

GGN: 4049929957282

Registration number of producer/
producer group (from CB): CODEX
CDX_GG_0007_GP

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 Soc. Agr. CAI (Cooperativa Agricoltori Ionici) a R.L.

Via C. Battisti, 315, 98023 Furci Siculo (ME), Italy

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

The Certification Body CODEX SRL 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	Employee Interview	No. of GRASP internally assessed producers	Total number of group members
Lemon	00129-VVFHF-0002	Yes	N/A	Yes	11	11
Orange	00129-VVFHF-0002	Yes	N/A	Yes	9	9
Total:					15	15

1. Overall assessment result: Fully compliant

GGN: 4049929957282

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: 09-12-2023

Date of Upload: 06-01-2024

Validity: 17-02-2024 - 16-02-2025 (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:*	4049929957282			Registration N°:				
Company name:*	SOCIETA' AGRICOLA C.A.I. A.R.L.			Address:*	VIA CESARE BATTISTI, 315 - 98123 - FURCI SICULO (ME)			
Telephone:*	00390942791883							
Email:	caiarl@caiarl.com			Fax:	00390942794018			
Assessment date:*	09/12/2023			Contact person:*	SCARCELLA SALVATORE			
Previous assessment date(s):		17/02/2023						
Does the producer group have any other external audits or certification covering social practices? If yes, which?								
Standard 1: Valid to:	Standard 2: Valid to:			Standard 3: Valid to:	Standard 4: Valid to:			
Has the Certification Body detected any significant breach of legal 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 type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
Comments: Nessuna violazione								
Company description: Gruppo di produttori che si occupa della produzione, confezionamento e commercializzazione di limoni e arance avvalendosi mediamente di n. 88 lavoratori stagionali e di n. 2 impiegati a tempo indeterminato. Il Gruppo consta di n. 15 Membri Produttori valutati internamente per la GRASP. In relazione al GRASP, presenti lavoratori aziendali il giorno della valutazione in numero pari a 25 (di cui n. 22 assunti dalla Capofila e n. 3 assunti dalle aziende campionate) come da registro lavoratori allegato. Effettuate le interviste a n. 8 lavoratori stagionali di cui n. 5 addetti al magazzino (lav. 4, 5,11, 31, 36) e n. 3 addetti al campo (lav. DM1, MF1, BD1) . Si precisa inoltre che per un numero di lavoratori aziendali pari a 5 sono stati visionati i documenti come da specifiche riportate nei campi previsti per la Check list. I lavoratori stranieri assunti sono tutti residenti in Italia e pertanto considerati nazionali.								
	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:								

* *Mandatory field*

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:											
4049929957282	4063651076684	4056186961938	4063651795226	4063651544121							
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, which?		
					If yes:	Name of the PH company:					
						GGN/GLN of the PH company (if applicable):					
Name and location of the assessed PH Facilities:											
PH Facility 1						PH Facility 4					
PH Facility 2						PH Facility 5					
PH Facility 3						PH Facility 6					
Does the company subcontract any other activities?					<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO				
If yes, which one?					Are the subcontracted activities included in the GRASP assessment?						
<input 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 type="checkbox"/> NO						
<input type="checkbox"/> Harvest			<input type="checkbox"/> YES		<input type="checkbox"/> NO						
<input type="checkbox"/> Others (please specify): solo disinfestazione e derattizzazione			<input type="checkbox"/> YES		<input type="checkbox"/> NO						

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	tutto l'anno						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	italiana									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	48	0	0	0	0	0	0	0	48
in product handling facility(ies)	2	40	0	0	0	0	0	0	0	42
Total	2	88	0	0	0	0	0	0	0	90

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:	CODEX SRL	Duration of the assessment:	9,00 ore	
Name of assessor:	TARDA ORAZIO			
Name of company management:	SCARCELLA SALVATORE			






















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.	  	4	0	1	
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.	 	4	0	1	
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.	 	4	0	1	
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).		4	0	1	
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).	 	4	0	1	
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.		4	0	1	
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Struttura Capofila e membri del gruppo campionati: visto verbale del 03/01/2023 per l'elezione dei Rappresentanti dei Lavoratori per le BPS; eletto il lavoratore n. 9 il quale ha accettato l'incarico; tale Rappresentante risulta attuale. Antecedentemente alla elezione si è svolta una riunione formativa/informativa avente per argomento il modulo GRASP (buone pratiche sociali, modalità e all'andamento delle consultazioni e compiti del Rappresentante dei Lavoratori, etc.) Visto mansionario. Consegnate le linee guida del Modulo GRASP. I lavoratori delle aziende campionate si avvalgono del R. L. a livello del Gruppo; si precisa che tali membri produttori hanno tutti meno di 5 lavoratori assunti. L'azienda agric. Ambrogio Carmelo non ha lavoratori assunti. I risultati delle elezioni e/o nomine sono stati comunicati ai lavoratori. Visti verbali di riunione tra i rappresentanti dei lavoratori e le direzioni aziendale, tali riunioni avvengono con frequenza semestrale. Effettuate interviste.						
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.		4	0	1
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	4	0	1
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	4	0	1
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		4	0	1
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	4	0	1
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		4	0	1
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Struttura Capofiliera e Membri del Gruppo campionati: osservata la procedura Segnalazioni/Suggerimenti (P.SEGN - Rev. 00 del 01/10/2013); per tale procedura non è stato previsto alcun modulo. La procedura stabilisce che le eventuali segnalazioni vengano prelevate ogni 15 giorni; nei 15 giorni successivi viene prevista la loro risoluzione, per le segnalazioni urgenti sono previsti 3 giorni. Nella procedura viene chiarito che le figure coinvolte nella gestione delle segnalazioni sono: RSPP ed RLS. La procedura riporta chiaramente che non vi sarà nessuna ritorsione per chi segnala. Viste cassetine per la raccolta anonima delle segnalazioni; la Direzione dichiara che nel periodo preso in esame non sono state effettuate segnalazioni da parte dei lavoratori. Effettuate interviste a tutti i lav. campionati (campo e magazzino).					
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.		4	0	1
3.2	The declaration has been signed by the management and by the employees' representative(s).		4	0	1
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.).	  	4	0	1
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.	  	4	0	1
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		4	0	1
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	4	0	1
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Struttura Capofiliera e Membri del Gruppo campionati: visto il documento "Politica delle Buone Pratiche Sociali" (Doc Politica - rev 4 del 17/09/2019) riesaminata in data 26/01/2023; questa contiene i riferimenti alle principali convenzioni ILO ed evidenzia come i lavoratori possano muovere reclami senza incorrere in sanzioni. L'autodichiarazione risulta firmata e controfirmata dalla Direzione e dal rappresentante dei lavoratori. I contenuti della dichiarazione ai lavoratori vengono esposti mediante cartello affisso in stabilimento e nelle aziende. Tale dichiarazione è controllata e rivista almeno ogni tre anni e comunque ogni qualvolta fosse necessario. Effettuate interviste a tutti i lav. campionati (campo e magazzino).					
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. 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).	  	4	0	1	
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.	  	4	0	1	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	4	0	1	
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.	  	4	0	1	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	4	0	1	
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.	  	4	0	1	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	4	0	1	
COMPLIANCE LEVEL CONTROL POINT 4: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Struttura Capofiliera e Membri del Gruppo campionati: il Resp. GRASP ha informato il RL riguardo alle normative vigenti, visto contratto nazionale e contratti provinciali (prov. Catania, Messina e Siracusa) dei lavoratori agricoli. Il Rappresentante dei Lavoratori è stato fornito dei documenti GRASP (linee guida interpretative nazionali, etc); tale documentazione risulta, inoltre, disponibile presso i locali magazzino e presso le aziende agricole in modo da poter essere consultata da tutti i lavoratori. Effettuati interventi formativi in materia di normativa sul lavoro. Intervistati il Resp. GRASP e il RL che risultano informati sulle: 4.2: normative riguardanti i salari e le trattenute. 4.3: normative riguardanti gli orari di lavoro. 4.4: normative riguardanti le associazioni sindacali. 4.5: normative riguardanti l'antidiscriminazione. 4.6: normative riguardanti il lavoro minorile. 4.7: normative riguardanti le ferie e i congedi.						
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.	 	4	0	1
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).		4	0	1
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.		4	0	1
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.		4	0	1
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		4	0	1
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.		4	0	1
5.7	Records of the employees must be accessible for at least 24 months.		4	0	1
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Struttura Capofiliere e Membri del Gruppo. Sono presenti le seguenti tipologie di contratto: determinato ed Indeterminato, quest'ultimo solo per lo stabilimento. Si riporta ad esempio: Az. Agric. De Martino Salvatore: Visionato il contratto del Lav. DM1 che riporta le seguenti informazioni: tipologia del contratto a tempo determinato OTD agricoltura; durata, LAVORO A TEMPO DETERMINATO, nazionalità, ITALIANA, mansione, B.A. tagliaerba, data di assunzione, 06-09-2023, durata contratto dal 07-09-2023 - 31-12-2023; salario: 78,1336 €/giorno, orario di lavoro e pause 39 ORE SETTIMANALI. Il contratto è stato sottoscritto dalle parti il 06-09-2023. Sono stati visionate a campione anche i contratti: Capofila: lav.1, 31, 36; Az. Agric. Mannino Francesca: lav. MF1; Az. Agric. Bio Dynamic Soil: lav BD1. L'azienda Agricola Ambrogio Carmelo non ha lavoratori assunti. Si fa riferimento al contratto collettivo di lavoro (C.C.L.N.) per operai agricoli e floro-vivaisti. Effettuate interviste.					
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). 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).	 	4	0	1	
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.).	 	4	0	1	
6.3	The records of payments are kept for at least 24 months.		4	0	1	
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks Struttura Capofiliera e Membri del Gruppo, viste buste paga a campione. Es.: verificata busta paga del Lav. DM1 dell' Az. Agric. De Martino Salvatore: relativa al periodo settembre 2023. Le evidenze attestanti la regolarità dei pagamenti tramite bonifico bancario del 09-10-2023 e firma del lavoratore. Sono stati visionate a campione anche le buste paga dei lavoratori: Capofila: lav.1, 31, 36; Az. Agric. Mannino Francesca: lav. MF1; Az. Agric. Bio Dynamic Soil: lav BD1. L'azienda Agricola Ambrogio Carmelo non ha lavoratori assunti. Documenti Conformi ad i requisiti. Non è stato effettuato lavoro straordinario e/o festivo per il periodo preso in considerazione. La documentazione viene conservata per almeno due anni. Effettuate interviste.						
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).	 	4	0	1	
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.		4	0	1	
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.	 	4	0	1	
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
<p>Evidence/Remarks: Struttura Capofiliera e Membri del Gruppo campionati, Osservate buste paga, es.: busta paga del Lav. DM1 dell' Az. Agric. De Martino Salvatore: Tipologia contratto:a tempo determinato, Tabella economica aggiornata del CCNL/CCPL: 011 OPERAI AGRICOLI/FLOROVIVAISTI, Lettera di assunzione: UNILAV del 06-09-2023. Busta paga: settembre 2023 Periodo di riferimento:dal 07-09-2023 AL al 31-12-2023 Sistema di registrazione delle ore: Registro manuale ore lavorate (ordinarie): 84,5 ore lavorate (straordinarie): nessuna ore pausa: come da CCNL paga oraria (ordinaria): 12,02 euro paga oraria (straordinaria): nessuna Sono stati visionate a campione anche le buste paga dei lavoratori a tempo determinato: Capofila: lav.1, 31, 36; Az. Agric. Mannino Francesca: lav. MF1; Az. Agric. Bio Dynamic Soil: lav BD1. L'azienda Agricola Ambrogio Carmelo non ha lavoratori assunti. I lavoratori percepiscono almeno il salario minimo previsto dal CCNL, non presenti deduzioni della paga. Effettuate interviste.</p>						
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.		4	0	1	
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	5	
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: Le registrazioni e l'intervista alle funzioni interessate indicano che presso la struttura non ci sono minori; inoltre, tutti i contratti di lavoro osservati, i modelli delle assunzioni (UNILAV) e le buste paga si riferivano solamente a lavoratori maggiorenni come indicato dalle date di nascita. Intervistati i lavoratori campionati (campo e magazzino) e il resp. GRASP e i Titolari che confermano quanto sopra.						
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	5	
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	5	
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	5	
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not applicable		
Evidence/Remarks: Non vi sono lavoratori che vivono nelle aziende e non vi sono impiegati minori. Intervistati i lavoratori campionati (campo e magazzino) e il resp. GRASP e i Titolare che confermano quanto sopra.						
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'</u> 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.).	  	4	0	1	
10.2	The records indicate the regular working time for employees on a daily basis.		4	0	1	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		0	0	5	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		4	0	1	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	4	0	1	
10.6	Access to these records is provided to the employees' representative(s).	  	4	0	1	
10.7	The records are kept for at least 24 months.		4	0	1	
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Struttura Capofiliera e Membri del Gruppo campionati. Visti registri per le presenze giornaliere in cui vengono riportati: le ore lavorate, l'eventuale straordinario, le pause. Es.: Az. Agric. De Martino Salvatore: il sistema di registrazione: fogli presenza e sistema di raccolta degli stessi. Verificato ad esempio il lav. DM1, ingresso ore 8,00 del 19-09-2023, la pausa (1 ora di pausa), uscita 16,30, giorno di riposo festività e domeniche. Sono stati visionate a campione anche i registri presenze dei lavoratori: Capofila: lav.1, 31, 36; Az. Agric. Mannino Francesca: lav. MF1; Az. Agric. Bio Dynamic Soil: lav BD1. L'azienda Agricola Ambrogio Carmelo non ha lavoratori assunti. Non è stato effettuato lavoro straordinario e festivo. Intervistati i lav. campionati che confermano le ore lavorate con quelle presenti nei Registri presenze. I documenti sono sempre accessibili ai RL, intervistati i Titolari e i RL che confermano quanto indicato. Documentazione conservata per almeno 2 anni.						
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).	  	4	0	1
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		4	0	1
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		4	0	1
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.	   	4	0	1
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		4	0	1
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Presente copia CCNL, i lav. campionati risultano informati sugli orari di lavoro e pause Le ore lavorative registrate rispettano le normative in materia (6,5 ore/gg). Dai registri si evince che non vengono superate le 48 ore di lavoro settimanale, dato confermato dalle interviste ai Titolari, ai RL e ai lavoratori campionati (campo e magazzino). I documenti dimostrano che le pause vengono garantite anche nei periodi di picco.					
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.		
Evidence/Remarks: Visionati rapporti audit interni per i Membri produttori. Osservata la registrazione della formazione del 13/09/2023 nonchè l'elenco aggiornato dei Membri Produttori GRASP del Gruppo. La persona responsabile dell'aggiornamento e dell'implementazione del GRASP nel Gruppo è il Sig. S.S. Effettuate interviste.					
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: Non vengono erogati altri benefici.	

ANNEX for GGN 4049929957282

Producer Group Members:

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Lemon	4050373935818	MAEGGIO DI LOMBARDO E IMPELLIZZERI - SOC. AGRICOLA, VIA FIRENZE, 1 , FURCI SICULO (ME), 98023 , Italy
Lemon	4050373935849	DELL'AQUILA PASQUALINO, STADA MAGGIOLO N.12 , SIRACUSA, 96100 , Italy
Orange	4056186053497	Di Giacomo Celestre Carmela, Belluoia-Piana, Noto(SR) , CAP 96017, Italy
Lemon	4056186053503	S.S.A.Orto dei F.lli Santoro , San Paolo di Noto, Noto(SR) , CAP 96017 , Italy
Orange	4056186053503	S.S.A.Orto dei F.lli Santoro , San Paolo di Noto, Noto(SR) , CAP 96017 , Italy
Lemon	4056186493033	AGRICOLA GIUSEPPE, CONTRADA SAN PAOLO, NOTO (SR), 96017, Italy
Orange	4056186493033	AGRICOLA GIUSEPPE, CONTRADA SAN PAOLO, NOTO (SR), 96017, Italy
Lemon	4056186656452	AZ. AGR. RICCIARDI GIUSEPPE, VIA PARINI 4, ROCCALUMERA (ME), 98027, Italy
Orange	4056186656452	AZ. AGR. RICCIARDI GIUSEPPE, VIA PARINI 4, ROCCALUMERA (ME), 98027, Italy
Lemon	4056186961921	DI LORENZO DEL CASALE MARIA, VIA G. GALILEI, NOTO (SRL), 96017, Italy
Lemon	4056186961938	MANNINO FRANCESCA, C/DA TIMPA FONDO MACCHIA, GIARRE (CT), 95014, Italy
Orange	4059883326499	AZIENDA AGRICOLA NICASTRO GIORGIO, VIA C. BATTISTI 105, ROSOLINI (SR), 96019, Italy
Orange	4063061252456	NASTASI SALVATORE, C/DA SAN PAOLO DI NOTO, NOTO (SR), 96017, Italy
Lemon	4063651076684	Agriturismo Le Case Di Civi di De Martino Salvatore, Via Galifi Passagiastro n° 44, Mascali (CT), 95016, Italy
Orange	4063651076684	Agriturismo Le Case Di Civi di De Martino Salvatore, Via Galifi Passagiastro n° 44, Mascali (CT), 95016, Italy
Lemon	4063651544121	AMBROGIO CARMELO, VIA F. MAGELLANO, 28, SIRACUSA, 96100, Italy
Lemon	4063651795226	BIO DYNAMIC SOIL, VIA IV NOVEMBRE, 156, FURCI SICULO (ME), 98023, Italy
Orange	4063651795233	CARUSO GIUSEPPA, VIA GIUSEPPE BIANCA, 18, AVOLA (SR), 96012, Italy

Lemon	4063651795240	OLIVA PIERLUCA, VIA XXIV MAGGIO, 13, SOLARINO (SR), 96010, Italy
Orange	4063651795240	OLIVA PIERLUCA, VIA XXIV MAGGIO, 13, SOLARINO (SR), 96010, Italy