



Setting The Standard for Seafood

## Feed: Improving Lives, Livelihoods and Communities



Setting clear expectations to respect and promote the rights, dignity and wellbeing of people working across feed production and ingredient supply chains.

There are social requirements within **Principle 1** and **Principle 2** of the ASC Feed Standard.

### Principle 1: Feed Mill Site Social Requirements

The **ASC Feed Standard** includes requirements on the ILO Declaration on Fundamental Principles and Rights at Work. The social requirements in Principle 1 of the ASC Feed Standard mirror the social requirements in Principle 1 of the ASC Farm Standard. These apply to the feed mill site itself:



No forced labour



No child labour



Freedom of association & collective bargaining



No discrimination



Healthy & safe working conditions

#### Other key components include:



Rights awareness



Decent accommodation



Good community engagement



Transparent contracts



Fair disciplinary process



Functional management systems



Fair wages



Remediation



Decent working hours



Fair grievance mechanisms



Setting The Standard for Seafood

## Credible Approach to Social Auditing

- Full transparency of audit reports
- Regular social audits including full feed mill site tour
- Risk-based approach to calculate sample size for interviews and audit team composition
- Unannounced audits on at least 5% of feed sites
- Social auditors need to have competencies, qualifications, experience and undergo additional training
- All human rights requirements are mandatory and audited

## Principle 2: Ingredient Supply Chain Responsibility

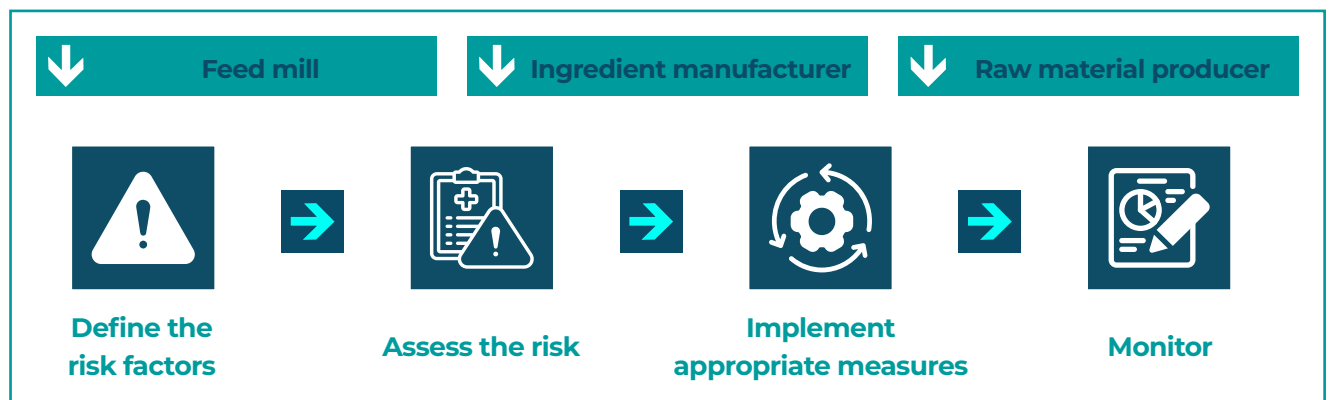
There are also social requirements for feed ingredient supply chains.

### Supplier Code of Conduct

ASC-certified feed mills must have a Supplier Code of Conduct in place that covers the same social (and environmental) criteria that the mill must meet itself.

### Ingredient Supply Chain Due Diligence Risk Assessments

ASC-certified feed mills must conduct due diligence on their ingredient supply chains to understand, mitigate and reduce social risk.



**ASC pushes social accountability in feed further than anyone else**

