



PROOF OF ASSESSMENT

This is to confirm that:

UVASDOCE S.L.

Avda. Aspe, nº 34, 03670 - MONFORTE DEL CID, ALICANTE, Spain

Complies with the requirements of

GLOBALG.A.P. Risk Assessment On Social Practice (GRASP) v1.3-1-i July 2020

Option 2 – Producer group

The annex contains details of the GRASP results and the covered producer group members.

Frank Camasta
Global Head of Technical Services
SAI Global Assurance

GGN: 8431248000019

SAI GLOBAL certificate No: CROP41569

GlobalG.A.P. registration No: SAI-GLOBAL FV-ES-0923

Issue Date: 23/12/2021

Valid From Date: 25/11/2021

Date of Upload: 23/12/2021

Expiry Date: 16/10/2022

Registered by:

SAI Global Certification Services Pty Ltd (ACN 108 716 669) 680 George Street Sydney NSW 2000 Australia with SAI Global Pty Limited 680 George Street Sydney NSW 2000 Australia ("SAI Global") and subject to the SAI Global Terms and Conditions for Certification. While all due care and skill was exercised in carrying out this assessment, SAI Global accepts responsibility only for proven negligence. This certificate remains the property of SAI Global and must be returned to SAI Global upon its request.

To validate certificate authenticity please visit either <http://www.saiglobal.com>, <https://www.globalgap.org/search> or <http://www.JAS-ANZ.org/Register>





PROOF OF ASSESSMENT

Annex of the Certificate of Conformity

Overall assessment result: Fully compliant

Assessment result in detail

See e-certificate from GlobalG.A.P. database attached

Product information

Product	Assessment No	Product handling	No of GRASP Internal Assessed producers	Total no of producers
Uvas de mesa / Grapes (Table)	00102-FHNCL-0002	YES	12	12

Producer group member:

See e-certificate annex from GlobalG.A.P. database attached

Product (s)	GGN	Company / Producer name and address
Uvas de mesa / Grapes (Table)	8431248000019	UVASDOCE Ctra.Monforte - Agost, km 6,9, Alicante

GGN: 8431248000019

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GGN: 8431248000019

Registration number of producer/
producer group (from CB): SAI-GLOBAL FV-
ES-0923

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

PROOF OF ASSESSMENT

According to

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

Option 2

Issued to

Producer Group UVASDOCE S.L.

Avda. Aspe, nº 34, 03670 MONFORTE DEL CID-ALICANTE, Spain



The Annex contains details of the GRASP results (and the covered producer group members).

The Certification Body SAI Global Certification Services Pty 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 1.3-1-i July 2020.

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

GLOBALG.A.P.-certified products covered by GRASP:

Products	Assessment Number	Product Handling	Remote Assessment	No. of GRASP internally assessed producers	Total number of group members
Grapes (Table)	00102-FHNCL-0002	Yes	N/A	11	11
Total:				11	11

1. Overall assessment result: Fully compliant

GGN: 843124800019

2. QMS result: Fully compliant

3. 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: 25-11-2021

Date of Upload: 23-12-2021

Validity: 25-11-2021 - 16-10-2022 (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 Producer Group (Option 2)

Valid from: July 2020

Mandatory from: October 2020



1. CERTIFICATE HOLDER REGISTRATION DATA								
Producer Group GGN/GLN:*	8431248000019			Registration N°:				
Company name:*	UVASDOCE S.L.			Address:*	Avda. Aspe 34 3670 Monforte del Cid Alicante			
Telephone:*	607379604							
Email:				Fax:				
Assessment date:*	25/11/2021			Contact person:*	Alfonso Romero Ibañez			
Previous assessment date(s):								
Does the producer group have any other external audits or certification covering social practices? If yes, which?								
Standard 1:	Standard 2:		Standard 3:		Standard 4:			
Valid to:	Valid to:		Valid to:		Valid to:			
Has the Certification Body detected any significant breach of legal requirements 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 checked="" type="checkbox"/>	YES	<input type="checkbox"/>	NO
Comments:								

	YEAR				
Total number of producer group members participating in GRASP:					
Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:					
Total number of externally assessed GRASP producer group members:					
<i>* Mandatory field</i>					

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:									
8431248000019	4063061123572	4063061123558	4063061816290						

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 type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
				If yes:	Name of the PH company:
					UVASDOCE S.L.
					GGN/GLN of the PH company (if applicable):
					8431248000019

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 checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
If yes, which one?		Are the subcontracted activities included in the GRASP assessment?			
<input checked="" type="checkbox"/>	Pest and rodent control	<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
<input type="checkbox"/>	Crop protection	<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
<input type="checkbox"/>	Harvest	<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
<input type="checkbox"/>	Others (please specify): El control DDD subcontrado en la planta de manipulado, obligatorio por legislacion nacional.	<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	AGOSTO a DICIEMBRE						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	ESPAÑA, RUMANIA, MARRUECOS, ARGELIA, SENEGAL, BULGARIA, BELGICA, POLONIA, UCRANIA, PORTUGAL, BRASIL, BOLIVIA, ECUADOR									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	21	22	0	13	69	0	0	0	0	125
in product handling facility(ies)	33	38	0	30	105	0	0	0	0	206
Total	54	60	0	43	174	0	0	0	0	331

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :						
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:	SAI Global Assurance Services Ltd	Duration of the assessment: 7.7999999999999982236431605997495353 221893310546875
Name of assessor:	J. Rafael Pérez	
Name of company management:	ALFREDO MIRALLES GUIRAO	

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. This 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 management occur at accurate frequency. The dialogue <u>taking place in such meetings is duly documented</u>. If a producer group member has less than 5 employees, it is allowed to have an employees' representative at the level of the producer group.</p>					
1.1	The election/nomination procedure has been defined and communicated to all employees.	  	2	0	2	
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.	 	2	0	2	
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.	 	2	0	2	
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).		2	0	2	
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).	 	2	0	2	
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.		2	0	2	
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
<p>Evidence/Remarks: 1. El procedimiento de elección del ER es mediante: Uvas doce (representante sindical) Frutas Ballena Elección y resto productores n/a no trabajadores</p> <p>2. El ER fue elegido por los trabajadores y comunicado el: Uvas doce 20/06/2019 - Ballena 05/11/2021</p> <p>3. El ER elegido por los trabajadores fue comunicado a los trabajadores el: Uvas doce 20/06/2019 - Ballena 05/11/2021</p> <p>4. El ER elegido para: U12 4 años y Ballena la presente campaña</p> <p>5. El ER conoce sus Los roles y derechos del ER son conocidos por gerencia y el ER.</p> <p>6. Reunión periódica con el gerente de la empresa y el ER, última realizada el: 05/11/2021</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.		2	0	2
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	2	0	2
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	2	0	2
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		2	0	2
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	2	0	2
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		2	0	2
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 1. Procedimiento de reclamaciones por parte de los empleados la empresa mediante: Buzón de sugerencia, disponible en el área social 2. Los trabajadores de la explotación y los de la central están informados periódicamente sobre el procedimiento de reclamaciones. Fecha: 16/07/2021 3. No se penaliza a los trabajadores por realizar reclamaciones pq son anónimas 4. Las reclamaciones se conservan mínimamente por un periodo de : 2 años 5. Las reclamaciones realizadas se revisan y gestionan con una frecuencia: mensual hayan o no reclamaciones 6. Las reclamaciones se conservan mínimamente por un periodo de : 2 años Los trabajadores extranjeros entienden el procedimiento de reclamaciones porque se publica en diferentes idiomas.					
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.		2	0	2
3.2	The declaration has been signed by the management and by the employees' representative(s).		2	0	2
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.).	  	2	0	2
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.	  	2	0	2
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		2	0	2
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	2	0	2
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: 1. La autodeclaración contiene los ptos referidos en OIT</p> <p>2. Gerencia y el ER firmó la declaración con fecha: 16/07/2021</p> <p>3. La autodeclaración es comunicada a los trabajadores mediante: cartelera y n la formación al inicio de campaña</p> <p>4. Se entrevistó a Gerencia, ER, persona responsable de ampliación de GRASP (RIG) y todos conocen el contenido de la declaración. Durante la evaluación tb se entrevistó a: Fijos o fijos discontinuos: nacionales: NF1 a NF5... y extranjeros: EF1 a EF3 Temporales: nacionales: NT1 a NT5... y extranjeros: ETF1 a ET11...</p> <p>5. Subcontratados: no hay</p> <p>6. La declaración establece q el ER puede presentar reclamaciones sin ser sometido a sanciones indicado en: pto 14</p> <p>7. La autodeclaración se revisó en los últimos 3 años. Fecha: 16/07/2021</p>					
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 implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national labor regulations, such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. <u>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.</u>					
4.1	The RGSP provides the employees' representative(s) with the valid labor regulations (e.g. the GRASP National Interpretation Guidelines).	  	2	0	2	
4.2	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.	  	2	0	2	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	2	0	2	
4.4	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.	  	2	0	2	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	2	0	2	
4.6	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.	  	2	0	2	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	2	0	2	
COMPLIANCE LEVEL CONTROL POINT 4: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: 1. El RIG proporcionó al ER las normas laborales: Se observó durante la entrevista q el ER disponía las normas laborales y confirmó q se las entregó el RIG 2. Legislación laboral nacional y convenio colectivo conocido por el RIG y el ER (entrevistados) 3. (copiar del 4.3 al 4.7). Legislación laboral nacional accesible para el RIG y el ER. Conocen las normas sobre las horas de trabajo, la libertad de asociación, normas antidiscriminación, trabajo infantil y edad mínima laboral, sobre las bajas (por ejemplo maternidad)						
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, a 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 <u>their legal status and working permit</u>. The contract does not show 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.	 	2	0	2
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).		2	0	2
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.		2	0	2
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.		2	0	2
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		2	0	2
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.		2	0	2
5.7	Records of the employees must be accessible for at least 24 months.		2	0	2
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: 1. Contratos laborales firmados por ambas partes (empleado y empleador).</p> <p>2. Los contratos se ven conforme a la legislación.</p> <p>3. (copiar en 5.3 y 5.4) Entre otra, los contratos laborales (o anexos) contienen la siguiente información: empresa, trabajador, fecha de nacimiento del trabajador, nacionalidad, salario, horario, descansos y descripción del puesto de trabajo.</p> <p>5. Los contratos no contradicen la autodeclaración</p> <p>6. En el caso de extranjeros se dispone de los permisos necesarios. Ejemplo de trabajador: EF1 – ET11</p> <p>7. Los registros se archivan un mínimo de: 24 meses</p> <p>En evidencias añadir</p> <p>Las diferencias salariales son por diferente puesto y por cómo se paga la recolección. La empresa abona a los recolectores por: hora trabajada</p> <p>A modo de ejemplo se indica alguno de los contratos vistos de los trabajadores:</p> <p>Fijos o fijos discontinuos: nacionales: NF1, NF2 y extranjeros: EF1 a EF3</p>					

Temporales: nacionales: NT1 a NT4... y extranjeros: ETF1 a ET4
Subcontratados: no hay

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).	 	2	0	2
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.).	 	2	0	2
6.3	The records of payments are kept for at least 24 months.		2	0	2
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks 1. El pago de los salarios se realiza mediante: Transferencia bancaria 2. Se dispone evidencia de los pagos salariales y estos se ven correctos conforme con los trabajos realizados (horas y días trabajados). Ejemplo de pago comprobado: Fijos o fijos discontinuos: nacionales: NF1, NF2 y extranjeros: EF1 a EF3 Temporales: nacionales: NT1 a NT4... y extranjeros: ETF1 a ET4 Subcontratados: no hay 3. Los registros se archivan un mínimo de: 24 meses					
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).	 	2	0	2	
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.		2	0	2	
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.	 	2	0	2	
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: 1. En la nómina indica claramente la cantidad percibida por el trabajador 2. Los sueldos, horas extras... figuran en la nómina y son conforme con los contratos, la legislación nacional y el acuerdo colectivo aplicable. Ejemplo de datos cruzados comprobados: Fijos o fijos discontinuos: nacionales: NF1, NF2 y extranjeros: EF1 a EF3 Temporales: nacionales: NT1 a NT4... y extranjeros: ETF1 a ET4 Subcontratados: no hay 3. Las nóminas revisadas cumplen con el salario mínimo. 7,45 €/h ajuste de SMI						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
NON-EMPLOYMENT OF MINORS						
8	CP: Do records indicate that no minors are employed at the company? 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.		2	0	2	
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.	     	0	0	4	
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: NO hay empelo de menores, los sistemas de altas no permiten realizacion de contratos a menores.						
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.	 	0	0	4
9.2	There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to GRASP National Interpretation Guideline).	    	0	0	4
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	4
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable		
Evidence/Remarks: NA, no hay viviendas, por lo que no hay niños de los empleados viviendo en explotación. no hay trabajadores <18 años					
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.).	  	2	0	2	
10.2	The records indicate the regular working time for employees on a daily basis.		2	0	2	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		2	0	2	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		2	0	2	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	2	0	2	
10.6	Access to these records is provided to the employees' representative(s).	  	2	0	2	
10.7	The records are kept for at least 24 months.		2	0	2	
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: 1. Sistema de registro de horas: manual, están implantando en almacén por tarjeta 2. Ejemplo de horario registrado: Fijos o fijos discontinuos: nacionales: NF1, NF2 y extranjeros: EF1 a EF3 Temporales: nacionales: NT1 a NT4... y extranjeros: ETF1 a ET4 Subcontratados: no hay 3. Se registran las horas extras, ejemplo: No ha habido horas extras 4. Se registran días libres, ejemplo el día: 24 de octubre de 2021 5. Los empleados aprueban el registro horario mediante: Aceptación de la nómina y firma de horas entrada y salida por día 6. Durante la entrevista el ER tiene confirma tener acceso a los registros horarios 7. Los registros horarios se conservan un mínimo de: 24 meses						
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).	  	2	0	2
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		2	0	2
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		2	0	2
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.	   	2	0	2
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		2	0	2
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
<p>Evidence/Remarks: 1. Se dispone de la legislación laboral nacional y convenio colectivo: Ver comentario CP4</p> <p>2. Las horas de trabajo y horas extras (de haber) figuran en las nóminas y son conformes a la legislación y convenios aplicables. Ver ejemplos de datos cruzados en CP6 y CP7</p> <p>3. Los días de descanso observados cumplen con la legislación y convenios aplicables. Ver ejemplos en CP10</p> <p>4. Las horas de trabajo no exceden de 8 horas y en la semana no exceden de 40 horas</p> <p>5. Según lo observado los descansos mínimos están garantizados incluso en los meses pico. Como ejemplo se ha revisado las hora trabajadas durante el mes octubre de los siguientes trabajadores:</p> <p>Fijos o fijos discontinuos: nacionales: NF1, NF2 y extranjeros: EF1 a EF3</p> <p>Temporales: nacionales: NT1 a NT4... y extranjeros: ETF1 a ET4</p> <p>Subcontratados: no hay</p>					
Corrective Actions:					

ONLY APPLICABLE FOR PRODUCER GROUPS

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
INTEGRATION INTO QMS					
QMS	<p>CP: Does the assessment of the Quality Management System (QMS) of the producer group show evidence of the correct implementation of GRASP for all participating producer group members?</p> <p>CC: The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented and internally assessed. Non-compliances are identified and corrective actions are taken to enable compliance of all participating producer group members.</p>				
QMS1	The implementation of GRASP is included in the Quality Management System of the producer group, based on the respective part of the GLOBALG.A.P. General Regulations for Producer Group Certification.	 	X		
QMS2	There is a system in place to regularly inform and train key staff on GRASP related issues.	 	X		
QMS3	All steps taken in the frame of the QMS to implement GRASP among all participating producer group members are documented.	 	X		
QMS4	There is evidence that the producer group fosters compliance of all participating producer group members with the GRASP requirements and assesses the progresses and problems complying with GRASP every year.	 	X		
QMS5	A register is maintained of all GLOBALG.A.P. producers implementing GRASP. It contains for every producer group member the internal assessment date as well as the compliance level reached, all non-compliances detected in internal and external assessments and corrective actions given to non-compliances.	 	X		
QMS6	There is a procedure to implement corrective actions from previous internal assessments.	 	X		
QMS7	The internal producer group inspector is qualified according to the GRASP General Rules.	 	X		
COMPLIANCE LEVEL CONTROL POINT QMS: <i>(Calculated automatically based on the results per sub-controlpoint)</i>		<input checked="" type="checkbox"/> Fully compliant.	<input type="checkbox"/> Not compliant.		
<p>Evidence/Remarks: 1. Sistema GRASP integrado con IFA</p> <p>2. Última formación GRASP a los empleados: 15-16/11/2021 - 16/11/2021 - 16/11/2021 - 16/11/2021</p> <p>3. Los productores están informados de GRASP mediante el contrato con el grupo</p> <p>4. Todos los miembros de IFA están en GRASP</p> <p>5. El registro de productores GRASP es el mismo q el de IFA</p> <p>6. Procedimiento de acciones correctivas = IFA</p> <p>7. Inspector/auditor GRASP = IFA</p>					
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: Se establecen medidas e incentivos para el desempeño del desarrollo laboral seguro con cursos de formación de manera continuada. Todo el cuidado médico y prevención laboral están incluidas dentro del funcionamiento de la empresa.	

ANNEX for GGN 8431248000019

Producer Group Members:

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Grapes (Table)	4063061123534	ALEJANDRO ALGARRA BENITO, c/ Juan de la Torre, 4, Monforte del Cid - Alicante, 3670, Spain
Grapes (Table)	4063061123558	ANTONIO JOSE MIRALLES, c/ Enrique Santos, 26, Monforte del Cid - Alicante, 3670, Spain
Grapes (Table)	4063061123565	CARLOS BENITEZ, C/ Doctor Fleming, 20-1, Monforte del Cid - Alicante, 3670, Spain
Grapes (Table)	4063061123572	JOAQUIN LOAISA BLANQUE, C./Profesor Don Diego, 30, Monforte del Cid - Alicante, 3670, Spain
Grapes (Table)	4063061123596	MARIA MAGDALENA MIRA MARTI, C/ Doctor Perez Lopez, 34, Monforte del Cid - Alicante, 3670, Spain
Grapes (Table)	4063061123602	OSCAR JOVER ESCOLANO, C./Almendros,2, Monforte del Cid - Alicante, 3670, Spain
Grapes (Table)	4063061123619	PRIMITIVO ROCAMORA POVEDA, C. / De los Asensios, 23, Monforte del Cid - Alicante, 3670, Spain
Grapes (Table)	4063061123633	SAT BELSEFRUIT - EULOGIO BELTRA SEPULCRE, C/ La Fuente, 23, Monforte del Cid - Alicante, 3670, Spain
Grapes (Table)	4063061123640	SAT FRUTAS MARIA JESUS-RAFAEL HERNANDEZ AMOROS, C/ Lopez de Vega, 21., Monforte del Cid - Alicante, 3670, Spain
Grapes (Table)	4063061167866	Juan Andrés Berenguer Chorro, C/ Rambla Chapi, 51, Monforte del Cid - Alicante, 03670, Spain
Grapes (Table)	4063061816290	FRUTAS LA BALLENA S.L, Ctra.Monforte - Agost, km 6,9, ALICANTE, ., Spain