



MANUAL OF GOOD AQUACULTURE PRACTICES

**FOR FDB FARM
PD KHAN**

Manual of
Good Aquaculture Practices
(Finfishes/Shrimp)
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This manual of Good Aquaculture Practices for Finfish/shrimp covers practices that aim to prevent or minimize the risk as sociated with aquaculture production in fresh, brackish and marine waters. This Manual covers the following aspects of aquaculture production namely:

- 1) food safety,
- 2) animal health and welfare,
- 3) environmental integrity, and
- 4) socio-economic.

This manual cover aquaculture farms or projects, such as, but not limited to hatcheries, nurseries and grow-out intended for Tilapia, Pangasius, Carp and shrimp species. This Manual consists of minimum compliance requirements.

Part-1

General Provisions of Good Aquaculture Practices (gAP)

1. Site Selection

a. Location

1. Aquaculture operations should be located in areas where the risk of contamination with hazardous chemical effluents is minimal and where sources of pollution can be controlled.
2. Aquaculture operations should be sited at a safe distance from potential sources of water contamination in order to ensure protection of products from contamination.
3. The immediate vicinity of aquaculture operations should be free of potential sources of water contamination and in particular should not be located downstream and close to:
 - (a) industrial activity;
 - (b) intensive agriculture (especially animal husbandry);
 - (c) densely populated areas or urban areas;
 - (d) hospitals;
 - (e) major roads.
4. Before building a land-based aquaculture facility, a survey of the soil should be conducted in order to determine the concentration and extent of any parameters which are of importance for the safety of end products, including heavy metals and pesticide residues. Such an analysis should be conducted as a condition of the permit required under clause 3.
5. Cages, pens or any other form of aquaculture enclosures or water intakes should be sited away from routes of water-borne traffic, and preferably upstream of any water-borne traffic.
6. Cages, pens or any other form of aquaculture enclosures or water intakes should be sited away from, and preferably upstream of, any natural or artificial discharges of contamination.

b. Lay-out and design

7. Aquaculture farm should be designed with proper space for its facilities and should integrate bio-security measures to prevent cross contamination and threat to security. Agriculture, Livestock and Poultry production may be allowed beside the aquaculture farm provided measures are in place to avoid contamination.

8. Culture facilities should be designed and constructed to ensure minimal physical damage to fish during growing and harvesting.
9. If the freshwater canal or sea creak water is being used, a settling pond for water coming from and released to natural open-water system should be available. Buffer zone should be observed in accordance with existing regulation.

2. Facilities and sanitation

a. Facilities

10. All aquaculture establishments shall have an adequate number of flush toilets for the use of staff.
11. There shall be an adequate number of wash hand basins, and an adequate supply of single use towels or appliances for drying the hands.
12. Sanitary facilities should be located so as to ensure that there is no risk of contamination of fish ponds.
13. Facilities for disposal of solid and liquid wastes should be available in a suitable area and compliant with existing regulation.
14. Fuel, chemical substances (sanitizer, fertilizer and reagents), feed and veterinary drugs should be stored separately in a safe condition.

b. Sanitation and waste removal

15. Aquaculture farm facilities and their surroundings should be maintained in a clean and hygienic condition.
16. Containers, equipment and farm facilities should be maintained in good condition for ease in cleaning and sanitizing.
17. Adequate procedures for cleaning and disinfection of containers, equipment and farm facilities should be in place and implemented.
18. Waste should be stored and disposed such that it is not a source of contamination.
19. Organic waste after harvest should be disposed of properly to prevent contamination.

3. Farm management

a. Aquaculture Farm preparation

20. Weeds, rubbish and debris should be removed before preparing aquaculture ponds for filling with water.
21. If necessary, ponds should be conditioned with lime and left for a period of at least two weeks before filling and stocking.

22. At least once each year the pond should be drained, allowed to dry out and, if required, re-conditioned with lime.
23. Prohibited chemicals or biological substances should not be used in aquaculture farm preparation.
24. Fertilizers, probiotics and chemicals should be used in accordance with the instructions on the manufacturer's label or as advised by the competent authority.

b. Water management

25. Water for culture should be of a quality suitable for the production of finfish/shrimp which are safe for human consumption. Water should conform to existing standard for water quality parameters provided in **Annex A.**
26. Operator of the aquaculture establishment should monitor the water quality properties including physical, chemical and biological parameters regularly.

4. Seed quality

27. Inbreeding, inter-specific hybridization, negative selection of broods, improper bloodstock management should be avoided in hatcheries, farms or aquaculture establishments.
28. Breeding of same broods more than one time in a season should never be practice aquaculture establishments

5. Brood Bank establishment

29. No person who intends to establish a Brood bank establishment shall operate it until or unless gets registered from provincial competent authority.
30. Distribution of broods to government and/or private hatcheries from the brood banks and brood management trainings for the hatchery and farm operators must be under hygienic conditions.

6. Feeds and feeding

Feed and feed substances

31. Aquaculture feed stored at the aquaculture facility should be held in a properly constructed and well-ventilated facility, and protected from the entry of insects, birds and rodents.
32. Slaughterhouse waste and offal from mammalian food animals may only be used as a food for fish if it is first cooked.

- 33. Compound feed should not be used for feeding fish unless the user is informed of the composition, including any supplements added by the manufacturer.
- 34. Compound feed treated with veterinary medical supplements (including hormones and antibiotics) are considered to be veterinary medicines under Schedule-I-A Table 3 applies.
- 35. Compound feeds, feed ingredients, additives and premixes should be obtained from a company registered and monitored by the competent authority.
- 36. Imported feeds should be obtained from accompany registered and monitored by the competent authority in compliance with existing regulations and in conformity with the existing standards.
- 37. Feeds should be applied on a first-in, first-out basis.

7. Pest control systems

- 38. A permanent written pest control schedule should be drawn up to ensure that all parts of the aquaculture facilities and equipment remain free from infestations of insect and rodent pests.
- 39. A named person should be responsible for implementation of the schedule.
- 40. The schedule should be available for inspection at all times.

8. Disease monitoring and control system

- 41. Any person working at an aquaculture establishment(s) shall maintain a hygienic environmental condition and take all necessary precautions to prevent the breakout of diseases i.e., bacterial, fungal, parasitic or water-borne.
- 42. Operator of the aquaculture establishment should monitor the health condition of rearing aquatic products regularly.
- 43. Aquaculture establishments personnel should be trained in identifying, curing the diseases.
- 44. Aquaculture establishments (hatchery, fish farms and/or feed mills) should maintain record of disease, occurrence of disease, duration of disease, type of disease and type of fish that fall a victim of it, remedial measures, time period of recovery, name and quantity of medicine used for treatment.
- 45. Recorded data will maintain by establishments that were provided to provincial and federal competent authority on their demand.

9. Prohibited Substances

- 46. Specific veterinary medicines and medicinal premixes may have prohibition in aquaculture products:
 - a) Chloramphenicol and derivatives, e.g. thiamphenicol (TAF);

- b) Dimetridazole;
 - c) Metronidazole;
 - d) Compounds which produce a nitrofur metabolite (Furazolidone, Furaltadone, Nitrofuratoin, Nitrofurazone);
 - e) Anabolic substances for growth promotion purposes
 - f) Stilbenes, stilbene derivatives, and their salts and esters
 - g) Antithyroid agents
 - h) Steroids
 - i) Resorcylic acid lactones including zeranol
 - j) Beta-agonists
 - k) Malachite green and leucomalachite green.
47. Veterinary medicines and medicinal premixes for inclusion in aquaculture product feeds shall not be used if their active ingredients are prohibited for use in food animals as:
- a) Anthelmintics
 - b) Anticoccidials, including nitroimidazoles
 - c) Carbamates and pyrethroids
 - d) Sedative
 - e) Non-steroid anti-inflammatory drugs

10. Permitted Substances

48. No veterinary therapeutic products and medicinal premixes for inclusion in aquaculture products feeds may be applied to living aquaculture products unless they are approved for such use under the terms of relevant legislation controlling the import, distribution and use of medicines.
49. Where no specific legislation is in place controlling the import, distribution and use of medicines, the medicines listed in column 1 of Table 1 in Schedule-I-A shall be permitted to be applied to living aquaculture products, on the condition that residues present in the aquaculture product placed on the market does not exceed the limit indicated in Table 1 for different countries.

11. Unfit Aquaculture Products

50. Aquaculture products are to be considered to be unfit for human consumption if
- a) They derive from aquaculture products which have been treated by a substance whose use is prohibited under these rules in **Section XVIII of Schedule-V.**
 - b) They derive from aquaculture products which have not been produced in accordance with **Schedule-I-A;**

51. Unfit aquaculture products intended for sale for human consumption are subject to seizure under the powers granted to authorize officers by their respective provincial fisheries department under these Regulations.

12. Harvesting and transport

a. Harvesting

52. Harvesting areas and methods within the aquaculture facility should be designed and constructed for easy, fast and hygienic operation.
53. All equipment used for harvesting, catching, sorting, grading, conveying and transporting of aquaculture products should be designed for their rapid and efficient handling without causing mechanical damage.
54. Equipment, containers and utensils coming into contact with aquaculture products should be designed and constructed to ensure that they can be adequately cleaned, disinfected and maintained to avoid contamination.
55. All surfaces of boxes, implements and other equipment which come into contact with aquaculture products should be of corrosive resistant material which is smooth and easy to clean, or be designed for a single use only.
56. If re-usable boxes are used to carry aquaculture products from the production area, then a suitable means of cleaning with water and detergent, and disinfection should be provided
57. Harvested finfish should be properly chilled.

13. Personnel health and hygiene

58. Any person working at an aquaculture facility shall maintain a reasonable standard personal hygiene and take all necessary precautions to prevent the contamination of the aquaculture products.
59. Any cut or wounds on hands and forearms shall immediately be covered by a suitable water-proof dressing.
60. Persons suffering from infectious diseases, or from a helminthic parasitic infection, or who have infected wounds, boils or other skin infections, or who are suffering from diarrhea are not permitted to work in an aquaculture operation.
61. Personnel who work in aquaculture operations shall, on their appointment and in one year intervals, thereafter, undertake a health test to ensure that they do not suffer from any of the above conditions. Health documents of every person shall be kept at the facility and shall be available to the competent authority on request.

62. Any person entering an aquaculture establishment must refrain from spitting or eating food, urinating or defecating, except in areas or locations designated for these purposes, which must be away from production areas.

14. First aid box

63. Each aquaculture facility shall be provided with a first aid box, which should contain at the minimum —
- a. a sufficient quantity of impermeable dressings;
 - b. antiseptic cream or disinfectant;
 - c. cotton wool and adhesive tape.

15. Exclusion of animals

64. Domestic animals should be excluded from aquaculture operations and areas adjacent to ponds.

16. Cleaning and Disinfection schedule

65. Areas around the ponds should be kept clean and free from rubbish, waste aquaculture products and items not associated with the aquaculture operation.
66. A permanent written cleaning and disinfection schedule should be drawn up to ensure that all parts of the aquaculture facilities and equipment therein are cleaned appropriately and regularly.
67. A named person should be responsible for implementation of the schedule.
68. The schedule should be available for inspection at all times.
69. Aquaculture personnel should be trained in the use of special cleaning tools, methods of dismantling equipment for cleaning and should be knowledgeable in the significance of contamination and the hazards involved.

17. Minimum monitoring requirements for the internal control system

70. Monitoring programmes should be implemented by the operator of an aquaculture establishment to check that:
- a) Waste and debris e.g. dead or diseased aquaculture products do not build up and are disposed of in a hygienic manner;
 - b) Personal hygiene and health standards are maintained;
 - c) The pest control programme is implemented;
 - d) Cleaning and disinfecting programmes are implemented;
 - e) Quality of water and ice supply is maintained;

- f) Aquaculture feeds, feed supplements and other additives applied to aquaculture products do not contain any substances whose use is prohibited by law;
 - g) withdrawal periods observed in relation to treatment of aquaculture products by permitted veterinary medicines are effective in relation to meeting the requirements for maximum residue limits of those medicines in the final product.
71. The results of all monitoring actions and of any corrective actions take after monitoring must be recorded.

18. Record keeping and batch identification

72. Effective records should be kept of each batch of aquaculture products grown in each pond, and of veterinary drug regimes, feeding methods and quantities, pond fertilizers added and any results of water quality parameters.
73. The records should be kept for a period of one year after harvest.
74. Each batch of aquaculture products leaving the farm for market or for processing should be allocated a batch number which relates it to the information records described below.
- a) Permit number of the aquaculture establishment;
 - b) Name of the enterprise;
 - c) Date of harvesting;
 - d) Species;
 - e) Batch number.

19. Traceability

75. The traceability of aquaculture products, feeds used in aquaculture systems, and any other substance intended to be, or expected to be, incorporated into an aquaculture product or aquaculture feed shall be established at all stages of production, processing and distribution.
76. Operators of aquaculture establishments shall be able to identify any person from whom they have been supplied with aquaculture products, an aquaculture feed, or any substance intended to be, or expected to be, incorporated into an aquaculture product or aquaculture feed. To this end, such operators shall have in place systems and procedures which allow for this information to be made available to the competent authority on demand.
77. Operators of aquaculture establishments shall have in place systems and procedures to identify the other businesses to which their products have been supplied. This information shall be made available to the competent authority on demand.

- 78. Aquaculture products or aquaculture feed which is placed on the market or is likely to be placed on the market shall be labelled or otherwise identified through relevant documentation or other information to ensure its traceability.
- 79. Each operator of an aquaculture establishment must prepare a written recall plan detailing the procedures to be followed in the case that a batch of aquaculture products which has left the possession of the operator should be withdrawn from being placed on the market.

20. Labor and community

- 80. Child labor Proactive anti-child labor policy should exist in the farm
- 81. Anti-discrimination or unequal treatment of employee policy.
- 82. Workers should not be discriminated against on the basis of gender, race, religion, culture, age etc.

a. Training on safety

Safety procedures and orientation prior to the start of work should be available at the farm.

b. Wages and working hours

- 83. Workers should receive fair and decent salary consistent with existing laws and other regulations.

c. Living conditions for employees

- 84. Living quarters of stay-in laborers/aides should be safe and clean.
- 85. Potable water and clean toilets should be available.

d. Social aspects

- 86. Farm operation shall demonstrate equal rights on public land and water use for local communities following national laws and regulations.
- 87. Farms should minimize the potential adverse impact on the local community during all phases of operation.
- 88. Farms owners and workers should maintain a harmonious relationship with the community.

Annex A**Water Quality Criteria for Conventional and other Pollutants Contributing Aesthetics and Oxygen Demand for Fresh Water, Coastal and Marine Waters.**

Parameters	Unit	Freshwaters	Brackish water	Marine Waters
Color	PCU	Greenish white	Greenish white	Greenish white
Temperatures(d) (max. rise in deg. Celsius)	OC rise			
Ph (range)		6.5-8.5	6.5-8.5	6.5-8.5
Dissolved Oxygen(e) (Minimum)	% satn mg/L	60 5.0	60 5.0	60 5.0
5-Day 200C BOD	mg/L	7 (10)	5	7 (10)
Total Suspended Solids	mg/L			
Surfactants (MBAS)	Surfactants (MBAS)			
Oil/Grease (Petroleum Ether Extracts)	mg/L			
Nitrate as Nitrogen	mg/L			
Phosphate as Phosphorus	mg/L			
Phenolic Substances as Phenols	mg/L			
Total Coliforms	MPN/100 ml			
Or Fecal Coliforms	MPN/100 ml			
Chloride as Cl	mg/L			
Copper	mg/L			

Recommended Stocking Density for Tilapia and Shrimp (Grow-out)

Species	Culture System Stocking	Density (Grow-out)
1. Tilapia	Extensive	Freshwater pond: 1-2 pc/m ² Freshwater cages 2-5 pcs/m ³ Brackish water pond: 2-5 pcs/m ²
	Semi-intensive	Freshwater pond: 3-5 pc/m ² Brackish water pond: 4-8 pcs/m ²
	Intensive	Freshwater pond: >5 pcs/m ² Brackish water pond: > 8 pcs/m ²
2. Shrimp	Extensive	Freshwater pond: 10 pc/m ² Brackish water pond: 10 pcs/m ²
	Semi-intensive	Freshwater pond: 35 pc/m ² Brackish water pond: 35 pcs/m ²
	Intensive	Freshwater pond: >100 pcs/m ² Brackish water pond: > 100 pcs/m ²

Part-2

Special Provisions of Good Aquaculture Practices (gAP) for (FDB Farm, PD Khan, Jhelum)

1. Site Selection

a. Location

1. FDB Aquaculture farms is located at Moza Hattar, Thesil PD Khan District Jhelum.
 - a) The ownership document attached.
 - b) Location map attached
 - c) Environment permit (applied for).
2. The farm site is away from industrial activity, livestock farms, populated areas, hospitals and major roads
3. The farm site is free from any source of contamination.
4. The soil and water quality are normal for fish and shrimp production.
5. Not applicable
6. Not applicable

b. Lay-out and design

7. The layout design of the FDB farm is attached at **Annexure-4.**
8. The farm is established to produce fish and shrimp species in high saline environment.
9. The facility is gated and unauthorized personal or animals can not enter into the farm.
10. The facility is environment friendly and all waste water is treated inside the farm and no harmful waste water is released into the surrounding environment.
11. A reservoir has been established to store water for use in the production ponds, two treatment tanks has been designated to treat water to make it ready for use in aquaculture farm.

2. Facilities and sanitation

a. Facilities

12. FDB farm has a clean common toilet for use of staff.
13. Farm possesses hand wash basins, and regular supply of soap and towels at service area.
14. Sanitary facilities are separate and no chance of communication to fish ponds.

15. Disposal of solid and liquid wastes is available in a suitable area inside the farm and compliant with existing regulation.
16. Fuel, chemical substances (sanitizer, fertilizer and reagents), feed and veterinary drugs being kept separately in safe condition.

b. Sanitation and waste removal

17. FDB care for cleanliness and hygiene and the farm facilities at FDB farm site and its surroundings is maintained in a clean and hygienic condition.
18. Containers, equipment and farm facilities being kept and maintained in good condition for ease in cleaning and sanitizing.
19. Adequate procedures for cleaning and disinfection of containers, equipment and farm facilities are in place and implemented.
20. Waste is being stored and disposed-off in a way that it is not a source of contamination.
21. Organic waste after harvest is disposed-off properly to prevent contamination.

3. Farm management

a. Aquaculture Farm preparation

22. FDB clear all ponds from weeds, rubbish and debris before filling with water.
23. If required ponds are conditioned with lime and left for a period of at least two weeks before filling and stocking.
24. FDB drained its ponds once each year.
25. FDB do not use prohibited chemicals or biological substances.
26. FDB use fertilizers, probiotics and chemicals in accordance with the instructions on the manufacturer's label or as advised by the competent authority.

b. Water management

27. FDB farm's water quality is as per requirement of shrimp farming. Water quality data is provided in **Annex 4**.
28. FDB regularly monitor the water quality properties including physical, chemical and biological parameters. Data is available on-site registers.

4. Seed quality

29. FDB purchase shrimp seed from registered hatcheries.
30. Not applicable

5. Brood Bank establishment

- 31. Not applicable.
- 32. Not applicable

6. Feeds and feeding

- 33. FDB store its feed in a container placed at site and keep it well ventilated and protected from the entry of insects, birds and rodents.
- 34. Not applicable
- 35. Commercial feed produced by local registered factories is used.
- 36. FDB has not used any veterinary medicines till date, however, will follow Schedule-I-A Table 3 as and when required.
- 37. FDB always source its feed from registered companies.
- 38. Not applicable
- 39. FDB follows feed utilization on first-in, first-out basis.

7. Pest control systems

- 40. FDB follow a schedule of disinfection on regular basis.
- 41. Farm Manager of FDB is responsible for implementation of the schedule.
- 42. The schedule is available for inspection at all times.

8. Disease monitoring and control system

- 43. Staff of FDB maintain a hygienic environmental condition to prevent the breakout of diseases i.e., bacterial, fungal, parasitic or water-borne.
- 44. Farm Manager of FDB monitor the health condition while rearing of Shrimp regularly.
- 45. Farm Manager of FDB is trained in identifying and curing the diseases.
- 46. FDB maintain specific record for all diseases their occurrence, duration, type of disease and type of fish that fall a victim of it, remedial measures, time period of recovery, name and quantity of medicine used for treatment.
- 47. FDB data is available for inspection by provincial and federal competent authority on their demand.

9. Prohibited Substances

- 48. FDB do not use medicine and medicinal premixes if they are prohibited in aquaculture products:
- 49. FDB do not use veterinary medicines and medicinal premixes for inclusion in aquaculture product feeds if their active ingredients are prohibited for use in food animals. as:

10. Permitted Substances

- 50. FDB do not use veterinary therapeutic products
- 51. If ever it is required to use veterinary therapeutic products will follow the medicines listed in column 1 of Table 1 in Schedule-I-A.

11. Unfit Aquaculture Products

- 52. FDB do not use any substance which is prohibited under rules.
- 53. noted.

12. Harvesting and transport

a. Harvesting

- 54. FDB has designed its farm in a manner which help in easy to harvest, fast and hygienic operation.
- 55. All equipment used for harvesting, catching, sorting, grading, conveying and transporting of aquaculture products are designed for their rapid and efficient handling without causing mechanical damage.
- 56. Equipment, containers and utensils coming into contact with aquaculture products are always cleaned, disinfected and maintained to avoid contamination.
- 57. All boxes, implements and other equipment which come into contact with aquaculture products are made of corrosive resistant material.
- 58. Re-usable boxes are cleaned with water, detergent, and disinfection material.
- 59. Harvested shrimp are always chilled properly.

13. Personnel health and hygiene

- 60. FDB always maintain a reasonable standard of personal hygiene and take all necessary precautions to prevent the contamination of the aquaculture products.
- 61. If any cut or wounds occurs on hands and forearms is immediately covered by a suitable water-proof dressing.
- 62. If any FDB staff is suffering from infectious diseases, or from a helminthic parasitic infection, or who have infected wounds, boils or other skin infections, or who are suffering from diarrhea are not permitted to work at FDB farm.
- 63. FDB staff who is working on FDB farm undergoes a regular health tests to ensure that they do not suffer from any of the above conditions. Health documents of every person is available at the farm and in their personal files.
- 64. Any visitor who enters the FDB ponds area at farm is informed to refrain from spitting or eating food, urinating or defecating, except in areas or locations designated for these purposes.

14. First aid box

- 65. FDB keep and maintain first aid kit in the farm. The kit contain at least:
 - a) a sufficient quantity of impermeable dressings;
 - b) antiseptic cream or disinfectant;
 - c) cotton wool and adhesive tape.

15. Exclusion of animals

- 66. FDB farm do not keep any domestic animals at its farm.

16. Cleaning and Disinfection schedule

- 67. All FDB Farms areas especially around the ponds are clean and free from rubbish and waste
- 68. At FDB farm a written cleaning and disinfection schedule is posted on side wall.
- 69. Farm Manager has been designed and made responsible for implementation of the schedule.
- 70. The schedule is available for inspection at all times.
- 71. FDB has trained all its personnel at site for use of special cleaning tools, methods of dismantling equipment for cleaning and all are well aware of the significance of contamination and the hazards involved.

17. Minimum monitoring requirements for the internal control system

72. FDB Farm Manager is responsible to monitor and ensure that:
- a) Waste and debris e.g., dead or diseased aquaculture products do not build up and are disposed of in a hygienic manner;
 - b) Personal hygiene and health standards are maintained;
 - c) The pest control programme is implemented;
 - d) Cleaning and disinfecting programmes are implemented;
 - e) Quality of water and ice supply is maintained;
 - f) Aquaculture feeds, feed supplements and other additives applied to aquaculture products do not contain any substances whose use is prohibited by law;
 - g) withdrawal periods observed in relation to treatment of aquaculture products by permitted veterinary medicines are effective in relation to meeting the requirements for maximum residue limits of those medicines in the final product.
73. FDB keep record of all monitoring actions and of any corrective actions taken after monitoring.

18. Record keeping and batch identification

74. FDB maintain proper records of each batch of aquaculture products grown in each pond, and of veterinary drug regimes, feeding methods and quantities, pond fertilizers added and any results of water quality parameters.
75. FDB keep all record for a period of one year after harvest.
76. FDB allocate a "Batch Number" to all its aquaculture products leaving the farm for market or for processing plants, which related to the following information:
- a) Permit number of the aquaculture establishment;
 - b) Name of the enterprise;
 - c) Date of harvesting;
 - d) Species;
 - e) Batch number.

19. Traceability

77. FDB keep record of all incoming inputs or outgoing products for traceability purposes.

- 78. The Traceability record identify the supplier from whom compound feed or seed has been purchased or any substance intended to be incorporated into an aquaculture product or aquaculture feed has been purchased.
- 79. FDB keep record of buyers to whom FDB has sold its aquaculture products. This information is available for verification by the competent authority on demand.
- 80. FDB issues a traceability certificate to buyers who buy products for placement on the market or onward selling to processing industry.
- 81. FDB has prepared a written recall plan detailing the procedures to be followed in the case that a batch of aquaculture products which has left the possession of the FDB farm should be withdrawn from being placed on the market.

20. Labor and community

- 82. FDB proactively observe the anti-child labor policy as announced by the government.
- 83. FDB observe anti-discrimination or unequal treatment of employee policy.
- 84. FDB do not discriminate among workers on the basis of gender, race, religion, culture, age etc.

a. Training on safety

- 85. FDB provide safety trainings to its workers before the start of work at farm and training manuals are available at farm.

b. Wages and working hours

- 86. FDB always observe the existing laws and regulations for workers fair and decent salary.

c. Living conditions for employees

- 87. FDB provide and maintain safe and clean-living facilities with potable water and clean toilets at its farm.

d. Social aspects

- 88. FDB farm is not established on common land or water resource and therefore, do not expect any conflict with local communities.
- 89. FDB farm have no adverse impact on local community during all phases of its operation.
- 90. FDB and its workers maintain a harmonious relationship with the local community.

Annexures

1. Ownership /lease document
2. Location Map
3. Environmental permit (if applicable)
4. Water quality report
5. Stocking and production plan
6. Employee list



Your paragraph text



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