



**GGN: 4050373422691**

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

## **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 JAY AGRO EXPORT  
9, Bhavik Appartment Near Prasad Mangal Karyalay, Gangapur Road, ,, 422013 Nasik, India

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

The Certification Body Bioagricert 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
Grape (table)	00120-FXNTH-0002	Yes	N/A	Yes	21	50
Onion	00120-FXNTH-0002	Yes	N/A	Yes	1	1
Total:				22	51	

1. Overall assessment result: Fully compliant

GGN: 4050373422691

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: 10-04-2023**

**Date of Upload: 11-05-2023**

**Validity: 10-04-2023 - 08-04-2024 (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 Producer Group (Option 2)

Valid from: July 2020

Mandatory from: October 2020



1. CERTIFICATE HOLDER REGISTRATION DATA																																	
Producer Group GGN/GLN:*		4050373422691			Registration N°:																												
Company name:*		JAY AGRO EXPORT			Address:*		9, BHAVIK APARTMENT NEAR PRASAD MANGAL KARYALAY,GANGAPUR ROAD,NASIK-422013																										
Telephone:*		9322455937																															
Email:					Fax:																												
Assessment date:*		10/04/2023			Contact person:*		Ravindra Gunjal																										
Previous assessment date(s):																																	
Does the producer group have any other external audits or certification covering social practices? If yes, which?																																	
Standard 1:		Standard 2:			Standard 3:		Standard 4:																										
Valid to:		Valid to:			Valid to:		Valid to:																										
Has the Certification Body detected any significant breach of legal requirements concerning labor conditions?																																	
						<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO																								
Has the Certification Body reported this finding to the local/national responsible and competent authority?																																	
						<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO																								
Comments:																																	
Company description: Jay Agro Export is supplier of fresh table grapes having registered farmers in Maharashtra - India and rent -in pack house situated in Nashik with the name of Shree Samarth Agro Export. Total sample is of 4 farmers and 1 facility for GRASP. Interviews has been conducted for the workers at farm as well as pack house level with document check of 50% of square root of the total number of workers. Sufficient time (according to set protocol for high- risk countries) has been used to interview the workers. While interviewing , it is found that age, time , wages and one holiday in a week has been respected and found to be according to the rule and regulations of state of Maharashtra.																																	
<table border="1"> <thead> <tr> <th></th> <th>YEAR</th> <th></th> <th></th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Total number of producer group members participating in GRASP:</td> <td>50</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:</td> <td>50</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total number of externally assessed GRASP producer group members:</td> <td>4</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>											YEAR					Total number of producer group members participating in GRASP:	50					Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:	50					Total number of externally assessed GRASP producer group members:	4				
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List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:									
4056186184597	4063651565577	4063061778048	4063651138535	4063061862471					

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:			Jay Agro Export
						GGN/GLN of the PH company (if applicable):			4050373422691

Name and location of the assessed PH Facilities:

PH Facility 1	SHREE SAMARTH AGRO EXPORTS,AT:PARMORI,POST-AWANKHED,TAL-DINDORI,DIST-NASHIK-422202.MAHARASTRA	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): NA		<input type="checkbox"/> YES		<input type="checkbox"/> NO				

## 2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	DECEMBER TO APRIL						% of employees living in accommodation provided by the company (if applicable):	30		
Nationalities of employees	INDIAN									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	205	0	0	0	0	0	0	0	205
in product handling facility(ies)	5	45	0	0	0	0	0	0	0	50
Total	0	0	0	0	0	0	0	0	0	255



### 3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names <sup>1</sup> :						
Present at the opening meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the assessment?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the closing meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input 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:	Bioagricert	Duration of the assessment: 45026
Name of assessor:	Neeraj Puri	
Name of company management:	Ravindra Gunjal	




<sup>1</sup> Only mention the names if the persons have agreed to release there 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. 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 taking place in such meetings is duly documented. 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.	  	5	0	0				
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.		5	0	0				
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.		5	0	0				
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).		5	0	0				
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).		5	0	0				
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.		5	0	0				
<b>COMPLIANCE LEVEL CONTROL POINT 1:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant						
Evidence/Remarks: PHU is managed by the Producer Group. Different Worker representatives have been selected for male as well as female workers, verified election procedure and records JAE/GRASP/SOP/01 and JAE/GRASP/FRM/01 respectively, dated: 22-1-23. For male and for female. They found to be the fittest as they are in direct contact with all of the employees, and excess to personal data including contracts, attendance sheets, etc. In case of farmers each farm is having its own worker representative where applicable. Roles and responsibilities are well defined.									
Corrective Actions:									






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>COMPLAINT PROCEDURE</b>					
2	CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion?  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.	     	5	0	0
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.		5	0	0
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.		5	0	0
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		5	0	0
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).		5	0	0
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		5	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 2:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: SOP (JAE/GRASP/SOP-02) is there for complaint handling of the workers with inclusion of the point that they will not be penalized. Suggestion / complaint box is there in pack house and complaints of workers in pack house is resolved in specific time frame of 7 days. Records of last two years are available for complaint handling.					
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.	     	5	0	0
3.2	The declaration has been signed by the management and by the employees’ representative(s).		5	0	0
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.).		5	0	0
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.		5	0	0
3.5	It is stated that the employees’ representative(s) can file complaints without personal sanctions.		5	0	0
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.		5	0	0
COMPLIANCE LEVEL CONTROL POINT 3: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: GOOD SOCIAL PRACTICES (JAE/GRASP/SOP/03) covering all the points has been displayed both at pack house and farmers sites and updated every year, last updated on 1-10-22					
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).	  	5	0	0
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.		5	0	0
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.		5	0	0
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.		5	0	0
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.		5	0	0
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.		5	0	0
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.		5	0	0
COMPLIANCE LEVEL CONTROL POINT 4: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: Books and web site is readiily available to workers represenatatives of pack house and farm level. Books on Industrial and Labour law.					
Corrective Actions:					













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING CONTRACTS					
5	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?  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.				
5.1	Random checks show availability of written contracts for all employees signed by both parties.	 	5	0	0
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).		5	0	0
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.		5	0	0
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.		5	0	0
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		5	0	0
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.		0	0	5
5.7	Records of the employees must be accessible for at least 24 months.		5	0	0
COMPLIANCE LEVEL CONTROL POINT 5: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: Working contracts are available both at pack house and farm level describing about the basic job description, breaks, nationality , age, wage and overtime for the workers.Records of the employees are accessible for last 24 months.For instance: Verified documents for workers i.e. P-01, P-02, P-03, P-04, W-01, W-02, W-03, W-04.					
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).	    	5	0	0
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.).		5	0	0
6.3	The records of payments are kept for at least 24 months.		5	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 6:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks Wages are given timely according to signed contracts , verified wage register , signs of both employee and employer are there, records of last 24 months available.For instance: Verfied documents for workers i.e. P-01, P-02, P-03, P-04, W-01, W-02, W-03, W-04.					
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</u> (on average) within regular working hours.					
7.1	Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).	 	5	0	0	
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.			5	0	0
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.		 	5	0	0
COMPLIANCE LEVEL CONTROL POINT 7: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant			
Evidence/Remarks: Pay register shows that payments are made at regular interval and it also reflects the number of working hrs. as per records there are no deductions as such and payment in the range of INR 430 per day (8 hrs.) is given to the workers, and as per interview with GRASP rep. it is clear that if there will be any deduction it will be justified in records. For instance: Verified documents for workers i.e. Verified documents for workers i.e. P-01, P-02, P-03, P-04, W-01, W-02, W-03, W-04.						
Corrective Actions:						




N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>NON-EMPLOYMENT OF MINORS</b>					
8	<p>CP: Do records indicate that no minors are employed at the company?</p> <p>CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education.</p>				
8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.		5	0	0
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
<b>COMPLIANCE LEVEL CONTROL POINT 8:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
Evidence/Remarks: According to the date of births seen in the working contract , no minors or child labour is involved in the work that is harmful to their health, all are found to be above 18 years. No children (below 15 years of age) - as core family member is engaged in the work.					
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) <u>living on the company's production/handling sites</u> 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
<b>COMPLIANCE LEVEL CONTROL POINT 9:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not applicable	
Evidence/Remarks: Children with compusary age of schooling are not residing at pack house and farms. No schooling at site. No transportation to schools for children.					
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</u> and <u>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.).	  	5	0	0	
10.2	The records indicate the regular working time for employees on a daily basis.			5	0	0
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.			5	0	0
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).			5	0	0
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).		 	5	0	0
10.6	Access to these records is provided to the employees' representative(s).		  	5	0	0
10.7	The records are kept for at least 24 months.			5	0	0
COMPLIANCE LEVEL CONTROL POINT 10: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant			
Evidence/Remarks: Time recording system (Muster book) is there with 8 hrs. per day. Working contract indicates breaks for having lunch (1 hr.), It has been observed that one holiday per week is provide also weekly offs are there.No overtime has been observeved in records, but it is indicated in working contract.All worker has signed it verified randomly time recording register for the months of 2022, For instance: Verfied documents for workers i.e. P-01, P-02, P-03, P-04, W-01, W-02, W-03, W-04.						
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).	  	5	0	0	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.			5	0	0
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.			5	0	0
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.		   	5	0	0
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.			5	0	0
COMPLIANCE LEVEL CONTROL POINT 11: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant			
Evidence/Remarks: Working hours i.e. 8 hrs per day and 100 % overtime is according to the National law. Breaks for lunch is also provided. One holiday per week is also provided which is according to the legal regulations.For instance : Verfied documents for workers i.e. P-01, P-02, P-03, P-04, W-01, W-02, W-03, W-04.						
Corrective Actions:						

## ONLY APPLICABLE FOR PRODUCER GROUPS

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE						
			Y	N	N/A				
<b>INTEGRATION INTO QMS</b>									
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						
<b>COMPLIANCE LEVEL CONTROL POINT QMS:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>		<input checked="" type="checkbox"/> Fully compliant. <input type="checkbox"/> Not compliant.							
Evidence/Remarks: Producer group is going for GRASP for all approved producers, producer register is maintained. GRASP is regulated under the QMS, there is a manual available for all integrated farmers from where specific rules are stated and can be followed. Internal audit has been done by the qualified internal auditor checklists and results were available during the audit.									
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: NA	

**ANNEX for GGN 4050373422691****Producer Group Members:**

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Grape (table)	4056186184597	Dilip Baban Shinde, At Post: Gajarwadi,Tal-Niphad, Nashik, 422303, India
Grape (table)	4056186221155	Arjun Pingale, At Post: Matori,Tal-Nashik, Nashik, 422003, India
Grape (table)	4056186977793	Ashok Fakirrao Jadhav, At Post: Niphad,Tal-Niphad, Nashik, 422303, India
Grape (table)	4056186978011	Dnyaneshwar Baburao Khalkar, At Post: Niphad,Tal-Niphad, Nashik, 422303, India
Grape (table)	4056186978134	Kisan Dagadu Kunde, At Post: Niphad,Tal-Niphad, Nashik, 422303, India
Grape (table)	4056186978141	Kondaji Karbhari Khalkar, At Post: Niphad,Tal-Niphad, Nashik, 422303, India
Grape (table)	4056186978509	Ramnath Devram Borade, At Post: Pimpalnare, Tal- Dindori, Nashik, 422004, India
Grape (table)	4059883468199	Dhananjay Raghunath Kunde, At Post: Niphad,Tal-Niphad, Nashik, 422303, India
Grape (table)	4059883468281	Ganesh Bajirao Kunde, At Post: Niphad,Tal-Niphad, Nashik, 422303, India
Grape (table)	4059883951868	Sushila Ananda Mahale, At Post: Shivare,Tal-Dindori, Nashik, 422215, India
Grape (table)	4063061376565	Vijay Bajirao Shinde, At Post: Niphad,Tal-Niphad, Nashik, 422303, India
Grape (table)	4063061778000	Sahebrao Mahale, At Post: Anterveli ,Tal-Niphad ,Dist-Nashik, NASHIK, 422209, India
Grape (table)	4063061778048	Narayan Kunde, At Post: Niphad,Tal-Nashik,Dist:Nashik, NASHIK, 422303, India
Onion	4063061862471	Jayashree Ahire, At Post: Khedgaon,Tal-Kalvan, Dist-Nashik, Nashik, 423501, India
Grape (table)	4063651138467	Alka Balkrushna Pawar, At Post: Rasegaon ,Tal-Dindori ,Dist:Nashik, Nashik, 422003, India
Grape (table)	4063651138498	Digamber chandrabhan Jadhav, At Post: Khadak Malegaon,Tal-Niphad ,Dist:Nashik, Nashik, 422304, India
Grape (table)	4063651138511	Ashok Gangadhar Gawali, At Post: Khadak Jamb,Tal-Niphad ,Dist:Nashik, Nashik, 423117, India
Grape (table)	4063651138535	Ushir Bapu Haribhau, At Post: Khadak Jamb,Tal-Niphad ,Dist:Nashik, Nashik, 423117, India

Grape (table)	4063651138559	Sunil Narayan Ghangale, At Post: Kumbhari ,Tal-Niphad ,Dist:Nashik, Nashik, 422308, India
Grape (table)	4063651143485	Manikrao Haribhau Dharrao, At Post: Vadner Bhairav,Tal-Chandwad,Dist:Nashik, Nashik, 423111, India
Grape (table)	4063651143515	Vimalbai Babanrao Pagar, At Post: Khadak Jamb,Tal-Niphad ,Dist:Nashik, Nashik, 423117, India
Grape (table)	4063651449761	Keda Dawal Bhamare, At Post: Pingalwade ,Tal-Baglan, Nashik, 423301, India