



**GGN: 4050373015589**

Registration number of producer/  
producer group (from CB): TUV-NORD 322449

## **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 Los Arenales de Mazagón, S.L.**

**C/ CALERA nº 17, 21800 MOGUER (HUELVA), Spain**



### **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	Employee Interview
Yes	N/A	Yes

**Overall assessment result: Fully compliant**

**GGN: 4050373015589**

## 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: 14-02-2023**

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

**Validity: 14-02-2023 - 13-02-2024 (depending on GLOBALG.A.P. certificate validity)**

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

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

GRASP Checklist - Version 1.3-1-i

Checklist Individual Producer (Option 1)

Valid from: July 2020

Mandatory from: October 2020



1. CERTIFICATE HOLDER REGISTRATION DATA									
Producer GGN/GLN:*	4050373015589			Registration N°:					
Company name:*	LOS ARENALES DE MAZAGON S.L.			Address:*		C/ CALERA, 17, MOGUER, HUELVA			
Telephone:*	959 500 123								
Email:	ester@lasposadillas.com			Fax:					
Assessment date:*	14/02/2023			Contact person:*		ESTER PEREIRA			
Previous assessment date(s):									
Does the producer 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 requirement concerning labor conditions?						<input type="checkbox"/>	YES	<input type="checkbox"/>	NO
Has the Certification Body reported this finding to the local/national responsible and competent authority?						<input type="checkbox"/>	YES	<input type="checkbox"/>	NO
Comments:									
Company description: Option 1 IFA + GRASP; covered crop (STRAWBERRY, RASPBERRY, BLUEBERRY, BLACKBERRY); product harvest and handling included; PP: no; PO: no.									
Did the management sign a self-declaration saying that if there were employees GRASP would be implemented?						<input type="checkbox"/>	YES	<input type="checkbox"/>	NO
* Mandatory field									

Are produce handling (PH) facilities included in the GRASP assessment?		<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
	Is produce handling sub-contracted?	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
	Does the produce handling facility(ies) have any social standards implemented?	<input 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		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 checked="" type="checkbox"/> YES	<input 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): No	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO

## 2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	March						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	Spain, Romania, Morocco, Poland									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	10	0	0	196	0	0	0	0	206
in product handling facility(ies)	1	17	0	0	26	0	0	0	0	44
Total	1	27	0	0	222	0	0	0	0	250

### 3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names <sup>1</sup> :	GENERAL MANAGER (See GLOSSARY ROLES tab)		QUALITY RESPONSIBLE (See GLOSSARY ROLES tab)			
Present at the opening 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
Present at the assessment?	<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
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:	TÜV HELLAS (TÜV NORD)		Duration of the assessment:	4h		
Name of assessor:	Fernando Rodríguez Macías					
Name of company management:	GENERAL MANAGER (See GLOSSARY ROLES tab)					












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






















## GRASP CHECKLIST









N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>EMPLOYEES' REPRESENTATIVE(S)</b>					
1	<p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. The employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and the management occur at accurate frequency. The dialogue taking place in such meetings is duly documented. N/A if the company employs less than 5 employees.</p>				
1.1	The election/nomination procedure has been defined and communicated to all employees.	  	X		
1.2	Documentation shows that the election and the counting of votes were carried out fairly and openly. In case of representative(s) not elected but nominated, there is a document justifying why elections could not take place.	 	X		
1.3	The results of the election (name of employees' representative(s) or in case of council composition of the council) were communicated to all employees.	 	X		
1.4	The election/nomination has taken place in the ongoing year or production period. The representation is current (all elected/nominated person(s) according to the list still working for the company).		X		
1.5	The employees' representative(s) is/are recognized by the management and a job description clearly defines his/her/their role and rights. The employees' representative(s) is/are aware of his/her/their role and rights (in case of an employees' council, all members are interviewed).	 	X		
1.6	There is documentary evidence of regular meetings at accurate frequency between the employees' representative(s) and the management, where GRASP related issues are addressed.		X		
<b>COMPLIANCE LEVEL CONTROL POINT 1:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: The election of the workers' representative is carried out by secret ballot. Verified document "Election/nomination of representative(s) by secret ballot" RC04PR00 dated 28/09/2022. 1 employ participate. Only the candidature of ER is presented.</p> <p>The document RC04PR00 "Election of the GRASP representative" dated 28/09/2022 is available. ER, who is also the workers' representative, is nominated.</p> <p>Document RC04PR00 "Representative communication to employees/ratification" dated 03/10/2022 is available. Each employee is provided with a copy of this document, which is handed over when signing the contract. The employee has 30 days to object.</p> <p>The workers' representative was interviewed during the evaluation and designated as ER. Knowledge of the role of the workers' representative is evident during the interview.</p> <p>Corrective Actions:</p>					













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?  CC: A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. <u>The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions.</u> Complaints, suggestions and their follow-up from the last 24 months are documented.				
2.1	A documented complaint and suggestion procedure is available, appropriate to the size of the company.		X		
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	X		
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	X		
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		X		
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	X		
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		X		
<b>COMPLIANCE LEVEL CONTROL POINT 2:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Possible employee complaints are handled through the document PR09 Complaints dated 24/10/2022. This document includes instructions on how to complete it and how to submit it. Form RC01PR09 dated 24/10/2022.					
Complaints may be submitted anonymously by workers and they may not be penalized for doing so. Complaints will be discussed in meetings. E.g. Last meeting convened on RC04PR00 30/01/2023, attended by the MANAGEMENT, the ER, the RGSP, the QUALITY TECHNICIAN and workers.					
Corrective Actions:					








N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>SELF-DECLARATION ON GOOD SOCIAL PRACTICES</b>					
3	<p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		X		
3.2	The declaration has been signed by the management and by the employees' representative(s).		X		
3.3	The declaration is actively communicated to the employees (e.g. displayed on the production site/in the handling unit/management office or attached to the working contract, information at meetings etc.).	  	X		
3.4	The management, the responsible person for the implementation of GRASP and the employees' representative(s) know the content of the declaration and confirm that it is put into practice.	  	X		
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		X		
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	X		
<b>COMPLIANCE LEVEL CONTROL POINT 3:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			<b>Fully compliant</b>		
<p>Evidence/Remarks: There is a social responsibility policy/self-declaration of good social practices (referring to ethical or labour responsibility), with an approval date of 30/01/2023. It is signed by the workers' representative ER and MANAGEMENT.</p> <p>The declaration contains all the points referred to in the ILO Conventions. During the interviews, it is evident that the management (also RGSP) and the workers' representative are aware of this policy and statement. The document is visible in the facilities at the farm.</p> <p>There is evidence of a presentation on the farm and/or justification of the delivery of the documents indicated to the workers on 30/01/2023. The policy states that the employee representative shall not be subject to penalties.</p> <p>Date of last declaration/responsible policy: 30/01/2023.</p> <p>Corrective Actions:</p>					













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?  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: According to the interview with the person responsible for workers' health and safety/responsible for implementation (RGSP) and Employees' Representative (ER), is evident that he has knowledge.					
The Collective Agreement of the Countryside of the Province of Huelva dated 08/11/2018 with Code 215 is available.					
The following are known and available: access to minimum wage, working hours, union membership, non-discrimination, access to child age/child labour, maternity leave, among others.					
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 <u>their legal status and working permit</u>. 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: Contract communicated to the State Public Employment Service and signed by management and employee. FIELD (Temporary) W1 contract 22/09/2020 birth 05/06/197 Nat Spain, W2 24/02/2021 birth 01/01/1975, Nat Morocco, W3 14/09/2022 birth 04/07/1984, Nat Romania, W4 02/11/2022 birth 18/12/1984, Nat Morocco, W5 contract 01/02/2012 birth 10/10/1954 Nat Morocco, W6 01/10/2022 birth 01/01/1978, Nat Spain, W7 24/02/2021 birth 01/01/1978, Nat Morocco, W8 06/09/2022 birth 01/01/1995, Nat Morocco, W9 contract 30/01/2021 birth 01/01/1982 Nat Morocco, W10 11/01/2023 birth 17/12/1984, Nat Morocco, PHU (Permanent and temporary) W16 15/01/2001 birth 20/06/1970, Nat Spain, W17 12/01/2012 birth 17/09/1977, Nat Spain, W18 02/01/2021 birth 27/06/1992, Nat Spain, W19 02/01/2021 birth 05/08/1979, Nat Spain, Regular working time 1694h per year. Retribution according to Collective Agreement "Farm Workers in the Province of Huelva". Contracts includes NIE Tax Identification Number.					
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?  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		
<b>COMPLIANCE LEVEL CONTROL POINT 6:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
<p>Evidence/Remarks: The pay slips of the workers interviewed are reviewed (Workers 1 to 22).  Pay slip of WORKER 1, 24 days worked, 934,34€, WORKER 2, 24 days 1427,58€, WORKER 3, 22 days 1044,93€, WORKER 4, 24 days 1513,47€, WORKER 5, 24 days 1474,20€, WORKER 6, 24 days, 1723,22€, WORKER 7, 24 days 1377,74€, WORKER 8, 24 days 1121,94€, WORKER 9, 21 days 981,74€, WORKER 10, 9 days 427,61€, WORKER 16, 30 days, 3000,00€, WORKER 17, 16 days 748,78€, WORKER 18, 24 days 1221,50€, WORKER 19, 16 days 748,78€, WORKER 20, 23 days 1.310,75€, WORKER 21, 15 days 746,60€, WORKER 22, 3 days, 183,75€, from 01 to 31 january 2023, includes basic salary plus holidays and bonus, the total is above the minimum wage according to the Huelva Agreement, deductions in accordance with current legislation including social security.  Payments in accordance with the working contracts.  Records are kept for at least 24 months.  The pay slips are signed by the company and the employee as proof of payment.</p>					
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?  CC: Wages and overtime payment documented on the pay slips/pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain <u>at least the legal minimum wage (on average)</u> within regular working hours.				
7.1	Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).	 	X		
7.2	Wages and overtime payments as shown in the records are according to the contracts and indicate compliance with national labor regulations (minimum wages), and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline.		X		
7.3	Independently from the calculation unit, pay slips/pay registers document that employees gain in average at least the legal minimum wage within regular working times (especially check when piece-rate is implemented). If there are deductions from salaries and employees are being paid below minimum wage, the deductions must be justified in writing.	 	X		
<b>COMPLIANCE LEVEL CONTROL POINT 7:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Payments are in accordance with the regulations (see previous point) and to existing time control. There has been no overtime, paid according to the collective agreement in case of overtime.  Minimum payment of working hours/monthly payment is confirmed through pay slips/receipts, and for the examples given above; no discount is evident.  The proof of payment by the company dated 31/01/2023 is reviewed. Beneficiary is the WORKER 1, 24 days worked WORKER 2, 24 days worked WORKER 3, 22 days worked WORKER 4, 24 days worked WORKER 5, 24 days, WORKER 6, 24 days worked WORKER 7, 24 days worked WORKER 8, 24 days worked WORKER 9, 21 days worked WORKER 10, 9 days, WORKER 16, 30 days worked WORKER 17, 16 days worked WORKER 18, 24 days worked WORKER 19, 16 days worked WORKER 20, 23 days, WORKER 21, 15 days worked WORKER 22, 3 days from 01 to 31 January 2023.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>NON-EMPLOYMENT OF MINORS</b>					
8	CP: Do records indicate that no minors are employed at the company?  CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education.				
8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.		X		
8.2	If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety (according to the applicable IFA All Farm Base Module), that -jeopardizes their development or prevents them from finishing their compulsory school education.	     			X
<b>COMPLIANCE LEVEL CONTROL POINT 8:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: After reviewing all the workers' documentation and after visiting the facilities and interviewing all the workers present, there is no evidence of employment of minors.  The date of birth is included in the contracts. E.g. WORKER 1 05/06/1974, W2 01/01/1975, W3 07/07/1984, W4 18/12/1984, W5 10/10/1954, W6 01/01/1978, W7 01/01/1978, W8 01/01/1995, W9 01/01/1982, W10 17/12/1984, W11 01/01/1976, W12 01/01/1984, W13 13/04/2002, W14 23/07/1971, W15 01/02/1982, W16 20/06/1970, W17 17/09/1977, W18 27/06/1992, W19 05/08/1979, W20 25/06/1972, W21 16/07/1976, W22 12/12/1974.					
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?  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: Workers live on the farm. There are no school-age children present. No evidence of minors working.					
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?  CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by <u>the employees and accessible for the employees' representative(s)</u> .				
10.1	A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.).	  	X		
10.2	The records indicate the regular working time for employees on a daily basis.		X		
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		X		
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		X		
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	X		
10.6	Access to these records is provided to the employees' representative(s).	  	X		
10.7	The records are kept for at least 24 months.		X		
<b>COMPLIANCE LEVEL CONTROL POINT 10:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Document "Daily record of working hours" is available. Records are shown by (ER) of workers (1 to 22). Hours worked are confirmed during interviews.					
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?  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: The Collective Agreement of the Countryside of the Province of Huelva dated 08/11/2018 with Code 215 is available. It has been verified during the assesment. In all cases (contract/time recording/payroll payments) a maximum of 39 hours per week are worked. This is verified by comparison with the available working timetable. E.g. WORKER 1 to 22's daily hours record for the month 01/2023. Start time at 08:00 and end time at 14:30h. 1 days worked in November x 6,5h/day = 38,5h/week < 39h/week. The days worked correspond to what was agreed in the contract and to what is stipulated in the collective agreement.					
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? 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: No social benefits.	