



GGN: 4049929281387

Registration number of producer/
producer group (from CB): TUV-NORD 320109

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 "ORANZHERII GIMEL" AD - Zvanichevo
26A, Vtora str., Vrazhdebna dstr, 1839 Sofia, Bulgaria**

The Annex contains details of the GRASP results.

The Certification Body TUV HELLAS (TUV Nord) S.A. 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
Yes	N/A

Overall assessment result: Fully compliant

GGN: 4049929281387

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: 08-03-2022

Date of Upload: 06-04-2022

Validity: 11-03-2022 - 10-03-2023 (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:*	4049929281387			Registration N°:			TUV-NORD 320109			
Company name:*	ORANZHERII GIMEL AD - Zvanichevo			Address:*			26A Vtora str, Vrazhdebna dstr, 1839 Sofia, Bulgaria			
Telephone:*	00359 2 963 0873									
Email:	office@gimel.bg			Fax:			00359 2 963 0873			
Assessment date:*	08/03/2022			Contact person:*			Marin Genurov			
Previous assessment date(s):	30/11/2022	09/06/2021	11/03/2020	08/03/2022	07/03/2018	08/03/2017	25/02/2016	11/11/2014		
Does the producer have any other external audits or certification covering social practices? If yes, which?										
Standard 1: Valid to:	Standard 2: Valid to:			Standard 3: Valid to:			Standard 4: Valid to:			
Has the Certification Body detected any significant breach of legal requirement concerning labor conditions?							<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
Has the Certification Body reported this finding to the local/national responsible and competent authority?							<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
Comments:										
Company description: GLOBALG.A.P. and GRASP recertification. Option 1 FV vegetables and orchard fruits producer. JSC organizational structure. All sites are located in vill. Zvanichevo, Bratanitsa, and Mocrishte, Plazardjic district. RGSP - MG. The internal self-assessment is done on 22.02.2022. Total employees/presented during inspection- 124 workers both in initial production and PHU: 40 permanent national, 71 temporary national, 13 temporary foreigners.										
Did the management sign a self-declaration saying that if there were employees GRASP would be implemented?							<input checked="" 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	v. Zvanichevo and region unit 1 and 2	PH Facility 4	
PH Facility 2	PHU- v. Zvanichevo	PH Facility 5	
PH Facility 3		PH Facility 6	
Does the company subcontract any other activities?		<input checked="" type="checkbox"/> YES	<input 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 checked="" type="checkbox"/> Others (please specify): Pest and rodent control in PHU is done by DDD registered company as a service. Subcontracting for seedlings production Agris S.A Greece - no doubt. SECURITY external company. Declarations subcontractor / serv. provider that knows and follows the Good Social Practices as they are defined in the relevant Social Policy of GRASP (included ILO conventions).	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	march - september						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	89.5% bulgarian, 10,5% viethnamese									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	40	71	0	0	13	0	0	0	0	124
in product handling facility(ies)	40	71	0	0	0	0	0	0	0	111
Total	111	111	0	0	0	0	0	0	0	124

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :	yes		yes		yes SK	
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:	TUF Nord (TUF Hellas)	Duration of the assessment: 4h
Name of assessor:	Tsvetko Yovev	
Name of company management:	Marin Genurov	








¹ 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
EMPLOYEES' REPRESENTATIVE(S)					
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		
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: Available procedure for election/nomination ER (under Law on healthy and safe working conditions), also visible displayed for all employees. Order for election from management 7.09.2021. Presented Election Protocol from 17.09.2021 of SK (interviewed) for ER with 179 yes 9 against 1abstained votes from all 189 presented workers (211 in total). The result from the election is displayed. An available job description of the ERs, both signed and recognized by the management. Protocols of regular meetings between the ER and management are available - last date 28.02.2022. Results have been communicated to all employees through a notice in all boards. Confirmation also during the worker's interview: group1 - permanent workers 68,95,98 and 126/ national temporary workers 47,55// group 2: national temporary workers 108, 110, 112, 116 and 118, forigner temporary worker 107.</p>					
Corrective Actions:					






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
COMPLAINT PROCEDURE					
2	CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion? 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		
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: There is a documented complaint procedure available from 2.12.2019. It is put on display for the workers to see. There is a 3 days timeframe to resolve issues. The procedures states that there will not be penalties for filing a complaint. Interview confirmed: ER and group1 - permanent workers 68,95,98 and 126/ national temporary workers 47,55// group 2: national temporary workers 108, 110, 112, 116 and 118, foreigner temporary worker 107.					
Corrective Actions:					








N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
SELF-DECLARATION ON GOOD SOCIAL PRACTICES					
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		
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Displayed on board in the sites: Complete self-declaration from 05.02.2019, rev./check 288.02.2022, Signed by manager (also interviewed) and ER- SK (interviewed). RGSP-GP. No personal sanctions for complaints is stated. Confirmed during the interviews.					
Corrective Actions:					




N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
ACCESS TO NATIONAL LABOUR REGULATIONS					
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? 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		
COMPLIANCE LEVEL CONTROL POINT 4: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: RGSP - GP , human resources. The national labor code and national regulations are available for the ER, and management to access freely. National interpretation Guideline presnted. Interview - RGSP (GP), ER - SK. Knowledge and access of both/ RGSP and ER/ for main points of labor regulations was confirmed during the interview.					
Corrective Actions:					













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING CONTRACTS					
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		
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: The contracts implemented according to national legislation ad GRASP National Interpretation Guideline.The working contracts include the basic information on the employee's name, date of birth, and nationality according to the applicable GRASP National Interpretation Guideline.The working contracts include basic information on the contract period, the wage: documentation check workers 47, 55, 108, 110, 98, 126, 107 >. all over than the minimal wage of 650 BGN/ monthly for Bulgaria, working hours- 8 per day and breaks 9-9 10 , 11.00-11.30.The basic job description attached and presented during the inspection. In the contract, there is no contradiction to the self-declaration of good social practice. No non-national employees were working for the company. Records of the employees available for more than 24 months.					
Corrective Actions:					











N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
PAYSLIPS					
6	CP: Is there documented evidence indicating regular payment of salaries corresponding to the contract clause? CC: The employer shows adequate documentation of the regular salary transfer (e.g. employee's signature on pay slip, bank transfer). <u>Employees sign or receive</u> 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		
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
Evidence/Remarks: Payslips for workers are available and correspond to the contracts. Payments are regular. Regular payments for the last 24 months are available. Employees sign and receive copies. Documentation check Feb. 2022- perm. workers 53 (bruto 746,71 lv/ neto 579,44lv/ 19 work days from 21 / 2 days vacation), 71 (12 days work, 3+6 days sick, bruto 481,08 lv, neto 380,36), temp. workers 47 (16 work days, non paid days 4, bruto 598 lv, neto 459,35 lv), worker 55 (18 work days, 1 day sick, non paid day 1 ,bruto 606,06 lv, neto 469,12 lv, worker 108 (5 work days, , non paid day 1 , start working on 21.02.2022 bruto 188,83 lv, neto 145,37 lv) workwr 110 (6 work days, started work on 21.02.2022 ,bruto 233,61 lv, neto 181,27 lv), worker 98 (19 work days, non paid day 1 ,bruto 782,6 lv, neto 607,28 lv) , worker 126 (20 work days, bruto 751,4 lv, neto 583.07 lv) worker 107 (20 work days, bruto 650 lv, neto 504,19 lv)					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WAGES					
7	CP: Do pay slips/pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements? 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		
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Registers with clear indications that employees gain at least minimum wage. Seen pay slips for month September. 2021 : bruto salaries under bargarian national legislation, no deductions. Payment is done in the limited time with no delays. Confirmation also during the worker's interview: group1 - permanent workers 68,95,98 and 126/ national temporary workers 47,55// group 2: national temporary workers 108, 110, 112, 116 and 118, forigner temporary worker 107.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
NON-EMPLOYMENT OF MINORS					
8	<p>CP: Do records indicate that no minors are employed at the company?</p> <p>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.</p>				
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
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: No employed of minors declared and found during inspection.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
ACCESS TO COMPULSORY SCHOOL EDUCATION					
9	CP: Do the children of employees living on the company's production/handling sites have access to compulsory school education? 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
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not applicable	
Evidence/Remarks: No children living on the company production sites declared and found during inspection.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
TIME RECORDING SYSTEM					
10	CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees? 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		
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Records on paper indicate regular working time on national regulations. No overtime hours declared. Access of the workers to the records are permanent and regularly signed. Kept for more than 24 months. Interview confirmed: questions to management, ER, group1 - permanent workers 68,95,98 and 126/ national temporary workers 47,55// group 2: national temporary workers 108, 110, 112, 116 and 118, forigner temporary worker 107.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING HOURS & BREAKS					
11	CP: Do working hours and breaks documented in the time records comply with applicable legislation and/or collective bargaining agreements? 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		
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Time recording is available and shows compliance with legal regulations and collective agreement. Interviewed w 2,4,6,8 - 8 hours per day and breaks /09.00- 9.10, 11.00- 11.30/. Documentation check confirmation. Interview confirmed: ER and group1 - permanent workers 68,95,98 and 126/ national temporary workers 47,55// group 2: national temporary workers 108, 110, 112, 116 and 118, foreigner temporary worker 107.					
Corrective Actions:					

RECOMMENDATIONS FOR GOOD PRACTICE

N°	CONTROL POINT & COMPLIANCE CRITERIA
ADDITIONAL SOCIAL BENEFITS	
R1	What other forms of social benefit does the company offer to employees, their families and/or the community? 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: N/A	