



**GGN: 7290742000007**

Registration number of producer/  
producer group (from CB): IQC IL2320

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

### **PROOF OF ASSESSMENT**

**According to**

**GRASP General Rules V1.3 July 2015**

**Option 1**

**Issued to**

**Producer KIBBUTZ NIRIM**

**M.P. HANEDEV, KIBBUTZ NIRIM, Israel**



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

The Certification Body INSTITUTE OF QUALITY & CONTROL Ltd. 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 July 2015.

**Overall assessment result: Fully compliant**

**GGN: 7290742000007**

**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  | Not applicable  |
| Control Point 9  | Not applicable  |
| Control Point 10 | Fully compliant |
| Control Point 11 | Fully compliant |

**Date of Assessment: 03-05-2016**

**Date of Upload: 22-05-2016**

**Validity: 03-05-2016 - 02-05-2017 (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)

GRASP Checklist - Version 1.3

Checklist Individual Producer (Option 1)

Valid from: 1 July 2015

Mandatory from: 1 October 2015



# GRASP MASTER DATA

| 1. CERTIFICATE HOLDER REGISTRATION DATA  |                        |            |            |                      |            |            |                          |            |                                     |    |
|--|------------------------|------------|------------|----------------------|------------|------------|--------------------------|------------|-------------------------------------|----|
| Producer GGN/GLN:*   | 7290742000007          |            |            | Registration N°:     |            |            | IQC IL 2320              |            |                                     |    |
| Company name:*   | KIBUTZ NIRIM           |            |            | Address:*            |            |            | KIBUTZ NIRIM 85125       |            |                                     |    |
| Telephone:*  | 054-7916250            |            |            |                      |            |            |                          |            |                                     |    |
| Email:   | pikuachnirim@gmail.com |            |            | Fax:                 |            |            |                          |            |                                     |    |
| Assessment date:*  | 03/05/2016             |            |            | Contact person:*     |            |            | DEBI LEBAN               |            |                                     |    |
| Previous assessment date(s):   | 22/04/2014             | 10/06/2015 | 02/01/1900 | 02/01/1900           | 02/01/1900 | 02/01/1900 | 02/01/1900               | 02/01/1900 | 02/01/1900                          |    |
| Does the producer have any other external audits or certification covering social practices? If yes, which?  |                        |            |            |                      |            |            |                          |            |                                     |    |
| Standard 1: 2  | Standard 2: 2          |            |            | Standard 3: 2        |            |            | Standard 4: 2            |            |                                     |    |
| Valid to: 02/01/1900   | Valid to: 02/01/1900   |            |            | Valid to: 02/01/1900 |            |            | Valid to: 02/01/1900     |            |                                     |    |
|  |                        |            |            |                      |            |            |                          |            |                                     |    |
| 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:  |                        |            |            |                      |            |            |                          |            |                                     |    |
|  |                        |            |            |                      |            |            |                          |            |                                     |    |
| Voluntary company description: KIBUTZ growth avocado - carrots - potatoes - sweet potatoes - onions and wheat with 38 employees working and one sweet potatoes packaging house .and 3 spray contractor and 1 handling contractor |                        |            |            |                      |            |            |                          |            |                                     |    |
|  |                        |            |            |                      |            |            |                          |            |                                     |    |
| 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 checked="" type="checkbox"/> YES                            | <input type="checkbox"/> NO                |
|  | Does the produce handling facility(ies) have any social standards implemented?                                 | <input type="checkbox"/> YES                                       | <input checked="" 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  | KIBUTZ NIRIM SWEET POTATOES  | PH Facility 4  | 2  |
| PH Facility 2  | YAHAM - HEBEL MAON   | PH Facility 5  | 2  |
| PH Facility 3  | 2  | PH Facility 6  | 2  |
| 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 checked="" type="checkbox"/> Crop protection  | <input checked="" 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): Packaging contractors carrots - potatoes - onions | <input checked="" type="checkbox"/> YES                            | <input type="checkbox"/> NO                |

## 2. STRUCTURE OF EMPLOYMENT

|  |                  |           |        |                       |           |        |   |           |        |       |
|--|------------------|-----------|--------|-----------------------|-----------|--------|---|-----------|--------|-------|
| Month(s) of peak season (if applicable): | september - may  |           |        |                       |           |        | % of employees living in accommodation provided by the company (if applicable): | 80        |        |       |
| Nationalities of employees               | israelis - thais |           |        |                       |           |        |   |           |        |       |
| Total number of employees                | Local            |           |        | Cross-Border Migrants |           |        | National Migrants   |           |        | Total |
|  | Permanent        | Temporary | Agency | Permanent             | Temporary | Agency | Permanent   | Temporary | Agency |       |
| in agricultural production               | 28               | 6         | 8      | 0                     | 0         | 0      | 0   | 0         | 0      | 38    |
| in product handling facility(ies)        | 2                | 10        | 2      | 0                     | 0         | 0      | 0   | 0         | 0      | 10    |
| Total                                    | 22               | 16        | 10     | 0                     | 0         | 0      | 0   | 0         | 0      | 28    |

### 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 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:                          | IQC                                     |                             | Duration of the assessment: | 7.00 hs |  |  |
| Name of assessor:                                    | ADRIANA KAMMA                           |                             |                             |         |  |  |
| Name of company management:                          | KIBUTZ NIRIM                            |                             |                             |         |  |  |











<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 |   |     |
| Evidence/Remarks: Employees Representative Mr. NAHAR of all workers in the orchard. Received appropriate training course attended dedicated and knows all the rights of employees elected last year. Kibbutz is also supporting the Human Resources Department and has experience over the years for an employer working attitude. Weekly meetings every Thursday of the staff workers |  |   |                 |   |     |
| 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. The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions. 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: All employees can present complaints or discrepancies throughout the day across all year person responsible and complaints are handled immediately. There were no complaints from employees in the past year |   |   |                 |   |     |
| 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>  |  |   | Fully compliant |   |     |
| Evidence/Remarks: the self-declaration of good practices are clearly written in certificate number 44 of the protocol. this self-declaration is signed and was revised this year last 3-4-16.the representative of the employees received explication and meet the requirements |  |   |                 |   |     |
| 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: the representative of the employees received explication and meet the requirements.he has access to them.Kibbutz human resources department has the ability and knowledge including periodic changes of all the rights and obligations of procedures. |  |   |                 |   |     |
| 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 |   |     |
| Evidence/Remarks: Randomly selected agreement was signed during the assessment dated 3-9-12 and worker NUMBER 001 agreement is translated into various languages is stamped with the date and maintained over 7 years. born in 1972 worked full time at a regular. Three and a half years of service - Thai foreign temporary worker - an agreement signed for full-time work. Presented a labor agreement with a contractor spraying and aerial spraying over the years up to date with the year 2016 for signature of work by order |   |  |                 |   |     |
| 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: For example presented tax salary working 188 per month in march 2016 includes payment of salary above the average prevailing overall. For example, class Employee Status: Married ID number 001 and salary records including 188 hours of work with details of holidays and extra hours. Salaries are maintained throughout the 7 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 at least the legal minimum wage (on average) 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: For example, salary records including 188 hours of work with details of holidays and extra hours. Salaries are maintained throughout the 7 years. The salary received is more than the minimum pay in the country. one day wing bye week. less than 60 hours per week of work. 26 days in March |  |   |                 |   |     |
| Corrective Actions:   |  |   |                 |   |     |

| N°   | CONTROL POINT & COMPLIANCE CRITERIA   | VERIFICATION  | COMPLIANCE |                |     |
|--|---|---|------------|----------------|-----|
|  |   |   | Y          | N              | N/A |
| <b>NON-EMPLOYMENT OF MINORS</b>  |   |   |            |                |     |
| 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   |
| <b>COMPLIANCE LEVEL CONTROL POINT 8:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i> |   |   |            | Not applicable |     |
| Evidence/Remarks: no work of minors  |   |   |            |                |     |
| 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: no work of minors  |  |   |                |   |     |
| 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 the employees and accessible for the employees' representative(s). |   |                 |   |     |
| 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: Introduced a digital clock with attendance registration through the mobile phone of each employee and team manager typing any code beginning and end of work day work day.All employees can check the daily listing.Records are maintained throughout the 7 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: for example manual registration was introduced in march 2016 Registered work day and a personal diary of the manager DEBI LEBAN .The amount of information updated weekly hours through the Human Resources Department ,submit Registered weekly day of rest. |  |   |                 |   |     |
| 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: Work clothes for every employee. Annual trip of the whole team. Holiday gifts. Tractor driving training course. |  |