



GGN: 8422488000006

Registration number of producer/
producer group (from CB): KIWA VC-0566

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 RUESCAS EXPORT, S.L.

POLÍGONO INDUSTRIAL PICASSENT; CALLE Nº2, 20, 46220 PICASSENT - VALENCIA, Spain



The Annex contains details of the GRASP results.

The Certification Body KIWA ESPAÑA, S.L.U 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: 842248800006

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: 13-12-2024

Date of Upload: 10-01-2025

Validity: 13-12-2024 - 16-11-2025 (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 Individual Producer (Option 1)

Valid from: July 2020

Mandatory from: October 2020



1. CERTIFICATE HOLDER REGISTRATION DATA								
Producer GGN/GLN:*	8422488000006			Registration N°:				
Company name:*	RUESCAS EXPORT, S.L.			Address:*	POLÍGONO INDUSTRIAL PICASSENT, CALLE Nº2, 20; 46220 PICASSENT (VALENCIA)			
Telephone:*	961240807							
Email:	calidad@ruecas.com			Fax:				
Assessment date:*	13/12/2024			Contact person:*	CÉSAR RUESCAS GONZÁLEZ			
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:								
<p>Company description: LA EMPRESA SE DEDICA A LA PRODUCCIÓN, MANIPULADO Y COMERCIALIZACIÓN DE CEBOLLAS.</p> <p>LOS TRABAJADORES DE CAMPO (PRODUCCIÓN Y RECOLECCIÓN) Y DE CENTRAL (MANIPULADO) SON CONTRATADOS DIRECTAMENTE POR LA EMPRESA. EN ÉPOCAS PUNTA DE TRABAJO SE ENROLA PERSONAL DE APOYO A TRAVÉS DE UNA EMPRESA DE TRABAJO TEMPORAL.</p> <p>PRESENTES DURANTE LA AUDITORÍA 48 EMPLEADOS DE LA CENTRAL DE ENVASADO Y 5 DE CAMPO (RECOLECTORES / OPERARIOS DE CAMPO). SE ENTREVISTA A 7 EMPLEADOS DE LA CENTRAL Y A 3 DE CAMPO. SE REVISLA LA DOCUMENTACIÓN DE 4 EMPLEADOS DE CENTRAL Y DE 2 DE CAMPO. NO SE ENCUENTRAN TRABAJANDO A FECHA DE LA AUDITORÍA EMPLEADOS DE LA ETT.</p> <p>SE ENTREVISTA AL RIG Y A LOS DOS RRTT'S ELEGIDOS.</p> <p>INSPECCIÓN INTERNA REALIZADA POR "INSPECTOR INTERNO" A 27/11/2024.</p>								

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
<i>* Mandatory field</i>			
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 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 type="checkbox"/> NO
<input type="checkbox"/>	Harvest	<input type="checkbox"/> YES	<input type="checkbox"/> NO
<input type="checkbox"/>	Others (please specify): No	<input type="checkbox"/> YES	<input type="checkbox"/> NO

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):							% of employees living in accommodation provided by the company (if applicable):			
Nationalities of employees	ESPAÑA, RUMANÍA, MARRUECOS, SENEGAL, UCRANIA, ETC.									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	20	0	10	0	0	0	0	0	0	30
in product handling facility(ies)	52	0	0	0	0	0	0	0	0	52
Total	82	0	0	0	0	0	0	0	0	82

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :						
Present at the opening meeting?	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Present at the assessment?	<input type="checkbox"/> YES	<input checked="" 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 type="checkbox"/> YES	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> YES	<input checked="" 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:	KIWA ESPAÑA, S.L.U.	Duration of the assessment:	4,5 HORAS	
Name of assessor:	DAVID PASTOR CASANOVA			
Name of company management:	CÉSAR RUESCAS GONZÁLEZ			












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






















GRASP CHECKLIST









N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
EMPLOYEES' REPRESENTATIVE(S)					
1	<p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. The employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and the management occur at accurate frequency. The dialogue taking place in such meetings is duly documented. N/A if the company employs less than 5 employees.</p>				
1.1	The election/nomination procedure has been defined and communicated to all employees.	  	X		
1.2	Documentation shows that the election and the counting of votes were carried out fairly and openly. In case of representative(s) not elected but nominated, there is a document justifying why elections could not take place.	 	X		
1.3	The results of the election (name of employees' representative(s) or in case of council composition of the council) were communicated to all employees.	 	X		
1.4	The election/nomination has taken place in the ongoing year or production period. The representation is current (all elected/nominated person(s) according to the list still working for the company).		X		
1.5	The employees' representative(s) is/are recognized by the management and a job description clearly defines his/her/their role and rights. The employees' representative(s) is/are aware of his/her/their role and rights (in case of an employees' council, all members are interviewed).	 	X		
1.6	There is documentary evidence of regular meetings at accurate frequency between the employees' representative(s) and the management, where GRASP related issues are addressed.		X		
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: 1.1, 1.2, 1.4, 1.5: SE ELIGEN DOS REPRESENTANTES DE LOS TRABAJADORES, UNO DE CAMPO ("RRTT 2") Y UN PARA CENTRAL, "RRTT1". LA ELECCIÓN QUEDA DOCUMENTADA Y COMUNICADA (DISPUESTA UNA COPIA EN EL PANEL DE INFORMACIÓN SITO A LA ENTRADA DE LA CENTRAL) MEDIANTE UN ACTA DE ELECCIÓN FIRMADA POR LOS ELEGIDOS A 08/07/2024.</p> <p>LOS 2 REPRESENTANTES TRABAJAN ACTUALMENTE EN LA EMPRESA.</p> <p>1.6: SE REALIZAN Y DOCUMENTAN REUNIONES ANUALES EN MATERIA DE SALUD, SEGURIDAD Y BIENESTAR, P.E. ÚLTIMA DE 08/07/2024, FIRMADA POR GERENCIA Y LOS DOS RRTT'S.</p> <p>1.3: LOS EMPLEADA/OS ENTREVISTADOS DECLARAN CONOCER A SUS RESPECTIVOS REPRESENTANTES.</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. The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions. Complaints, suggestions and their follow-up from the last 24 months are documented.				
2.1	A documented complaint and suggestion procedure is available, appropriate to the size of the company.		X		
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	X		
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	X		
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		X		
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	X		
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: 2.1, 2.3, 2.5: "PROCEDIMIENTO DE RECLAMACIONES Y SUGERENCIAS", DE 02/01/2017. EL PROCEDIMIENTO DESCRIBE EL TRATAMIENTO DE LAS QUEJAS, SUGERENCIAS O RECLAMACIONES QUE PUEDAN EFECTUAR LOS EMPLEADA/OS EN LA EMPRESA Y LA NO PENALIZACIÓN A ÉSTO/AS POR FORMULARLAS. APLICA TANTO A CAMPO COMO A CENTRAL.</p> <p>EL PROCEDIMIENTO ESTABLECE UN PLAZO DE 15 DÍAS PARA SU GESTIÓN.</p> <p>2.4, 2.6: NO SE HAN RECIBIDO RECLAMACIONES EN LOS ÚLTIMOS 12 MESES, SEGÚN DECLARA EL RIG Y LOS RRTT'S.</p> <p>2.2: EN EL COMEDOR DE LA EMPRESA SE EXPONE UNA COPIA DEL PROCEDIMIENTO, UNA COPIA DE LA HOJA ESTABLECIDA PARA EL REGISTRO DE LAS MISMAS Y UN BUZÓN DESTINADO A LA DEPOSICIÓN ANÓNIMA DE LAS POSIBLES SUGERENCIAS, QUEJAS O RECLAMACIONES QUE LOS EMPLEADA/OS QUIERAN REALIZAR ANÓNIMAMENTE.</p> <p>LOS EMPLEADA/OS ENTREVISTADOS DECLARAN CONOCER LA EXISTENCIA DEL PROCEDIMIENTO.</p> <p>Corrective Actions:</p>					






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
SELF-DECLARATION ON GOOD SOCIAL PRACTICES					
3	<p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		X		
3.2	The declaration has been signed by the management and by the employees' representative(s).		X		
3.3	The declaration is actively communicated to the employees (e.g. displayed on the production site/in the handling unit/management office or attached to the working contract, information at meetings etc.).	  	X		
3.4	The management, the responsible person for the implementation of GRASP and the employees' representative(s) know the content of the declaration and confirm that it is put into practice.	  	X		
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		X		
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	X		
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 3.1, 3.2, 3.4, 3.5, 3.6: "AUTODECLARACIÓN DE BUENAS PRÁCTICAS SOCIALES", FIRMADA POR GERENCIA Y LOS 2 RRTT'S A 08/07/2024. EL RIG CONOCE LA POLÍTICA (ME LA MUESTRA). APLICA TANTO PARA LOS EMPLEADA/OS DE CAMPO COMO PARA LOS DE CENTRAL.					
LA POLÍTICA REÚNE TODOS LOS REQUISITOS DEFINIDOS POR EL PUNTO DE CONTROL.					
3.3: LOS EMPLEADO/AS ENTREVISTADOS DECLARAN CONOCER LA EXISTENCIA DE LA POLÍTICA. UNA COPIA DE LA POLÍTICA SE ENCUENTRA EXPUESTA EN EL PANEL DE INFORMACIÓN SITO A LA ENTRADA DE LA CENTRAL DE ENVASADO DE LA EMPRESA, A DISPOSICIÓN DE LOS EMPLEADO/AS.					
Corrective Actions:					






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
ACCESS TO NATIONAL LABOUR REGULATIONS					
4	CP: Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations? CC: The person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national regulations, such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines.				
4.1	The RGSP provides the employees' representative(s) with the valid labor regulations (e.g. the GRASP National Interpretation Guidelines).	  	X		
4.2	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.	  	X		
4.3	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	X		
4.4	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.	  	X		
4.5	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	X		
4.6	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.	  	X		
4.7	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	X		
COMPLIANCE LEVEL CONTROL POINT 4: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 4.1 - 4.7: AMBOS RRTT'S DECLARAN CONOCER SUS DERECHOS Y OBLIGACIONES. DECLARAN QUE EN CASO DE NECESIDAD, PUEDEN ACUDIR A LA ADMINISTRACIÓN DE LA EMPRESA A QUE LES FACILITE INFORMACIÓN EN MATERIA LABORAL.					
EL RIG DISPONE DE COPIA DE LOS CONVENIOS APLICABLES, DE LA LEGISLACIÓN APLICABLE AL SMI EN ESPAÑA Y DEL ESTATUTO DE LOS TRABAJADORES, DECLARANDO PODER PONERLOS A DISPOSICIÓN DE LOS RRTT'S SI ESTOS LO REQUIEREN.					
Corrective Actions:					








N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING CONTRACTS					
5	<p>CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer?</p> <p>CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, job description, date of birth, date of entry, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees <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		
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: 5.1 - 5.6: SE SOLICITAN LOS CONTRATOS LABORALES DE 6 (2 OPERARIOS DE CAMPO Y 4 DE CENTRAL) DE LOS 10 EMPLEADO/AS ENTREVISTADOS, ELEGIDOS PARTIR DE LA LISTA FACILITADA POR LA EMPRESA A FECHA DE LA AUDITORÍA. TODOS ELLOS ACORDE A ESTOS PUNTOS DE CONTROL (INDICAN NACIONALIDAD, NIF/NIE, AÑO NACIMIENTO, ETC.), P.E. :</p> <p>- "OPERARIA 1": MANIPULADORA CENTRAL, NACIDA EN 1988, POLACA, CONTRATO FIJO DISCONTÍNUO, FIRMADO, FUNCIONES DE "TRABAJOS NO ESPECIALIZADOS Y ENVASADO".</p> <p>- "OPERARIA 3": MANIPULADORA CENTRAL, NACIDA EN 1990, VENEZOLANA, CONTRATO TEMPORAL DESDE 13/11/2024, FIRMADO, FUNCIONES DE "TRABAJOS NO ESPECIALIZADOS Y ENVASADO".</p> <p>- "OPERARIO 8": OPERARIO CAMPO, ESPAÑOL, NACIDO EN 1964, CONTRATO FIJO DISCONTÍNUO DESDE 16/06/2022, FIRMADO.</p>					













5.7: LOS CONTRATOS SE GUARDAN POR EL PERIODO LEGAL ESTABLECIDO EN ESPAÑA, SEGÚN DECLARA LA RESPONSABLE DE ADMINISTRACIÓN DE LA EMPRESA A TRAVÉS DEL RIG.













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).	 	X		
6.2	Pay slips or pay registers indicate that payments are made in accordance with the working contracts (e.g. employee's signature on pay slips, bank transfer etc.).	 	X		
6.3	The records of payments are kept for at least 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 6.1, 6.2: SE SOLICITAN Y SE VERIFICAN LAS NÓMINAS DE OCTUBRE DE 2024 DE LOS 6 EMPLEADO/AS INDICADOS ANTERIORMENTE. TODAS ELLAS SE ENCUNTRAN FIRMADAS POR PARTE DE LOS EMPLEADO/AS. 6.3: LAS NÓMINAS SE GUARDAN POR EL PERIODO LEGAL ESTABLECIDO EN ESPAÑA, SEGÚN DECLARA LA RESPONSABLE DE ADMINISTRACIÓN DE LA EMPRESA A TRAVÉS DEL RIG.					
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) within regular working hours.</u>				
7.1	Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).	 	X		
7.2	Wages and overtime payments as shown in the records are according to the contracts and indicate compliance with national labor regulations (minimum wages), and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline.		X		
7.3	Independently from the calculation unit, pay slips/pay registers document that employees gain in average at least the legal minimum wage within regular working times (especially check when piece-rate is implemented). If there are deductions from salaries and employees are being paid below minimum wage, the deductions must be justified in writing.	 	X		
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 7.1 - 7.3: SE SOLICITAN Y SE VERIFICAN LAS NÓMINAS DE OCTUBRE DE 2024 DE LOS 6 EMPLEADO/AS INDICADOS ANTERIORMENTE: - CENTRAL ENVASADO: LOS OPERARIO/AS PERCIBEN ENTRE 9,12 Y 12,60 €/H TRABAJADA (BRUTOS) EN FUNCIÓN DE SU POSICIÓN, PARA CONFIGURAR UN MONTO TOTAL ACORDE CON LAS HORAS TRABAJADAS REGISTRADAS. EL MONTO PERCIBIDO SE ENCUENTRA LIGERAMENTE POR ENCIMA DEL CONVENIO APLICABLE (AGROPECUARIO PROVINCIA VALENCIA) Y SUPERA EL S.M.I. DE ESPAÑA. ASÍ, P.E. "OPERARIA 1" PERCIBE 2003,18€ BRUTOS POR 176 HORAS TRABAJADAS O "OPERARIO 4", QUE PERCIBE 1605,8€ BRUTOS POR 176 HORAS TRABAJADAS. - OPERARIOS CAMPO: LOS OPERARIOS PERCIBEN SU NÓMINA ACORDE A LAS CANTIDADES NEGOCIADAS CON LA EMPRESA INDIVIDUALMENTE, SUPERANDO EN LOS DOS CASOS COMPROBADOS LO ESTABLECIDO EN LOS CONVENIOS APLICABLES (AGROPECUARIO DE ALBACETE Y AGROPECUARIO DE VALENCIA). ASÍ, P.E. EL "OPERARIO 8" PERCIBE 9,45€ BRUTOS POR HORA TRABAJADA, PARA UN TOTAL DE 1588,5€ BRUTOS POR 168 HORAS TRABAJADAS.					
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.		X		
8.2	If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety (according to the applicable IFA All Farm Base Module), that -jeopardizes their development or prevents them from finishing their compulsory school education.	     			X
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 8.1 - 8.2: NO TRABAJAN MENORES DE 18 AÑOS EN LA EMPRESA					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
ACCESS TO COMPULSORY SCHOOL EDUCATION					
9	CP: Do the children of employees living on the company's production/handling sites have access to compulsory school education? CC: There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.				
9.1	There is a list of all children in the age of compulsory schooling age living on the company's production/handling sites, with sufficient indications on name, name of parents, date of birth, school attendance, etc. Children of management may be excluded.	 			X
9.2	There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to the GRASP National Interpretation Guideline).	    			X
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    			X
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable		
Evidence/Remarks: 9.1 - 9.3: LA EMPRESA NO FACILITA VIVIENDAS A SUS EMPLEADO/AS					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
TIME RECORDING SYSTEM					
10	CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees? CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by <u>the employees and accessible for the employees' representative(s)</u> .				
10.1	A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.).	  	X		
10.2	The records indicate the regular working time for employees on a daily basis.		X		
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		X		
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		X		
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	X		
10.6	Access to these records is provided to the employees' representative(s).	  	X		
10.7	The records are kept for at least 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 10.1 - 10.5: - OPERARIA/OS CENTRAL ENVASADO: LOS OPERARIO/AS FICHAN A LA ENTRADA Y A LA SALIDA DEL TRABAJO MEDIANTE UNA TARJETA PERSONAL. EL CÓMPUTO TOTAL DE ESTAS HORAS ES EL QUE SE LES ABONA. VERIFICADOS LOS REGISTROS DE OCTUBRE DE 2024 DE LOS 4 EMPLEADO/AS INDICADOS ANTERIORMENTE. LOS REGISTROS SE ENCUENTRAN FIRMADOS POR ÉSTO/AS. - OPERARIO/AS CAMPO: REGISTRO MANUAL DE HORAS TRABAJADAS REALIZADO A DIARIO, FIRMADO POR LOS EMPLEADOS, QUE INDICAN LAS HORAS DE INICIO Y FINAL DE LA JORNADA LABORAL. VERIFICADOS LOS DE OCTUBRE DE 2024 DE LOS 2 EMPLEADOS INDICADOS EN EL EPÍGRAFE 5. 10.7: LOS REGISTROS SE GUARDAN POR EL PERIODO LEGAL ESTABLECIDO EN ESPAÑA, SEGÚN DECLARA EL RIG. 10.6: DECLARAN LOS RRTT'S QUE LOS EMPLEADOS PUEDEN CONSULTAR ESTOS REGISTROS SI TIENEN DUDAS JUNTO CON LA RESPONSABLE DE ADMINISTRACIÓN.					

Corrective Actions:

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING HOURS & BREAKS					
11	CP: Do working hours and breaks documented in the time records comply with applicable legislation and/or collective bargaining agreements? CC: Documented working hours, breaks and rest days are in line with applicable legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours. During peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.				
11.1	Information on valid labor regulation and/or collective bargaining agreements regarding working hours and breaks is available (e.g. in the GRASP National Interpretation Guideline).	  	X		
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		X		
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		X		
11.4	If not regulated more strictly by applicable legislation, regular weekly working time does not exceed 48 hours. During peak season (harvest), weekly working time does not exceed 60 hours.	   	X		
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		X		
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 11.1: EL RIG DISPONE DE LA INFO. RELATIVA A LAS NORMAS LABORALES, P.E. RD SALARIO MÍNIMO, ESTATUTO TRABAJADORES, ETC.					
11.2 - 11.5: - OPERARIOS CAMPO: DE LA REVISIÓN DE LOS 2 EMPLEADOS SELECCIONADOS (OCTUBRE 2024), SE PUEDE DECIR QUE REALIZAN UNA JORNADA LABORAL DE 8/DÍA DE LUNES A VIERNES. SE CUMPLEN CON LOS DESCANSOS MÍNIMOS SEMANALES Y ENTRE JORNADAS ESTABLECIDOS LEGALMENTE, NO SUPERÁNDOSE LAS 48 H/SEMANA. EL HORARIO HABITUAL ES DE 7:30 A 13:30 Y DE 15:00 A 17:30H, CON 30 MINUTOS DE DESCANSO EN LAS MAÑANAS. - CENTRAL ENVASADO: DE LA REVISIÓN DE LOS 4 EMPLEADO/AS SELECCIONADO/AS (OCTUBRE 2024), SE PUEDE DECIR QUE LOS MANIPULADORES REALIZAN UNA JORNADA LABORAL DE 8 HORAS/DÍA (DE LUNES A VIERNES), SALVO DÍAS EXCEPCIONALES EN LOS QUE PUEDE AMPLIARSE LIGERAMENTE. SE CUMPLEN CON LOS DESCANSOS MÍNIMOS SEMANALES Y ENTRE JORNADAS ESTABLECIDOS LEGALMENTE, NO SUPERÁNDOSE LAS 48 H/SEMANA. EL HORARIO HABITUAL ES DE 7:30 A 13:30 Y DE 14:30 A 17H, CON 30 MINUTOS DE DESCANSO EN MAÑANAS.					
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: REVISIONES MÉDICAS PERIÓDICAS	