



# Global Standard for Responsible Supply of Marine Ingredients

## Audit report

Document Number: TEM-001 Version 3.0

Issued June 2024 – Effective June 2024


# MarinTrust Standard V3.0

## audit report

Company Details		
Site-Code:	MT103b	
Company Name: AUSTRAL GROUP S.A.A.		
Site Name (under audit): Chancay site		
Site address (under audit): Av. Roosevelt 1008, Chancay, Huaral, Lima		
Country: Peru	Postcode: Not available	
Telephone: Not available	Fax (if applicable): Not available	
Company Representative Name:	Mr. Joseph Castillo	Email: jcastillo@austral.com.pe
Site Representative Name:	Mr. Joseph Castillo	Email: jcastillo@austral.com.pe
Audit/Auditor Details		
Auditor name: Mr. Cristobal Flores Fuentes	Recognised equivalent standards (if applicable): Standard name: FEMAS Certificate number: 30670 Expiry Date: March 31 <sup>st</sup> , 2026	
Certification Body: NSF GTC	Other certifications: ISO 9001, ISO 14001, BASC	
Audit Date: Aug 7 <sup>th</sup> and 8 <sup>th</sup> , 2025	Previous Audit Date (if applicable): Aug 14 <sup>th</sup> and 15 <sup>th</sup> , 2024	
Last production day (DD/MM/YYYY): Aug 07 <sup>th</sup> , 2025	Audit cycle : Initial	
Audit scope: Production of fishmeal and fish oil from whole fish.	Audit type: Onsite	
	Language(s) used during the audit: Spanish (indicate if was used translator) None	

Key Personnel				
Name/Job Title	Present at Audit (x)			
	Opening Meeting	Site Inspection	Procedure Review	Closing Meeting
Mr. Luis Icanaque / quality assurance chief	X		X	X
Mr. John Landa / Quality assurance supervisor	X		X	X
Mr. Johnatan Gutierrez / Production supervisor	X		X	X
Mr. Joseph Castillo / quality systems coordinator	X	X	X	X
Ms. Giovanna Montalvo / Operational analyst	X	X	X	X
Mr. Fabio Villanueva / Environmental supervisor	X		X	X
Mr. Sayuri Porteros / HR chief	X		X	
Audit Duration Details				
On-site audit duration: 12 man hours				

Raw Material Scope								
Whole fish fishery								
Auditor note: Please list all the approved whole fish fisheries the applicant is sourcing from and verify this information on the MarinTrust website <a href="https://www.marin-trust.com/marintrust-factory-standard/approved-whole-fish">https://www.marin-trust.com/marintrust-factory-standard/approved-whole-fish</a> and/or <a href="https://www.marin-trust.com/marintrust-factory-standard/msc-verification-reports">https://www.marin-trust.com/marintrust-factory-standard/msc-verification-reports</a> . For a list of MarinTrust recognised fishery standards see: <a href="https://www.marin-trust.com/our-value-chain/recognition-equivalence">https://www.marin-trust.com/our-value-chain/recognition-equivalence</a>								
MarinTrust approved fishery	MarinTrust recognised fishery			Common Name	Latin Name	Fishery Area	Fishing method/gear used	Supplier
Yes/ No	Yes/ No	Recognised fishery standard and certificate code						
YES	YES	Fishery assessment code WF13	Peruvian anchovy	Engraulis ringens	FA0 87, from from 16° south to southern border	Purse seine (industrial fleet)	Own fleets and spot supplying from authorized external fleets.	
YES	YES	Fishery assessment code WF02	Peruvian anchovy	Engraulis ringens	FAO 87, Northern Border of Peruvian EEZ to 16° South	Purse seine (industrial fleet)	Own fleets and spot supplying from authorized external fleets.	
By-products								
Auditor Note: Please list all the approved by-products the applicant is sourcing and verify this information on the MarinTrust website <a href="https://www.marin-trust.com/programme/main-standard/approved-by-products">https://www.marin-trust.com/programme/main-standard/approved-by-products</a>								
MarinTrust approved by-product	MarinTrust recognised fishery certification			Common Name	Latin Name	Flag State(s)	Supplier	
Yes/ No	Yes/ No	Recognised fishery standard and certificate code						
None								
Aquaculture By-products								
Auditor Note: Please list all the approved Aquaculture by-products the applicant is sourcing.								

	<i>Common Name</i>	<i>Latin Name</i>	
	None		

## Summary

This audit is according to the 1<sup>st</sup> surveillance activity associated to MarinTrust certificate, issued like a MT103b as certification code. This was conducted on-site. The audit was conducted the past Aug 7<sup>th</sup> and 8<sup>th</sup>, 2025.

This audit was conducted without issues.

It was checked the IUCN red list for the total of species declared in this audit, and the Peruvian anchovy is not listed as “endangered”.

About the chapters of this standard:

1. To evidence compliance with chapter 1 “responsible sourcing”, and chapter 3 “responsible raw material sourcing practices” and chapter 4 “responsible traceability practices”, 2 production samples were identified which was developed in their entirety, including fishmeal and fish oil; the auditor having access to all the relevant information from the reception of raw material, towards the destination and receipt of finished product.

The traceability systems are proper. It was possible to evidence important evidence of processes.

2. The quality/food safety management system is based on ISO 9001; it was observed a good level model.

3. Regarding the chapter on Good Manufacturing Practices and HACCP, the facility has FEMAS certification, so it was proceeded to homologated and assessed the requirement which were defined and partially and non-equivalents.

4. Regarding the social compliance chapter, it is possible to demonstrate that the facility has a compliance with the legislation of the legal requirements associated with the Peruvian labor code, which is aligned with fundamental human rights.

5. About environmental requirements, the facility has a proper level of legal compliance, for example, authorizations and inspections carried out in water treatment plant, treatment of odors and handling of chemicals of a hazardous nature. They have a total compliance of Peruvian government requirements about their environmental license. This audit checks the total of environmental impacts generate by facility.

6. Based on community engagement, the facility has a model of relationship with the community.

## Company / Site Profile

*This facility is part of the AUSTRAL GROUP S.A.A., from AUSTEVOLL SEAFOOD ASA-AUSS a Norwegian company that operates in Chile (FOODCORP Chile S.A.) and Peru, using sophisticated fishing technology, responsible fishing strategies in accordance with current legislation applicable in each country to comply with sustainable marine resources.*

*The facility has the following capabilities:*

*Capacity Process / hr: 130 MTs/hr.  
Wells /Capacity: 05, 443 MT each one,  
Centrifuges: (04) 30,000 lt. each  
Polishers: (01) 10,000 lt/hr,  
Evaporators Plant: (01) 72 MTs/hr  
Cooking: (03) 50 MTs/hr each one  
Dryers: (02) Rotadisk / (03) Rotatube / (01) Hot Air*

*AUSTRAL GROUP S.A.A.-CHANCAY PLANT holds the following authorizations number 2510 / 1998.  
Total Area: 20,087 Square meters*

*Permanent staff is a total of 81 people, and temporary staff (considering high season) is 98 people.*

*The total number of vessels available to the Austral group are 18 in total, which are supplying raw material based on where the shoal is being mobilized.*

List of Non-Conformities				
No.	Status (Critical, Major or Minor)	Clause No.	Detail of Non-Conformity	Corrective Action Timescale
	Choose an item.		No findings raised	

## Section 1: Responsible sourcing pre- requisites

Clause No & Requirement	Conforms Y, N or NA	Details
<b>1.1 Responsible sourcing</b>		
In this Standard to comply with the definition of responsible sourcing, the facility shall be able to demonstrate:	Y	See below
<b>1.1.1</b> The responsible sourcing of legal, regulated and reported fishery material and the avoidance of material sourced from illegal, unregulated and unreported (IUU) fishing activity.	Y	It was observed a documented policy called “integrated policy of sustainable management”, from Dec 2023, who is including the commitment with the sustainable development objectives. This was duly signed based on act conducted the past Jan 2024 (which includes the avoidance of material sourced from IUU).
<b>1.1.2</b> Sourcing whole fish raw material from fisheries that comply with the key requirements of the Food and Agriculture Organization (FAO) Code of Conduct for Responsible Fisheries.	Y	Based on the specie stated as part of scope, this one is properly MarinTrust authorized, so the sourcing of them were properly proved as part of the FAO’s code of conduct for responsible fisheries.
<b>1.1.3</b> Raw materials are <b>not</b> from species that:	Y	See below
<ul style="list-style-type: none"> <li>are a marine mammal, reptile, amphibian or bird</li> </ul>	Y	The total of the raw material is coming from whole fishery.
<ul style="list-style-type: none"> <li>stem from fisheries that use dynamiting, poisoning and other comparable destructive fishing practices</li> </ul>	Y	The total of the raw material is coming from whole fishery using the purse seine.
<ul style="list-style-type: none"> <li>appear in the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) Appendix 1 or 2</li> </ul>	Y	Based on the specie stated as part of scope, this one is properly MarinTrust authorized, so the sourcing of them were properly proved as part of the FAO’s code of conduct for responsible fisheries.
<ul style="list-style-type: none"> <li>are categorised as Endangered or Critically Endangered on the International Union for Conservation of Nature (IUCN) Red List</li> </ul>	Y	Based on the specie stated as part of scope, this one is properly MarinTrust authorized, so the sourcing of them were properly proved as part of the FAO’s code of conduct for responsible fisheries. Peruvian anchovy has the legal status of approved (No endangered or critically endangered quoted by IUCN).
<b>1.2 Whole fish</b>		
The facility shall source whole fish raw material from a MarinTrust approved fishery, and/or MarinTrust recognised equivalent fishery and/or an accepted MarinTrust Fishery Improvement Project (FIP).	Y	The peruvian anchovy Is duly recognized and authorized MarinTrust specie, valid from fishery assessment WF13 and WF02 (described as part of the scope).
<b>1.3 By-products</b>		



The facility shall source wild-capture by-product raw material from a MarinTrust approved by-product species, and/or MarinTrust recognised equivalent by-product species.	NA	Not applicable, no sourcing from fishery by-products.
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## Section 2: Quality management system

2.1 Leadership and commitment		
2.1.1	Senior management shall demonstrate their leadership and commitment to this Standard by having a signed policy.	Y It was observed a documented policy called “integrated policy of sustainable management”, from Dec 2023, who is including the commitment with the sustainable development objectives. This was duly signed based on act conducted the past Jan 2024.
2.1.2	Senior management shall provide all the resources needed to implement and improve the processes related to this Standard.	Y It was observed the providing of resources according to the implementation of this standard.
2.2 Roles, responsibilities and authorities		
2.2.1	The facility shall document the job role(s) responsible for compliance with this Standard.	Y Each position has the roles and responsibilities defined as part of the “description of role” (audit sample: quality manager).
2.2.2	The facility shall ensure roles and responsibilities for compliance with this Standard are communicated to employees working in areas related to the requirements of this Standard.	Y Each person needs to sign the document described above (audit sample: quality manager).
2.3 Policies		
2.3.1	The facility shall have documented policies including:	Y See below
	• responsible sourcing	Y It was observed a document called “sustainable purchasing policy”, date from Nov 13 <sup>th</sup> , 2023.
	• traceability	Y Documented procedure called “product identification and traceability”, code M-AC-001, Version 10.
	• good manufacturing practices (GMP)	Y The plant has a total of 11 procedures, which all of them are the GMP manual. An audit sample was taken based on “raw material weigh and reception”, code P-PRH-011, Version 03.
	• staff training and competence	Y It was observed a documented procedure called “training”, code P-GRH-003, V08.
	• social responsibility (including human rights, employment rights, health and safety)	Y It was observed a document called “ethic code”, dated on Dec 29 <sup>th</sup> , 2022, and “human rights policy”, version 01.
	• environmental accountability	Y It was observed a documented policy called “integrated policy of

		sustainable management”, from Dec 2023, who is including the commitment with the sustainable development objectives. This was duly signed based on act conducted the past Jan 2024.
<ul style="list-style-type: none"> <li>bribery, corruption and anti-coercion</li> </ul>	Y	It was observed a documented policy called “no-corruption, and laundry assets and terrorism financing”, version II, dated on Dec 27 <sup>th</sup> , 2018.
2.3.2 The facility shall have a process to ensure that all policies are communicated to all staff.	Y	In the webpage <a href="http://www.australgroup.com.pe">www.australgroup.com.pe</a> , it is possible to find the documents described above.
<b>2.4 Document management and control</b>		
2.4.1 The facility shall have a written document control procedure which applies to all documents necessary to comply with the full scope of this Standard.	Y	It was observed a documented procedure called “documented information control”, code P-EMC-001, Version 12, these are based on ISO 9001, ISO 14001 and ISO 45001.
2.4.2 The document control procedure shall include:	Y	See below
<ul style="list-style-type: none"> <li>retention timelines</li> </ul>	Y	The retention timelines are defined in annex C, title 3.
<ul style="list-style-type: none"> <li>version control</li> </ul>	Y	The version control is defined as part of the page 4, title 7.9.
<ul style="list-style-type: none"> <li>persons with the authority to modify and authorise the procedures/ documents</li> </ul>	Y	It is observed as part of the diagram flow, title 8.
<ul style="list-style-type: none"> <li>measures to ensure outdated or obsolete versions are not used</li> </ul>	Y	The version control is defined as part of the page 4, title 7.9.
2.4.3 Records which provide evidence of compliance to this Standard shall be retained for at least three years, or for the duration of product shelf-life where that exceeds three years.	Y	The retention timelines are defined in annex C, title 3 (up to 3 years, minimum).
2.4.4 All records used to provide evidence of compliance to this Standard shall be accurate, legible and unadulterated.	Y	All records assessed as part of this audit were seen accurate, legible and unadulterated.
2.4.5 The facility shall co-operate with the Certification Body and/or MarinTrust if it is asked to participate in a MarinTrust product integrity investigation by supplying an initial response and preliminary documentary evidence within five working days of a request for information.	Y	The plant can co-operate with NSF and MarinTrust.

<b>2.5 Reporting performance indicators</b>		
The facility shall provide information on its social and environmental performance on an annual basis (every 12 months) using the template available from MarinTrust.	Y	The metric template was completed by plant during 2024. The template is attached to.
<b>2.6 Internal audit</b>		
<b>2.6.1</b> The facility shall conduct an annual internal audit against all the relevant requirements of this Standard.	Y	The last internal audit was conducted the past Oct 21, 22, 23 and 24, 2025, which included the integrated management systems, including MarinTrust V3.
<b>2.6.2</b> The internal verification audit conducted by the facility shall specifically include:	Y	See below
• raw materials, suppliers and subcontractors	Y	Included as part of the verification.
• verification of traceability	Y	Included as part of the verification.
<b>2.6.3</b> The outcome of internal audits shall be documented, including evidence in the form of audit reports, nonconformities, corrective actions, and verification procedures.	Y	The internal audit report was documented, issued the past June 4, 2025. The report established that no NCs were raised as part of the internal audit.
<b>2.7 Control of product and process nonconformities</b>		
<b>2.7.1</b> The facility shall have a documented procedure to address nonconformities raised against this Standard.	Y	It was observed a documented procedure called “non-conforming product”, which establishes the methodology defined as part of this requirement, according to fully segregation and identification in case of non-compliance products.
<b>2.7.2</b> Where nonconforming MarinTrust marine ingredients have been identified, the facility shall ensure these are fully segregated from fully conforming marine ingredients and disposed of in a legal manner where appropriate.	Y	See above
<b>2.7.3</b> The facility shall inform any customer affected by a nonconforming MarinTrust marine ingredient as soon as practicably possible, but no later than 48 hours following detection.	Y	The plant has a procedure called "Product Recall", code P-EMC-003, which establishes the methodology for product recall. The procedure establishes a list of contacts, where affected customers are identified.

		The notification period is established immediate once the recall is raised.
<b>2.7.4</b> The facility shall notify their Certification Body within 24 hours of a product recall being initiated as a result of this nonconforming product procedure being activated.	Y	The plant has a procedure called "Product Recall", code P-EMC-003, which establishes the methodology for product recall. The procedure establishes a list of contacts, where NSF GTC contact personnel are identified. The notification period is established within 1 days, once the recall has been made official.
<b>2.8 Recall exercise</b>		
The facility shall conduct and document product recall tests annually, or after receiving a traceability-based complaint or incident test, to ensure that the nonconforming product procedure (clause 2.7.1) is functioning correctly and effectively.	Y	Based on the recall procedure, code P-EMC-003, V4. The last mock recall was conducted the last June 26, 2025, for fish oil, and March 31, 2025, for fishmeal.
<b>2.9 Correction and corrective actions</b>		
The facility shall have procedures for the determination and implementation of corrections and corrective actions in place to ensure that in the event of any nonconformities:	Y	It was observed the documented procedure called "corrective actions", code P-EMC-004, V10.
<ul style="list-style-type: none"> <li>the potentially nonconforming products are not released</li> </ul>	Y	It was observed as part of the title 4.1.
<ul style="list-style-type: none"> <li>the cause of the nonconformity is identified</li> </ul>	Y	It was observed as part of the title 4.3
<ul style="list-style-type: none"> <li>corrective actions are determined and implemented through root cause analysis, responsible personnel and timelines specified.</li> </ul>	Y	It was observed as part of the title 8.
<ul style="list-style-type: none"> <li>the corrective action is verified to prevent this issue from happening again in the future.</li> </ul>	Y	It was observed as part of the title 8. It was observed one example, based on NC raised as part of the ISO 14001 system, including action to avoid the recurrency.
<b>2.10 System update and continuous improvement</b>		
<b>2.10.1</b> Senior management shall undertake regular reviews annually at a minimum, to ensure policies, plans, procedures and systems are up-to date, effective and demonstrate continuous improvement.	Y	The last top management meeting was conducted the past Nov 13 <sup>th</sup> , 2024, based on the requirements included as part of the ISO 9001, ISO 14001 and 45001, which includes the MarinTrust topics.

<b>2.10.2</b>	There shall be a documented complaints procedure that specifies:	Y	It was observed a documented procedure called “customer complains management”, code P-EMC-002, V10.
	• how to record formal complaints	Y	The methodology about the recording of complaint is defined as part of requirement 7.1
	• what resolution actions to take	Y	The methodology about the recording of complaint is defined as part of requirement 7.4
	• what corrective actions to take to avoid recurrence	Y	The methodology about the recording of complaint is defined as part of requirement 7.6
	• what timescales apply for resolution.	Y	The timeframe is depending on the complexity of NCs, but 68 days is the average.
<b>2.10.3</b>	The facility shall make known to the community how complaints can be submitted, how they will be resolved and complaint resolution timelines.	Y	It was observed a documented procedure called “protection to the victim, and management of complaints”, code P-CIN-001, V02, which establishes a timeframe up to 3 months (title 7.4). This is complemented using the ethic phone line.
<b>2.11 Supplier approval and monitoring</b>			
<b>2.11.1</b>	General suppliers (relates only to suppliers of fish and other products used directly in the production of marine ingredients)	Y	Yes, see below
<b>2.11.1.1</b>	The facility shall have a documented and effective supplier approval and monitoring system in place.	Y	It was observed a documented procedure called “suppliers management”, code P-CBS-001, V3. The suppliers are ranked based on type I (strategics), II (needed) and III (operational suppliers) and IV (spots).
<b>2.11.1.2</b>	The facility shall ensure supplier agreements include a reference to their social policy or commitment, signed by the suppliers, to demonstrate the following:	Y	The company established the mandatory requirement of signing of ethical code for suppliers (audit sample: proveedor quimico Goicochea”. The code of conduct was accepted the last Dec 14th, 2023.
	Note: This clause (2.11.1.2) does not apply to vessels supplying whole fish. See clause 2.11.2.1.	Y	See below
	• responsible recruitment and employment (which includes workers have access to grievance mechanisms and no worker pays recruitment fees)	Y	See 2.11.1.2

<ul style="list-style-type: none"> <li>all workers have chosen employment freely</li> </ul>	Y	See 2.11.1.2
<ul style="list-style-type: none"> <li>there is no child, forced, bonded, involuntary prison labour or involuntary labour</li> </ul>	Y	See 2.11.1.2
<ul style="list-style-type: none"> <li>all employees/ workers are paid in line with legal requirements</li> </ul>	Y	See 2.11.1.2
<ul style="list-style-type: none"> <li>all health and safety requirements are in place</li> </ul>	Y	See 2.11.1.2
<ul style="list-style-type: none"> <li>there is no discrimination based race, colour, sex, religion, political opinion, national extraction or social orientation</li> </ul>	Y	See 2.11.1.2
<ul style="list-style-type: none"> <li>freely chosen worker representation for all employees is allowed.</li> </ul>	Y	See 2.11.1.2
<b>2.11.1.3</b> Facilities shall have a purchasing process in place to ensure purchased items conform to safety and legal requirements in the country in which the facility is based and the requirements of the receiving market, including:	Y	It was observed a documented procedure called “suppliers management”, code P-CBS-001, V3, which establishes the methodology according to assessment of suppliers, including compliance of legal requirements and safety as well. This assessment includes suppliers of products, packaging, additives and all raw material and products necessary to product marine ingredients.
<ul style="list-style-type: none"> <li>product</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>packaging</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>additives</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>ingredients</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>technical processing aids</li> </ul>	Y	See above
<b>2.11.2 Vessels supplying whole fish</b>		
Note: this clause only applies if the facility is sourcing from vessels supplying whole fish.	Y	Yes, see below
<b>2.11.2.1</b> The facility shall complete and document the results of the MarinTrust Social Responsibility Risk Assessment for all vessels supplying whole fish.	Y	It was observed the document called “MarinTrust’s risk assessment”, updated to 2024, which includes the assessment conducted for the total of vessels that are supplying whole fish. The



		risk assessment established the flag such as “Peru”, and it was covered the question 1 and 2, because the company has signed agreements and human rights policies. In the case of Chancay plant, it was covered the 100% of the vessels.
<b>2.11.2.2</b> For all vessels supplying whole fish, whether the vessel is owned by the facility, is supplied under an existing contract, or is not contracted, the facility shall document the following key data elements (KDEs):	Y	It was observed a document called “third party fleet financing”, 2025-I, which includes the list of suppliers including the key data elements (tab called “loan projection”).
<ul style="list-style-type: none"> <li>vessel details: name of vessel, International Maritime Organisation (IMO)/registration number (as applicable), call sign, legal owner, name and address of legal owner, flag state</li> </ul>	Y	Based on list of suppliers including the key data elements (tab called “loan projection”, it is included the total of data according to this requirement.
<ul style="list-style-type: none"> <li>authorisation for fishing: license / permits as applicable</li> </ul>	Y	All vessels are duly authorized by PRODUCE and PRODUPES. This is properly confirmed in document list of suppliers including the key data elements (tab called “loan projection”
<ul style="list-style-type: none"> <li>fishing: all permitted fishing methods, fishing gear for the vessel</li> </ul>	Y	The 100% of authorized fishing method is purse seine.
<b>2.11.3 Suppliers of by-product raw material</b>		
<b>2.11.3.1</b> For by-product suppliers, (wild capture or aquaculture), the facility shall document the following key data elements (KDEs):	NA	Not applicable, no by product supplying.
<ul style="list-style-type: none"> <li>supplier name, address/ location</li> </ul>	NA	Not applicable, no by product supplying.
<ul style="list-style-type: none"> <li>permitted activity / legal entity / registered food business operation</li> </ul>	NA	Not applicable, no by product supplying.
<ul style="list-style-type: none"> <li>species (including scientific name), or for mixed by-products containing more than one species, a list/ description of species (including scientific name) contained in the mix</li> </ul>	NA	Not applicable, no by product supplying.
<b>2.11.3.2</b> For wild-capture by-products identified in the MarinTrust by-product assessment as having a medium risk of coming from IUU fishing activity (MarinTrust ‘Approved Source with Caution’), the facility shall:	NA	Not applicable, no by product supplying.
<ul style="list-style-type: none"> <li>have supplier agreements for all suppliers of those by-products</li> </ul>	NA	Not applicable, no by product supplying.



	<ul style="list-style-type: none"> <li>obtain assurance from the suppliers that the by-products are not from IUU fishing sources</li> </ul>	NA	Not applicable, no by product supplying.
	<ul style="list-style-type: none"> <li>verify this information with the suppliers</li> </ul>	NA	Not applicable, no by product supplying.
<b>2.11.3.3</b>	Wild-capture by-products identified in the MarinTrust by-product assessment as having a high risk of coming from IUU fishing activity shall not be sourced and the facility shall have a procedure for this in place that includes:	NA	Not applicable, no by product supplying.
	<ul style="list-style-type: none"> <li>management/mitigation measures to exclude sourcing by- products deemed high risk</li> </ul>	NA	Not applicable, no by product supplying.
	<ul style="list-style-type: none"> <li>action to be taken if by-products deemed high risk of IUU fishing are identified</li> </ul>	NA	Not applicable, no by product supplying.
	<ul style="list-style-type: none"> <li>investigations with the suppliers of the by-products regarding the IUU fishing risk</li> </ul>	NA	Not applicable, no by product supplying.
<b>2.11.4 Third-party suppliers of raw materials</b>			
<b>2.11.4.1</b>	MarinTrust compliant raw materials that are purchased via a third-party supplier that does not physically handle or own the raw materials shall meet all the requirements of this clause (2.11.4) including sub-clauses.	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
<b>2.11.4.2</b>	There shall be documented evidence from the suppliers to verify the raw materials are:	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
	<ul style="list-style-type: none"> <li>whole fish from either an approved whole fish fishery and/or MarinTrust recognised equivalent fishery, or from aquaculture</li> </ul>	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
	<ul style="list-style-type: none"> <li>by-products from approved wild capture by-product species and/or MarinTrust recognised equivalent by-product species, or from aquaculture</li> </ul>	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.

<ul style="list-style-type: none"> <li>sourced from an accepted MarinTrust Fishery Improvement Project (FIP)</li> </ul>	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
<b>2.11.4.3</b> The facility shall ensure it informs the third-party supplier of the requirements to maintain the product integrity status of the approved raw materials, by segregating approved raw materials from non- approved raw materials, and from raw materials from an accepted MarinTrust Fishery Improvement Project (FIP).	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
<b>2.11.4.4</b> The facility shall ensure third-party supplier agreements include a reference to their social policy or commitment, signed by the third- party supplier, to demonstrate the following:	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
<ul style="list-style-type: none"> <li>responsible recruitment and employment (which includes workers have access to grievance mechanisms and no worker pays recruitment fees)</li> </ul>	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
<ul style="list-style-type: none"> <li>all workers have chosen employment freely</li> </ul>	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
<ul style="list-style-type: none"> <li>there is no child, forced, bonded, involuntary prison labour or involuntary labour</li> </ul>	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
<ul style="list-style-type: none"> <li>all employees / workers are paid in line with legal requirements</li> </ul>	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
<ul style="list-style-type: none"> <li>all health and safety requirements are in place</li> </ul>	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
<ul style="list-style-type: none"> <li>there is no discrimination based on race, colour, sex, religion, political opinion, national extraction or social origin</li> </ul>	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.

<ul style="list-style-type: none"> <li>freely chosen worker representation for all employees is allowed</li> </ul>	NA	Not applicable, no third-party suppliers that do not physically handle or own the raw materials are supplying to Austral Group S.A.A.
<b>2.12 Subcontractors</b>		
<b>2.12.1</b> The facility shall have a documented, effective approval and assessment system for subcontractors in place.	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<b>2.12.2</b> The facility shall have a signed agreement with all subcontractors handling the MarinTrust approved raw materials and compliant marine ingredients.	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<b>2.12.3</b> This subcontractor agreement shall ensure that the subcontractor has documented systems in place to ensure full traceability, segregation and identification of the MarinTrust compliant raw materials and marine ingredients.	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<b>2.12.4</b> The facility shall ensure subcontractor agreements include a social policy or commitment, signed by the subcontractor, to demonstrate the following:	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<ul style="list-style-type: none"> <li>responsible recruitment and employment (which includes workers have access to grievance mechanisms and no worker pays recruitment fees)</li> </ul>	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<ul style="list-style-type: none"> <li>all workers have chosen employment freely</li> </ul>	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<ul style="list-style-type: none"> <li>there is no child, forced, bonded, prison or involuntary labour</li> </ul>	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<ul style="list-style-type: none"> <li>all employees / workers are paid in line with legal requirements</li> </ul>	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<ul style="list-style-type: none"> <li>all health and safety requirements are in place</li> </ul>	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<ul style="list-style-type: none"> <li>there is no discrimination based on race, colour, sex, religion, political opinion, national extraction or social origin</li> </ul>	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<ul style="list-style-type: none"> <li>freely chosen worker representation for all employees is allowed</li> </ul>	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.

		applicable.
<b>2.12.5</b> The facility shall maintain an up-to-date record of the names and addresses of all approved subcontractors handling MarinTrust compliant marine ingredients and the identity of the certified finished products.	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<b>2.12.6</b> Subcontractors undertaking the full production process on behalf of the facility shall be certified to this standard.	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
Note: If a subcontractor who undertakes part of the production process has MarinTrust Chain of Custody certification, the remainder of this section (clauses 2.12.7 to 2.12.10) does not apply.		
<b>2.12.7</b> Subcontractors shall conform with the relevant requirements of this Standard.	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<b>2.12.8</b> The facility shall undertake assessments of subcontractors.	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<b>2.12.9</b> If third-party storage facilities are used, the facility shall have the ability to request records from the subcontractor storage facilities to allow for verification at any point in time.	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<b>2.12.10</b> Where a facility utilises the services of subcontracted transport companies, an agreement or equivalent documentary evidence shall be in place demonstrating that the safety, traceability and integrity of MarinTrust raw material and marine ingredients is ensured during transportation.	NA	No subcontractors, All the activities are conducted by Austral Group S.A.A.. Not applicable.
<b>2.13 Testing facilities</b>		
Testing laboratories shall be approved by one of the following methods:	Y	See below
<ul style="list-style-type: none"> <li>accredited by a nationally recognised accreditation authority according to EN/ISO-17025; or</li> </ul>	Y	Based on the lab testing company called SGS del Peru, this is properly ISO 17025 accredited based on code LE-046.

	<ul style="list-style-type: none"> <li>validated by taking part in relevant ring tests</li> </ul>	NA	Not applicable, see above
<b>2.14 Use of the MarinTrust certification logo or Improver Programme claim</b>			
2.14.1	The facility shall only use the MarinTrust certification logo if it has valid certification to this Standard and it has written approval to use the MarinTrust logo.	NA	The company does not use the certification logo. This is not applicable.
2.14.2	The facility shall follow the current MarinTrust logo guidelines for any logo used on its products.	NA	The company does not use the certification logo. This is not applicable.
2.14.3	The facility shall operate a secure system for the production, storage and application of product labels bearing the MarinTrust logo to ensure that only compliant marine ingredients are labelled as such.	NA	The company does not use the certification logo. This is not applicable.
<b>2.14.4 Improver Programme claims</b>			
	Where raw material is sourced from an accepted MarinTrust Fishery Improvement Project (FIP), the facility shall only use the MarinTrust Improver Programme claim on the marine ingredients, if it has documented approval to do so from MarinTrust.	NA	No FIP sourcing. Not applicable.

## Section 3: Responsible raw material sourcing practices

<b>3.1 All raw materials</b>		
All raw material shall meet the following criteria (as applicable to the raw material format) in order for it to be eligible for use as approved raw material.	Y	See below
<b>3.2 Whole fish raw material</b>		
<b>3.2.1</b> Whole fish raw material shall be traceable to a MarinTrust approved fishery / fisheries, and/or MarinTrust recognised equivalent fishery.	Y	It was possible to evidence a procedure called "identification and traceability of products", MAC-ACHI-001, where in section 4, the identification associated with the reception of raw material is established. From this, a format called "feed traceability" is established, code M-ACC-002, where information related to each traced lot is described, such as information on the origin of the fish, production and dispatch results.
<b>3.2.2</b> For whole fish raw materials sourced from a MarinTrust Fishery Improvement Project, the whole fish shall be traceable to the MarinTrust Fishery Improvement Project to be eligible for Improver Programme claims.	NA	No FIP sourcing. Not applicable.
<b>3.2.3</b> The inclusion of whole fish is accepted on the basis that it complies with the relevant preceding sections, including sub-clauses, of this Standard (clauses 2.11.1, 2.11.2 and 2.11.4 as applicable).	Y	There is a compliance specially 2.11.1 and 2.11.2.
<b>3.2.4</b> The facility shall provide documentation that all whole fish are legally sourced and vessels are authorised for relevant fishing activity(ies).	Y	Described on 2.11.2.2
<b>3.2.5</b> The details of each consignment of whole fish landed from a vessel shall be recorded and include the following key data elements (KDEs):	Y	See below
<ul style="list-style-type: none"> <li>• date of discharge</li> </ul>	Y	Based on audit sample, report number 246076, established Aug 14 <sup>th</sup> , 2024.
<ul style="list-style-type: none"> <li>• species (including scientific name) and quantity discharged to the facility</li> </ul>	Y	Based on audit sample, the specie was "Engraulis ringens"

• catch areas where catch originated	Y	Based on audit sample, the catch area was “Arriba Af. Los Leones”.
• catch date (this can include date of fishing, dates of specific fishing trip, dates at sea during which the consignment was caught)	Y	Based on audit sample, report number 246076, established Aug 14 <sup>th</sup> , 2024.
• fishing method / gear used for the catch of fish (if the vessel is multi rig)	Y	Based on audit sample, report number 246076, established “purse seine”.
<b>3.3 By-products</b>		
<b>3.3.1 By-products from wild capture</b>		
By-products from wild capture species shall be traceable to a MarinTrust approved by-product species, and/or MarinTrust recognised equivalent by-product species.	NA	No by-products from wild capture are sourcing. Not applicable.
<b>3.3.2 By-products from wild capture or farmed origin</b>		
<b>3.3.2.1</b> By-products must comply with the relevant preceding sections, including sub-clauses, of this Standard (clauses 2.11.1, 2.11.3 and 2.11.4 as applicable).	NA	No by-products from wild capture are sourcing. Not applicable.
<b>3.3.2.2</b> Raw material originating from suppliers may only be used to produce marine ingredients if it meets the following criteria:	NA	No by-products from wild capture are sourcing. Not applicable.
the by-product come from species that are intended for human consumption or pet food, evidenced in a documented policy provided by the facility	NA	No by-products from wild capture are sourcing. Not applicable.
the facility is able to trace the origin of material back to the supplier and / or handler	NA	No by-products from wild capture are sourcing. Not applicable.
<b>3.3.2.3</b> The details of each consignment of by-products from a supplier are recorded and include the following key data elements (KDEs):	NA	No by-products from wild capture are sourcing. Not applicable.
Supplier name and/or handler name	NA	No by-products from wild capture are sourcing. Not applicable.
Species (including scientific name), or for by-products containing more than one species, a list / description	NA	No by-products from wild capture are sourcing. Not applicable.



of species (including scientific names) contained in the mix		
Date of production and/or of dispatch from the supplier	NA	No by-products from wild capture are sourcing. Not applicable.
<b>3.3.3 By-products and other raw fishery materials from aquaculture species</b>		
<b>3.3.3.1</b> Raw material originating from aquaculture (farm) may only be used to produce marine ingredients if it meets the following criteria:	NA	No by-products from farmed origin are sourcing. Not applicable.
<ul style="list-style-type: none"> <li>the aquaculture raw material shows no clinical signs of disease on the day of receipt</li> </ul>	NA	No by-products from farmed origin are sourcing. Not applicable.
<ul style="list-style-type: none"> <li>the aquaculture raw material does not come from a farm which is subject to a prohibition for animal health reasons and has not been in contact with animals from such a farm</li> </ul>	NA	No by-products from farmed origin are sourcing. Not applicable.
<b>3.3.3.2</b> The species of aquaculture raw material shall be clearly labelled including where they are mixed with other MarinTrust approved raw materials, raw materials from accepted MarinTrust Fishery Improvement Projects and the marine ingredients produced.	NA	No by-products from farmed origin are sourcing. Not applicable.



## Section 4: Responsible traceability practices

4.1 Product management system		
The facility shall have a documented product management system in place to demonstrate how MarinTrust approved raw materials are identified and, where applicable, segregated from accepted MarinTrust Fishery Improvement Project raw materials and/or non-approved raw materials.	Y	This requirement is unlikely to be applied, since the raw materials received by the plant are all duly authorized, and there is no possibility of loss of eligibility. Based on it, the factory has a document called “feed traceability”, which is used to report the information according for each reception of raw material, species, quantity, shipping template, production lot number and customer. In case of any potential (and unlikely) material who is not covered by MarinTrust scope, the plant has the chance to reported.
4.2 Traceability information and records		
4.2.1 All traceability information shall be documented and records maintained.	Y	Factory has a document called “feed traceability”, which is used to report the information according for each reception of raw material, species, quantity, shipping template, production lot number and customer. In case of any potential (and unlikely) material who is not covered by MarinTrust scope, the plant has the chance to reported.
4.2.2 For each supply of raw material, records shall contain the following information:	Y	See below
<ul style="list-style-type: none"> <li>for <u>whole fish</u> supplies, information shall include the key data elements (KDEs) referred to in clauses 2.11.2.2 and 3.2.5 and their sub-clauses</li> </ul>	Y	In compliance. See above (principle 3).
<ul style="list-style-type: none"> <li>for <u>by-product</u> supplies, information shall also include the key data elements (KDEs) referred to in clauses 2.11.3.1 and 3.3.2.3 and their sub-clauses</li> </ul>	NA	Not applicable, no by-products sourcing.
For both whole fish and by-products:		
<ul style="list-style-type: none"> <li>date of receipt</li> </ul>	Y	In compliance. See above (principle 3).

<ul style="list-style-type: none"> <li>• volume or weight of MarinTrust approved raw materials received</li> </ul>	Y	In compliance. See above (principle 3).
<ul style="list-style-type: none"> <li>• identification number for the MarinTrust approved raw materials (i.e. lot / batch number)</li> </ul>	Y	In compliance. See above (principle 3).
<b>4.2.3</b> The facility shall maintain accurate records of the quantities / volumes of:	Y	In compliance. See above (principle 3).
<ul style="list-style-type: none"> <li>• all raw materials (including those which are MarinTrust approved, from Improver Programme and non-approved sources)</li> </ul>	Y	In compliance. See above (principle 3).
<ul style="list-style-type: none"> <li>• all marine ingredients (including those which are MarinTrust approved, from Improver Programme and non-approved sources) which are bought and sold (or received and dispatched).</li> </ul>	Y	In compliance. See above (principle 3).
<b>4.3 Segregation and labelling</b>		
MarinTrust approved raw materials and compliant marine ingredients shall be segregated and labelled or otherwise identified in a manner that ensures traceability is maintained during the following key traceability steps:	Y	This requirement is unlikely to be applied, since the raw materials received by the plant are all duly authorized, and there is no possibility of loss of eligibility. Based on it, the factory has a document called “feed traceability”, which is used to report the information according for each reception of raw material, species, quantity, shipping template, production lot number and customer. In case of any potential (and unlikely) material who is not covered by MarinTrust scope, the plant has the chance to reported and take actions, such as segregation and labelled in any potential step of the production.
<ul style="list-style-type: none"> <li>• from the point of receipt</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• initial storage</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• processing</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• work in progress storage</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• packaging (including identification number of the lot / batch)</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• final storage (including third-party storage)</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• transportation</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• final dispatch and handling</li> </ul>	Y	See above

• delivery to the customer	Y	See above
<b>4.4 Mass balance</b>		
Mass balance exercises, taking into account conversion rates and production practices that could affect the final quantity or volume calculations, shall be completed for each raw material (including those which are MarinTrust approved, from Improver Programme and non-approved sources).	Y	Every production day, mass balances are performed. As part of the audit sample, May 17th, 2025 is considered, where the following data is established: <ol style="list-style-type: none"> <li>1. 981 MT of raw materials,</li> <li>2. Fishmeal: 181.48 MT, equivalent to 18.5%,</li> <li>3. Fish oil: 16.7 MT, equivalent to 1.7%.</li> </ol>

## Section 5: Good manufacturing practices

<b>5.1 A facility with certification approved as equivalent by MarinTrust recognition procedures</b>		
A facility with certification approved as equivalent by MarinTrust recognition procedures shall meet all the requirements of clause 5.1.	Y	Austral Group S.A.A. is duly certified by KIWA, based on ISO 17065). Besides, based on the “recognition determination report, FEMAS standard 2019, document TEM-035-Version 1.0”, issued by MarinTrust, established a total of 7 partially equivalent requirements (5.3.4.3, 5.3.4.4, 5.3.4.6, 5.4.1.5, 5.4.1.7, 5.4.3.2 and 5.4.9.2) and 2 not equivalent requirements (5.5.1 and 5.5.2). All of them (9 in total) were properly checked as part of this audit.
<b>5.1.1</b> Certification shall be administered by one of the following:	Y	FEMAS certification
• a Certification Body with its scope of accreditation that includes the recognised equivalent	Y	KIWA certification body is properly accredited based on UKAS, according to certificate 72.
• a standard certification process that has been approved by the MarinTrust equivalency procedure	Y	The standard is FEMAS
• a standard that is recognised by a benchmarking tool that has been approved by the MarinTrust equivalency procedure	NA	Not applicable, see above.
<b>5.1.2</b> Current and valid certificates shall be available for each site registered on the MarinTrust application form that wishes to be certified to this Standard.	Y	Certificate number 30670, valid until March 31 <sup>st</sup> 2026.

<b>5.1.3</b> The outcome of external inspection and surveillance audits to the recognised equivalent standard shall be made available including:	Y	The last audit report was conducted the last July 08 <sup>th</sup> , 2024. No findings raised.
• reports of the performance	Y	Report observed based on the evidence described above and below.
• outcome	Y	No NCs were raised.
• nonconformities	Y	No NCs were raised.
• corrective actions associated with assessments conducted by the appointed Certification Body	Y	It was not necessary to acted because no NCs were raised.
<b>5.2 A facility without certification to a standard recognised as equivalent by MarinTrust recognition procedures</b>		
<p>A facility without certification to a standard approved as equivalent by MarinTrust recognition procedures shall meet the requirements of clause 5.3 and all sub-clauses.</p> <p>If the facility does not have certification to a standard approved as equivalent by MarinTrust recognition procedures, but has a third-party HACCP certification, it shall be excluded from being audited against requirements of clause 5.4 including all clauses and sub-clauses.</p>	NA	Not applicable, full and valid FEMAS certification (see above).
<p>Note: The facility shall have separate Hazard Analysis and Critical Control Points (HACCP) plans for marine ingredients destined for food and / or feed to cover and control all the risks associated with each type of product.</p>		
<b>5.3 Operational pre-requisites for GMP programmes</b>		
<b>5.3.1 Structure and facilities</b>		
<b>5.3.1.1</b> Facilities and equipment shall be designed to allow appropriate cleaning and disinfection and managed to avoid risks to the safety of the staff, raw materials and marine ingredients.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.1.2</b> All conveying, piping, storage tanks, bins and processing containers shall be made of smooth, impervious, non-toxic materials, and managed to reduce the risk of product contamination.	NA	Not applicable, full and valid FEMAS certification.

<b>5.3.1.3</b> Facilities shall be designed to reduce the risk of contamination of raw material from semi and fully processed marine ingredients, particularly post critical control process points (i.e. heat treatment) designed to eliminate microbiological hazards in marine ingredients.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.1.4</b> There shall be effective lighting (natural or artificial) to ensure activities can be undertaken safely and efficiently.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.1.5</b> There shall be systems in place to reduce the risk of physical contamination from potential physical contaminants such as metal, plastics and glass.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.2 Intake of raw fishery material</b>		
<b>5.3.2.1</b> Holds, containers and equipment of receiving vessels and overland transporters used for fishery raw materials shall be maintained in a clean and hygienic condition.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.2.2</b> There shall be appropriate facilities to receive, off-load and store raw material from vessels and overland transportation before processing, to prevent access by for example birds or ground pests, as well as contamination and risks to marine ingredients safety.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.2.3</b> Dosing systems for additive inclusion shall be calibrated by competent persons and provide the correct and effective dosing levels for these approved additives at all times.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.3 Layout of premises, including zoning and workspace</b>		
<b>5.3.3.1</b> Marine ingredient storage areas shall be:		
<ul style="list-style-type: none"> <li>designed, constructed and managed to prevent product contamination</li> </ul>	NA	Not applicable, full and valid FEMAS certification.
<ul style="list-style-type: none"> <li>kept dry and ventilated to prevent condensation</li> </ul>	NA	Not applicable, full and valid FEMAS certification.

5.3.3.2	Vehicles used to load and unload marine ingredients shall be managed through proper maintenance and hygiene to prevent contamination of product.	NA	Not applicable, full and valid FEMAS certification.
5.3.3.3	Loading shall not be carried out in conditions which will adversely affect the raw materials or marine ingredients materials being handled.	NA	Not applicable, full and valid FEMAS certification.
5.3.3.4	Transport (vessel holds, road/rail containers) shall be adequately controlled through hygiene procedures, inspection checks and records at loading with specific regard to cleanliness and absence of moisture or potential contamination.	NA	Not applicable, full and valid FEMAS certification.
5.3.3.5	For bulk transported material, internal procedures and contractual agreements shall also include provisions that preclude the use of transport that may adversely affect the safety and/or integrity of any MarinTrust compliant marine ingredients due to the composition of a previous cargo.	NA	Not applicable, full and valid FEMAS certification.
5.3.3.6	Where the conditions of transport may present a risk to contamination, loading shall not take place until a thorough risk assessment, appropriate tests and corrective actions have taken place to ensure that marine ingredients shall not be adversely affected.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.4 Staff facilities</b>			
5.3.4.1	Staff handwashing facilities shall be available, including in all bathrooms, to include hot or temperature controlled water, cold running water, hand drying facilities, soap, hand sanitiser/ disinfectant.	NA	Not applicable, full and valid FEMAS certification.
5.3.4.2	Handwashing facilities at entry points to production areas shall include non-hand operated taps.	NA	Not applicable, full and valid FEMAS certification.
5.3.4.3	Suitable and sufficient changing, rest and catering facilities shall be provided for all staff.	Y	The plant has a building which has a dining room. Changing room is available next to Canteen.
5.3.4.4	Food preparation and serving areas shall comply with workplace food safety requirements.	Y	The plant has a building which has a dining room, which is clean. No food preparation.

<b>5.3.4.5</b>	There shall be designated areas for staff to hygienically store and consume their own food items.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.4.6</b>	The facility shall ensure potable drinking water is available for all employees and any food or beverages it provides to employees are nutritious and safe to eat and/or drink.	Y	There are available drinking and potable water suppliers around to the factory and dining room as well.
<b>5.3.5 Supplies of water, air, energy and other utilities</b>			
<b>5.3.5.1</b>	Water used in, or associated with, the process shall be of potable quality.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.5.2</b>	All additives to water shall be authorised and, by their application, shall not pose a risk to the safety of marine ingredients.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.5.3</b>	Water dosing systems used to ensure potable quality, water softening or anti-corrosion of equipment shall be calibrated and controlled to ensure the correct level of dosing of additives.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.5.4</b>	Where mechanical drying of marine ingredients is undertaken, documented procedures shall ensure that it does not cause adverse effects on marine ingredient safety.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.5.5</b>	Where air is used for conveying or cooling, the facility shall evaluate the risk of this becoming a contamination route for pathogens and take any necessary precautions.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.6 Pest control, waste and sewage disposal and supporting services</b>			
<b>5.3.6.1</b>	An effective and continuous documented programme for the control of pests (including rats, insects, birds, pets and other animals) in areas where raw materials and marine ingredients are processed, stored and/or transported, which has an emphasis upon pest proofing and pest deterrence, shall be maintained.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.6.2</b>	The facility shall either contract the services of a regulated pest control organisation or shall have trained employees for the regular inspection and treatment of its premises to deter and eradicate infestation, ensuring legal requirements are being followed.	NA	Not applicable, full and valid FEMAS certification.



<b>5.3.6.3</b>	All waste materials shall be stored in dedicated containers held in separate areas, to prevent contamination of marine ingredients and pest infestation.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.6.4</b>	There shall be adequate internal drainage to maintain a clean work area and minimise health and safety risks.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.6.5</b>	Facility sewerage shall be contained by a separate closed system from that of the processing drainage system.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.6.6</b>	There shall be a preventative maintenance programme in place for the facility.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.6.7</b>	All lubricants and oils shall be stored in a designated non-production or non-product storage area to prevent the risk of contamination of marine ingredients.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.6.8</b>	All inspection, measuring and test equipment used to confirm that raw, in-process and marine ingredients meet specified marine ingredient safety requirements, shall be calibrated and recorded at intervals not exceeding 12 months.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.6.9</b>	Dosing rates for processing aids, additives and antioxidants shall be checked, calibrated and controlled.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.7</b>	<b>Prevention of cross-contamination</b>		
	Access to processing facilities and storage areas shall be organised to prevent chemical, physical or biological cross contamination of marine ingredients from personnel operating in raw material and semi / fully processing areas.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.8</b>	<b>Cleaning and disinfecting (all areas)</b>		
<b>5.3.8.1</b>	There shall be thorough cleaning of all equipment and facilities to prevent contamination from pathogens, pests, dirt and foreign materials.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.8.2</b>	Cleaning and disinfectant products shall be properly diluted, applied and securely stored so as not to pose a risk to staff and to the contamination of marine ingredients.	NA	Not applicable, full and valid FEMAS certification.



<b>5.3.8.3</b>	The cleaning and disinfecting programme shall be documented, monitored and verified for each major item of equipment and processing area (i.e. reception, pumping, raw material storage, processing, storage, bagging, loading and dispatch).	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.8.4</b>	Environmental analysis for relevant microorganisms shall be carried out in storage areas according to the HACCP based risk assessment.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.9 Personnel hygiene</b>			
<b>5.3.9.1</b>	Protective personal clothing shall be worn where the facility has determined that there is a risk to personnel health and safety and to marine ingredients contamination.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.9.2</b>	Personnel employed to work in direct contact with marine ingredients shall meet national medical checks, if applicable, before being recruited.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.9.3</b>	During operation of the facility, personnel shall, if applicable, be subject to routine medical examinations with defined intervals that meet national legal requirements.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.9.4</b>	Where applicable in national legislation, personnel shall report conditions (jaundice, fever, vomiting, sore throat, visibly infected skin lesions and discharge from the eyes, ears or nose), to manage a possible exclusion from marine ingredients processing or handling areas.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.9.5</b>	Production area personnel shall wash and sanitise their hands before entering production areas, immediately after using bathrooms, and after handling potentially contaminated products.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.9.6</b>	There shall be rules for managing the conduct of all personnel relating to personal hygiene, health and safety and food safety, in processing, packaging and storage areas.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.10 Inspection, sampling and analysis</b>			
<b>5.3.10.1</b>	The facility shall have representative inspection regimes in place that ensure the safety of all raw materials on arrival and marine ingredients on dispatch.	NA	Not applicable, full and valid FEMAS certification.

<b>5.3.10.2</b> Inspections shall include, as appropriate, assessment of:	NA	Not applicable, full and valid FEMAS certification.
• physical form	NA	Not applicable, full and valid FEMAS certification.
• odour	NA	Not applicable, full and valid FEMAS certification.
• contamination by insect pests, droppings and other extraneous matter	NA	Not applicable, full and valid FEMAS certification.
• mould	NA	Not applicable, full and valid FEMAS certification.
• compliance with specification	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.10.3</b> Samples of the finished materials shall be labelled to facilitate traceability and be retained in appropriate conditions for a minimum period of six months.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.10.4</b> Facilities shall undertake sampling and analysis of marine ingredients to meet the statutory standards for the permitted concentration of an additive such as antioxidants.	NA	Not applicable, full and valid FEMAS certification.
<b>5.3.10.5</b> The sampling and testing plan shall be based on a HACCP based risk assessment for undesirable substances, aligned with national and international requirements.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4 Hazard Analysis Critical Control Point (HACCP)</b>		
Facilities shall establish and maintain an effective Hazard Analysis Critical Control Points system (HACCP) specific to their own premises and appropriate to the nature and volume of the production of all marine ingredients. Separate HACCP systems shall be available for food / feed. All existing and new products shall be covered by the HACCP system, which shall be regularly reviewed, at least annually.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.1 Hazard control</b>		
<b>5.4.1.1</b> Documented information regarding characteristics shall be maintained, as	NA	Not applicable, full and valid FEMAS certification.

	applicable, such as: chemical, physical and biological characteristics, composition, origin, place of origin, labelling, production method, packaging, storage conditions, distribution, delivery, shelf life and acceptance criteria for purchase for marine ingredients produced, raw materials, ingredients (including additives) and materials in contact with the marine ingredients.		
<b>5.4.1.2</b>	For marine ingredients sold in bulk as well as in bags, delivery documents / labels shall include any details (such as statutory statements) required under labelling regulations in the country of production and/or receipt.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.1.3</b>	Each marine ingredient product shall have a written specification that is made available to purchasers and potential purchasers of the marine ingredients offered by the facility.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.1.4</b>	The specification shall confirm whether the marine ingredient is an approved MarinTrust material.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.1.5</b>	The intended use of marine ingredients shall be considered and maintained as documented information.	Y	It was observed a document called “technical sheet”, for fishmeal, code FTCH001, V04, which is defined as “the fishmeal is intended for animal feed”. In the case of fish oil, it was observed a document called “technical sheet”, for fish oil, code FTCA001, V04, which is defined as “the fish oil is intended for human consumption and feed (in the case of non-human consumption)”
<b>5.4.1.6</b>	The HACCP analysis shall have a documented flow chart to ensure all parts of the marine ingredient production process are assessed and accounted for.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.1.7</b>	The HACCP flow chart shall be reviewed in situ to ensure that it is an accurate representation of the facility's production process.	Y	It was observed the flow chart for fishmeal and fish oil, code M-ACC-001, Version 50). The on-site confirmation was conducted the past Dec 05 <sup>th</sup> , 2024.
<b>5.4.1.8</b>	To perform the hazard analysis, the HACCP team shall describe the following:	NA	Not applicable, full and valid FEMAS certification.
	<ul style="list-style-type: none"> <li>facilities distribution</li> </ul>	NA	Not applicable, full and valid FEMAS certification.

• process equipment	NA	Not applicable, full and valid FEMAS certification.
• process parameters	NA	Not applicable, full and valid FEMAS certification.
• procedures	NA	Not applicable, full and valid FEMAS certification.
• external requisites	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.2 Hazard analysis</b>		
The HACCP team shall perform a hazard analysis based on the preliminary information to determine which hazards needs to be controlled. The control level shall assure marine ingredient safety and, when appropriate, a combination of control measures shall be used.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.3 Hazard identification</b>		
<b>5.4.3.1</b> The HACCP team shall identify all the hazards related to the marine ingredients that are expected, related to the nature of the product, the process, the environment and its intended use.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.3.2</b> The identification shall be performed based on:	Y	The HACCP model was conducted based on CODEX ALIMENTARIUS guidelines according to Peruvian regulations.
• preliminary information	Y	The HACCP model was conducted based on CODEX ALIMENTARIUS guidelines according to Peruvian regulations.
• experience	Y	The HACCP model was conducted based on CODEX ALIMENTARIUS guidelines according to Peruvian regulations.
• internal and external information, including epidemiological, scientific and historical background	Y	The HACCP model was conducted based on CODEX ALIMENTARIUS guidelines according to Peruvian regulations.
• information from the marine ingredient chain (from raw materials until end products)	Y	The HACCP model was conducted based on CODEX ALIMENTARIUS guidelines according to Peruvian regulations.
• legal, regulatory and customer requirement	Y	The HACCP model was conducted based on CODEX ALIMENTARIUS guidelines according to Peruvian regulations.

<b>5.4.3.3</b>	The facility shall indicate the step(s) at which each marine ingredients safety hazard can be present, be introduced, increase or persist, considering the stages before and after the marine ingredients supply chain, all the steps in the flow diagram and the process equipment, facilities / utilities, environment and personnel.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.4</b>	<b>Risk assessment</b>		
	The HACCP plan shall be based on an assessment of risk and shall identify which hazards are of such a nature that their elimination or reduction to acceptable levels is essential to the safe production of marine ingredients. In conducting the hazard analysis, the following should be taken into consideration:	NA	Not applicable, full and valid FEMAS certification.
	<ul style="list-style-type: none"> <li>the likely occurrence of hazards and severity of their adverse health effects on consumer</li> </ul>	NA	Not applicable, full and valid FEMAS certification.
	<ul style="list-style-type: none"> <li>the determination of safety parameters for each identified hazard and this shall be documented</li> </ul>	NA	Not applicable, full and valid FEMAS certification.
	<ul style="list-style-type: none"> <li>the qualitative and/or quantitative evaluation of the presence of hazard</li> </ul>	NA	Not applicable, full and valid FEMAS certification.
	<ul style="list-style-type: none"> <li>survival and multiplication of micro-organisms of concern</li> </ul>	NA	Not applicable, full and valid FEMAS certification.
	<ul style="list-style-type: none"> <li>conditions leading to the above</li> </ul>	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.5</b>	<b>Establishing Critical Control Points (CCPs)</b>		
<b>5.4.5.1</b>	The facility shall determine and set control measures specific to the facility based on its risk assessment.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.5.2</b>	The facility shall identify the control measure(s) that are related to CCP(s) and maintain a documented record as to why this determination was made.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.6</b>	<b>CCP control / HACCP Plan</b>		
	The facility shall establish, implement and maintain a documented hazard control plan, including:	NA	Not applicable, full and valid FEMAS certification.

<ul style="list-style-type: none"> <li>hazards related to marine ingredients safety to be controlled by CCP or operational prerequisites programme (clause 5.3)</li> </ul>	NA	Not applicable, full and valid FEMAS certification.
<ul style="list-style-type: none"> <li>critical limits, follow-up procedures, corrections, responsibilities and records</li> </ul>	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.7 Determine marine ingredients safety limits for CCPs</b>		
The facility shall determine for each CCP which parameters shall be measured, analysed or observed, and which marine ingredient safety limits apply for these parameters.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.8 Monitoring CCPs</b>		
<b>5.4.8.1</b> A monitoring plan for each CCP shall be set up for each control measure, or combination of control measure(s), to detect any non-compliance within the marine ingredient's safety limits. The system shall include all scheduled measurements relative to the marine ingredients safety limits.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.8.2</b> The monitoring plan shall be documented including information on methods, frequency and responsibilities of sampling, calibration and monitoring.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.8.3</b> The facility shall establish the corrective actions to be taken when monitoring indicates that a particular CCP is not under control.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.9 Validation</b>		
<b>5.4.9.1</b> The facility shall validate the control measures of the prerequisites and the HACCP plan prior to its implementation and after any changes are made.	NA	Not applicable, full and valid FEMAS certification.
<b>5.4.9.2</b> If validation shows control measures(s) are ineffective, the facility shall modify and reassess the control measure(s) and / or the combination of control measure(s). Documented validation methodologies and evidence shall be maintained.	Y	Based on the last report called "validation and verification report", conducted the past May 09 <sup>th</sup> , 2025, based on lab test code 20250509-015.
<b>5.4.10 Verification</b>		

The HACCP Team shall carry out regular reviews (at least annually) to verify the requirements of the HACCP plan are being met in practice and that the plan effectively and consistently ensures that the facility produces safe marine ingredients.	NA	Not applicable, full and valid FEMAS certification.
<b>5.5. Threat Assessment and Critical Control Points (TACCP) / Vulnerability Assessment and Critical Control Points (VACCP)</b>		
<b>5.5.1</b> The facility shall produce a documented review of threats and vulnerabilities to protect the integrity of products intended for human consumption.	Y	The company is duly certified BASC. Based on it, it was observed a “risk management plan”, code R-EMC-019, dated on March 15 <sup>th</sup> , 2025, which includes the vulnerability and threat assessments.
<b>5.5.2</b> This review shall be updated at least annually.	Y	This assessment is checked annually; the last one was performed the past March 15th, 2025.



## Section 6: Staff training and competence

<b>6.1 Training programme</b>		
The facility shall have a training and development programme to ensure that all employees are equipped with the necessary skills and knowledge to fulfil their role correctly and safely to meet the requirements of this Standard.	Y	It was observed a document called “attendance training list 2025”, which includes the trainings according to food safety, management systems.
<b>6.2 Training procedure</b>		
The facility shall have a training and development procedure in place which includes:	Y	Document called “training”, code P-GRH-003, V08. This procedure establishes the methodology according to identification and provision, based on the “training plan and program” (described above). This one is reviewed (based on role profile document, audit sample: quality manager). The effectiveness is based on production KPI, such as “% non-conforming product”.
• identification of training requirements/needs	Y	See above.
• provision of training	Y	See above
• review of provision of training	Y	See above
• review of effectiveness of training	Y	See above
• co-ordination of training provision	Y	There is a training area who is the coordinator of training provision (Training and development manager).
• record keeping by a designated person	Y	The records are stored electronically.
<b>6.3 Specific training requirements</b>		
Where specific training is required, especially on dangerous machinery as identified within the health and safety risk assessment, employees shall be suitably trained within a timely manner.	Y	It was observed a training (audit sample), based on “forklift driving”, dated on Jan 2025.
<b>6.4 Training records</b>		
Training records shall be maintained to include details of the training provided for and attended by employees.	Y	It was observed that each training is properly recorded, audit sample: food safety, and cross contamination, dated on Feb 21, 2025.
<b>6.5 HACCP training</b>		



6.5.1	A HACCP team leader or nominated team representative shall have competence in the understanding of HACCP principles and their application.	Y	It was observed a certificate based on HACCP system, conducted the past March 11-14, 2024, this training was included the team leader and HACCP team.
6.5.2	Key personnel identified as HACCP team members shall have appropriate training, product and process knowledge and experience.	Y	It was observed a certificate based on HACCP system, conducted the past March 11-14, 2024, this training was included the team leader and HACCP team.

## Section 7: Social accountability and community

<b>7.1 Self-declaration</b>			
7.1.1	The facility shall sign and display (clearly) a self-declaration assuring good social practice and human rights of all employees, including:	Y	It was observed a document called "ethic code", dated on Dec 29 <sup>th</sup> , 2022, and "human rights policy", version 01, which includes the elements described as part of this requirement.
	<ul style="list-style-type: none"> <li>a commitment to ensure no child labour</li> </ul>	Y	See above
	<ul style="list-style-type: none"> <li>a statement that no discrimination is practised</li> </ul>	Y	See above
	<ul style="list-style-type: none"> <li>a statement that no harsh or inhumane treatment is allowed</li> </ul>	Y	See above
7.1.2	Employees shall be informed about the self-declaration at least every 12 months.	Y	The last communication was conducted the past Oct 3 <sup>rd</sup> , 2024.
<b>7.2 Documented self-assessment</b>			
	The facility shall conduct a documented annual self-assessment against all relevant employment and worker welfare laws and include all nonconformities and action plans to address and monitor the nonconformities.	Y	The last internal audit was conducted the past June 04, 05 and 06, 2025, which included the integrated management systems, including MarinTrust V3 and the social relevant legal compliance. No findings were raised as part of this area.
<b>7.3 Knowledge of responsible person</b>			
	The facility shall demonstrate that the responsible person for workers' health and safety and the employees' representative(s) have knowledge and/or access to national regulations concerning gross and minimum wages, working hours, union membership, anti-discrimination, child labour, labour contracts, holidays, maternity and paternity	Y	The current HS supervisor is engineer and he has a master's degree in health and safety. He has knowledge in the current legislation, including human rights legislation as well.

	leave, medical care and pension / gratuity.		
<b>7.4 Policies and procedures</b>			
<b>7.4.1</b>	The facility shall have a documented discrimination procedure to demonstrate that no discrimination based on race, colour, sex, religion, political opinion, national extraction or social origin takes place.	Y	It was observed the documented procedure called "internal rules of prevention", which includes the non-discrimination policy.
<b>7.4.2</b>	The facility shall have a documented grievance procedure, which:	Y	It is defined the procedure called It was evidenced that the plant has a mail called "value channel", valores@austral.com.pe", an electronic complaint platform. This methodology is conducted privately protecting the person.  The period for solving problems is 30 days. No complaints are evident, but according to a statement of fact issued by the human resources area, the records can remain up to 5 years.
	<ul style="list-style-type: none"> <li>details the timeframe within which grievances shall be resolved</li> </ul>	Y	Described above
	<ul style="list-style-type: none"> <li>protects the person(s) who raised the grievance from recrimination</li> </ul>	Y	Described above
<b>7.4.3</b>	The facility shall have a documented recruitment procedure for hiring all employees, whether they are employed directly or through agencies, that includes:	Y	The company has a hiring process which is part of the ethic code, describing the methodology according to Peruvian labour laws.
	<ul style="list-style-type: none"> <li>recruitment agencies for temporary / seasonal / migrant workers shall be licensed / registered / regulated, or have been assessed through the facility's due diligence checks</li> </ul>	NA	Not applicable, no agencies are used by AUSTRAL GROUP S.A.A.
	<ul style="list-style-type: none"> <li>no worker pays recruitment fees</li> </ul>	Y	See 7.4.3
<b>7.5 Health, safety and welfare</b>			

7.5.1	A documented Health and Safety risk assessment, in line with legislation in the country in which the facility is based, shall have been conducted and implemented (including control measures) to protect all users of the facility.	Y	It was observed a health and safety assessment, conducted for each area (audit sample: "assessment conducted in production area, for October 2024).
7.5.2	The facility shall provide all workers with the necessary equipment for worker safety, as stipulated in the risk assessment, at no cost to the workers.	Y	Each employee receives the regular PPEs, such as helmet, eyes 'cover, shoes. These are given at no cost to employee.
7.5.3	The facility shall have an implemented procedure for documenting any health and safety related incidents/accidents and corrective actions, including reporting to authorities as required by local regulations.	Y	It was observed the documented procedure called "work accident", code P-SSO-003, Version 2. It was observed the last accident investigation, conducted the last April 08 <sup>th</sup> , 2025.
7.5.4	First aid and healthcare shall be provided in line with legislation in the country in which the facility is based.	Y	There are 7 first aid kits. These are regularly checked by doctor and nurse. The inspection of the content is monthly basis.
	In countries with no legal stipulations for first aid/ healthcare, the following shall apply:	NA	Not applicable, there is legislation applicable.
	<ul style="list-style-type: none"> <li>the facility shall have trained first aiders and first aid cover is in place for each operational shift</li> </ul>	NA	Not applicable, there is legislation applicable.
	<ul style="list-style-type: none"> <li>a first aid kit shall be available, with contents in date and appropriate for level of first aid risk</li> </ul>	NA	Not applicable, there is legislation applicable.
	<ul style="list-style-type: none"> <li>records shall be maintained of use of content for first aid kit</li> </ul>	NA	Not applicable, there is legislation applicable.
7.5.5	If accommodation is provided to employees by the facility, it shall be:	NA	Not applicable, no accommodation is provided to employees. They are coming-back to their home every day.
	<ul style="list-style-type: none"> <li>maintained in good structural condition</li> </ul>	NA	Not applicable, no accommodation is provided to employees. They are coming-back to their home every day.
	<ul style="list-style-type: none"> <li>not create a health or safety risk to the employees (including decent sanitary conditions, suitable light, ventilation, temperature, separation of genders)</li> </ul>	NA	Not applicable, no accommodation is provided to employees. They are coming-back to their home every day.

7.5.6	If food is provided to employees by the facility, the facility shall ensure it meets the dietary needs / intake of the employees.	Y  The food is provided by private company, and the dietary needs are based on Peruvian customs and diets.
7.6 Employment agreements		
7.6.1	The facility shall ensure that all staff have the correct visa / work permit to comply with its current national employment regulations.	Y  There is a total of 101 employees, all of them are Peruvian citizens.
7.6.2	All workers shall be provided with work agreements / contracts that they understand and that comply with one of the following points:	Y  Each employee has a contract, based on the compliance of Peruvian labor laws based on following 10 samples observed as part of the hiring process of this 2025.
	The work agreement/contract is compliant with national legislation that stipulates the content of the contract / agreement. OR	NA  Peruvian laws establish the request of contracts. This requirement is not applicable.
	Where there are no national legal requirements, work agreements / contracts shall include the following as a minimum:	NA  Peruvian laws establish the request of contracts. This requirement is not applicable.
	<ul style="list-style-type: none"><li>a description of the role and any responsibilities</li></ul>	NA  Peruvian laws establish the request of contracts. This requirement is not applicable.
	<ul style="list-style-type: none"><li>the type of contract</li></ul>	NA  Peruvian laws establish the request of contracts. This requirement is not applicable.
	<ul style="list-style-type: none"><li>working hours and rest periods</li></ul>	NA  Peruvian laws establish the request of contracts. This requirement is not applicable.
	<ul style="list-style-type: none"><li>paid / unpaid time off</li></ul>	NA  Peruvian laws establish the request of contracts. This requirement is not applicable.
	<ul style="list-style-type: none"><li>wages (including levels and frequency of pay, agreed deductions and overtime)</li></ul>	NA  Peruvian laws establish the request of contracts. This requirement is not applicable.
	<ul style="list-style-type: none"><li>benefits</li></ul>	Y  Each employee has a contract, based on the compliance of Peruvian labor laws based on following 10 samples observed as part of the hiring

		process of this 2025.
<ul style="list-style-type: none"> <li>• termination terms and conditions, including notice period</li> </ul>	NA	Peruvian laws establish the request of contracts. This requirement is not applicable.
<ul style="list-style-type: none"> <li>• access to relevant employment policies</li> </ul>	NA	Peruvian laws establish the request of contracts. This requirement is not applicable.
<b>7.6.3</b> The employment contract or work agreement shall be signed and dated by both the facility (authorised representative) and employee.	Y	The contracts are signed by both parties (audit sample: 10 contracts observed).
<b>7.6.4</b> Employee records shall contain as a minimum:	Y	There is a document who is downloaded by ERP software which includes the total of the information requested by this requirement.
<ul style="list-style-type: none"> <li>• full names</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• nationality</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• a job description</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• date of birth</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• the regular working time</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• wage</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>• the start date of employment</li> </ul>	Y	See above
<b>7.7 Working hours, pay and remuneration</b>		
<b>7.7.1</b> A log/ record of each worker's working hours and rest periods shall be maintained.	Y	Each employee has a log/record of worked hours.
<b>7.7.2</b> There shall be records to demonstrate that each employee has been paid for the work they have completed, including any approved overtime	Y	It was evidenced that the salary payment is weekly and is established by the provisions of the Peruvian laws.
<b>7.7.3</b> Records of regular payment of all employees shall be retained for at least three years (from start date of employment if this is less than three years).	Y	It was possible to evidence records since 2010.
<b>7.7.4</b> Employees, including those paid per unit, shall be paid at least national legal minimum wage within a regular normal working week, excluding overtime.	NA	This requirement is not applicable, because the payment system is based on work by month.

7.7.5	Deductions shall not be permitted with the exceptions of statutory requirements or deductions agreed with the employee as part of the contract / work agreement.	Y	Deductions are allowed as part of the labour policies of AUSTRAL GROUP just the deduction of social security.
7.7.6	There shall be documented information including:	Y	There is a payslip, which is duly communicated every week (audit sample: May and June 2025).
	• advances	Y	See above
	• hours worked	Y	See above
	• pay	Y	See above
	• calculation of deductions (if applicable)	Y	See above
<b>7.8 Employment age</b>			
7.8.1	The facility shall show records indicating compliance with national legislation regarding the minimum age of employment.	Y	The youngest employee is 24 years old.
7.8.2	<p>If the minimum age of employment is not covered by national legislation, one of the following points shall apply:</p> <ul style="list-style-type: none"> <li>The facility may employ young workers as of the age of 15 or above the age of completion of compulsory education (whichever is higher), to conduct non-hazardous work with written permission from the child's parent / legal guardian.</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>The facility may employ young workers as of the age of 15 through an official/ licensed/ regulated apprenticeship scheme.</li> </ul>	NA	The youngest employee is 24 years old. The company is hiring over 20 years old. This requirement is not applicable.
7.8.3	All young workers (15 and upwards) shall be protected from risks and hazards specific to their age and in line with those activities identified within a young person's health and safety risk assessment.	NA	The youngest employee is 24 years old. The company is hiring over 20 years old. This requirement is not applicable.
<b>7.9 Freedom of association, collective bargaining and worker representation</b>			
7.9.1	The facility shall allow freely chosen worker representation for all employees.	Y	There a total of 6 member of union, called "SINTAGRO" are coming from an industrial union. The last linking

		was conducted the past 2020.
<b>7.9.2</b>	The facility shall have documentation which demonstrates that a clearly identified, named employees' representative and / or a workers committee representing the interests of the employees to the management is elected, or appointed, or nominated by all employees, and recognised by the management.	Y  The documentation is known by employees. This was confirmed as part of the facility inspection, which the union is shown as part of the boards.
<b>7.10 Zero tolerance and remediation</b>		
	The facility shall have a documented remediation procedure for dealing with child, forced, bonded, involuntary prison labour or involuntary labour in place that:	Y  It is included the procedure as part of the human right policy, which is the filter in the hiring process. In any potential case, the company does not hire the candidate.
	<ul style="list-style-type: none"> <li>includes remediation actions that put the best interest of the person first</li> </ul>	Y  See above
	<ul style="list-style-type: none"> <li>requires that remediation actions are documented and are verified to ensure effectiveness</li> </ul>	Y  See above
	<ul style="list-style-type: none"> <li>is tailored to meet the specific requirements dependant on the age of the worker</li> </ul>	Y  See above
<b>7.11 Community Engagement</b>		
<b>7.11.1</b>	The facility shall have a written evaluation of the potential impacts of its direct operations on the local community and include remediation and management actions taken to address those impacts.	Y  It was possible to evidence an annual sustainability report conducted by the company, with declarations and action related with their community.
<b>7.11.2</b>	The facility shall provide and document its support for the local community.	Y  It was observed a ppt presentation according to actions took as part of the last 2024-2025:  Voluntary maintenance conducted in a school called "PRONOEI", the last June 4 <sup>th</sup> , 2025.  Donation of home things (for fire suffered by people), the last Jan 09 <sup>th</sup> , 2025.



## Section 8: Environmental accountability

8.1 Environmental permits and compliance		
8.1.1	The facility shall provide copies of permits (as applicable) for environmental emissions regulations for the following:	Y
	<ul style="list-style-type: none"> <li>emissions to air (including greenhouse gases)</li> </ul>	Y
	<ul style="list-style-type: none"> <li>discharge to water</li> </ul>	Y
	<ul style="list-style-type: none"> <li>release of toxic or hazardous substances</li> </ul>	Y
	<ul style="list-style-type: none"> <li>noise, smell and dust pollution</li> </ul>	Y
	<ul style="list-style-type: none"> <li>ground pollution</li> </ul>	Y
8.1.2	The facility shall provide documentation to demonstrate compliance with the requirements specified in permits from clause 8.1.	Y
		<p>It was observed document called "resolucion directoral", number 00487-2020 PRODUCE/DGPCHDI dated Oct 28th, 2020, which enables the operation and operation of the plant", for the maximum production of 130 tons / hour.</p> <p>See above</p> <p>See above</p> <p>See above</p> <p>See above</p> <p>See above</p> <p>Based on environmental legal compliance, it was observed the following:</p> <ol style="list-style-type: none"> <li>1. Environmental emission analysis, a study was conducted on May 2025, code SS04129-25/OMA, where it was established that the environmental emission is below the legal limit.</li> <li>2. Results of laboratory analysis for discharges of treated water into the sea (number AC 250430-002 and AC250622-005 ), for the fishing season between February and June 2025 (measure conducted in May and June). In all measurements, conformity is observed.</li> <li>3. Report date May 2025, according to the final disposition of hazardous chemicals for a total of 4.89 kilos shipped to "RYM Fumymser S.R.L."</li> <li>4. Noise surveillance report, 11237L/25-MA, from Nov 11-12-13, 2024.</li> </ol>
8.2 Environmental risk identification and management		
8.2.1	The facility has a documented procedure for:	Y
		<p>There was evidence of a document called "identification and evaluation of environmental aspects and impacts", code P-AMB-006-01, version June 10<sup>th</sup>, 2025, which describes the methodology for evaluating environmental aspects and impacts. The company has environmental assessments by area. As a sample of the audit, the evaluation made for the production area is observed, where a document called "identification matrix, evaluation, qualification of environmental aspects and</p>



		impacts" is established, in which the most significant environmental impacts were a total of 20, being the "effluent generation", the highest impact (13 points), and the hazardous waste generation, with a score of 14.
<ul style="list-style-type: none"> <li>identifying and assessing environmental issues / risks</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>management / mitigation measures to reduce the likelihood of issues occurring</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>preventive measures to avoid issues occurring</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>documenting environmental accidents / incidents</li> </ul>	Y	See above
<ul style="list-style-type: none"> <li>handling accidents / incidents if they arise</li> </ul>	Y	See above
<b>8.2.2</b> The facility management shall demonstrate awareness of the identified issues and the provisions made to address the associated risks.	Y	Throughout the process of environmental aspects assessment and compliance, it was possible to interview the sustainability manager of the company, and it was possible to demonstrate in it, knowledge of the state of compliance of the plants, and of all the actions committed by the organization to further improve.

<b>Review of the Applicant Intake Operations for Recording of Fishery Landings and Transfers.</b>		
The following items were raised through the Desk Top Study for further clarification at the On-site Audit:		
Auditor note: Where possible, please provide any observations or comments in relation to the clarifications required below:		
No	Clarification Required	Comments
<b>Vessel Inspection/Catch Inspection</b>		
The following items were raised through the Desk Top Study for further clarification at the On-site Audit:		
Auditor Note: If there is no opportunity to view vessels and catch landed please insert N/A in the comment sections below.		
No	Clarification Required	Comments
<b>By Product Surveillance Inspection</b>		
The following items were raised through the Desk Top Study for further clarification at the On-site Audit:		
Auditor Note: If there is no opportunity to view vessels and catch landed please insert N/A in the comment sections below.		
No	Clarification Required	Comments

## AMENDMENT LOG

DATE	ISSUE	AMENDMENT	AUTHORISED BY
May 2024	3.0	Update from 'GMP+/FEMAS (or equivalent) Cert' to 'Recognised equivalent standards' section under audit and auditor details.	Assurance and Risk Manager
May 2024	3.0	Addition of information for Certification Body, other certifications, Audit cycle, Audit scope, Language used during the audit	Assurance and Risk Manager
May 2024	3.0	Raw Material Scope: <ul style="list-style-type: none"> <li>• Update from 'MSC fisheries' to 'MarinTrust recognised fishery'.</li> <li>• Whole fish fishery: update from 'Fishery region' to 'Fishery area' and inclusion of 'Fishing method/gear used'.</li> <li>• By Product: update from 'Fishery region' to Flag state'.</li> <li>• Further clarification and links to the auditor guidance note</li> </ul>	Assurance and Risk Manager
May 2024	3.0	Revision of the template and clauses for the version 3 of the MarinTrust Standard	Assurance and Risk Manager