A+ Environmental Checklist 2019

🦪 Aquaculture Company

For the period 1 January 2019 to 31 December 2019

GENERAL

Person(s) completing checklist

Number of hectares farmed

Volume of pacific oysters (dozens) harvested (calendar year) - excluding spat farm / hatchery production

1   COMPLIANCE

1.1   Have there been any changes to any of your resource consents?

Evidence for desktop review
View resource consent and review changes

Evidence for site visit
Discuss changes during site visit and view evidence of compliance with amendments

Optional evidence
- Communication with council
- Annual compliance report

1.2   Have you registered all the farms you operate on the Government Fish Farmer Register (Fishserve)?

Evidence for desktop review
Confirm with FishServe records (from 2020)

1.3   Do you provide copies of the A+ Oyster Farmer On-Water Guide on your vessels (if appropriate) for staff to refer to?

Evidence for desktop review
Staff training records

Evidence for site visit
- Confirm guides are on vessels during site visit
- Interview staff to confirm awareness

1.4   How many council abatement notice(s) have you received relating to your farms?

Evidence for desktop review
View council abatement notice(s)

1.5   How many non-compliance notices have you received from **Maritime New Zealand**?

Evidence for desktop review
View non-compliance notices from Maritime New Zealand

Evidence for site visit
Evidence of corrective actions and management strategies to avoid further notices

| **1.6** | How many non-compliance notices have you received from **Worksafe**? | *Evidence for desktop review*
View non-compliance notices from WorkSafe New Zealand |
| | | *Evidence for site visit*
Evidence of corrective actions and management strategies to avoid further notices |

| **1.7** | Have you been issued with any harbourmaster infringement notices? | *Evidence for desktop review*
Check infringement notice(s) |
| | | *Evidence for site visit*
Check infringement notices Communication with relevant authorities Discuss contravening activing and preventative measures undertaken by farm |

1.8	Are you certified to any other environmental programmes or standards? e.g. Best Aquaculture Practices (BAP), Aquaculture Stewardship Council (ASC), International Standards Organisation (ISO), organics, others?	*Evidence for desktop review* View certificate and check expiry
		Evidence for site visit Discuss non-conformance report
		Optional evidence Full audit report

| | *Please describe the programme(s)* | *Evidence for desktop review*
View certificate and check expiry |

2 ECOLOGY

Biodiversity

2.1	Do you have sensitive habitats near any of your farms?	*Evidence for desktop review* Review resource consent – Map indicating the location of any sensitive habitats, within 100m of farm boundary
		Evidence for site visit - Map indicating the location of sensitive habitats, within 100m of the farm boundary - Staff awareness regarding sensitive habitats and management actions - EIA – or what is expected in NZ regarding the biodiversity assessment prior to establishing a farm - Resource consent - Mitigation strategies to minimise impact/s
		Optional evidence Internal environmental management systems which assist in protecting sensitive habitats but not required by law

| **2.2** | Do you have any reports relating to the Biodiversity section? | |

Biosecurity

2.3 Do you wash and/or visually inspect stock (spat/seed/oysters) prior to transferring between regions and/or require that it has been washed/inspected when receiving it?

Evidence for desktop review
View records of stock hygiene practices (visual inspection and washing prior to transfer)

Evidence for site visit
- Discuss records of stock hygiene practices (visual inspection and washing prior to transfer)
- Staff training in spat transfer and receival
- View controlled area notice if applicable
- Shellfish movement control permit if applicable

Optional evidence
Standard operation procedures

2.4 Do you carry a copy of the MPI 'New Zealand's Marine Pest Identification Guide' on your vessels?

Evidence for desktop review
Confirmation of guide on vessel

Evidence for site visit
- Witness guide on vessel(s)
- Staff ability to use guide to successfully identify pests (interview)
- Training records

Optional evidence
In-house training tools such as PowerPoint presentation and questionnaire

2.5 Have farm staff been trained in biosecurity awareness and/or management?

Evidence for desktop review
View staff training records

Evidence for site visit
- Training materials
- Interview staff to confirm awareness

Optional evidence
In-house training tools such as PowerPoint presentation and questionnaire

2.6 Do you keep records of receipt and transfer of stock?

Evidence for desktop review
View annual records of stock source and transfer. Records to include date/kg/location

Evidence for site visit
View annual records of stock source and transfer. Records to include date/kg/location

Optional evidence
Standard operating procedures

2.7 Do you maintain harvesting records for your farms?

Evidence for desktop review
Inventory database – annual harvest records

Evidence for site visit
- Inventory database
- Data collection forms

Optional evidence
Farm management software if used e.g. AquaManager.

2.8 Do you minimise transfer of equipment between regions?

Evidence for desktop review
- View procedures that address biosecurity risks of equipment transfer i.e. wash/dry prior
- Cleaning and sanitation records for equipment (prior to transfer)

Evidence for site visit
- Biosecurity Plan
- Standard operating procedures
- Cleaning and sanitation records
- Staff training
- Antifouling records

2.9 Have you identified any notifiable pests or diseases or unusual mortality on your farms?

Evidence for desktop review
- Notifiable disease or pest reports
- Mortality records
- Mortality report to MPI (date / % loss)

Evidence for site visit
- Confirm that staff understand process for notifiable disease or pest by way of interview during site verification assessment
- View mortality records
- View pathology reports

Optional evidence
Shellfish / Fish Health Surveillance Program. Survival Improvement Plan

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2.10 Are any of your farms covered by a Biosecurity Management Plan?

Evidence for desktop review
Confirm Biosecurity Management Plan covers hygiene practices and disease management

Evidence for site visit
View Biosecurity Management Plan

Optional evidence
Staff training

Wildlife

2.11 Have you provided awareness training to farm staff with regards to reducing the impact on wildlife including marine mammals and birds?

Evidence for desktop review
Staff training records

Evidence for site visit
- Staff training records
- Wildlife awareness training tools

Optional evidence
Wildlife Interaction Plan

2.12 Do all marine vessels associated with your farms have a DOC sticker visible to the skipper about how to approach marine mammals?

Evidence for site visit
- Observe DoC sticker on vessels
- Discuss with skipper and staff

2.13	Were any injury or mortality incidents recorded relating to your farms for wildlife such as birds or marine mammals?	*Evidence for desktop review* View wildlife mortality records *Evidence for site visit* • Wildlife interaction and mortality records • Wildlife incident reporting to DoC
	*How many **bird** mortality incidents did you record?*	*Evidence for desktop review* • View annual incident records • View DoC reports *Evidence for site visit* Review historical records – look for improvement *Optional evidence* Strategies to reduce bird interactions mortalities
	*How many **mammal** mortality incidents did you record?*	*Evidence for desktop review* • View annual incident records • View DoC reports *Evidence for site visit* Review historical records – look for improvement *Optional evidence* Strategies to reduce mammal interactions and mortalities
2.14	Were they reported to DOC?	
2.15	Do your boat transits avoid travelling within 100m from breeding colonies of threatened wildlife such as King shags?	*Evidence for desktop review* • Staff awareness training • Company policy *Evidence for site visit* • Staff training • Company policy *Optional evidence* Wildlife Interaction Plan
2.16	Are any of your farms covered by a Wildlife Management Plan?	*Evidence for desktop review* Wildlife Interaction Plan

Benthic Effects

2.17	For any of your farms, has a benthic survey been undertaken by a suitably qualified science provider?	*Evidence for desktop review* View benthic survey report(s) *Evidence for site visit* Benthic survey report(s) *Optional evidence* Actions taken to manage benthic issues

2.18	Do you monitor changes to the benthos under your farms visually?	*Evidence for desktop review*
		Note names of farms surveyed
		Evidence for site visit
		• View ROV report or similar
		• Confirm names on dashboard

2.19 Have best practice methods been implemented to minimise organic matter being discharged to the benthic environment? e.g. oyster drop off, crushed oysters, over settled species.

Evidence for desktop review
- Request evidence - ask staff if they are aware of requirements
- Maintenance/cleaning records (farm structures)
- Inspection records

Evidence for site visit
- View records of farm stocking density (oysters/m^3)
- Staff training records
- Standard operating procedures
- Inspection records
- Biofouling Management Plan

Optional evidence
- Non-target species reduction plan
- Benthic Management Plan

Ecosystem Services

2.20 Have you participated in any programmes or taken any initiatives to restore ecosystems? (e.g. pest management programmes)

Evidence for desktop review
Record of participation

Evidence for site visit
Ecosystem restoration program documentation – agreements

Optional evidence
Ecosystem Services Strategy and training

2.21 **Ecology Research** - Please outline any new ideas for research or innovation relating to this ecology section that you have to share such as initiatives to protect wildlife, new biosecurity practices or alternative uses for non-target fouling species

Evidence for desktop review
View documents provided

Evidence for site visit
Discuss during assessment

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3   WATER QUALITY

Discharges

3.1 Has training been provided to staff to reduce vessel and farm discharges e.g. greywater?

Evidence for desktop review
- Staff training records
- View consent conditions for compliance of greywater discharge m^3

3.2 Do you have an annual monitoring report that includes analysis of water column surveys?

Evidence for desktop review
View monitoring report and water column surveys

Evidence for site visit
Discuss monitoring report

Pollution

3.3 How many pollution or spill incidents have you recorded?

Evidence for desktop review
- View records of pollution incidents and corrective actions
- Location map of storage

Evidence for site visit
- Oil/chemical spill kits observed on site
- Standard operating procedures – e.g. refuelling
- Waste collection procedures
- View chemical and fuel storage on site

Optional evidence
- Incident Register
- Chemical manifest
- Materials Storage Handling and Waste Disposal plan
- Initiatives to reduce pollution – biodegradable compounds and new management practices

3.4 Do you have Material Safety Data sheets (MSDS) on file in the event of an emergency?

Evidence for desktop review
View MSDS records

Evidence for site visit
View MSDS records and check expiry dates

3.5 Do you have a spill response plan? e.g. for fuel, chemicals or oil

Evidence for desktop review
View Spill/Emergency Response Plan

Evidence for site visit
- Staff training on spill response
- Emergency response plan

Optional evidence
Waste collection procedures

3.6 Is vessel antifouling carried out according to best practice?

Evidence for desktop review
- View Standard Operating Procedures
- Antifoulant register and records of use

Evidence for site visit
- View storage and manifest during site visit
- Biofouling Management Plan and/or record book
- Invoices/receipts for coating type
- Understanding of Guidelines for the control and management of ships' biofouling to minimize the transfer of invasive aquatic species

Optional evidence
Chemical manifest

3.7 Are farms and/or vessels undertaking work on your farms compliant in terms of hazardous substances?

Evidence for desktop review

Maritime Transport Operator Plan – including cartage of hazardous substances

Evidence for site visit

- Interview Health and Safety Representative if applicable
- Staff training in chemmical handling
- SDS
- Observe appropriate storage

Optional evidence

Materials Storage Handling and Waste Disposal plan

3.8 Are you certified to an appropriate level under any Maritime New Zealand safety management system e.g. Maritime Operator Safety System (MOSS)?

Evidence for desktop review

- Current Maritime Transport Operator Certificate
- MTO Plan

Evidence for site visit

- Current Maritime Transport Operator Certificate
- MTO Plan

Hydrology

3.9 Do you follow best practices to maintain water flow through your farm(s)?

Evidence for desktop review

- Hydrology assessment – EIA
- Regular biofouling removal

Evidence for site visit

Standard operating procedures

3.10 **Water Quality Research** - Please outline any new ideas for research or innovation relating to this water quality section that you have to share such as initiatives to reduce pollution in the aquatic environment

Evidence for desktop review

View documents provided

Evidence for site visit

Discuss during assessment

4 WASTE

Waste Audit

4.1 Do you record the amount of waste (in tonnes and/or m^3) taken to landfill annually?

Evidence for desktop review

View waste database. Note volume – m^3

Optional evidence

- Waste collection template
- Evidence of downward trend or stable

4.2	Do you have a plan detailing appropriate storage and disposal of organic (over settlement) and non-organic (e.g. ropes, lashings and floats) waste (as landed over the wharf)? e.g. shells used in vineyard.	*Evidence for desktop review* • Staff training records • Waste Storage and Disposal Plan • Standard operating procedures and forms • Site layout map detailing disposal and storage area *Evidence for site visit* • Interview staff to see if they are aware of their responsibilities • Training tools • Waste • Standard operating procedures and forms • Storage and Disposal Plan *Optional evidence* • Materials Storage Handling and Waste Disposal plan • MfE Solid Waste Analysis Protocol

Farming Debris

4.3	Have staff been trained in best practice measures to eliminate farm debris?	*Evidence for desktop review* • Staff training records • Training tools • Focus of training *Evidence for site visit* • Staff interview to confirm awareness • Training tools • Standard operating procedures e.g. on-water guide • Evidence of applying A+ Oyster Farmers Best Practice Management • Discuss efficacy of measure with staff during site visit • Evidence based improvements *Optional evidence* • Marine Operations Waste Management Plan • Evidence based improvements.
4.4	Please describe the measures you focus your training on	
4.5	Are you an active participant in a local industry environmental programme?	*Evidence for desktop review* Documentation of involvement in Industry Environmental Programme if applicable *Evidence for site visit* Discuss programmes

4.6	How many (formal or informal) environmental clean-up events have you participated in?	*Evidence for desktop review* View number of events *Evidence for site visit* • Marine debris beach clean-up forms – type of waste/volume e.g. recreational, domestic and industry • Discuss marine debris clean-up at site visit • Volume and type recorded
	Do you keep a record of the volume and type of debris collected?	*Evidence for desktop review* View records
4.7	How many complaints have you received either directly from the community or via a local marine farming association about farm debris?	*Evidence for desktop review* • View complaints register • Mitigation – complaints register corrective action/s and preventative measure/s *Evidence for site visit* • Complaints policy • Stakeholder engagement • Interview stakeholder *Optional evidence* Community consultation forum/process

Recycling & Reduction

4.8	Do you record the amount of recyclable material e.g. pegs, racks, baskets etc?	*Evidence for desktop review* • View inventory of pegs, racks, baskets etc • Records of pegs, racks, baskets etc recycled *Evidence for site visit* • View forms used to records information or company database • Standard operating procedures • Maintenance records *Optional evidence* Marine Operations Waste Management Plan
4.9	Please describe how any of your waste minimisation efforts have led to a reduction of waste	*Evidence for desktop review* • View historical records of waste management • Operational initiatives leading to waste reduction (e.g. reduction in biofouling and therefore organic/inorganic waste reduction)

Zero Waste

4.10	Are you working towards a Zero Waste Policy?	*Evidence for desktop review* View Zero Waste Policy or Plan *Evidence for site visit* • Staff training • Supporting documents to evidence plan or policy is adhered to *Optional evidence* Familiar with SBC Zero Waste Guide

4.11 **Waste Research** - Please outline any new ideas for research or innovation relating to this waste section that you have to share such as initiatives to reduce/reuse/recycle waste or work with the community on marine debris issues

Evidence for desktop review
- View supporting documents
- Research applications/grants

Evidence for site visit
Discuss during site visit – evidence of success

5 RESOURCES

Farm Structures

5.1 Do you keep records of your maintenance and inspection activities?

Evidence for desktop review
- View farm maintenance records
- Inspection checklist – frequency

Evidence for site visit
- View hard copies of forms regarding maintenance and daily/weekly inspections
- Staff training – competency with standard operating procedures
- Training tools

Optional evidence
Engineers report upon establishment of farm

5.2 How many complaints have you received relating to maintenance or integrity of farm structures?

Evidence for desktop review
Complaints records

Evidence for site visit
- Complaints records
- Incident register

Optional evidence
Post-storm checklist

Please describe the complaint(s) and any initiatives you undertook as a result

Evidence for desktop review
Complaints/incident register including corrective action

Evidence for site visit
Complaints/incident register including corrective action

5.3 Do you have a management/contingency plan in the event of damage to, or loss of, your farm structures?

Evidence for desktop review
View plan – Staff training records

Evidence for site visit
- Staff training in managing loss of farm infrastructure
- Staff awareness of reporting process
- Discuss plan and documents to support the plan – is there evidence the plan is working

Energy

5.4 Do you record the amount of fuel used across your farming operation annually?

Evidence for desktop review
- View energy expenditure records
- Petrol and Diesel used per MT of production.

Evidence for site visit
Discuss records during site visit

Optional evidence
- Scope 1 and 2 GHG report
- Advanced would be an LCA (which includes Scope 3 indirect emissions)

5.5 Do your work planning processes take into account energy efficiency?

Evidence for desktop review
View company energy efficiency strategy

Evidence for site visit
Discuss energy efficiency strategy

Optional evidence
Life cycle assessment

5.6 **Resources Research** - Please outline any new ideas for research or innovation relating to this resources section that you have to share such initiatives to maintain structures or reduce energy use.

Evidence for desktop review
- View supporting documents
- Research applications/grants

Evidence for site visit
- Staff awareness and training in energy efficiency
- Ecosystem restoration management/action plan

Optional evidence
Waste Reduction Action Plan

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6 FOOD SAFETY AND ANIMAL HEALTH

Food Safety

6.1 Have all harvesting and farming staff received training in food safety and harvesting requirements?

Evidence for desktop review
- View staff training records
- Animal Products Risk Management Programmes
- Hygiene policy

Evidence for site visit
- Training tools
- Animal Products RMP if present
- Standard operating procedures
- Staff interview to confirm awareness of food safety

Optional evidence
- Part 11 Harvesting BMS and Part 17 Health of Personnel BMSRCS on site
- Quality Management Plan

6.2 Do you have a Harvest Food Safety Plan, or evidence that staff have been trained in such?

6.3	Are you a current member/operator of a delivery centre programme operating under the Bivalve Molluscan Shellfish Regulated Control Scheme (BMSRCS)?	*Evidence for desktop review* View operator registration under the BMSRCS - AP43/45/47 *Evidence for site visit* Risk Management Plan *Optional evidence* Shellfish Sanitation Programme Risk Management Plans
6.4	Have all reporting and record keeping requirements been met for the BMSRCS?	*Evidence for desktop review* Review SQAPDC to ensure growing area classification, testing, surveys, inspections, reporting requirements are met under the BMSRCS *Evidence for site visit* View BMSRCS reporting and record keeping confirming it meets the requirements
	Upload evidence of BMSRCS reporting and record keeping here	*Evidence for desktop review* View records *Evidence for site visit* Confirm records during site visit

Traceability

6.5	Are you able to trace harvested product back to farms in the event there is an issue?	

Animal Health & Welfare

6.6	Are best practice management procedures for harvest followed as per the SMF operations procedures?	*Evidence for desktop review* View SOPs to confirm compliance with SMF *Evidence for site visit* • View harvest during site visit • Confirm SOPs comply with SMF
6.7	Have all farm staff received training in shellfish behaviour, best husbandry guidelines and protocols contributing to shellfish welfare?	
6.8	Do you have records of shellfish health, including disease, injury and mortality?	
6.9	**Food Safety & Animal Health Research** - Please outline any new ideas for research or innovation relating to this food safety & animal health section that you have to share such as initiatives to enhance fish quality or traceability.	*Evidence for desktop review* View research proposals, grants and applications

7 IWI PARTICIPATION

7.1 Do you know the name of the Iwi who have katiakitanga over the area in which your farms are located?

Evidence for desktop review
Request list and confirm with Iwi register

Evidence for site visit
Discuss during site assessment and confirm list

7.2 Do you proactively engage/collaborate with your local iwi?

Evidence for desktop review
Community engagement and consultation evidence – meeting minutes, emails, documented site visits, media releases

Evidence for site visit
- Community consultation evidence – meeting minutes, emails, documented site visits, media releases
- Meeting minutes

Optional evidence
Communications Plan

Please outline any positive outcomes from Iwi engagement/collaboration you have to share.

Evidence for desktop review
View collaborative decisions/initiatives that have been made with local Iwi

7.3 Please outline any new ideas for Iwi/industry engagement or collaboration that you have to share.

Evidence for desktop review
View what has been submitted on dashboard

Evidence for site visit
Discuss during assessment

8 COMMUNITY

Navigation

8.1 Do you have inspection records for navigation aids?

Evidence for desktop review
View inspection records for navigational aids

Evidence for site visit
- Check Marine Farm Lighting Plan is approved and comprehensive as per resource consent
- View navigational incidents log
- Project upgrades if applicable

Optional evidence
Maritime New Zealand Aids to Navigation Guidelines awareness

8.2 How many navigational incidents are you aware of relating to your farms?

Evidence for desktop review
Incident register

Please describe the incident(s) and any initiatives you undertook as a result	*Evidence for desktop review* • Incident register • View documented initiatives to support navigational safety *Evidence for site visit* • Stakeholder engagement • Meeting minutes • Discuss the effectiveness of the initiatives *Optional evidence* Communications Plan

Communication

8.3	How many meetings/engagement initiatives have you attended on relevant community issues?	*Evidence for desktop review* Community engagement records
	Please describe examples of your community engagement e.g. local meetings, local festivals, and regional plan submissions.	*Evidence for desktop review* View documentation in support of community engagement *Evidence for site visit* • Meeting minutes • Actioned items • Community complaints register • Community complaints policy *Optional evidence* Communications Plan. Community consultation forums
8.4	How many staff do you employ across all farming operations?	*Evidence for desktop review* Number of staff employed *Evidence for site visit* • View employee records • Break down of age/sex
8.5	Do you have a policy to actively employ locals?	*Evidence for desktop review* View Employment Policy *Evidence for site visit* Check employment policy is active
8.6	Do you actively seek to procure services in your local regions?	*Evidence for desktop review* Evidence of local procurement of goods and services
8.7	Please give examples of any community events or organisations you support financially or with in-kind support	*Evidence for desktop review* View evidence of community engagement with regard to sponsorship, donations or in-kind support *Evidence for site visit* Sponsorship and donations database

8.8	Please describe how you communicate to the community (e.g. notices in the paper, social media, emails etc)	*Evidence for desktop review* View social media formats *Evidence for site visit* Request links

Visual Effects

8.9	Does your maintenance programme seek to ensure that **farms** are kept as tidy and well maintained as possible?	*Evidence for desktop review* • Request maintenance programme and check with resource consent • Documents to support maintenance programme e.g. Standard operating procedures • Staff training *Evidence for site visit* • Bins with lids • Skip bins • View maintenance yard • Annual compliance records • Maintenance standard operating procedures • Training materials/tools • Staff interview to confirm awareness *Optional evidence* Preventative maintenance programme
8.10	Does your maintenance programme seek to ensure that **vessels** and **barges** are kept as tidy and well maintained as possible?	*Evidence for desktop review* Check maintenance programme includes vessel and barge housekeeping *Evidence for site visit* • Barge and vessel maintenance procedures and schedule • Daily checklist
8.11	How many complaints have you received relating to farm or vessel/barge visual impacts?	*Evidence for desktop review* View number of complaints *Evidence for site visit* • Council communications • Community complaints register
	Please describe the visual complaint(s) and any initiatives you undertook as a result	*Evidence for desktop review* View complaints report/register which includes corrective action/s and preventative measure *Evidence for site visit* Discuss complaints and initiatives taken to resolve

Noise and Odour

8.12	Do you have practices and training in place to manage **odour**?	*Evidence for desktop review* • Staff training records • Training tools • Standard operating procedures. *Evidence for site visit* • Standard operating procedures • Staff interview to confirm awareness

8.13 Do you have practices and training in place to manage **noise**?

Evidence for desktop review
Evidence of staff training in noise management

Evidence for site visit
- Noise Management Plan
- Standard operating procedures
- Staff interview to confirm awareness

8.14 How many complaints have you received relating to odour or noise?

Evidence for desktop review
Community complaints register

Please describe the noise and odour complaint(s) and any initiatives you undertook as a result

Evidence for site visit
Discuss noise and odour reducing initiatives and their effectiveness with farm staff

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Employee Welfare

8.15 Is your operation compliant with New Zealand Health and Safety at Work legislation?

Evidence for desktop review
- HR Policy Manual
- H&S Management Plan/Policy
- Dive logs and diver qualifications

Evidence for site visit
- Hazard identification
- Risk register
- Incident reporting process
- Incident investigation procedure
- ACC documentation

Optional evidence
- Dive Management Plan if applicable
- Induction software e.g. Rapid Induct
- Health and Safety at Work Training
- Farm Health and Safety Representative?

8.16 How many notifiable events have been recorded across your operation?

Evidence for desktop review
View H&S incident records

Evidence for site visit
Most recent Lost Time Injury? or WHS incident

Optional evidence
HR3 or similar software

8.17 What was your LTIFR (Lost Time Injury Frequency Rate)?

8.18 Is your operation compliant with New Zealand employment law including hours of work & minimum wage?

Evidence for desktop review
- Check HR policies
- Staff contracts
- Payslips
- Provide ACC accreditation and level

Evidence for site visit
- Staff contracts
- Payslips
- Check HR policies
- Confirm wages/salary meets minimal wage requirements

8.19 Please describe any initiatives you have in place to improve employee welfare.

Evidence for desktop review
Evidence of employee programs

8.20 **Community Research** - Please outline any new ideas for research or innovation relating to this community section that you have to share such as initiatives to improve navigational safety, community support programmes, improvement of amenity values or employee support programmes.

Evidence for desktop review
View supporting documentation

Evidence for site visit
Discuss during site assessment

Scorecard

A   B   C   n/a

Total