Introducing the new ASC Farm Standard - Stakeholder Consultation

April 2024
We need your feedback!

Help us finalise the new ASC Farm Standard

This year we are finalising the new ASC Farm Standard.

The Standard brings together a wealth of expertise and insight from previous rounds of stakeholder consultation and other inputs.

Please complete our survey to have your say on the Standard's final content.

These slides summarise the ASC Farm Standard's key requirements, tools and benefits. You will find information about each of the four principles that underpin the Standard and their key criteria. Please use the following symbols as a guide:

In depth consultation on this topic: learn more with our in-depth slides

Read the full ASC Farm Standard here
Where does the ASC Farm Standard fit within the ASC programme?

Feed Certification
- Legal and management
- Environment
- Social
- Traceability
- Due diligence/ingredients

ASC Farm Standard Certification
- 4 Principles
  1. Farm Management
  2. Environmental Responsibility
  3. Social Responsibility
  4. Fish Welfare

Chain of Custody Certification
- Segregation
- Identification
- Traceability
- Management system

ASC Label
- Traceability

Feed Mill ➔ Hatchery + Farm ➔ Processor ➔ Trader ➔ Distributor ➔ Retail/online/Food Service
What does the ASC Farm Standard do?

The ASC Farm Standard aligns existing species standards into one global standard.

12 individual species standards:
- Salmon
- Bivalve
- Pangasius
- Seriola & Cobia
- Abalone
- Tropical Marine Finfish
- Trout
- Pikeperch
- Shrimp
- Tilapia
- Flatfish
- Seabass, Seabream, and Meagre

Eleven Species

Farm Management Environmental Responsibility
Social Responsibility Fish Health & Welfare
The ASC Farm Standard: Four Principles

**Principle 1**
- Legal
- Business ethics
- Management system
- Traceability and disclosure

**Principle 2**
- Habitat and wildlife
- Resource use & waste
- Intermediate and hatchery sites

**Principle 3**
- Human rights
- Labour
- Community

**Principle 4**
- Fish health and welfare
- Handling
- Slaughter
- Antibiotics
The ASC Farm Certification Framework

ASC Programme Centre  
Online platform for all FCF resources

New ASC Farm Standard

Interpretation Manual  
Guidance for farms and auditors

Data submission portal  
One place to submit all required data

Calculators
Helping farmers to implement the Standard

Training Programme
For auditors and farmers

Templates and Checklists
Supporting complete and consistent reporting

ASC Certification and Accreditation Requirements  
Rules for implementing the assurance programme

Certification Documents  
Supporting resources

Explained on next slide
Farm Standard Interpretation Manual

Guidance to support implementation

The Interpretation Manual is an informative guide containing four main sections:

1. **Intent**: Indicates the aim and intention behind the indicator. This helps to deliver clarity about the reason why a certain requirement is in place.

2. **Interpretation of requirement**: Provides information about the context and rationale of the topic addressed by the indicator and guidance to assist farmers with the interpretation and implementation of the requirements. The guidance includes best practices and, when possible, examples.

3. **Auditor considerations**: Contains guidance and suggestions for CAB’s auditors on the evidence for the verification of compliance with the requirements of the standard.

4. **Useful resources**: Provides information or references to further assist in the implementation of a particular requirement.

The IM will be **updated annually** to include learnings from the implementation of the FS. It is currently in development and the structure may be subject to change once all consultation feedback has been considered.
Principle 1 - Legal
Principle 1: 
The UoC operates legally and applies effective business management

- **Criterion 1.1** – Legal Compliance
- **Criterion 1.2** – Management System
- **Criterion 1.3** – Business Ethics
- **Criterion 1.4** – Traceability and Disclosure
Spotlight

Principle 1 – Benefits for producers

1. Requirements tackle food fraud linked to product mislabeling, volume and species substitution, and provenance misrepresentation

2. New requirements for learning and management systems help anchor you as an effective producer, supporting you to retain ASC certification

3. Improved traceability and product integrity claims back to feed and farm that you can proudly demonstrate to customers throughout your supply chain

4. Mitigation of future reputational and operational risks to your business by maintaining a culture of preventing acts of corruption and bribery
## Spotlight

**Principle 1 – Benefits for retailers**

1. Improved traceability and product integrity claims throughout the supply chain back to feed and farm

2. Confidence that producers in your supply chain are maintaining a culture of preventing acts of corruption and bribery

3. Disclosure of use of GM ingredients in feed and therapeutants

4. Requirements tackle food fraud linked to product mislabeling, volume and species substitution, and provenance misrepresentation
## Principle 1 - Legal

### 1.1 LEGAL COMPLIANCE

**Summary:** The farm is legal

**Intent:** The farm complies with applicable laws and regulations

- 2 **Indicators** include:
  - Licenses and permits
  - Compliance with laws and regulations

### 1.2 MANAGEMENT SYSTEMS

**Summary:** The farm has a functional management system

**Intent:** The farm has a management system in place to continuously implement, verify and demonstrate conformance to all ASC requirements and monitor, detect, prevent and mitigate risks

- 6 **Indicators** include:
  - Continuous cycle to support improved practices
  - Trained employees to implement system
  - Effective management oversight
  - Internal audits required
Principle 1 - Legal

1.3 BUSINESS ETHICS

**Summary:** Ethical operations

**Intent:** The farm ensures an ethical operating and business environment

**2 Indicators** include:
- ✓ Culture to prevent corruption and bribery
- ✓ No falsification of records

1.4 TRACEABILITY AND DISCLOSURE

**Summary:** Accessible information available for certified products

**Intent:** The farm ensures the conformity, disclosure and traceability of products sold as ASC certified

**7 Indicators** include:
- ✓ Strong traceability systems
- ✓ Disclosure of GMO feed use
- ✓ No certification of antibiotic treated shrimp or any product using Critically Important Antimicrobials
Principle 2 – Environmental Responsibility
Principle 2: 
The UoC operates in an environmentally responsible manner

<table>
<thead>
<tr>
<th>Criterion 2.1 – Environmental Risk Assessment</th>
<th>Criterion 2.8 – Biosolids</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criterion 2.2 – Ecologically Important Habitats</td>
<td>Criterion 2.9 – Freshwater Use</td>
</tr>
<tr>
<td>Criterion 2.3 – Wildlife Interactions</td>
<td>Criterion 2.10 – Energy Use and Greenhouse Gas Emissions</td>
</tr>
<tr>
<td>Criterion 2.4 – Alien Species and Native Biodiversity</td>
<td>Criterion 2.11 – Material Use, Waste and Pollution Control</td>
</tr>
<tr>
<td>Criterion 2.5 – Benthic Impact</td>
<td>Criterion 2.12 – Feed</td>
</tr>
<tr>
<td>Criterion 2.6 – Water Quality</td>
<td>Criterion 2.13 – Sea Lice</td>
</tr>
<tr>
<td>Criterion 2.7 – Salinisation</td>
<td>Criterion 2.14 – Pre-Grow Out</td>
</tr>
</tbody>
</table>
Spotlight

Principle 2 – Benefits for producers

1. Greater consistency of data requested and reported, driven by science, with supporting tools from ASC to streamline the process and support your improvements, e.g. water quality calculator, GHG calculator.

2. Ability to evidence how your actions at farm-level contribute to demonstrable, global ASC impacts.

3. Extension of certification for intermediate sites and consistent data asks to hatcheries and nurseries, expanding the assurance offer you can make to your customers.
Principle 2 – **Benefits for retailers**

1. **Strengthened ASC position on key areas** including antibiotic use, protected areas and wild species in addition to producers’ transparent performance supports you to **show improvements in your raw material sourcing**

2. Strengthened and supported farm-level improvements, encouraging better data-reporting and better farming practices

3. The inclusion of key areas of concern for consumers and NGOs, such as fish welfare, GHG emissions, impacts from early stages of the life cycle, into the Standard helps you to **mitigate potential supply chain risks**
Principle 2 – Environmental Responsibility

Science-led approach addressing impacts on surroundings

Taking into account siting of farm, species farmed and the production system

Issue to address → Assess risk based on information → Implement measures → Monitor and improve
**Criterion 2.1**
Environmental Risk Assessment (ERA)

**Summary**
Assess and address impacts of siting on habitat and wildlife

**Indicators: 2**

**Intent**
The farm minimises their site-specific environmental impact

**Requirements**
- Conduct a site-specific ERA following the Standardised Risk Methodology
- Explicit list of risk-factors for:
  - Habitats
  - Wildlife
  - Submit a summary report of ERA to ASC
- Public GIS location reporting

**Process and risk rating example**
- Review
- Scope
- Monitor
- Implement RMP
- Risk assessment
**Criterion 2.2**  
Ecologically important habitats

**Summary**  
Maintaining function of important habitats including mangroves

**Indicators: 8**

**Intent**  
The farm siting and operation does not interfere with the function and conservation objectives of nearby important ecological habitats

**Requirements**
- ✓ No siting in protected areas with exceptions specified
- ✓ No negative impact on critical and sensitive habitats near farms
- ✓ Maintain wildlife corridors and buffers to waterways
- ✓ No conversion of natural wetlands post-May 1999, and 50% rehabilitation for pre-May 1999 converted natural wetland.
Criterion 2.3
Wildlife interactions

Summary
Protecting wildlife

Intent
The farm minimises negative wildlife interaction to ensure low risk of wildlife disturbance

Requirements
✓ No harm to threatened or protected species
✓ No mortality of mammals, reptiles, sharks, amphibians
✓ Allowance for 5 bird mortalities
✓ Wildlife deterents can not harm wildlife
✓ Restricted use of wild fingerlings or seed
✓ Public disclosure of wildlife mortalities and reporting to ASC

Indicators: 14
Applicability: species specific
**Criterion 2.4**
Alien species and native biodiversity

**Summary**
Escalating escape prevention requirements based on increased risk to native biodiversity

**Indicators: 6**
Applicability: species specific

**Intent**
The farm minimises their contribution to harm caused to the native biodiversity as a result of escapees

**Requirements**
- ✓ No farming of transgenic species
- ✓ Precautionary escape prevention measures
- ✓ Scientific EICAT-method to assess risk for species and regions
- ✓ Specified additional measures and consequences for higher-risk species and systems
- ✓ Reporting escapes to ASC

**From science**
Assess Risk
To action

**Impact/risk**
Not ASC certifiable without improvement
ASC certifiable

**IN DEPTH**
To action
From science
Assess Risk

**Summary**
Escalating escape prevention requirements based on increased risk to native biodiversity
**Criterion 2.5**

**Benthic impact**

**Summary**

Escalating sampling requirements based on increased risk to benthic ecosystem

**Indicators: 5**

**Applicability:**

system specific

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**Intent**

The farm maintains the ecosystem structure and function of the area surrounding the farm

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**Requirements**

✓ Sample and monitor sediment on the farm and at reference locations
✓ Equivalent alternative methods accepted with ASC approval
✓ Achieve a defined benthic Ecological Quality Status
✓ Increase sampling with deteriorating conditions
✓ Defined methods for analysis and limits for acceptable conditions
✓ Sampling required at time of peak impact
✓ Reporting to ASC

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**Impact/risk**

- Not ASC certifiable without improvement
- ASC certifiable

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**Escalating Requirements**
<table>
<thead>
<tr>
<th><strong>Criterion 2.6</strong></th>
<th><strong>Summary</strong></th>
<th><strong>Indicators: 10-15</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Water quality</td>
<td>Escalating requirements based on increased sensitivity of waterbody type</td>
<td>Application: waterbody type specific</td>
</tr>
</tbody>
</table>

**Intent**

The farm assesses and minimises the risk that nutrients or suspended solids released negatively impact the receiving water body and associated ecosystem.

**Requirements**

- Waterbody type-specific indicators and monitoring requirements
- Area-based management for sensitive water bodies
- Oxygen and nutrient discharge limits based on conditions of water body
- Reporting to ASC

**ASC Support Tool:** Water Quality Calculator will support producer with water quality assessments.

**In-Depth**

- **Type A**
  - Sensitive freshwater or marine lentic
  - Slow flow rates OR Long flushing times
  - E.g. lake, reservoir, fjord

- **Type B**
  - Sensitive lotic
  - Short flushing times
  - E.g. alluvial floodplain rivers, some estuaries

- **Type C**
  - Less sensitive freshwater and marine
  - Short flushing times
  - E.g., river or channel
**Principle 2 – Environmental responsibility**

### 2.7 Salinisation

**Summary:** Maintaining freshwater resources for the future

**Intent:** The farm ensures low risk of salinisation of soil and freshwater resources from the farm’s activities

**4 Indicators** include:
- ✓ Low permeability liners in ponds
- ✓ Salinity level of discharge water is lower than water around the farm
- ✓ No discharge over land
- ✓ Monitor freshwater wells to keep them fresh

### 2.8 Biosolids

**Summary:** Responsible practices to avoid contamination

**Intent:** The farm prioritises re-use, ensures responsible disposal where necessary, and avoids contamination of water bodies and soil through biosolids

**5 Indicators** include:
- ✓ Policy plan/paper
- ✓ Re-use before disposal
- ✓ Re-use only if uncontaminated
- ✓ Dispose responsibly
- ✓ Contained management on-site
- ✓ Record and calculate amount of biosolids (m³)
### Intent

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

### Requirements

**6 Indicators** include:

- ✓ Implement and review a Water Efficiency Management Plan (WEMP)
- ✓ Monitor groundwater wells water level
- ✓ No use of use freshwater to reduce salinity
- ✓ Do not divert more than >50% volume of used flowing fresh surface water
- ✓ Return more than >90% of diverted fresh surface water to waterbody

### Summary

Maintaining ecosystem productivity by minimising salinisation

### Criterion 2.9

Freshwater use

### Indicators: 6

 IMDb Logo
### Criterion 2.10
Energy use and GHG emissions

### Summary
Minimising GHG emissions from ASC certified farms

### Requirements
- ✓ Keep energy records and calculate energy intensity of production
- ✓ Calculate Scope 1, Scope 2, and Scope 3 GHG emissions by using ASC Calculator (next slide)
- ✓ Compare farm GHG performance against benchmarks and set targets
- ✓ Develop management plan to implement actions and track progress towards targets
- ✓ Report to ASC

### Intent
Farms have a greenhouse gas management plan informed by regular measurement and reporting of on-farm energy use and farm- and feed-related emissions, including meaningful actions to reduce emissions

### Indicators: 5

#### IN DEPTH

- **Aquaculture**
- **Fisheries**
- **Poultry / livestock**


ASC Support Tool: Greenhouse Gas Calculator will support feed suppliers and producers to measure and track emissions
Criterion 2.11
Material use, waste and pollution

Summary
Responsible material use and waste management

Indicators: 20

Intent
The farm prevents pollution through responsible handling and disposal of materials

Requirements
- Use of chemicals only as intended
- Handle, store, use and dispose chemicals according to Safety Data Sheet (SDS) requirements
- No use of banned pesticides
- Containment of hazardous materials
- Net cleaning, anti fouling and copper
- Tagging of substantial gear
- Plastic retention strategies
- Responsible disposal of waste
**Criterion 2.12**

**Feed**

**Summary**
Sourcing responsible feed and using it properly on site

**Indicators: 8**

**Intent**

The farm uses responsibly produced feed and manages feeding to ensure the efficient use of resources

**Requirements**

- ✓ Sourcing ASC compliant feed
- ✓ No use of wet/moist pellets or uncooked/unprocessed fish
- ✓ Limit set on feed efficiency metrics
- ✓ No re-use of proteins from same genus as species fed
- ✓ Apply good feeding regime
- ✓ Disclosure to ASC
**Criterion 2.13**  
Sea lice

### Summary

Reduce sea lice pressure on wild salmon populations

### Intent

The farm minimises sea lice load on-farm and risk to the wider environment

### Requirements

| ✓ Area Based Management (ABM) approach |
| ✓ Commitment on collaboration with NGOs, academia, government |
| ✓ Present data on salmonid migration routes and public disclosure of sea lice monitoring data on wild out-migrating salmon juveniles |
| ✓ On-farm sea lice sampling |
| ✓ Public disclosure of on-farm sea lice sampling |
| ✓ During sensitive periods, maintain on-farm sea lice levels below specified threshold |
**Criterion 2.14**

**Pre grow-out**

**Summary**
Address the impacts of suppliers

**Indicators: 32**

**Intent**
Address impacts of intermediate sites and relevant issues at hatchery/nursery origin

**Requirements**

- Intermediate sites subject to the full ASC Farm Standard
- Hatcheries assessed against the main environmental and social impacts through documented evidence.
- Species-specific requirements where needed, e.g.
  - Ablation-free broodstock for shrimp
  - Metrics for antibiotic treatments for fish
- Stock records per batch, e.g:
  - Antibiotics and antiparasiticide
- Supply chain mapping required for pre-grow out sites

<table>
<thead>
<tr>
<th>Species group</th>
<th>Pre-Grow Out Phase</th>
<th>Start Grow Out Phase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seabass, seabream and meager; flatfish; seriola and cobra; salmon; tropical marine finfish</td>
<td></td>
<td>When fish are stocked in cages</td>
</tr>
<tr>
<td>Freshwater trout; pangasius; tilapia</td>
<td></td>
<td>When fish are ≥ 10 grams or when fish are stocked in ponds</td>
</tr>
<tr>
<td>Shrimp</td>
<td>Broodstock; egg; larvae; seed; fingerling; smolt</td>
<td>When shrimp are PL25</td>
</tr>
<tr>
<td>Abalone</td>
<td></td>
<td>From transition to grow-out farming systems</td>
</tr>
<tr>
<td>Bivalve</td>
<td></td>
<td>Point of translocation</td>
</tr>
</tbody>
</table>
Principle 3 – Social Responsibility

4 Principles

1. Farm Management
2. Environmental Responsibility
3. Social Responsibility
4. Fish Welfare
Principle 3:
The UoC operates in a socially responsible manner

Criterion 3.1 – Rights Awareness
Criterion 3.2 – Forced, Bonded, Compulsory Labour and Human Trafficking
Criterion 3.3 – Child Labour
Criterion 3.4 – Discrimination
Criterion 3.5 – Health and Safety
Criterion 3.6 – Collective Bargaining and Freedom of Association
Criterion 3.7 – Transparent Contracts
Criterion 3.8 – Wages
Criterion 3.9 – Working Hours
Criterion 2.10 – Workplace Conduct Response
Criterion 2.11 – Employee Accommodation
Criterion 3.12 – Grievance Mechanism
Criterion 3.13 – Community Engagement
Spotlight

Principle 3 – Benefits for producers

1. ASC’s social assurance requirements cover the broadest range of human rights issues of any aquaculture certification programme – helping you to secure access in markets where these issues are crucial and helping the industry improve its reputation.

2. Greater consistency and clarity on what is being asked of producers and auditors to address major social assurance issues, and reducing the risk they pose, through comprehensive guidance in Indicators and interpretation manual.

3. Improved working environments leading to a more engaged and effective workforce, with reduced absences and better staff retention, laddering up to better productivity and cost effectiveness overall.
Spotlight

Principle 3 – Benefits for retailers

1. ASC's social assurance requirements cover the broadest range of human rights issues of any aquaculture certification programme – ensuring ASC continues to offer the most robust and relevant standard, and mitigating the risk of major reputational human rights issues on farms in your supply chain. Action is required if forced or child labour is found.

2. These improvements drive a significant part of ASC’s overall contribution to the UN SDG 2030 targets which you can in turn evidence for your own reporting requirements.

3. Use ASC's support and framework as an opportunity to get ahead of certain potential EU Human Rights Due Diligence requirements, in the knowledge that your ASC certified supply will be meeting these requirements.
Principle 3 – Social responsibility

Creating a healthier, more engaged and well supported workforce

Covering all core labour rights, as outlined by the International Labour Organisation (ILO) and the UN Guiding Principles on Business and Human Rights (UNGP)

<table>
<thead>
<tr>
<th>Human rights</th>
<th>Working conditions</th>
<th>Labour rights</th>
<th>Community engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rights awareness</td>
<td>Health and safety</td>
<td>Freedom of association and collective bargaining</td>
<td>Community engagement</td>
</tr>
<tr>
<td>Forced labour</td>
<td>Working hours</td>
<td>Transparent contracts</td>
<td></td>
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<td>Child labour</td>
<td>Workplace conduct response</td>
<td>Grievance mechanisms</td>
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<td>Discrimination</td>
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<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Employee accommodation</td>
<td></td>
</tr>
</tbody>
</table>
### Criterion 3.1
Rights awareness

### Summary
Empowers both employers and employees and improves access to their rights

### Indicators: 5

#### Intent
The farm ensures the protection of the human rights of all employees

#### Requirements
- ✓ Written human rights policy
- ✓ Formation of employee committee
- ✓ Training on human rights policy
- ✓ Public disclosure of human rights policy
**Criterion 3.2**
Forced labour

**Summary**
Protections to address underlying drivers of forced labour, bonded labour and human trafficking

**Intent**
The farm prevents forced, bonded, compulsory labour and human trafficking. If any such issues are found, the farm implements effective remediation measures.

**Requirements**
- ✓ No forced labour
- ✓ Remediation if cases of forced labour are found
- ✓ Employees are free to terminate their employment
- ✓ Employees are free to move around and leave the workplace
- ✓ Employers shall not keep original ID documents

**Indicators: 16**
**Criterion 3.3**

Child labour

**Intent**

The farm prevents child labour. If child labour is found, the farm implements effective remediation measures.

**Requirements**

- No child labour
- Remediation
- Minimum age requirements for work
- Children (13/14 yr) allowed to work under specific circumstances only, no hazardous work

**Summary**

Ensuring safe conditions for young workers

**Indicators: 17**
**Principle 3 – Social responsibility**

### 3.4 Discrimination

**Summary:** Preventing discrimination in all its forms

**Intent:** The farm prevents discrimination in its operations

**8 Indicators** include:
- Equal treatment of and opportunities for all employees and applicants for employment
- Medical tests only if required for function of the job or as required by a risk assessment
- No harassment in any form

### 3.5 Health and safety

**Summary:** Prevent work-related accidents and diseases through proper health and safety management

**Intent:** The farm provides a safe and healthy workplace and work environment

**23 Indicators** include:
- H&S training
- H&S risk assessment
- PPE, first aid equipment, H&S notices and signs
- Diving safety
- Medical insurance
- Access to sanitary facilities and potable water
Principle 3 – Social responsibility

3.6 Collective bargaining

**Summary:** Achievement of workers' rights

**Intent:** The farm allows and enables employees to engage in collective bargaining and provides the right to freedom of association.

**4 Indicators** include:
- ✓ Employees are free to join workers organisations
- ✓ Free to bargain collectively
- ✓ Management does not interfere in these processes

3.7 Transparent Contracts

**Summary:** Guarantee that employees have a clear understanding of their employment terms and conditions

**Intent:** The farm provides contracts with clear terms and conditions to all employees and ensures that they understand them

**4 Indicators** include:
- ✓ All employees have received and agreed upon written terms and conditions
- ✓ No family-contracting or false apprenticeships
Criterion 3.8
Wages

Summary
Farms must pay a sufficient wage in a transparent manner

Indicators: 7

Intent
The farm works towards the continuous improvement of wages, while paying all employees at or above the legal

Requirements
7 Indicators include:
✓ Payment at or above legal minimum wage
✓ Wage measurement to compare with Living Wage
✓ Improvement plan towards Living Wage
✓ Paid in legal tender
✓ Maternity leave rights
✓ Report to ASC
### IN DEPTH

**Criterion 3.9**

**Working Hours**

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 Indicators include:</td>
<td>Farms must adhere to International Labour Organisation Conventions on working time</td>
</tr>
</tbody>
</table>

| ✓ Maximum number of working hours and allowance of breaks | ✓ Overtime hours are voluntary and paid at a premium |
| ✓ Working hours in compliance with collective bargaining agreements | ✓ Records of working hours |

**Intent**

The farm does not subject employees to excessive working hours

**Summary**

Farms must adhere to International Labour Organisation Conventions on working time
Principle 3 – Social responsibility

3.10 Workplace Conduct Response

**Summary:** Deliver an effective and consistent method of dealing with performance issues

**Intent:** The farm responds to breaches of company rules in a manner that respects the dignity and health of the employee

4 **Indicators** include:

- Written policy to respond to breaches of company rules
- Employees are aware of and understand the policy
- Record of actions taken

3.11 Employee Accommodation

**Summary:** Employer-provided housing must meet health and safety standards for employee wellbeing

**Intent:** The farm provides safe, decent and hygienic accommodation for employees, if required

7 **Indicators** include:

- Accommodation facilities are safe, decent and meet their basic needs
- Rent is reasonable and in line with local rates
- Annual meetings between employee representatives and farm management
Criterion 3.12
Grievance Mechanism

Summary
Provides a system in which the employer and employee effectively address problems together

Indicators
10

Intent
The farm facilitates dialogue to prevent disputes and provides accessible employee and community grievance mechanisms

Requirements
10 Indicators include:
✓ System in place to proactively facilitate dialogue
✓ Written grievance mechanism that all employees are trained on
✓ Grievance mechanism available for local communities, including Indigenous and tribal peoples
<table>
<thead>
<tr>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ No restriction of access for Indigenous people or local communities to cultural sites and customary right</td>
</tr>
<tr>
<td>✓ Same for right to food security and access to resources (land, water)</td>
</tr>
<tr>
<td>✓ Farm can demonstrate right to use land and water</td>
</tr>
<tr>
<td>✓ Proactive engagement with local communities to address impacts of farming</td>
</tr>
</tbody>
</table>

**Indicators**

5

**Intent**

The farm minimises negative impacts on communities and engages with them in a constructive manner.
Principle 4 – Animal Health and Welfare

The UoC operates responsibly with respect to animal health and welfare.
Principle 4: The UoC operates responsibly with respect to animal health and welfare

Criterion 4.1 – Animal Health and Welfare
Criterion 4.2 – Animal Health and Welfare - Handling
Criterion 4.3 – Fish Health and Welfare - Slaughter
Criterion 4.4 – Shrimp Health and Welfare - Slaughter
Criterion 4.5 – Veterinary therapeutants
Spotlight

Principle 4 – **Benefits for producers**

1. ASC is putting fish at the forefront of a new approach, addressing relevant issues for the market. This allows you to **sell in your supply**, with ASC supporting you to transparently demonstrate your responsible practices as a producer.

2. **Focused, clear requirements** on animal health and welfare, including strengthened guidance on sensitive issues such as stunning and slaughter, to support with improving farming practices and mitigating your reputational risk.

3. For shrimp producers, new eyestalk ablation restrictions meet market requirements and support **more efficient conversion** from egg to survival.

4. Welfare indicators, slaughter and stunning requirements support lower animal stress levels and better wellbeing, contributing to **better product quality**.
Spotlight

Principle 4 – Benefits for retailers

1. New fourth principle has focused, clear requirements on animal health and welfare, including strengthened guidance on sensitive issues such as stunning and slaughter as well as eye stalk ablation in shrimp.

2. Farm-level improvements to drive ASC’s long-term approach to reducing antibiotic use in line with the WHO’s ‘One Health’ recommended approach for reducing dependence on antibiotics.

3. Increased reputational benefits from steps taken on farm in your supply chain to address key areas of consumer and NGO concern.
### Criterion 4.1
Animal health and welfare

### Summary
Day-to-day practices improving health and welfare

### Indicators: 7-18
**Applicability:** species specific

#### Intent
The farm maintains good animal health and welfare to minimise detrimental effects on the environment, wildlife, and cultured animals.

#### Requirements
- ✓ Staff training
- ✓ Oversight by a veterinarian
- ✓ Health and Welfare Management Plan
- ✓ Mortality measurement and monitoring to stay below set thresholds for species
- ✓ Reporting mortalities and stocking density to ASC
- ✓ Monitoring process for Operational Welfare Indicators (OWIs) – see next slide

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**Shrimp = phasing out of ablated broodstock**
Criterion 4.1 Animal health and welfare

Operational Welfare Indicators (OWI) - Supporting producers to manage health and welfare

**Monitor**
- Monitoring of set parameters and frequency

**Evaluate**
- Collect data and assess risk level accordingly

**Action**
- Take appropriate action according to the risk level
Criterion 4.2

Animal health and welfare – handling

Summary

Careful handling of fish and shrimp

Indicators: 11-17

Applicability: species specific

Intent

The farm prioritises the wellbeing of fish during handling

Requirements

✓ Handling Management Plan
✓ Process description and contingency plans
✓ Anaesthesia if applicable
✓ Measures for acclimatisation and monitoring/verification fitness
✓ Limits on crowding and fasting time and time out of the water
✓ Biosecurity control measures
✓ Predator and escape control measures

<table>
<thead>
<tr>
<th>Species</th>
<th>Salmon</th>
<th>Trout (FW &amp; SW)</th>
<th>Seabass</th>
<th>Seabream</th>
<th>Pangasius</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum time out of water unless anaesthetised (seconds)</td>
<td>15</td>
<td>15-20</td>
<td>15</td>
<td>Not defined*</td>
<td></td>
</tr>
<tr>
<td>Maximum fasting duration of harvest size fish (degree days)</td>
<td>&lt;= 54</td>
<td>&lt;= 54</td>
<td>&lt; 45° days if water temperature &lt;15°, otherwise maximum 72h</td>
<td>&lt; 62</td>
<td></td>
</tr>
</tbody>
</table>

*Not defined.
**Criterion 4.3**
Fish slaughter

**Summary**
Implementing humane slaughter

**Indicators: 9**
Applicability: species specific

**Intent**
The farm adheres to slaughter processes which ensure welfare is preserved and fish do not suffer unnecessarily.

**Requirements**
- ✓ Permitted methods for stunning and killing
- ✓ Effective stunning and killing
- ✓ Transition to electrical stunning
- ✓ Back-up stunning system in place

<table>
<thead>
<tr>
<th>Permitted methods of stunning</th>
<th>Salmon</th>
<th>Wrasse</th>
<th>Lump-sucker</th>
<th>Trout (FW &amp; SW)</th>
<th>Seabream, seabass, meagre</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percussion</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Electrical</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Overdoes Anaesthetic</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

**Transition Period**
- Immediate
- Immediate
- Immediate
- 1 year
- 3 year

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**IN DEPTH**
**Criterion 4.4**
Shrimp slaughter

**Summary**
Implementing humane slaughter

**Intent**
The farm adheres to slaughter processes which ensure shrimp welfare is preserved

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Indicators 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Immediate killing after harvest through ice slurry or electrical device</td>
<td>o Ammonia baths</td>
</tr>
<tr>
<td>✓ Verify death through movement monitoring</td>
<td>o Boiling or steaming alive</td>
</tr>
<tr>
<td>✓ Prohibited methods for killing:</td>
<td>o Dismemberment</td>
</tr>
<tr>
<td>o CO2</td>
<td>✓ Mitigation measures in place</td>
</tr>
<tr>
<td>o Salt baths</td>
<td>✓ Harvest log</td>
</tr>
<tr>
<td>Criterion 4.5</td>
<td>Summary</td>
</tr>
<tr>
<td>---------------</td>
<td>---------</td>
</tr>
<tr>
<td>Veterinary therapeutants</td>
<td>Responsible use of therapeutants and reducing dependency</td>
</tr>
</tbody>
</table>

**Intent**
The farm controls the use of therapeutants to mitigate the risk to human, animal and environmental health.

**Requirements**
- Veterinary oversight
- No prophylactic use or as growth stimulator (incl. hormones)
- No use of Critically Important Antimicrobials on ASC certified fish
- Limits to number of treatments per species
- Reduce antibiotic use over time
- Monitor for effectiveness and resistance build-up
- Measures for food safety
- Disclosure & reporting to ASC
How to get involved?

Email: consultation@asc-aqua.org

Materials are available in English, Spanish, Vietnamese, French, German, Turkish, Japanese, Korean

In depth topic slides on:

- 2.4 Alien Species
- 2.6 Water Quality
- 2.10 Energy Use & GHG Emissions
- 2.14 Pre-grow Out
- 3.9 Working Hours
- 4.3-4.4 Fish and Shrimp Health and Welfare - Slaughter

ASC Farm Standard Slides (link)

Full ASC Draft Farm Standard (link)

Survey (link)
# Changes to ASC standard at a glance

<table>
<thead>
<tr>
<th>New Requirement</th>
<th>Existing</th>
<th>Changed</th>
<th>Not applicable</th>
</tr>
</thead>
</table>

1. **2.10.1 Calculate on-farm energy use**

2. **2.10.2 Calculate greenhouse gas emissions**

3. **2.10.3 Establish greenhouse gas targets**

4. **2.10.4 Have a greenhouse gas management plan**

5. **2.10.5 Report energy use and GHG to ASC**

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**This tool** helps you to understand what has changed in the Farm Standard from the existing ASC standards.