



**GGN: 4052852835336**

Registration number of producer/  
producer group (from CB):

## **GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE (GRASP)**

### **PROOF OF ASSESSMENT**

According to

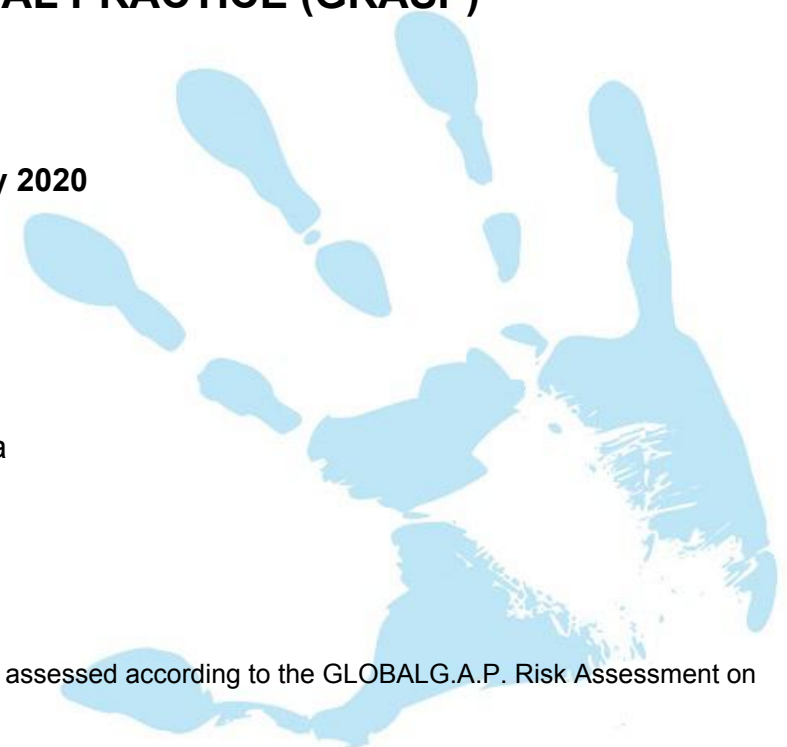
**GRASP General Rules V1.3-1-i July 2020**

**Option 1**

Issued to

Producer Ziway Roses PLC

P.O. Box 386, ZIWAY, Ethiopia



### **The Annex contains details of the GRASP results.**

The Certification Body MPS-ECAS B.V. declares that the producer group mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice Version 1.3-1-i July 2020.

# GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE (GRASP) - PROOF OF ASSESSMENT

| Product Handling | Remote Assessment | Employee Interview |
|------------------|-------------------|--------------------|
| Yes              | N/A               | Yes                |

**Overall assessment result: Fully compliant**

**GGN: 4052852835336**

## Assessment result in detail:

|                  |                 |
|------------------|-----------------|
| Control Point 1  | Fully compliant |
| Control Point 2  | Fully compliant |
| Control Point 3  | Fully compliant |
| Control Point 4  | Fully compliant |
| Control Point 5  | Fully compliant |
| Control Point 6  | Fully compliant |
| Control Point 7  | Fully compliant |
| Control Point 8  | Fully compliant |
| Control Point 9  | Not applicable  |
| Control Point 10 | Fully compliant |
| Control Point 11 | Fully compliant |

**Date of Assessment: 09-03-2023**

**Date of Upload: 13-03-2023**

**Validity: 16-03-2023 - 15-03-2024 (depending on GLOBALG.A.P. certificate validity)**

**The actual status of this proof is always displayed at: <https://database.globalgap.org>**

# GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE

GRASP Checklist - Version 1.3-1-i

Checklist Individual Producer (Option 1)

Valid from: July 2020

Mandatory from: October 2020



| 1. CERTIFICATE HOLDER REGISTRATION DATA   |  |                 |            |            |                  |  |                          |                            |                          |    |
|---|--|-----------------|------------|------------|------------------|--|--------------------------|----------------------------|--------------------------|----|
| Producer GGN/GLN:*  |  | 4052852835336   |            |            | Registration N°: |  |                          |                            |                          |    |
| Company name:*  |  | Ziway Roses PLC |            |            | Address:*        |  |                          | Ethiopia, East Showa, Batu |                          |    |
| Telephone:*   |  | +251916580181   |            |            |                  |  |                          |                            |                          |    |
| Email:  |  |                 |            |            | Fax:             |  |                          |                            |                          |    |
| Assessment date:*   |  | 09/03/2023      |            |            | Contact person:* |  |                          | Mr. Marc Holla             |                          |    |
| Previous assessment date(s):  |  | 22/02/2020      | 24/03/2021 | 04/06/2022 |                  |  |                          |                            |                          |    |
| Does the producer have any other external audits or certification covering social practices? If yes, which?   |  |                 |            |            |                  |  |                          |                            |                          |    |
| Standard 1: MPS SQ  |  | Standard 2:     |            |            | Standard 3:      |  |                          | Standard 4:                |                          |    |
| Valid to: 05/11/2023  |  | Valid to:       |            |            | Valid to:        |  |                          | Valid to:                  |                          |    |
|   |  |                 |            |            |                  |  |                          |                            |                          |    |
| Has the Certification Body detected any significant breach of legal requirement concerning labor conditions?  |  |                 |            |            |                  |  | <input type="checkbox"/> | YES                        | <input type="checkbox"/> | NO |
| Has the Certification Body reported this finding to the local/national responsible and competent authority?   |  |                 |            |            |                  |  | <input type="checkbox"/> | YES                        | <input type="checkbox"/> | NO |
| Comments:   |  |                 |            |            |                  |  |                          |                            |                          |    |
|   |  |                 |            |            |                  |  |                          |                            |                          |    |
| <p>Company description: Ziway Roses is specialized in Roses, there were work 1250 workers on 42ha.<br/> In general the farm looks very well maintained, clean and organized.<br/> There is a Labour union and a workers representative at the farm.<br/> Around 1050 workers were present during the audit day.<br/> Interviews are conducted with &gt;35 workers according the GRASP requirements.<br/> The self assessment was made 2-2023, GRASP excel checklist was used.</p> |  |                 |            |            |                  |  |                          |                            |                          |    |
|   |  |                 |            |            |                  |  |                          |                            |                          |    |
| Did the management sign a self-declaration saying that if there were employees GRASP would be implemented?  |  |                 |            |            |                  |  | <input type="checkbox"/> | YES                        | <input type="checkbox"/> | NO |
| * Mandatory field   |  |                 |            |            |                  |  |                          |                            |                          |    |

|  |                                    |  |  |
|--|------------------------------------|--|--|
| Are produce handling (PH) facilities included in the GRASP assessment?         |                                    | <input checked="" type="checkbox"/> YES                            | <input type="checkbox"/> NO                |
| Is produce handling sub-contracted?  |                                    | <input type="checkbox"/> YES                                       | <input checked="" type="checkbox"/> NO     |
| Does the produce handling facility(ies) have any social standards implemented? |                                    | <input checked="" type="checkbox"/> YES                            | <input type="checkbox"/> NO                |
|  |                                    | If yes:  | Name of the PH company:                    |
|  |                                    |  | GGN/GLN of the PH company (if applicable): |
| Name and location of the assessed PH Facilities:                               |                                    |  |  |
| PH Facility 1  |                                    | PH Facility 4  |  |
| PH Facility 2  |                                    | PH Facility 5  |  |
| PH Facility 3  |                                    | PH Facility 6  |  |
| Does the company subcontract any other activities?                             |                                    | <input type="checkbox"/> YES                                       | <input checked="" type="checkbox"/> NO     |
| If yes, which one?   |                                    | Are the subcontracted activities included in the GRASP assessment? |  |
| <input type="checkbox"/>   | Pest and rodent control            | <input type="checkbox"/> YES                                       | <input type="checkbox"/> NO                |
| <input type="checkbox"/>   | Crop protection                    | <input type="checkbox"/> YES                                       | <input type="checkbox"/> NO                |
| <input type="checkbox"/>   | Harvest                            | <input type="checkbox"/> YES                                       | <input type="checkbox"/> NO                |
| <input type="checkbox"/>   | Others (please specify): No others | <input type="checkbox"/> YES                                       | <input type="checkbox"/> NO                |

## 2. STRUCTURE OF EMPLOYMENT

| Month(s) of peak season (if applicable): |           |           |          |                       |           |          | % of employees living in accommodation provided by the company (if applicable): | 0         |          |             |
|--|-----------|-----------|----------|-----------------------|-----------|----------|---|-----------|----------|-------------|
| Nationalities of employees               | Ethiopian |           |          |                       |           |          |   |           |          |             |
| Total number of employees                | Local     |           |          | Cross-Border Migrants |           |          | National Migrants   |           |          | Total       |
|  | Permanent | Temporary | Agency   | Permanent             | Temporary | Agency   | Permanent   | Temporary | Agency   |             |
| in agricultural production               | 1000      | 0         | 0        | 0                     | 0         | 0        | 0   | 0         | 0        | 0           |
| in product handling facility(ies)        | 250       | 0         | 0        | 0                     | 0         | 0        | 0   | 0         | 0        | 0           |
| <b>Total</b>                             | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b>              | <b>0</b>  | <b>0</b> | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>1250</b> |

### 3. PRESENCE DURING THE ASSESSMENT

|                                 | SITE MANAGEMENT                         |                             | PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP |                             | EMPLOYEES' REPRESENTATIVE               |                             |
|---------------------------------|---|-----------------------------|--|-----------------------------|---|-----------------------------|
| Names <sup>1</sup> :            |   |                             |  |                             |   |                             |
| Present at the opening meeting? | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES            | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| Present at the assessment?      | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES            | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| Present at the closing meeting? | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES            | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |












**OVERALL ASSESSMENT RESULT:** *(Calculated automatically based on the results per sub-controlpoint)*

**Fully compliant**












|  |   |                             |   |  |
|--|---|-----------------------------|---|--|
| Assessment results reviewed with company management? | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |   |  |
| Name of certification body:                          | MPS-ECAS                                | Duration of the assessment: | 8 |  |
| Name of assessor:                                    | Leen van Driel                          |                             |   |  |
| Name of company management:                          | Mr. Marc Holla                          |                             |   |  |












<sup>1</sup> Only mention the names if the persons have agreed to release their personal data to be uploaded with the checklist to the GLOBALG.A.P. Database.






















## GRASP CHECKLIST









| N°   | CONTROL POINT & COMPLIANCE CRITERIA  | VERIFICATION  | COMPLIANCE      |   |     |
|--|--|---|-----------------|---|-----|
|  |  |   | Y               | N | N/A |
| <b>EMPLOYEES' REPRESENTATIVE(S)</b>  |  |   |                 |   |     |
| 1  | <p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. The employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and the management occur at accurate frequency. The dialogue taking place in such meetings is duly documented. N/A if the company employs less than 5 employees.</p> |   |                 |   |     |
| 1.1  | The election/nomination procedure has been defined and communicated to all employees.  |    | X               |   |     |
| 1.2  | Documentation shows that the election and the counting of votes were carried out fairly and openly. In case of representative(s) not elected but nominated, there is a document justifying why elections could not take place.   |     | X               |   |     |
| 1.3  | The results of the election (name of employees' representative(s) or in case of council composition of the council) were communicated to all employees.  |     | X               |   |     |
| 1.4  | The election/nomination has taken place in the ongoing year or production period. The representation is current (all elected/nominated person(s) according to the list still working for the company).   |    | X               |   |     |
| 1.5  | The employees' representative(s) is/are recognized by the management and a job description clearly defines his/her/their role and rights. The employees' representative(s) is/are aware of his/her/their role and rights (in case of an employees' council, all members are interviewed).  |     | X               |   |     |
| 1.6  | There is documentary evidence of regular meetings at accurate frequency between the employees' representative(s) and the management, where GRASP related issues are addressed.   |    | X               |   |     |
| <b>COMPLIANCE LEVEL CONTROL POINT 1:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>   |  |   | Fully compliant |   |     |
| <p>Evidence/Remarks: (1.1) There is a labour union present at the farm, at the moment there are 3 members since 2 left the company. A new election is scheduled later this year with cooperation of the federation.</p> <p>There is also a workers representative elected, workers are informed during the training in January 2023.</p> <p>(1.2 and 1.4) Election took place in January 2023, minutes of the meetings are present.</p> <p>(1.3) Results are communicated after the meeting, everyone agreed with the chairman of the labour union as ER.</p> <p>(1.5) job description is present signed by J.D.</p> <p>(1.5) ER is aware of his role and rights, checked this during the interview.</p> <p>(1.6) There are meetings every 2 weeks with the company management and meetings with the union every Monday. Minutes are present, checked for example 10-2-2023.</p> <p>Union office is open on Monday and Thursday.</p> |  |   |                 |   |     |
| Corrective Actions:  |  |   |                 |   |     |



| N°  | CONTROL POINT & COMPLIANCE CRITERIA  | VERIFICATION  | COMPLIANCE      |   |     |
|---|--|---|-----------------|---|-----|
|   |  |   | Y               | N | N/A |
| <b>COMPLAINT PROCEDURE</b>  |  |   |                 |   |     |
| 2   | CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion?<br><br>CC: A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. <u>The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions.</u> Complaints, suggestions and their follow-up from the last 24 months are documented. |   |                 |   |     |
| 2.1   | A documented complaint and suggestion procedure is available, appropriate to the size of the company.  |    | X               |   |     |
| 2.2   | Employees are regularly and actively informed about the complaint and suggestion procedure.  |    | X               |   |     |
| 2.3   | The procedure states clearly that employees will not be penalized for filing complaints or suggestions.  |     | X               |   |     |
| 2.4   | Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.  |    | X               |   |     |
| 2.5   | The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).   |    | X               |   |     |
| 2.6   | The complaints, suggestions and their follow-up are documented and available for the last 24 months.   |    | X               |   |     |
| <b>COMPLIANCE LEVEL CONTROL POINT 2:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>  |  |   | Fully compliant |   |     |
| Evidence/Remarks: (2.1, 2.3 and 2.5) Complaint procedure is present, version March 2023.<br>There is stated that workers can address complaints without any personal sanctions.<br>(2.2) Employees are informed about the procedure during annual training and induction training as confirmed during the interviews.<br>(2.4) The ER / chairman of the labour union confirmed that all complaints are forwarded to the union for investigation.<br>(2.6) All information is kept for a minimum of two years. |  |   |                 |   |     |
| Corrective Actions:   |  |   |                 |   |     |

| N°  | CONTROL POINT & COMPLIANCE CRITERIA  | VERIFICATION  | COMPLIANCE             |   |     |
|---|--|---|------------------------|---|-----|
|   |  |   | Y                      | N | N/A |
| <b>SELF-DECLARATION ON GOOD SOCIAL PRACTICES</b>  |  |   |                        |   |     |
| 3   | <p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p> |   |                        |   |     |
| 3.1   | The declaration is complete and contains at least all points referred to ILO core labor conventions.   |    | X                      |   |     |
| 3.2   | The declaration has been signed by the management and by the employees' representative(s).   |    | X                      |   |     |
| 3.3   | The declaration is actively communicated to the employees (e.g. displayed on the production site/in the handling unit/management office or attached to the working contract, information at meetings etc.).  |    | X                      |   |     |
| 3.4   | The management, the responsible person for the implementation of GRASP and the employees' representative(s) know the content of the declaration and confirm that it is put into practice.  |    | X                      |   |     |
| 3.5   | It is stated that the employees' representative(s) can file complaints without personal sanctions.   |    | X                      |   |     |
| 3.6   | The declaration is checked and revised at least every 3 years or whenever necessary.   |     | X                      |   |     |
| <b>COMPLIANCE LEVEL CONTROL POINT 3:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>  |  |   | <b>Fully compliant</b> |   |     |
| <p>Evidence/Remarks: (3.1 and 3.5) There is a self declaration present, including all relevant ILO conventions, there is stated that employees can file complaints without sanctions.<br/> (3.2 and 3.6) Signed by ER / labour union and mangement in February 2021, all of them are still the same persons.<br/> (3.3) The self declaration is present on the notice boards for workers.<br/> (3.4) ER and management are aware of the content, checked this during the interview. Company works according the CBA and proclamation.</p> |  |   |                        |   |     |
| Corrective Actions:   |  |   |                        |   |     |

| N°  | CONTROL POINT & COMPLIANCE CRITERIA  | VERIFICATION  | COMPLIANCE      |   |     |
|---|--|---|-----------------|---|-----|
|   |  |   | Y               | N | N/A |
| <b>ACCESS TO NATIONAL LABOUR REGULATIONS</b>  |  |   |                 |   |     |
| 4   | CP: Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations?<br><br>CC: The person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national regulations, such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines. |   |                 |   |     |
| 4.1   | The RGSP provides the employees' representative(s) with the valid labor regulations (e.g. the GRASP National Interpretation Guidelines).   |    | X               |   |     |
| 4.2   | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.  |    | X               |   |     |
| 4.3   | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.  |    | X               |   |     |
| 4.4   | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.  |    | X               |   |     |
| 4.5   | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.  |    | X               |   |     |
| 4.6   | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.   |    | X               |   |     |
| 4.7   | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.  |    | X               |   |     |
| <b>COMPLIANCE LEVEL CONTROL POINT 4:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>  |  |   | Fully compliant |   |     |
| Evidence/Remarks: (4.1 / 4.7) Checked this during the interview with Labour union and HR.<br>There is a CBA present and implemented at the farm, version 2021, valid for 5 years.<br>The CBA is signed by the union and management.<br>The applicable proclamation is available for the labour union and HR, checked this during the interview. |  |   |                 |   |     |
| Corrective Actions:   |  |   |                 |   |     |

| N°  | CONTROL POINT & COMPLIANCE CRITERIA   | VERIFICATION  | COMPLIANCE      |   |     |
|---|---|---|-----------------|---|-----|
|   |   |   | Y               | N | N/A |
| <b>WORKING CONTRACTS</b>  |   |   |                 |   |     |
| 5   | <p>CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer?</p> <p>CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, job description, date of birth, date of entry, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees their legal status and working permit. The contract does not show any contradiction to the self-declaration on good social practices. Records of the employees must be accessible for at least 24 months.</p> |   |                 |   |     |
| 5.1   | Random checks show availability of written contracts for all employees signed by both parties.  |   | X               |   |     |
| 5.2   | There is evidence that the employees have the correct contract according to national legislation and/or collective bargaining agreements (as stipulated in the applicable GRASP National Interpretation Guideline).   |    | X               |   |     |
| 5.3   | The working contracts include at least basic information on the employee's name, date of birth and nationality according to the applicable GRASP National Interpretation Guideline.   |    | X               |   |     |
| 5.4   | The working contracts or attachments to the contracts include basic information on the contract period (e.g. permanent, period or day laborer etc.), the wage, working hours, breaks, and a basic job description.  |    | X               |   |     |
| 5.5   | In the contract, there is no contradiction to the self-declaration on good social practice.   |    | X               |   |     |
| 5.6   | If non-national employees are working for the company, records indicate their legal status for being employed by the company. A respective working permit is available.   |    | X               |   |     |
| 5.7   | Records of the employees must be accessible for at least 24 months.   |    | X               |   |     |
| <b>COMPLIANCE LEVEL CONTROL POINT 5:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>  |   |   | Fully compliant |   |     |
| <p>Evidence/Remarks: All workers have a signed contract, first there is a probation contracts for 60 days. After this a permanent contract is issued. All the checked contracts are signed by both parties. Contracts are according the SQ requirements and CBA / proclamation. Greenhouse 4 Moonwalk<br/>G.T. 7-10-2022<br/>K.G. 7-12-2022<br/>A.W.8-2-2021</p> <p>Grading bunching 1<br/>B.B. 3-10-2020</p> |   |   |                 |   |     |

B.D. 21-5-2021  
M.A. 7-7-2022  
M.A. 27-10-2022  
E.S. 16-1-2023 (Probation contract)

Grading bunching 2  
D.H. 4-4-2022

Crop protection 1  
M.M. 15-5-2016  
A.U. 8-12-2021

Crop protection 2  
G.G. 4-3-2021

Environmental  
A.M. 5-2-2019

Tractor Driver  
N.G. 15-6-2021

Security  
S.A. 1-10-2022






Scout  
S.B.15-8-2019






Irrigation  
A.A. 24-3-2022








Supervisor  
N.A. 14-3-2019

(5.6) Permits are not applicable  
(5.7) All information is kept for a minimum of two years.













Corrective Actions:













| N°  | CONTROL POINT & COMPLIANCE CRITERIA   | VERIFICATION  | COMPLIANCE      |   |     |
|---|---|---|-----------------|---|-----|
|   |   |   | Y               | N | N/A |
| <b>PAYSLIPS</b>   |   |   |                 |   |     |
| 6   | CP: Is there documented evidence indicating regular payment of salaries corresponding to the contract clause?<br><br>CC: The employer shows adequate documentation of the regular salary transfer (e.g. employee's signature on pay slip, bank transfer). Employees sign or receive copies of pay slips/pay register that make the payment transparent and comprehensible for them. Regular payment of the employees during the last 24 months is documented. |   |                 |   |     |
| 6.1   | Documented evidence that the payment is made in defined intervals (e.g. pay slips or pay registers) is available for the employees (random checks).   |   | X               |   |     |
| 6.2   | Pay slips or pay registers indicate that payments are made in accordance with the working contracts (e.g. employee's signature on pay slips, bank transfer etc.).   |   | X               |   |     |
| 6.3   | The records of payments are kept for at least 24 months.  |    | X               |   |     |
| <b>COMPLIANCE LEVEL CONTROL POINT 6:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>  |   |   | Fully compliant |   |     |
| Evidence/Remarks: (6.1) All payments by cash every month. Payslip is provided in advance to the workers as confirmed during the interviews. After that the payment always on the same day of the month.<br>(6.2) Checked payments February 2023, all workers signed the payroll.<br>(6.3) All information is kept for a minimum of two years. |   |   |                 |   |     |
| Corrective Actions:   |   |   |                 |   |     |











| N°  | CONTROL POINT & COMPLIANCE CRITERIA   | VERIFICATION  | COMPLIANCE  |   |     |  |
|---|---|---|---|---|-----|--|
|   |   |   | Y   | N | N/A |  |
| <b>WAGES</b>  |   |   |   |   |     |  |
| 7   | CP: Do pay slips/pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements?<br><br>CC: Wages and overtime payment documented on the pay slips/pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain <u>at least the legal minimum wage (on average)</u> within regular working hours. |   |   |   |     |  |
| 7.1   | Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).   |   | X   |   |     |  |
| 7.2   | Wages and overtime payments as shown in the records are according to the contracts and indicate compliance with national labor regulations (minimum wages), and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline.  |   |    | X |     |  |
| 7.3   | Independently from the calculation unit, pay slips/pay registers document that employees gain in average at least the legal minimum wage within regular working times (especially check when piece-rate is implemented). If there are deductions from salaries and employees are being paid below minimum wage, the deductions must be justified in writing.  |   |   | X |     |  |
| <b>COMPLIANCE LEVEL CONTROL POINT 7:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>  |   |   | Fully compliant   |   |     |  |
| Evidence/Remarks: (7.1) Checked several payslips for the workers as mentioned in CP5.<br>The payslips are clear, working hours, pensiu provisions, overtime, bonuses are clearly indicated.<br>(7.2) Overtime is paid with a premium of 1.5 from 6am till 10pm.<br>In the packhouse there is a bonus system for bunchers, overtime payments are paid by the bonus, there is a check to confirm if the bonus payment is more comparing to the worked hours including overtime rate.<br>Checked for example February 2023 M.M. 23 hours overtime bonus payment for 4101 bunches overruled the overtime payment.<br>(7.3) No deductions and no piece rate, only a bonus for bunchers based on performance / number of bunches a day. |   |   |   |   |     |  |
| Corrective Actions:   |   |   |   |   |     |  |

| N°   | CONTROL POINT & COMPLIANCE CRITERIA  | VERIFICATION  | COMPLIANCE      |   |     |
|--|--|---|-----------------|---|-----|
|  |  |   | Y               | N | N/A |
| <b>NON-EMPLOYMENT OF MINORS</b>  |  |   |                 |   |     |
| 8  | CP: Do records indicate that no minors are employed at the company?<br><br>CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education. |   |                 |   |     |
| 8.1  | Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.  |    | X               |   |     |
| 8.2  | If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety (according to the applicable IFA All Farm Base Module), that -jeopardizes their development or prevents them from finishing their compulsory school education.  |       | X               |   |     |
| <b>COMPLIANCE LEVEL CONTROL POINT 8:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>   |  |   | Fully compliant |   |     |
| Evidence/Remarks: (8.1) All workers are 18 year or above, confirmed during interviews and checked ID documents in the personal files.<br>There is child labour policy present version December 2022.<br>(8.2) No employees under 18 years old. |  |   |                 |   |     |
| Corrective Actions:  |  |   |                 |   |     |



| N°   | CONTROL POINT & COMPLIANCE CRITERIA  | VERIFICATION  | COMPLIANCE     |   |     |
|--|--|---|----------------|---|-----|
|  |  |   | Y              | N | N/A |
| <b>ACCESS TO COMPULSORY SCHOOL EDUCATION</b>   |  |   |                |   |     |
| 9  | CP: Do the children of employees living on the company's production/handling sites have access to compulsory school education?<br><br>CC: There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling. |   |                |   |     |
| 9.1  | There is a list of all children in the age of compulsory schooling age living on the company's production/handling sites, with sufficient indications on name, name of parents, date of birth, school attendance, etc. Children of management may be excluded.   |     |                |   | X   |
| 9.2  | There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to the GRASP National Interpretation Guideline).   |      |                |   | X   |
| 9.3  | There is evidence of an on-site schooling system when access to schools is not available.  |      |                |   | X   |
| <b>COMPLIANCE LEVEL CONTROL POINT 9:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i> |  |   | Not applicable |   |     |
| Evidence/Remarks: (9.1 / 9.3) No children living on the farm.  |  |   |                |   |     |
| Corrective Actions:  |  |   |                |   |     |

| N°   | CONTROL POINT & COMPLIANCE CRITERIA  | VERIFICATION  | COMPLIANCE      |   |     |
|--|--|---|-----------------|---|-----|
|  |  |   | Y               | N | N/A |
| <b>TIME RECORDING SYSTEM</b>   |  |   |                 |   |     |
| 10   | CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees?<br><br>CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by <u>the employees and accessible for the employees' representative(s)</u> . |   |                 |   |     |
| 10.1   | A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.).  |    | X               |   |     |
| 10.2   | The records indicate the regular working time for employees on a daily basis.  |    | X               |   |     |
| 10.3   | The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.  |    | X               |   |     |
| 10.4   | The records indicate the breaks/festive days for the employees (on a daily basis).   |    | X               |   |     |
| 10.5   | The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).  |     | X               |   |     |
| 10.6   | Access to these records is provided to the employees' representative(s).   |    | X               |   |     |
| 10.7   | The records are kept for at least 24 months.   |    | X               |   |     |
| <b>COMPLIANCE LEVEL CONTROL POINT 10:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>  |  |   | Fully compliant |   |     |
| Evidence/Remarks: (10.1) There is a time record system via an electronic clock system by face recognition.<br>(10.2 and 10.3) Workers sign in and out every day with the system<br>(10.4) The 1 hour lunchbreak is also recorded in the system.<br>(10.5) Employees can check the records at HR or via the supervisors.<br>(10.6) The labour union / ER have access to the time records.<br>(10.7) All information is kept for a minimum of two years. |  |   |                 |   |     |
| Corrective Actions:  |  |   |                 |   |     |

| N°  | CONTROL POINT & COMPLIANCE CRITERIA  | VERIFICATION  | COMPLIANCE      |   |     |
|---|--|---|-----------------|---|-----|
|   |  |   | Y               | N | N/A |
| <b>WORKING HOURS &amp; BREAKS</b>   |  |   |                 |   |     |
| 11  | CP: Do working hours and breaks documented in the time records comply with applicable legislation and/or collective bargaining agreements?<br><br>CC: Documented working hours, breaks and rest days are in line with applicable legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours. During peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season. |   |                 |   |     |
| 11.1  | Information on valid labor regulation and/or collective bargaining agreements regarding working hours and breaks is available (e.g. in the GRASP National Interpretation Guideline).   |      | X               |   |     |
| 11.2  | Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.   |    | X               |   |     |
| 11.3  | Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.   |    | X               |   |     |
| 11.4  | If not regulated more strictly by applicable legislation, regular weekly working time does not exceed 48 hours. During peak season (harvest), weekly working time does not exceed 60 hours.  |     | X               |   |     |
| 11.5  | The records indicate that rest breaks/days are also guaranteed during peak season.   |    | X               |   |     |
| <b>COMPLIANCE LEVEL CONTROL POINT 11:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>   |  |   | Fully compliant |   |     |
| Evidence/Remarks: (11.1 and 11.2) Working hours and overtime is according CBA and proclamation.<br>(11.3) Observed in the records that employees have always 1 day off a week. This is also confirmed during the interviews.<br>(11.4) There is a 48 hour workweek at the farm.<br>Overtime is mostly applicable for workers in the packhouse, checked several work weeks in 2023 (peak season) not more than 2 hours overtime a day.<br>Checked for example February 2023 M.M. 23 hours overtime.<br>(11.5) Breaks and days off have been respected, also during peak season. This is confirmed during the workers interviews. |  |   |                 |   |     |
| Corrective Actions:   |  |   |                 |   |     |

## RECOMMENDATIONS FOR GOOD PRACTICE

| N°   | CONTROL POINT & COMPLIANCE CRITERIA  |
|--|--|
| <b>ADDITIONAL SOCIAL BENEFITS</b>  |  |
| R1   | What other forms of social benefit does the company offer to employees, their families and/or the community?<br>Please specify (incentives for good and safe working performance, bonus payment, support of professional development, social benefits, child care, improvement of social surroundings etc.). |
| Evidence/Remarks: Workers can buy food at the farm for a reduced price.<br>Schooling sponsorship for workers, criteria are mentioned in the CBA.<br>Inhouse training and EPHEA training is provided to the workers.<br>The gender committee gives training to workers. |  |