepresentation and falsification erode trust, weaken democracy and further exacerbate inequality, poverty, social division and the environmental crisis.
- Unethical business conduct also impacts employees, reduces morale and creates a lack of trust and accountability in the workplace.

Intent

- The farm shall ensure an ethical operating and business environment.

Principle 1

CRITERION 1.3: BUSINESS ETHICS



Key Changes

- Added Criterion 1.3 on corruption, bribery and misrepresentation (aligns with SSCI).

Key Considerations

- This criterion requires the farm to prevent acts of corruption, extortion, embezzlement or bribery and to ensure that records are not falsified or manipulated and information is not misrepresented. Does this pose challenges for SMEs?
- Should the indicators in this criterion be Critical Indicators, meaning that if any non-compliance is detected the farm is immediately suspended?

Principle 1

CRITERION 1.4: TRACEABILITY AND TRANSPARENT DISCLOSURE



Rationale

- Traceability allows the transfer of information regarding sustainability claims through to the end consumer. In order to assure that ASC certified products are correctly disclosed and differentiated from non-ASC certified products, it is important that traceability systems and Chain of Custody (CoC) are in place.

Intent

- The farm ensures the conformity, correct disclosure and traceability of products sold as ASC certified

Principle 1

CRITERION 1.4 – TRACEABILITY AND TRANSPARENT DISCLOSURE



Key Changes

- The proposed additions in section 1.4 explicitly embed traceability at the ASC farm production source, supporting certified claims at every step in the chain. This includes using ASC-compliant feed sourced from ASC certified feed mills.

Key Considerations

- The Feed Standard encourages mills to use the segregation production model (feed contains only eligible ingredients). For now, mills may also use a mass balance production model (eligible and non-eligible feed ingredients can be mixed). Should it be possible to differentiate between ASC certified products that were fed 'ASC-compliant segregated feed' and those that were fed 'ASC-compliant mass balance feed'?

Principle 2

(UOC) OPERATES IN AN ENVIRONMENTALLY RESPONSIBLE MANNER



What does this mean?

Aquaculture, as any other food producing system, is reliant on ecosystem services for inputs, and absorption of outputs. If not managed well and overused, the capacity of environment services can be exceeded, resulting in negative environmental impacts.

	Criteria	Contact
2.2	Ecologically Important Habitats	Jill Swasey – Jill.Swasey@asc-aqua.org
2.3	Wildlife Interactions	
2.4	Non-Natives	Renee Hamel – Renee.Hamel@asc-aqua.org
2.5	Escapes	Michiel Fransen – Michiel.Fransen@asc-aqua.org
2.6	Benthic Impacts	Javier Unibazo – Javier.Unibazo@asc-aqua.org
2.7	Water Quality	

Principle 2 CRITERIA



	Criteria	Contact
2.8	Salinisation	Renee Hamel - Renee.Hamel@asc-aqua.org
2.9	Biosolids	Kathrin Steinberg – Kathrin.Steinberg@asc-aqua.org
2.10	Freshwater Use	Katherine Dolmage – Katherine.Dolmage@asc-aqua.org
2.11	Energy Use and Greenhouse Gas Emissions	Robert Parker – Robert.Parker@asc-aqua.org
2.12	Material Use, Waste and Pollution Control	Javier Unibazo – Javier.Unibazo@asc-aqua.org
2.13	Feed	Alexandra Warrington – Alexandra.Warrington@asc-aqua.org
2.14	Fish Health and Welfare	Javier Unibazo - Javier.Unibazo@asc-aqua.org
2.15	Parasite Control (incl. Sea Lice)	
2.16	Antibiotics and other Veterinary Therapeutants	Michiel Fransen - Michiel.Fransen@asc-aqua.org
2.17	Hatcheries and Intermediate Sites	Katherine Dolmage - Katherine.Dolmage@asc-aqua.org
2.18	Area Based Management (ABM)	Michiel Fransen - Michiel.Fransen@asc-aqua.org

Principle 2 CRITERION 2.2: ECOLOGICALLY IMPORTANT HABITATS



Rationale

- Ecological buffer zones fulfil essential ecosystem functions, e.g.: migration and feeding habitat.
- Aquaculture can disrupt these functions as operations are often located near sensitive habitats.

Intent

- The farm recognises the habitats in which it is sited, and adjacent to, in order to contribute to the conservation of essential ecosystem services and the habitats on which wildlife depend..

Principle 2

CRITERION 2.2: ECOLOGICALLY IMPORTANT HABITATS



Key Changes

- Minimum buffer width made site-specific instead of 1 global metric.
- Wider application of risk based management (RMF) in relationship to habitats.
- Aligning with HCV-guidance on siting in HCV areas & with IUCN-guidance on siting in Protected Areas.

Key Considerations

- Buffer should be based on ecological functions that need to be maintained, not on a generic set metric.
- Adhering to guidance on HCV and IUCN is crucial to optimise consistency in approach & impact.

Principle 2 CRITERION 2.3: WILDLIFE INTERACTIONS



Rationale

- Deterrence of wildlife is often needed to protect farmed animals, but results in negative impacts to wildlife.
- Aquaculture can also rely on wild populations for the purpose of breeding or stocking.

Intent

- The farm minimises wildlife attraction and deters wildlife interactions, ensuring low risk of wildlife disturbance.

Principle 2 CRITERION 2.3: WILDLIFE INTERACTIONS



Key Changes

- Zero (0) mortalities of wildlife, unless not otherwise possible for welfare, human safety or legal reasons.
- Conditional allowance for ADD (risk-based used of evasive technology).
- No use of threatened or protected species for broodstock or stocking purposes
- Extension of wildlife assessment around farm & implement mitigation measures.

Key Considerations

- Accidental (e.g. bird) entanglement is often hard to avoid – (bird) mortality limit >0 needed?

Principle 2 CRITERION 2.4: NON-NATIVES



Rationale

- Aquaculture industry is heavily reliant on non-native culture.
- Escaped non-native species can impact wild habitat, genetic interbreeding or spread pathogens.

Intent

- The farm does not culture non-native species which could become newly-established species in the region.

Principle 2 CRITERION 2.4: NON-NATIVES



Key Changes

- Current ASC species remain allowed.
- New non-natives are allowed if any of the (4) defined conditions apply.
- Determining risk of escaped fish and applying mitigating measures

Key Considerations

- Closed land-based (RAS) systems are considered escape-proof.

Principle 2 CRITERION 2.5: ESCAPES



Rationale

- Escapes pose environmental risks and economic losses, though often preventable.
- Stakeholders value stock counting and metric escape limits, but understand lack of full accuracy.

Intent

- The farm minimises escapes.

Principle 2 CRITERION 2.5: ESCAPES



Key changes

- Finfish outside of cage-culture; no mass escape or chronic leakage allowed.
- Finfish in cage-culture; 1 mass escape event per 9 years, or, 1 production cycle with chronic leakage.
- All finfish; reduction in unaccounted losses to max. 1% after 9 years.

Key considerations

- Transgenic culture remains prohibited in any system.
- Feasibility of limits subject to consultation and pilot feedback.

Principle 2 CRITERION 2.6: BENTHIC IMPACTS



Rationale

- Benthic deposits can impact the receiving ecosystem if it exceeds the carrying capacity.
- Various conditions determine the likely impact (e.g. depth, current, type of seabed, etc.).

Intent

- The farm regularly monitors seabed organic enrichment against indicators of Ecological Quality Status, designed to categorise and distinguish acceptable from unacceptable levels of ecosystem structure and function of the area surrounding the farm.

Principle 2 CRITERION 2.6: BENTHIC IMPACTS



Key Changes

- Three-tiered sampling approach to reduce compliance burden while improving impact awareness.
- Tier 3 sampling and testing regime only needed if Tier 1 and Tier 2 fail compliance.
- Revised testing for free sulphide; previous ISE-method, now UV spectroscopy technique (S^{2-}_{UV}).

Key Considerations

- Applicable for marine cage culture regardless of species.
- Requirements for freshwater benthic impacts are under development.

Principle 2 CRITERION 2.7: WATER QUALITY



Rationale

- Nutrient discharge can impact the receiving ecosystem if it exceeds the carrying capacity; eutrophication.
- Various conditions determine the likely impact (e.g. amount of nutrient, absorbance rate, etc.).

Intent

- To assess and minimise the risk that dissolved/particulate nutrients and suspended solids discharged from a farm negatively impact the quality of the receiving waterbody and its associated ecosystem structure and function.

Principle 2 CRITERION 2.7: WATER QUALITY



Key Changes

- Conceptual proposal for open systems in lakes and reservoirs
- Move towards site-specific limits based on siting, monitoring impacts and input/output management.

Key Considerations

- Water quality impacts for land-based systems under development.

Principle 2 CRITERION 2.8: SALINISATION



Rationale

- Salinisation of land and freshwater resources is a global concern that directly impact food security.
- Aquaculture operations can contribute to salinisation through seepage, discharge or intrusion.

Intent

The farm ensures low risk of salinisation of soil and freshwater resources from the farm's activities.

Principle 2 CRITERION 2.8: SALINISATION



Key Changes

- Salinity levels of discharged water must be within natural ranges.
- Areas with high soil permeability must use non-plastic lining.
- No discharge of effluent over land.

Key Considerations

- Plastic liners are not preferred due to the use and disposal of these materials.

Principle 2 CRITERION 2.9: BIOSOLIDS



Rationale

- Disposal of biosolids can negatively impact the environment, but also minimises the use of a resource.
- Biosolids, if managed well, can be re-used as fertiliser or for other purposes (e.g. biogas).

Intent

The farm increases levels of re-use, ensures responsible disposal where necessary, and avoids contamination of water bodies and soil through biosolids.

Principle 2 CRITERION 2.9: BIOSOLIDS



Key changes

- Applicable to all land-based systems.
- Re-use preferred over disposal.
- Biosolids disposal companies to operate in line with intent.

Key considerations

- Preference of re-use over disposal.
- Intent stretches beyond but also to service provider.

Principle 2 CRITERION: 2.10 FRESHWATER USE



Rationale

- Freshwater is a resource under pressure.
- Aquaculture producers often share their water supply with other users.

Intent

The farm is aware of its water use for production and utilises water efficiently to maintain critical ecosystem services of the water source.

Principle 2 CRITERION 2.10: FRESHWATER USE



Key Changes

- Site-specific limits are determined based on the ecological vital flow of the used water resource.

Key Considerations

- Well water testing is legally allowed.
- ASC is proposing vital flow as a more meaningful way to address impact.

Principle 2

CRITERION 2.11: ENERGY USE AND GHG EMISSIONS



Rationale

- Improving energy efficiency, reducing reliance on fossil fuels, and shrinking the carbon footprint of food systems are paramount in combatting climate change.
- Although often climate-friendly compared to other protein sources, aquaculture industry can improve efficiency, reduce emissions, and work towards ensuring climate-friendly diets.

Intent

The farm uses energy efficiently, prioritises using renewable, non-fossil fuel sources of energy, and minimises its GHG emissions on-farm and from feeds.

Principle 2

CRITERION 2.11: ENERGY USE AND GHG-EMISSIONS



Key Changes

- GHG calculation and reporting required for all species.
- Energy Efficiency Management Plan is required if conservative energy use trigger values are exceeded, with levels set at observed energy inputs to highly-efficient chicken production.
- Elevating the comparison *within* seafood to *broader* food systems.

Key Considerations

- Threshold is not a performance limit.

Principle 2

CRITERION 2.12: MATERIAL USE, WASTE AND POLLUTION CONTROL



Rationale

- Waste is generated as a result of industrial activities and can be a pollutant.
- However, waste recycling can provide value resources back into value chains.

Intent

The farm prioritises re-use and recycling, reduces waste generation, and ensures responsible handling of hazardous materials and disposal of waste to prevent pollution.

Principle 2

CRITERION 2.12: MATERIAL USE, WASTE AND POLLUTION CONTROL



Key Changes

- Waste Management Plan needed.
- Tagging of key equipment to enable recovery when lost (i.e. marine litter).
- Minimise use of Single Use Plastics.

Key Considerations

- Plastic waste is considered a key concern in many regions and is of relevance to the aquaculture industry.

Principle 2 CRITERION 2.13: FEED



Rationale

- Feed is a main driver of the environmental impact of aquaculture.
- Feed ingredients are covered in the ASC Feed Standard; Feed use is covered in the ASC Farm Standard.

Intent

- ASC farms uses responsibly produced feed and manages feeding efficiently to optimise an efficient use of resources.

Principle 2 CRITERION 2.13: FEED



Key Changes

- Feed efficiencies values (e.g. FFDR) remain unchanged from current Standards.
- GM transparency applicable for all feeds of all species.
- Wet/moist feed is prohibited.

Key Considerations

- Use of seaweed is allowed for relevant species (e.g. abalone and bivalves).

Principle 2 CRITERION 2.14: FISH HEALTH AND WELFARE



Rationale

- Optimising fish health and welfare to prevent disease occurrence is a global priority in aquaculture.
- Health and Welfare are complimentary, but largely with the same purpose.

Intent

- ASC farms optimise fish health through better practices and management. (under development)

Principle 2 CRITERION 2.14: FISH HEALTH AND WELFARE



Key changes

- Site-specific Fish Health Management Plan required for all species.
- Vaccines required for all diseases for which vaccines are available.
- Veterinary oversight required.

Key considerations

- Fish Welfare elements will be added into this Criterion through a separate development process.

Principle 2 CRITERION 2.15: PARASITE CONTROL



Rationale

- Parasite pressure can negatively impact both farmed and wild species.
- Regional parasite pressure can be amplified through farming activities, but also managed progressively as well.

Intent

- ASC farms minimises parasite load on farm, and risk of on-farm parasite load to the wider environment.

Principle 2 CRITERION 2.15: PARASITE CONTROL



Key Changes

- Implement an Integrated Parasite Management Plan (IPMP).
- Requirement to conduct susceptibility tests prior to any treatment.
- Requirement to ensure compliance with Maximum Residues Limits (MRL) at the time of harvest.

Principle 2 2.15 PARASITE CONTROL – SEA LICE



Key changes for *sea lice*

- Continued focus on sensitive periods and *Lepeophtheirus salmonis* however a new requirement to publicly report *Caligus* on farms in BC, Canada was incorporated.
- Standardised sea lice sampling protocol is required.
- Regionally relevant maximum sea lice thresholds and sensitive periods are set.
- Consequences and actions to be conducted by farms when exceeding the maximum thresholds are now explicit in the requirements:
 - A farm will become non-conforming with ASC if it fails to maintain sea lice levels below the thresholds;
 - The farm needs to inform the CAB of the exceedance;
 - If the farm fails to bring sea lice levels below the threshold within a certain timeline (TBD), the farm shall not sell the fish as ASC certified.

Principle 2

CRITERION 2.16: ANTIBIOTICS AND VETERINARY THERAPEUTANTS



Rationale

- Antibiotic use causes concerns of resistance built-up, particularly for veterinary and human medicine.
- Antibiotics are often the only means to cure diseases.

Intent

To minimise the risk that antibiotics and other veterinary therapeutants compromise human health through an integrated One Health Approach (human health, farm animal health, “environmental health”).

Principle 2

CRITERION 2.16: ANTIBIOTICS AND VETERINARY THERAPEUTANTS



Key Changes

- ASC labelled shrimp can not be treated with any antibiotics (standing policy).
- Critical antibiotics can be applied, but treated products can not be sold with label.
- Reduction in antibiotics use over time is required.

Key Considerations

- Critical antibiotics are sometimes the only allowed or effective option; but ASC labelled products can not have been treated with these antibiotics.

Principle 2

CRITERION 2.17: HATCHERIES & INTERMEDIATE SITES



Rationale

- Impacts can occur across entire life cycle of the animal (egg to final product).
- ASC seeks to be a holistic programme to cover all relevant impacts.

Intent

- ASC certified products have minimum impacts throughout their entire life cycle. (under development)

Principle 2 2.17 HATCHERIES & INTERMEDIATE SITES



Key Changes

- Intermediate sites and hatcheries were previously not consistently considered under all ASC Standards. In the Farm Standard they are considered suppliers.
- Relevant parts of the Standard apply to suppliers and are verified by the ASC certified farm (Due Diligence approach).
- Depending on need, third-party auditors can conduct assessments on-site.

Key Considerations

- Stakeholder feedback on feasibility is needed to progress the concept into the final draft of the Standard.
- The aim is to find a balance between consistent application of requirements, assurance needs, and costs.

Principle 2

CRITERION 2.18: AREA BASED MANAGEMENT



Rationale

- Farms often rely upon, or impact, shared resources and are susceptible to regional diseases.
- Wider area management is challenging, but information sharing is a key principle to enable further action.

Intent

To inform decisions regarding wider Area Based Management in relation to disease and parasite management, and genetic introgression.

Principle 2

CRITERION 2.18: AREA BASED MANAGEMENT



Key changes

- No major changes for existing species; farms are required to communicate to neighbouring farms on disease occurrence to enable wider area management.
- For bivalve farms; water-filtration rate calculations remain unchanged.

Principle 3

(UOC) OPERATES IN A SOCIALLY RESPONSIBLE MANNER



What does this mean?

The aquaculture sector, including its supplying and processing industries, provides food, jobs and income to millions of people globally. The sector is characterised by a high degree of labour-intensive work, especially on farms and processing facilities, with most people employed in economically developing countries.

The intended outcome of **Principle 3** is that ASC-certified facilities operate in a socially responsible manner, by ensuring that:

- All genders are treated equally and are given equal opportunities
- Worker rights are respected
- Working and living conditions for workers are decent
- Interactions with neighboring communities and indigenous people are constructive

Principle 3 CRITERIA



	Criteria	Contact
3.1	Rights Awareness	Clare Stevens clare.stevens@asc-aqua.org
3.2	Forced, Bonded, Compulsory Labour and Human Trafficking	
3.3	Child Labour	
3.4	Discrimination	
3.5	Health and Safety	
3.6	Collective Bargaining and Freedom of Association	
3.7	Transparent Contracts	
3.8	Wages	
3.9	Working Hours	
3.10	Workplace Conduct Response	
3.11	Employee Accommodation	
3.12	Grievance Mechanism	
3.13	Community Engagement	

Principle 3

CRITERION 3.1: RIGHTS AWARENESS



Rationale

- Criterion 3.1 covers a range of human rights issues to ensure that the rights of employees and members of neighbouring communities are protected in line with the Universal Declaration of Human Rights (UDHR).

Intent

- The farm ensures the protection of the human rights of all employees.

Principle 3

CRITERION 3.1: RIGHTS AWARENESS



Key Changes

- New Criterion to focus specifically on rights awareness.
- Requiring a separate human rights policy (as per SSCI) with implementation of the human rights statement, and associated training.
- Inclusion of indicators around medical testing.

Key Considerations

- Indicators 3.1.5 – 3.1.8 on medical testing: could these indicators give license to a UoC to conduct medical testing, if they hadn't considered it previously?
- Indicators refer to recruitment agencies – are there valid reasons why medical testing should be used for recruitment?

Principle 3

CRITERION 3.2: FORCED, BONDED, COMPULSORY LABOUR AND HUMAN TRAFFICKING



Rationale

- Forced, bonded, compulsory labour and human trafficking are persistent problem in many industries and regions of the world including the aquaculture industry.
- This Criterion prohibits forced and bonded labour and requires effective remediation should these practices be found.

Intent

- The farm prevents and does not engage in, or support, forced, bonded, compulsory labour or human trafficking. If any such issues are found, the farm implements effective remediation measures.

Principle 3

CRITERION 3.2: FORCED, BONDED, COMPULSORY LABOUR AND HUMAN TRAFFICKING



Key Changes

- Addition of remediation requirements.
- Addition of indicators directing the farm to the Risk Management Framework to work to minimise risks of forced labour.

Key Considerations

- Inclusion of remediation timeframe balancing need for fast action with complexity of remediation.

Principle 3

CRITERION 3.3: CHILD LABOUR



Rationale

- Employment and exploitation of children and young workers occurs globally and in many (if not all) industries
- This Criterion focuses on the prevention of child labour, safe conditions for young workers and effective remediation where child labour is found.

Intent

- The farm ensures child labour is prevented. If child labour is found, the farm implements effective remediation.

Principle 3

CRITERION 3.3: CHILD LABOUR



Key Changes

- Addition of remediation requirements where issues found.
- Addition of indicators directing the farm to the Risk Management Framework to work to minimise risks of child labour.

Key Considerations

- Inclusion of remediation timeframe balancing need for fast action with complexity of remediation.
- Risk of perceived encouragement of child working by including ILO content regarding children 13 and above and light work guidelines. The standard permits children from the age of 13 to conduct light work.

Principle 3

CRITERION 3.4: DISCRIMINATION



Rationale

- Discrimination is a global and pervasive problem.
- Ending discrimination in the workplace is a key priority for ASC standards.

Intent

- The farm ensures equal treatment of and equal opportunities for all employees and applicants for employment.

Principle 3

CRITERION 3.4: DISCRIMINATION



Key Changes

- Medical testing requirements have moved to 3.1 - Rights Awareness.

Key Considerations

- Discrimination is a complex issue and ASC is evaluating whether issues such as positive discrimination and associated requirements are suitable for inclusion in the ASC Farm Standard.

Principle 3

CRITERION 3.5 – HEALTH AND SAFETY



Rationale

- The basic right and principle that workers should be protected in their workplace is universally agreed.
- ASC seeks to ensure that ASC certified farms provide a health, safe and secure workplace for their employees and staff.

Intent

- The farm provides a safe and healthy workplace and work environment.

Principle 3

CRITERION 3.5 – HEALTH AND SAFETY



Key Changes

- Indicators added in several new areas.
- Addition of indicators on the Risk Management Framework, to enable farms to conduct a thorough risk management process around health and safety.

Key Considerations

- Indicator 3.5.8 requirements for farms to insure workers may not be feasible in all circumstances. Evaluation into how to manage this is ongoing.

Principle 3

CRITERION 3.6: COLLECTIVE BARGAINING AND FREEDOM OF ASSOCIATION



Rationale

- Freedom of association and the right to collective bargaining are core principles of the ILO Declaration on Fundamental Principles and Rights at Work.
- These allow more balanced power relationship between worker and employee in solving workplace conflict and negotiations on wages and conditions.

Intent

- The farm allows and enables employees to engage in collective bargaining and have the right to freedom of association.

Principle 3

CRITERION 3.7 – TRANSPARENT CONTRACTS



Rationale

- Employment agreements consist of terms and conditions that address important aspects of the employment providing clarity, trust, assurance and protection.
- This Criterion ensures that employees understand the terms and conditions of their employment.
- It also contributes to transparency accountability.

Intent

- The farm ensures that employees are contracted in an understandable manner.

Principle 3

CRITERION 3.7 – TRANSPARENT CONTRACTS



Key Changes

- Separation of the indicator on family-contracting, false-apprenticeships to clarify these are not permitted.
- Clarification that labour-only contracting, sub-contracting and home working, are allowed in certain circumstances.
- Addition of wording to ensure that employees received, understand and agree on their employment terms and conditions prior to migration.

Key Considerations

- Feasibility and acceptability of Indicator 3.7.1 is under consideration.
- The standard restricts the use of labour-only contracting and sub-contracting, ASC seeks to understand better the situations where this may be appropriate.

Principle 3

CRITERION 3.8: WAGES



Rationale

- Every employee deserves a decent reward for their efforts, which is set in a transparent manner and safeguarded through company management.
- Low wages contribute to increased poverty, poorer income distribution and increased social costs.
- Farms must transparently pay employees a sufficient wage to contribute to the reduction of poverty.

Intent

- The farm pays employees at or above the legal minimum wage, or where this is not available, a basic needs wage, in consultation with workers.

Principle 3

CRITERION 3.8: WAGES



Key Changes

- ASC is engaged in broader, cross-cutting industry discussions to develop Living Wage indicators, in line with the intent as set out by the original Aquaculture Dialogues. It is envisioned that Living Wage will become part of the ASC Farm Standard in the future.

Key Considerations

- ASC is engaged in broader, cross-cutting industry discussions to develop Living Wage indicators, in line with the intent as set out by the original Aquaculture Dialogues. It is envisioned that Living Wage will become part of the ASC Farm Standard in the future.

Principle 3

CRITERION 3.9: WORKING HOURS



Rationale

- Limited working hours have been declared a human right.
- Excessive working hours are still a widespread issue in many industries and regions.
- The ASC standard regulates hours of work, daily and weekly rest periods and annual holidays, which serve to promote higher productivity while safeguarding employees' physical and mental health.

Intent

- The farm protects employees from excessive working hours.

Principle 3

CRITERION 3.9: WORKING HOURS



Key changes

- New indicators on working hours for young employees and children who are allowed to conduct light work.
- Inclusion of different sections for different ages of employees
- Added detail on breaks, rest periods and annual leave.

Key Considerations

- Addition of indicators on working hours for young employees and children who are allowed to conduct light work. These are in line with the ILO but clarifying them in this way is a new approach for ASC.
- Better understanding needed of whether regular overtime acceptable in certain circumstances

Principle 3

CRITERION 3.10: WORKPLACE CONDUCT RESPONSE



Rationale

- Implementing good procedures to resolve performance issues help create effective work environments.
- Constructive performance management is a key part of best practice of responsible human resource management.

Intent

- The farm responds to breaches of company rules in a manner that respects the dignity and health of the worker.

Key Changes

- Change of title from Discipline to Workplace Conduct Response.
- Reflects more positive approach to performance management that need not be related to discipline.

Principle 3

CRITERION 3.11: EMPLOYEE ACCOMMODATION



Rationale

- Within the UN Declaration of Human Rights, it is recognised that everyone has the right to a standard of living (including housing) which is adequate for the health and well-being of themselves and their family.
- In aquaculture workplaces are often remote or where employees cannot commute home between shifts.

Intent

- Accommodation for employees is safe, decent and hygienic.

Principle 3

CRITERION 3.11: EMPLOYEE ACCOMMODATION



Key changes

- There are no significant changes in this Criterion.

Key considerations

- Is clearer definition of sanitary facilities needed?
- What should be included?



Rationale

- Grievances and conflicts are an inevitable part of employment relationships
- When unaddressed they can lower morale, decrease productivity, and in serious cases allow worker rights violations to continue.
- Worker grievance mechanisms offer a system in which both the worker and the employer can address a workplace problem.

Intent

- The farm facilitates dialogue to prevent disputes and provides accessible worker grievance mechanisms that resolve any grievances, should these occur.

Key changes

- Grievance mechanism steps moved into an annex to simplify Criterion.

Principle 3

CRITERION 3.13: COMMUNITY ENGAGEMENT



Rationale

- Aquaculture industry operations often form an important part of the economic backbone of the (often remote) communities in which they are located.
- Farm activities and conflicting interests can lead to tensions with affected communities.
- Businesses have an opportunity to involve local community members, including Indigenous and tribal peoples in business ventures as owners, suppliers, contractors and employees.

Intent

- The farm is aware of its impact on affected communities, works to minimise any negative impacts, and engages with the communities in a constructive manner.

Principle 3

CRITERION 3.13: COMMUNITY ENGAGEMENT



Key Changes

- ASC combined the Community Engagement criterion with the Indigenous and tribal peoples Criterion minimising duplication.
- New indicators directing farms to the Risk Management Framework to reduce their risk of negative impacts on communities.

Key Considerations

- ASC has not yet included rigorous indicators and FPIC, although the Risk Management Framework will include some of this.

Annexes



- 1 • Species Performance Level
- 2 • Data Recording and Submission
- 3 • Risk Management Framework
- 4 • Labour Requirements
- 5 • List of Acronyms and Definitions

Katherine Dolmage	Criteria lead
Jill Swasey	
Clare Stevens	
Clare Stevens	
All	



Rationale

- Transparency key to ASC credibility
- Essential for impact monitoring, standard development, facilitate risk-based auditing and research

Intent

- Improve quality, extent and standardisation of reporting.



Content

- Farm performance and transparency data requirements to report to ASC
- Categories of data, frequency of reporting, mechanisms for reporting.

Features

- Data will be submitted by (i) the Farm site or (ii) UoC through the webportal Chainpoint.
- Meta-data will accompany performance data to provide context and make it usable for processing.
- Standardised data submission will be achieved through templates/portals/digital data-push (all with focus to ease data collection and submission).



Concept

- ASC is working to develop a Risk Management Framework (RMF) that will provide farms with clear and consistent elements needed to support the implementation of a risk-based approach to the requirements.

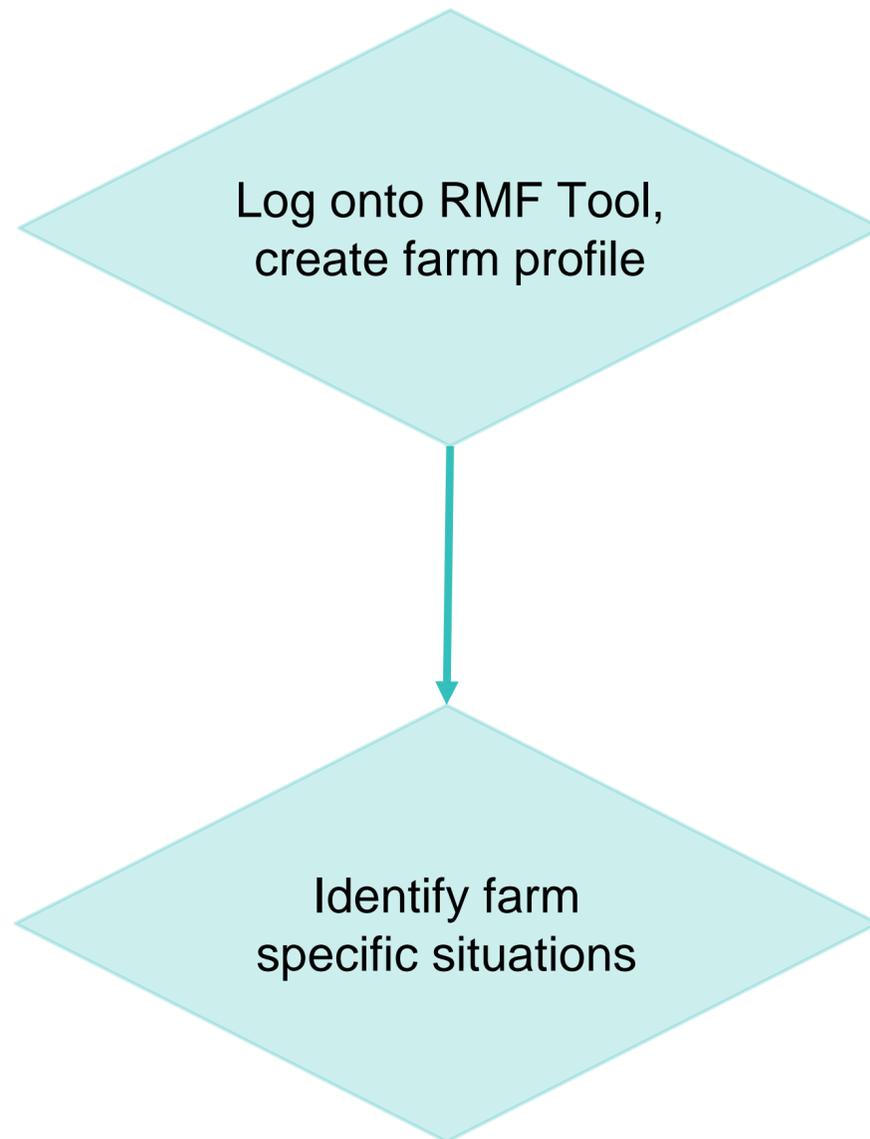
Scope

- Community impacts
- Environmental impacts
- Worker's health and safety
- Child and forced labour

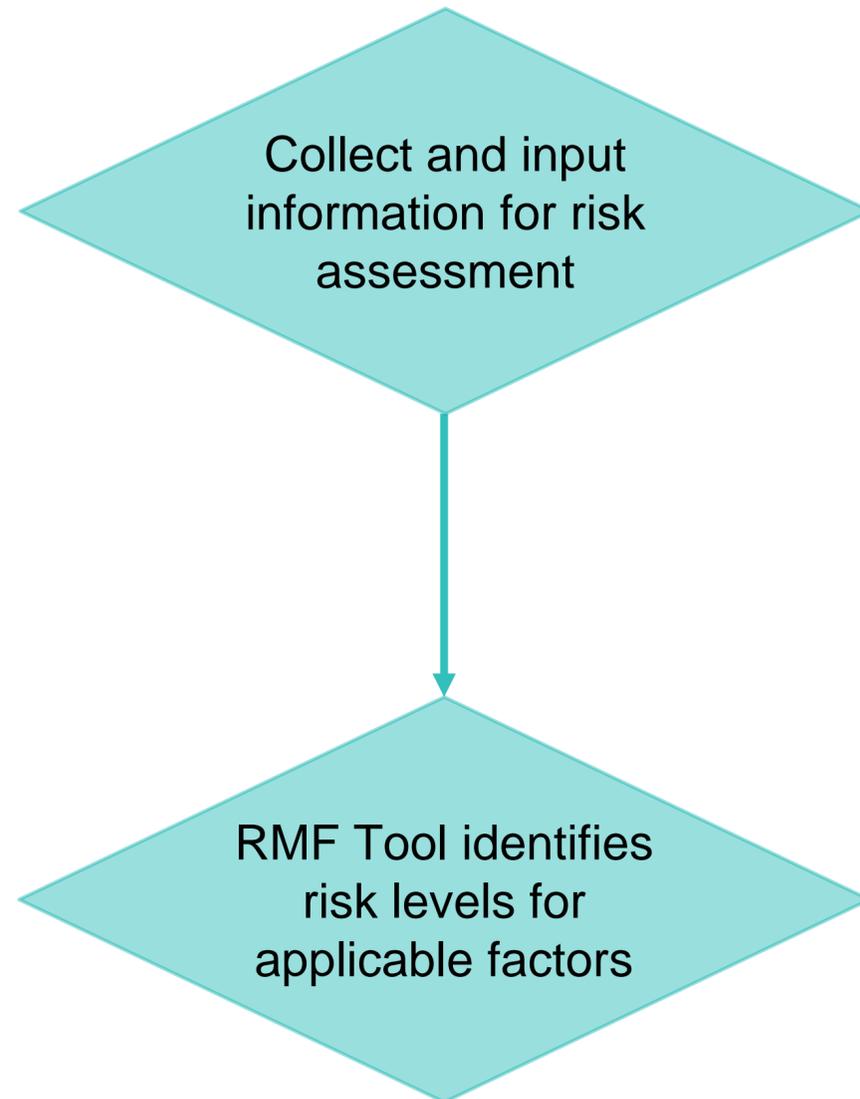


Applicable Criteria

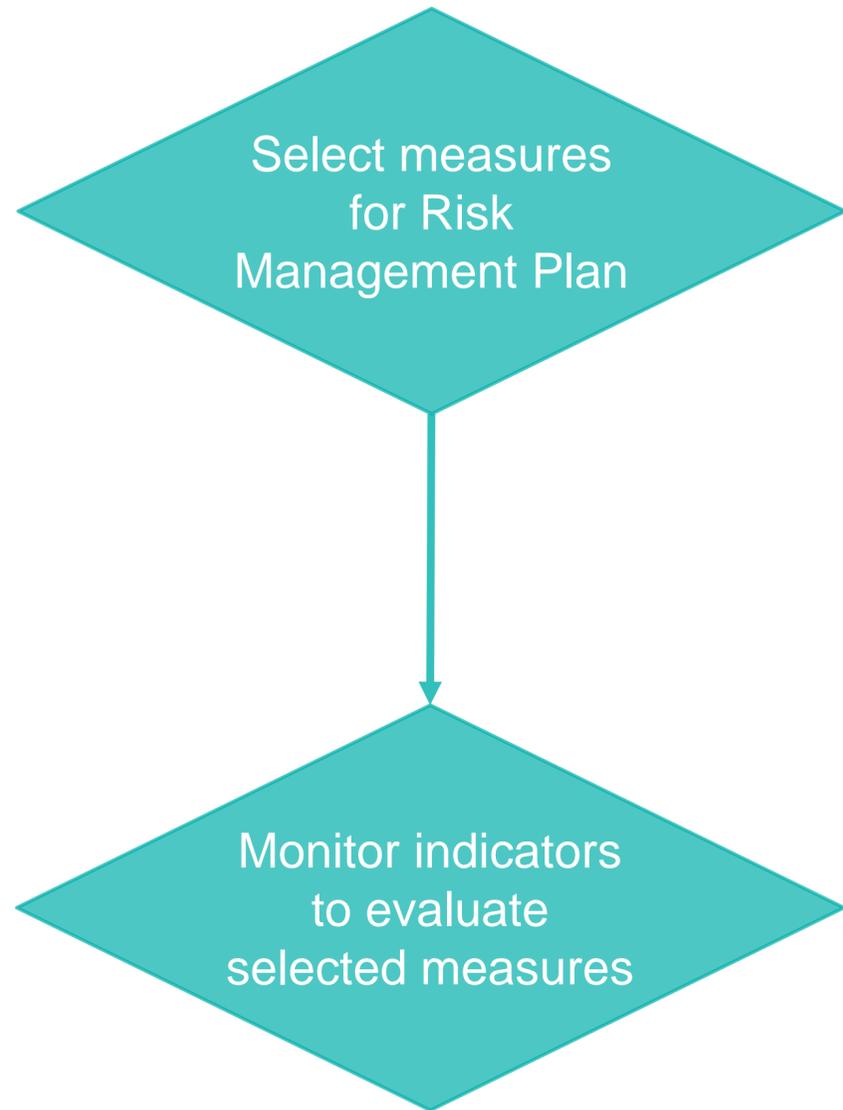
- Criterion 2.2 – Ecologically Important Habitats
- Criterion 2.3 – Wildlife Interactions
- Criterion 2.4 – Non-native Species
- Criterion 2.5 – Escapes
- Criterion 2.8 – Salinisation
- Criterion 2.10 – Freshwater Use
- Criterion 3.2 – Forced, Bonded, Compulsory Labour and Human Trafficking
- Criterion 3.3 – Child Labour
- Criterion 3.5 – Health and Safety
- Criterion 3.13 – Community Engagement



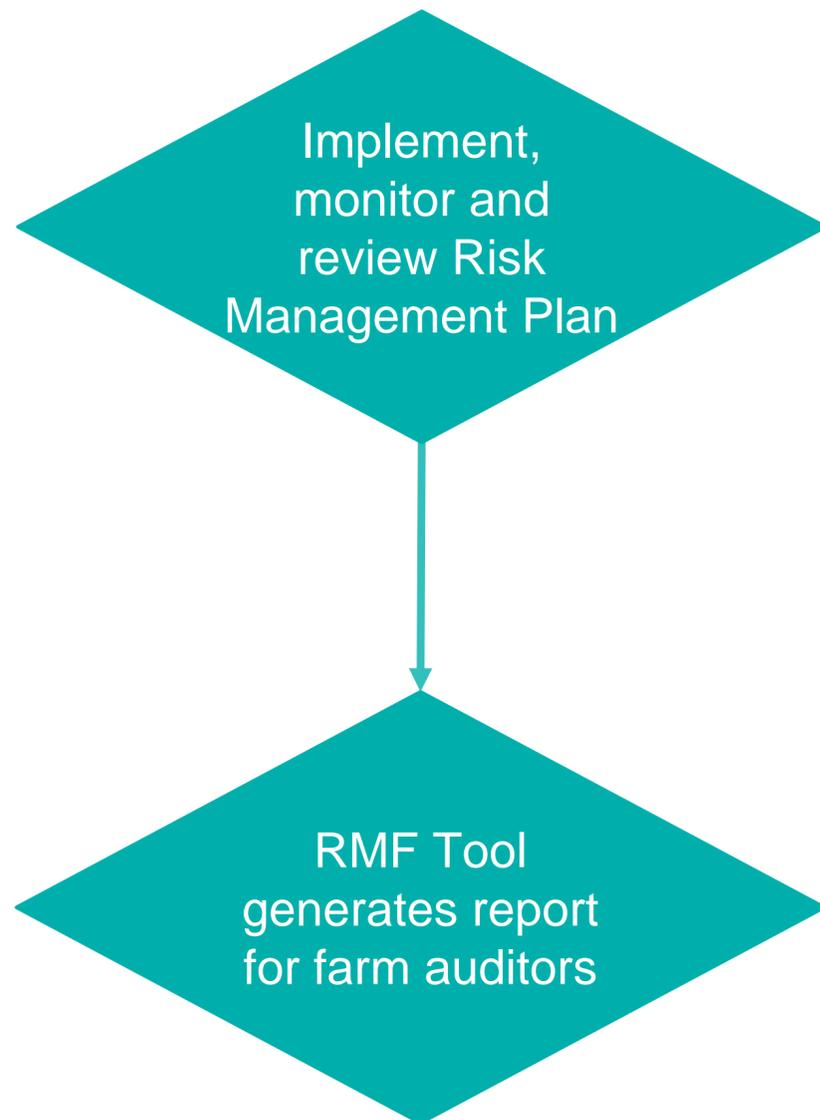
- Risk management is a process by which risks to key areas are identified through assessment
- The RMF provides an adaptable approach that will raise awareness of farm specific risks
- The tool will be accessible through a software App with clear guidance to facilitate the inputs
- Farmers identify their specific situation with respect to social and environmental risks



- The framework also provides information that may help farmers make better informed decisions regarding their operations
- Farmers will navigate the tool to identify the risks from predesignated drivers of risk that are relevant to their operations and location and provide evidence through the assessment.
- Farmers add information on the profile of the farm to identify key contributions to social and environmental impacts.
- The tool assesses the information and produces a risk level for each applicable risk factor.



- Based on risk levels identified, farmers will develop measures to reduce medium and high risks.
- These measures become part of a Risk Management Plan.
- This requires the development of indicators to evaluate the effectiveness of selected measures.



- Outputs from the RMF approach will require implementation of the Risk Management Plan, along with a plan to monitor the effectiveness of the risk mitigation.
- Assessment bodies will have access to a report for auditing purposes.
- All aspects of the RMF are captured in Assessment, Planning and Implementation indicators of the Standard.



THANK YOU!

