



FRIEND OF THE SEA

Sustainable Seafood

FRIEND OF THE SEA CERTIFICATION CRITERIA CHECKLIST FOR WILD CATCH FISHERIES

(Last Update 11/05/2010)

Friend of the Sea is a non-governmental organisation founded in 2007 with the purpose of conserving the marine habitat and its resources by incentivising a sustainable market and specific protection and conservation projects.

Friend of the Sea has created a certification program for products deriving from both fishing and sustainable aquaculture. Certification follows audits carried out by Independent bodies and ensures that the product conforms to the sustainability requirements.

The use of the logo is authorized by Friend of the Sea only following a positive outcome of an inspection carried out by the Assessing Entity.

For Sustainable Fishery, certification covers the following areas:

1. Stock status criteria
2. Ecosystem impact criteria
3. Selectivity criteria
4. Legal compliance criteria
5. Management
6. Waste management
7. Energy management
8. Social accountability



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Each of these areas sets out essential or important requirements, or recommendations.

Essential requirements: 100% conformity to essential requirements is necessary in order for the Certification body to recommend the enterprise for certification. Any shortfall with regard to these requirements is considered as a Major Nonconformity and corrective actions are necessary, to be carried out within a maximum term of three months from the date of the Nonconformity finding. The enterprise must provide the Certification body with satisfactory evidence of corrective actions for all Major Nonconformities. Solely for requirements 2.1 and 2.2, in consideration of the complexity of the information to be covered, the term allowed for assessing the nonconformity is extended to 6 months.

Important Requirements: 100% conformity to important requirements is necessary in order for the Certification body to recommend the enterprise for certification. Any shortfall with regard to these requirements is considered as a Minor Nonconformity and corrective actions (declaration of intent and plan of action) must be proposed to the Assessing Entity, to be submitted within a maximum term of three weeks from the date of the Nonconformity finding. The enterprise must include in their proposal a timeline for the achievement of each corrective action. The maximum term for the complete implementation of each corrective action is one year.

Recommendations: conformity to recommendations is not a strict requirement in order to be recommended for certification. However, as part of the assessment, all aspects relating to such requirements will be inspected and each shortfall will be indicated in the Audit report under the form of a Recommendation. The enterprise must assess any possible corrective action and, no later than the subsequent inspection, must inform the Certification body of decisions taken and corrective actions carried out.

Where a requirement is not applicable to the Organisation assessed this requirement should be marked N/A.



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This document may only be compiled by the Certification body and by the Auditor responsible for the inspection. The form must be compiled in the Auditor's mother tongue or in English if fluent.

a) NAME OF THE ORGANISATION BEING AUDITED:
Cooperatieve Visserij Organisatie U.A. (CVO)

b) ADDRESS OF THE ORGANISATION BEING AUDITED: Onder de Toren 30, PO box 64, 8300 AB Emmeloord, Emmeloord, Netherlands

c) IS THE ORGANISATION PART OF A GROUP OR ASSOCIATION? CVO is a cooperate association, a Producer organisation (PO) recognized by the European Commission.

d) FLEET TO BE AUDITED:

Fishing vessel name	Registration Number	Country Flag	Fishing Method	Capacity (Metric Tons)	Harbour of unload	Ship-Owner Company - if different from a)
Enclosed list with 85 vessels listed	Doc. in the enclosed list	Netherlands	Gillnet, single Trammel net, multi	11 000 tons	IJmuiden, Scheveningen, Netherlands	Owned by fishermen

e) ONSITE AUDITED VESSELS: (Auditor must list the vessels actually audited as a sample of the fleet)

Fishing vessel name	Registration Number	Harbour of unload
KW 2, Astrid	KW 002	IJmuiden
SCH 40, Rosanne	SCH 40	IJmuiden
SCH 78, Lady M	SCH 78	IJmuiden



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WR 152	WR 152	IJmuiden
SCH 61	SCH 61	IJmuiden
IJM 43	IJM 43	Scheveningen
IJM 7	IJM 7	Scheveningen

f) FISHING AREA:

(eg: Coordinates, FAO Area, ICES Area, EEZ, etc. Include a map when available)
ICES IV b, c, and Dutch Coastal waters.



g) FISHING METHOD: Single gillnet: cod and sole. Trammel net : turbot, brill and cod. Dab and North Sea crab are by-catch.

h) COMMON NAME OF AUDITED SPECIES: 1.Cod, 2. Dab 3. Sole 4. Turbot 5. Brill 6. North Sea Crab

i)SCIENTIFIC NAME OF AUDITED SPECIECES 1. Cod: *Gadus morhua* 2.Sole: *Solea solea* 3.Dab: *Limanda limanda* 4. Brill: *Scopthalmus rhombus* 5.Turbot: *Psetta maxima* 6. North Sea Crab: *Cancer pagurus*

j) TOTAL NUMBER OF EMPLOYEES:
Not Applicable



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k) ENVIRONMENTAL CERTIFICATIONS AND ACKNOWLEDGEMENTS: MSC certification for sole.

l) ADDITIONAL INFORMATION:

x Friend of the Sea project has been introduced


(If not, auditor should provide short description)

x The Audited company has been informed that in case of approval confirmation, it can use the Friend of the Sea logo on its certified products

x The Company has handed over a copy of the company organigram identifying the role of the staff involved in the audit

X Audit timing has been agreed upon.

x Data of Preliminary Information Form have been confirmed: (In case of different info please detail)

NAME OF THE CERTIFICATION BODY: Bureau Veritas	AUDIT TEAM: Irene Watten	AUDIT START AND END DATE: 27-03-2012 23.03-2012
SIGNATURE OF AUDITOR: 	NAME OF PERSON IN CHARGE OF THE ORGANISATION ACCOMPANYING THE AUDITOR THROUGH THE ASSESSMENT: Durk van Tuinen	AUDIT CODE:



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NOTES FOR THE AUDITOR

- 1) The Auditor must complete all fields of the checklist
- 2) The Auditor must read the notes in the blue boxes before filling in the fields
- 3) The Auditor must provide an explanation when qualification requirements are not applicable
- 4) The Auditor must answer Yes (Y) when the Organization is compliant with the requirement and No (N) when it is not compliant
- 5) The Auditor must provide comments and explanations for positive or negative responses. Yes, No or Not Applicable are not sufficient
- 6) Any significant documentation must be attached to the final audit report in a separate and numbered appendix
- 7) Photographs added to the checklist and/or as an annex will be helpful

1 - STOCK STATUS CRITERIA

No	Requirement	Level	Y/N	Comments
1.1	Adequate data and/or information are collected and, according to the most recent stock assessment produced by one of the following: FAO, Regional Fishery Monitoring Organization, National Marine Research Authority, the stock under consideration is NOT		Y	Relevant documents and studies: ICES collects data on the target species and provides periodical advices (http://www.ices.dk/advice/icesadvice.asp).
1.1.1	Data Deficient	Essential	Y Sole Cod N Turbot Dab Brill NSCrab	<p>SOLE: Data is available and an assessment has been produced by ICES</p> <p>TURBOT: No reliable assessment can be presented. The main cause of this is a lack of data. Therefore, fishing possibilities cannot be projected.</p> <p>A trends based assessment for turbot in the North Sea has been presented by ICES, which is taken to represent the stock throughout the area. Landings have been stable since 1995, and fishing mortality has declined since 2002. Recruitment has shown an increase since 2000 and total stock biomass has been stable in that period. (ICES Advice 6.4.26 - Turbot in Subarea IV and Division IIIa)</p> <p>COD: ICES has produced A state– space age-structured assessment model with estimates of unaccounted removals (SAM). Sufficient Data is available. (ICES Advice 6.4.2 - June 2012 - Cod in Subarea IV (North Sea) and Divisions VIId (Eastern Channel) and IIIa West (Skagerrak)</p> <p>DAB:</p>



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No	Requirement	Level	Y/N	Comments
				<p>There is no information on the stock identity of this species. Landing data are not complete and are probably not indicative for catches since discard rates are variable. The mixed TAC with flounder reduces the accuracy of catch statistics per species. Different surveys (Figure 6.4.28.2) show a stable to increasing total biomass for the main area (IV) in which the fisheries are conducted. (ICES Advice 6.4.28 - Dab in Subarea IV and Division IIIa)</p> <p>BRILL: The available information is inadequate to evaluate stock trends. There is no information on the stock identity of this species. (ICES Advice 6.4.27 - June 2011 - Brill in Subarea IV and Divisions IIIa and VII d,e)</p> <p>NORTH SEA CRAB: No advice related directly to this stock was provided by the ICES study group (ICES, 2006). State of the stock is uncertain – crab stocks are extremely difficult to assess for a variety of reasons including: poor commercial data (especially effort), variable catchability, late recruitment with no obvious stock recruitment relationship, high individual variation in growth, systematic stock movements, sexual dimorphism and market preferences.</p>
1.1.2	Overexploited ($F > F_{msy}$)	Essential	Y: Sole Cod	<p>SOLE : ICES (Advice 2012): Even though F is above F_{msy}, it is considered to be harvested sustainably according to F_{pa} and F_{lim}.</p> <p>TURBOT: Data Deficient (See 1.1.1)</p> <p>COD: Even though F is above F_{msy}, it is considered to be harvested sustainably according to F_{pa} and F_{lim} (ICES Advice 6.4.2 June 2012)</p> <p>DAB: Data Deficient (See 1.1.1)</p> <p>BRILL Data Deficient (See 1.1.1)</p> <p>NORTH SEA CRAB Data Deficient (See 1.1.1)</p>



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No	Requirement	Level	Y/N	Comments
1.1.3	Overfished (B<Bmsy)	Essential	Y: Sole N: Cod	<p>SOLE: ICES (Advice 2012) Spawning Stock Biomass parameters are compliant with the Precautionary Approach.</p> <p>TURBOT: Data Deficient (See 1.1.1)</p> <p>COD: B<Bmsy (ICES Advice 6.4.2 - June 2012)</p> <p>DAB: Data Deficient (See 1.1.1)</p> <p>BRILL: Data Deficient (See 1.1.1)</p> <p>NORTH SEA CRAB Data Deficient (See 1.1.1)</p>
<p><i>The Auditor must consider only the most updated official stock status conclusions. These conclusions can be provided by the audited fishery or company, by Friend of the Sea, by other stakeholders and by the auditor. The Auditor must report, with clear reference to the documents and websites, evidence of stock status conclusions.</i></p>				
1.2	An exception to requirement 1.1 is made for those fisheries that:			
1.2.1	respect all other criteria	Essential		
1.2.2	are not responsible for the overexploitation of the stock and represent no more than 10% of the total catch of the "stock under consideration"	Essential	Y: Sole Dab Turbot Brill	<p>Previous Friend of the Sea audit at Nordzee Vissers Consortium (http://www.friendofthesea.org/public/catalogo/REPORT_Friend_of_the_Sea_Wild_Caught%202009%20Nord%20Zee.pdf) had evidenced the fact that the fishery does not catch more than 10% of the total catch of the 'stock under consideration'.</p> <p>Out of a total approximate catch of 13000 MT, the bottom set gillnet fishery for sole lands less than 10% (200 MT in Netherlands, out of the 9.600 MT caught by beamtrawlers). Gillnetters land approximately 2% of national TAC.</p> <p>Mr Kees Taal (LEI : Fishery government) attests that it is average 1.6% .</p> <p>Another indicator can be the number of days at sea (2006):</p> <ul style="list-style-type: none"> - beam trawlers : 25 409 - gill netters : 2 100 <p>A statement was also produced regarding the sole landing of the Gillnet fishermen by the PO in annex which indicates that the catches do not exceed 1,5% of the total quota.</p> <p>ICES confirms that Turbot catches in static</p>



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No	Requirement	Level	Y/N	Comments
				<p>gillnet fishery is less than 10% of total catch (ICES Advice 6.4.26 - Turbot in Subarea IV and Division IIIa).</p> <p>COD: the catches of the gillnet fleet are below the 2% of the national quota, the other part of the quota is being fished by trawlers</p> <p>Because of potential contribution to the overexploitation of the Crabs populations, this exception applies only to the following species: Cod, Sole, Turbot, Dab and Brill.</p>

The Auditor must fill in these fields ONLY in case of negative answer to requirement 1.1

2 – ECOSYSTEM IMPACT CRITERIA

No	Requirement	Level	Y/N	Comments
2.1	The Fleet does not operate in Marine Protected Areas	Essential	Y	This is Documented in the Fishery Register, Ministry of Agriculture, Nature and Food Quality.
<i>The Auditor must be allowed to verify, on a random sampling basis, by viewing on board vessels VMS or by valid alternative evidence, that no fishing occurs in Marine Protected Areas (MPA). In alternative, an official statement from the related Control Authority, that no fishing has occurred in MPA must be produced. A list of MPA must be produced by the auditor also consulting www.mpaglobal.org</i>				
2.2	The Fishery must use gears that do not impact the seabed unless evidence is provided that this impact is negligible.	Essential	Y	The fishermen are only using gillnets and trammel nets which are passive gears and do not impact the seabed
2.3	The Organization must provide the evidence that the fishery does not negatively impact spawning and nursery grounds.	Essential	Y	The fishery does not impact spawning and nursery ground. The fishing activity is carried out within 10 miles from the coastal line, given the size of the vessels. The spawning area is North of the fleet fishing area or along the coast
<i>The Auditor must collect evidence of compliance.</i>				
2.4	The role of the “stock under consideration” in the foodweb is considered. (See Art.31.2 FAO 2009 Guidelines).	Recommendation	Y	Acceptable regarding to FAO 2009 Guidelines and the documented Management plan for Dutch gillnet fishers 1.july 2009 – 1.july 2015, which is adopted.

The Auditor must collect any study available and it must ask the organization if any related study has been developed. If no study has yet been developed, the Auditor must recommend in its audit report to start such a study in the next 12 months.

3 – SELECTIVITY CRITERIA

No	Requirement	Level	Y/N	Comments
3.1	The target species cannot be fished by gears that have discard levels higher than 8% in weight terms, considered by FAO 2005 to be the average discard level worldwide. (FAO 2005 “Discard in the World’s marine Fisheries. An Update”).	Essential	Y	<p>There are small targets with discards. Visually inspected and documented in the report from IMARES Discards monitoring in the Gillnet Sole Fishery, 2011.</p> <p>The most abundant discarded species are Green shore crab (<i>Carcinus maenas</i>) and Strandcrab.</p> <p>According to the FAO discard database the average is 0,5%. This is inspected by the authorities, that compare the logbook and the auction selling.</p>



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The Auditor must obtain a list of normally bycaught species. This list must be obtained from the organization under audit and from available studies. The information must be compared to the bycatch verified on site at time of unloading. The list must be compared to the database of the IUCN Redlist www.redlist.org. The Auditor must produce a final list indicating if any of the bycaught species is among those normally bycaught species.

3.2	The normally by-caught species must not be included in the IUCN Redlist of endangered species (assessed maximum 10 years before and listed as Vulnerable or higher risk category).	Essential	Y	Not listed in the IUCN Redlist
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4 – LEGAL COMPLIANCE CRITERIA

No	Requirement	Level	Y/N	Comments
4.1	All Fishing Vessels must be officially registered.	Essential	Y	Documented official register of all the vessels. Each day every vessel have to inform the Authorities before leaving to the fishing areas and when they get back to harbor. Vessels need to request authorization to unload the catch. Authorities periodically inspect the vessels.
<i>The Auditor must request the list of fishing vessels with registration number. On site the Auditor must collect registration documents of at least 10% total number of audited vessels (photos or copies of the documents).</i>				
4.2	The Fleet does not include FOC (Flag Of Convenience) fishing vessels.	Essential	Y	Not included FOC fishing vessels
<i>The Auditor must check with the list available on Friend of the Sea website.</i>				
4.3	The Fleet does not include IUU (Illegal, Unreported, Unregulated) fishing vessels and does not operate where regulations and management plans are seriously undermined.	Essential	Y	Not included IUU fishing vessels
<i>The Auditor must check with the list available on Friend of the Sea website.</i>				
4.4	In case fishery is targeting tuna the fleet must be approved Dolphin-Safe by the Earth Island Institute.	Essential	NA	Tuna is not targeted nor bycaught by the fishery. Not Applicable
<i>The Auditor must check conformity from list www.dolphinsafetuna.org</i>				
4.5	The Fishery respects national and international legislation, in particular legislation related to the reduction of the environmental impact of the fishery such as, but not limited to:	Essential	Y	Authorities continuously verify logbooks auctions and unloads and the fleet has not been reported compliant with the legislation.
4.5.1	TAC (Total Allowable Catches)	Essential	Y	- Council regulation (EC) No 676/2007 establishing a multiannual plan for fisheries exploiting stocks of plaice and sole in the North Sea. TAC has been fully complied with in the past 3 years.
4.5.2	use of logbook	Essential	Y	Daily use of logbook documented. That includes also in case of fish caught for direct consumption
4.5.3	mesh size	Essential	Y	Mesh size documented and compliant
4.5.4	net size	Essential	Y	Net size documented and compliant
4.5.5	minimum size	Essential	Y	Minimum mesh size is 90 mm. Compliance confirmed



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4.5.6.	distance from the coast	Essential	Y	The vessels are normally not operating more than 10 miles from the coast. There are no problems with the minimum distance since they mostly operate in areas several miles from coastal activities. The area is documented in the logbook and inspected by the authorities.
4.5.7	by-catch reduction measures	Essential	Y	Documented report acceptable. The authorities must be informed if the by-catch is more than 50 kg.
4.5.8	no fishing on protected habitat	Essential	Y	Compliance is Documented in the Fishery Register, Ministry of Agriculture, Nature and Food Quality.
4.5.9	verify onboard equipment and absence of banned fishing gears and methods, chemical substances, explosive	Essential	Y	7 vessels have been verified at the harbor regarding presence of logbook, gears and methods and use of chemicals and other explosives. Everything was found to be in compliance.
4.5.10	Other	Essential	Y	Sanctions are applied by the Producers Organization in case of fishing out of quotas. This is normally not an occurring issue.

The Auditor must verify, according to the national and international regulations, if the above legal requirements are in place and provide a full description with reference to the law. Where possible the Auditor must provide documental and photographic evidence.

5 – MANAGEMENT

No	Requirement	Level	Y/N	Comments
5.1	An effective legal and administrative framework at the local, national or regional level, as appropriate, is established for the Fishery (Code of Conduct for Responsible Fisheries, Article 7.7.1).	Essential	Y	The Producers Organization operates in accordance with the Dutch national and EU requirements and also in accordance with Code of Conduct for responsible Fisheries.
<i>The Auditor must verify and shortly describe the current legal and administrative framework.</i>				
5.2	In accordance with the Code of Conduct (Art 7.5) a precautionary approach is implemented to protect the "stock under consideration" and to preserve the aquatic environment.	Essential	Y	The Producers Organization operates in accordance with the Dutch national and EU requirements and also in accordance with Code of Conduct for responsible Fisheries.
<i>The Auditor must verify if the Fishery's flag Country has ratified the Code of Conduct. If not the Organization must include in its procedures a precautionary approach.</i>				
5.3	Compliance to point 5.1 and 5.2 is obtained through effective mechanism for monitoring, surveillance, control and enforcement. (Code of Conduct for responsible Fishery Art.7.7.1).	Essential	Y	Reg.to the EC No 676/2007, Management plan for Dutch gillnet fishers 1.july 2009 – 1. July 2015, Discard monitoring in the gillnet sole Fishery – IMARES 2011.
<i>The Auditor must describe shortly the methodology for monitoring, surveillance, control and enforcement.</i>				
5.4	The Fishery has a by-catch reporting methodology that is accountable.	Essential	Y	The fishermen have to report bycatch more than 50 kilos to the authorities.
5.5	The Fishery has a discard reporting methodology that is accountable.	Essential	Y	There is an established reporting methodology mainly for sole but not for the other species..



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<i>The Auditor must provide evidence (photos or copies) of the by-catch and discard reports.</i>				
5.6	A management system must be in place to prevent any accidental by-catch of endangered species.	Essential	Y	A program is carried out to prevent any accidental by-catch of endangered species in the trammel nets.
5.7	The Fleet has a management plan which ensures that any live animals that are caught accidentally are returned to the sea promptly and in a condition which affords a high chance of survival.	Essential	Y	The PO has a management plan for this which is acceptable.
5.8	The Fleet includes measures to minimize the loss, and ensure prompt recovery where possible, of fishing gear to avoid 'ghost fishing'.	Essential	Y	The PO has a management plan for this which is acceptable.
<i>The Auditor must obtain copies of the above procedures.</i>				
5.9	The Fishery respects 'Threshold reference points', or 'precautionary limits' for both the biomass and fishing rate are in place.	Important	Y	The fishery is well regulated and respects the limits for both the biomass and fishing rate where implemented. (see also results of Section 1)
<i>The Auditor must verify if "Reference points" and "Precautionary limits" are set by Regional Fishery Bodies and compliance.</i>				

6- WASTE MANAGEMENT

No	Requirement	Level	Y/N	Comments
6.1	The Fishery recycles, reuses or reprocesses all materials used in fishing, storage and transport of fish to point of sale, including packaging, where possible.	Essential	Y	All the boxes used onboard are leased and reused. The fish are brought in boxes with ice to the auctions for sale each day. Fishing gear is the most expensive part in the fishery, and reused as much as possible.
6.2	The Fishery implements measures to prevent the dispersion of wastes (including fuel and engine lubricants, and plastics) in the sea.	Essential	Y	It is not allowed to dump anything in the sea. All types of materials have to be brought to the harbor and delivered to waste handling. This the fishermen have to pay for. Records documented.
6.3	The Fishery uses all available non-toxic chemical alternatives to minimize the use of toxic, persistent, or bio-accumulative substances.	Essential	Y	The fishermen are using gasoil. For cleaning they are using seawater.
6.4	The Fishery does not use CFCs, HCFCs, HFCs or other ozone depleting refrigerants.	Essential	Y	No use of refrigerants. No freezers onboard.
<i>The Auditor must provide procedures and photographic evidence.</i>				

7 - ENERGY MANAGEMENT

No	Requirement	Level	Y/N	Comments
7.1	The Organisation must maintain a record of energy consumption updated at least annually.	Important	Y	The vessels are keeping their records for fuel and waste handling, which they are paying for.
7.2	The Organisation should calculate its Carbon Footprint per	Recommendation	N	No calculation of Carbon Footprint so far.



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	unit of product and undertake to reduce it annually .			
<i>The Auditor must obtain copies of the records.</i>				

8 - SOCIAL ACCOUNTABILITY

No	Requirements	Level	Y/N	Comments
8.1	The Organisation must respect human rights by conforming to the following requirements :		Y	The organization are respecting human rights.
8.1.1	compliance with international and ILO directives regarding child labour	Essential	Y	Respect of human rights regarding to international and ILO directives. About 45 fishermen in this organization, no minor labour
8.1.2	remunerating workers with salaries conforming at least to the legal minimum	Essential	Y	The fishermen are ship owners and/or self employing, some of them in partnerships, between two members.
8.1.3	assuring workers' access to medical care	Essential	Y	The PO has a fund for that. All the fishermen have to go for a yearly check.
8.1.4	applying safety measures in accordance with legal requirements	Essential	Y	All the legal requirements are respected and the skippers have the responsibility.
8.2	The organisation should be SA8000 certified.	Recommendation	N	The organisation is not certified for that so far.
<i>The Auditor must check conformity to requirements via documented evidence (examples of labour contracts) and on site observations.</i>				

Additional Comments:

CVO seems to have an acceptable control of this fishery.

The organization is monitoring discards for sole, but not for cod, turbot and brill. There are only about 10 – 12 small vessels in this fishery, using trammelnets.

Regarding to report from IMARES it seem to be mainly Green shore crab, Flying crab and dab which is the discard of the sole fishery. It seems to be the same for the other species.

It is recommended to start monitoring discards of all species, even if it is a small fishery, well regulated and with low discards.

CONCLUSIONS:

It is important that the Auditor also completes the following fields

X The Fleet CONFORMS to Friend of the Sea requirements.

Only the following species are certified:

- Sole (*Solea solea*)
- Turbot (*Psetta maxima*)
- Dab (*Limanda limanda*)
- Brill (*Scophthalmus rhombus*)
- Cod (*Gadus morhua*)

The Fleet DOES NOT CONFORM to Friend of the Sea requirements.

The Auditor has found the following nonconformities:



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MAJOR NONCONFORMITY (to conform within 3 months)

There are no Major conformity

MINOR NONCONFORMITY (proposal within 3 weeks and conformity within 1 year)

There are no Minor conformity.

RECOMMENDATIONS (notification before the subsequent inspection)

1.

5.5	The Fishery has a discard reporting methodology that is accountable.	Essential	N	There is an established reporting methodology mainly for sole but not for the other species..
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2.

7.2	The Organisation should calculate its Carbon Footprint per unit of product and undertake to reduce it annually .	Recommen dation	N	No calculation of Carbon Footprint so far.
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3.

8.2	The organisation should be SA8000 certified.	Recommen dation	N	The organisation is not certified for that so far.
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