

**GGN: 4056186219558**

Registration number of producer/  
producer group (from CB): CQ P2145

## **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 O.P. AGRINSIEME Soc. Consortile a Resp. Limitata

Via Pontina, Km 47,400, 04011 APRILIA (LT), Italy

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

The Certification Body CERTIQUALITY S.r.l. declares that the producer group mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice Version 1.3-1-i July 2020.



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

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

Products	Assessment Number	Product Handling	Remote Assessment	No. of GRASP internally assessed producers	Total number of group members
Aubergines	00095-CKXKC-0003	Yes	N/A	2	2
Cabbages	00095-CKXKC-0003	Yes	N/A	6	7
Capsicums (Peppers / Chillies)	00095-CKXKC-0003	Yes	N/A	3	3
Carrots	00095-CKXKC-0003	Yes	N/A	1	1
Chard	00095-CKXKC-0003	Yes	N/A	2	3
Chicory	00095-CKXKC-0003	Yes	N/A	2	3
Clementines	00095-CKXKC-0003	Yes	N/A	0	1
Courgettes (Zucchini, Marrow)	00095-CKXKC-0003	Yes	N/A	4	5
Cucumbers	00095-CKXKC-0003	Yes	N/A	2	2
Curly Endives	00095-CKXKC-0003	Yes	N/A	10	11
Escaroles / Broad-Leaf Endives	00095-CKXKC-0003	Yes	N/A	9	10
Kiwis	00095-CKXKC-0003	Yes	N/A	2	2
Kohlrabi	00095-CKXKC-0003	Yes	N/A	1	1
Lemons	00095-CKXKC-0003	Yes	N/A	0	1
Lettuce	00095-CKXKC-0003	Yes	N/A	5	5
Melons	00095-CKXKC-0003	Yes	N/A	5	6
Mushrooms	00095-CKXKC-0003	Yes	N/A	0	2
Pumpkins	00095-CKXKC-0003	Yes	N/A	2	2

				No. of GRASP internally assessed producers	Total number of group members
Radicchio	00095-CKXKC-0003	Yes	N/A	8	9
Romaine / Cos Lettuce	00095-CKXKC-0003	Yes	N/A	4	4
Spinach	00095-CKXKC-0003	Yes	N/A	2	3
Tomatoes	00095-CKXKC-0003	Yes	N/A	5	5
Watermelons	00095-CKXKC-0003	Yes	N/A	5	5
<b>Total:</b>				<b>17</b>	<b>21</b>

1. Overall assessment result: Fully compliant

**GGN: 4056186219558**

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: 12-05-2021**

**Date of Upload: 09-06-2021**

**Validity: 12-05-2021 - 18-03-2022 (depending on GLOBALG.A.P. certificate validity)**

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

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

GRASP Checklist - Version 1.3-1-i

Checklist Producer Group (Option 2)

Valid from: July 2020

Mandatory from: October 2020



1. CERTIFICATE HOLDER REGISTRATION DATA									
Producer Group GGN/GLN:*	4056186219558			Registration N°:	P4070/B				
Company name:*	OP Agrinsieme			Address:*	Via Pontina Km.47.400 - 04011 - Aprilia (LT)				
Telephone:*	69282113								
Email:	c.sternini@agrinsieme.com			Fax:					
Assessment date:*	12/05/2021			Contact person:*	Sternini Cristiano				
Previous assessment date(s):	19/03/2019	29/06/2020							
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:									

	YEAR				
Total number of producer group members participating in GRASP:	2	16	18		
Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:	4	16	18		
Total number of externally assessed GRASP producer group members:	2	4	5		

\* *Mandatory field*

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:										
4056186219572	4059883663037	4056186321046	4049928677334	4063061050915	4063061453662					
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 checked="" type="checkbox"/> YES		<input type="checkbox"/> NO		If yes, which? grasp	
					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): pest control affidato a ditta esterna			<input type="checkbox"/> YES		<input type="checkbox"/> NO					



## 2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	GENNAIO - DICEMBRE						% of employees living in accommodation provided by the company (if applicable):			
Nationalities of employees	ITALIA. INDIA, ROMANIA, GAMBIA, SENEGAL, GUINEA BISSAU, ALBANIA, MAROCCO (tot. 81 di cui 51 italiani di cui 7 a tempo indeterminato)									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	0	0	0	0	0	0	0	0	0
in product handling facility(ies)	7	44	0	0	30	0	0	0	0	81
<b>Total</b>	<b>7</b>	<b>44</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>81</b>

### 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:	Certiquality srl	Duration of the assessment:	2,00 GG	
Name of assessor:	Rosaria Siesto			
Name of company management:	Aurelio Pallavicino			






















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









## GRASP CHECKLIST






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>EMPLOYEES' REPRESENTATIVE(S)</b>						
1	<p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. 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.	  	7	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.	 	7	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.	 	7	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).		7	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).	 	7	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.		7	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 1:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Presente Procedura PR03 rev.00del 1.12.2018 per le modalità di elezione del rappresentante Presente verbale di elezione del rappresentante dell'11.01.2019 V. nomina del rappresentante dei lavoratori del 9.01.2020 corrispondente a M.T. riconfermato per il 2021						
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.		7	0	0
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	7	0	0
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	7	0	0
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		7	0	0
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	7	0	0
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		0	0	7
<b>COMPLIANCE LEVEL CONTROL POINT 2:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Vista procedura PR01 del 1/12/2018 di Procedura per le Segnalazioni in Cooperativa affissa in azienda; vista cassetta per le segnalazioni e modulistica per il personale; nessuna segnalazione allo stato attuale è stata lasciata negli ultimi 24 mesi.					
Corrective Actions:					






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>SELF-DECLARATION ON GOOD SOCIAL PRACTICES</b>					
3	<p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		7	0	0
3.2	The declaration has been signed by the management and by the employees' representative(s).		7	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.).	  	7	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.	  	7	0	0
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		7	0	0
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	7	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 3:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: Vista Autodichiarazione di Buone Pratiche Sociali in Azienda MOD 10 rev. 00 del 1/12/2018 firmata dalla direzione e rappresentante dei lavoraratori; la stessa è affissa in bacheca</p> <p>Il documento è redatto in Italiano e indiano.</p> <p>La Autodichiarazione contempla tutti i punti previsti dal criterio di adempimento GRASP e richiama tutte le ILO di pertinenza.</p> <p>Il modulo GRASP è di recentissima applicazione motivo per il quale non sono ancora state effettuate revisioni dell'Autodichiarazione negli ultimi 3 anni.</p>					
Corrective Actions:					








N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>ACCESS TO NATIONAL LABOUR REGULATIONS</b>						
4	CP: Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations?  CC: The person responsible for implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national labor regulations, such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. <u>Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines.</u>					
4.1	The RGSP provides the employees' representative(s) with the valid labor regulations (e.g. the GRASP National Interpretation Guidelines).	  	7	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.	  	7	0	0	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	7	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.	  	7	0	0	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	7	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.	  	7	0	0	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	7	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 4:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Il Rappresentante dei Lavoratori ed il Responsabile del Modulo Grasp sono a conoscenza del contratto di categoria applicabile "CONTRATTO COLLETTIVO NAZIONALE DEL LAVORO IN AGRICOLTURA". Copia del suddetto CCNL è disponibile su supporto informatico presso gli uffici aziendali; Il CCNL è noto al personale dipendente e richiamato nel documento di Autodichiarazione di applicazione di Buone Pratiche Sociali. I dipendenti, attraverso il Rappresentante dei Lavoratori, possono accedere al contratto di categoria richiedendone l'accesso di consultazione. L'aggiornamento legislativo in materia di lavoro è garantito da consulenza esterna del lavoro. Le informazioni di eventuale aggiornamento legislativo in materia di lavoro sono trasposte ai dipendenti nella massima trasparenza da parte della Direzione assistita dal Rappresentante dei Lavoratori come previsto dal documento di Autodichiarazione di Buone Pratiche Sociali.						
Corrective Actions:						













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>WORKING CONTRACTS</b>					
5	<p>CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer?</p> <p>CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, 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.	 	7	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).		7	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.		7	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.		7	0	0
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		7	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.		7	0	0
5.7	Records of the employees must be accessible for at least 24 months.		7	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 5:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 29OTD resid. in Italia(di 6 intervistati e 3 verifiche documentali).Non sono emersi problemi - M.M., ITA, nato il 26.11.70,T.pieno 6.50 ore/gg-liv 3OC,paga giornaliera 63.14euro,coltivazione e raccolta ortaggi,assunto dal 1.1.21 al 31.12.21; - C.L.,ITA, nato il 20.8.78, T.pieno 6.50 ore/gg- Liv.1SS, paga giornaliera 78.85 euro,coltivazione e raccolta ortaggi,assunto dal 1.01.21 al 31.12.21; - P.F.,ITA, nato il 27.5.91, T.pieno 6.50 ore/gg-Liv.3OC, paga giornaliera 63.17 euro, coltivazione e raccolta ortaggi, assunto dal 1.01.21 al 31.12.21.					
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). 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).	 	7	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.).	 	7	0	0
6.3	The records of payments are kept for at least 24 months.		7	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 6:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
Evidence/Remarks 29OTD resid. in Italia(di 6 intervistati e 3 verifiche documentali).Non sono emersi problemi - M.M., ITA, nato il 26.11.70,T.pieno 6.50 ore/gg-liv 3OC,paga giornaliera 63.14euro,coltivazione e raccolta ortaggi,assunto dal 1.1.21 al 31.12.21;v.busta paga di Marzo2021 indicate15gg lavorate,per 97.5h, tot.netto1265 euro pagato con bonifico; - C.L.,ITA, nato il 20.8.78, T.pieno 6.50 ore/gg- Liv.1SS, paga giornaliera 78.85 euro,coltivazione e raccolta ortaggi,assunto dal 1.01.21 al 31.12.21;v.busta paga di marzo 2021 indicate18gg lavorate, per 117h,tot. netto 1300 euro pagato con bonifico - P.F.,ITA, nato il 27.5.91, T.pieno 6.50 ore/gg-Liv.3OC, paga giornaliera 63.17 euro, coltivazione e raccolta ortaggi, assunto dal 1.01.21 al 31.12.21, v. busta paga di Marzo2021indicate 15gg lavorate, per 97.5h, tot. netto 1301 euro pagato con bonifico					
Corrective Actions:					













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>WAGES</b>						
7	CP: Do pay slips/pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements?  CC: Wages and overtime payment documented on the pay slips/pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain <u>at least the legal minimum wage (on average)</u> within regular working hours.					
7.1	Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).	 	7	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.		7	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.	 	7	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 7:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: 29OTD resid. in Italia(di 6 intervistati e 3 verifiche documentali).Non sono emersi problemi - M.M., ITA, nato il 26.11.70, T.pieno 6.50 ore/gg-liv 3OC, paga giornaliera 63.14euro, coltivazione e raccolta ortaggi, assunto dal 1.1.21 al 31.12.21; v. busta paga di Marzo 2021 indicate 15gg lavorate, per 97.5h, tot. netto 1265 euro pagato con bonifico; - C.L., ITA, nato il 20.8.78, T.pieno 6.50 ore/gg- Liv.1SS, paga giornaliera 78.85 euro, coltivazione e raccolta ortaggi, assunto dal 1.01.21 al 31.12.21; v. busta paga di marzo 2021 indicate 18gg lavorate, per 117h, tot. netto 1300 euro pagato con bonifico - P.F., ITA, nato il 27.5.91, T.pieno 6.50 ore/gg-Liv.3OC, paga giornaliera 63.17 euro, coltivazione e raccolta ortaggi, assunto dal 1.01.21 al 31.12.21, v. busta paga di Marzo 2021 indicate 15gg lavorate, per 97.5h, tot. netto 1301 euro pagato con bonifico						
Corrective Actions:						















N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>NON-EMPLOYMENT OF MINORS</b>					
8	CP: Do records indicate that no minors are employed at the company?  CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education.				
8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.		7	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	7
<b>COMPLIANCE LEVEL CONTROL POINT 8:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
Evidence/Remarks: Non sono presenti minori					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>ACCESS TO COMPULSORY SCHOOL EDUCATION</b>						
9	CP: Do the children of employees living on the company's production/handling sites have access to compulsory school education?  CC: There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.					
9.1	There is a list of all children in the age of compulsory schooling age living on the company's production/handling sites, with sufficient indications on name, name of parents, date of birth, school attendance, etc. Children of management may be excluded.	 	0	0	7	
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	7	
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	7	
<b>COMPLIANCE LEVEL CONTROL POINT 9:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable			
Evidence/Remarks: Non sono presenti minori						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>TIME RECORDING SYSTEM</b>						
10	CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees?  CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by <u>the employees and accessible for the employees' representative(s)</u> .					
10.1	A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.).	  	7	0	0	
10.2	The records indicate the regular working time for employees on a daily basis.		7	0	0	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		7	0	0	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		7	0	0	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	7	0	0	
10.6	Access to these records is provided to the employees' representative(s).	  	7	0	0	
10.7	The records are kept for at least 24 months.		7	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 10:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: L'azienda utilizza Badge per i dipendenti della manipolazione e registro di presenze giornaliero per gli operai della campagna. V. corrispondenza tra le buste paga e le registrazioni delle ore lavorative del mese di Aprile 2020						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>WORKING HOURS &amp; BREAKS</b>						
11	CP: Do working hours and breaks documented in the time records comply with applicable legislation and/or collective bargaining agreements?  CC: Documented working hours, breaks and rest days are in line with applicable legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours. During peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.					
11.1	Information on valid labor regulation and/or collective bargaining agreements regarding working hours and breaks is available (e.g. in the GRASP National Interpretation Guideline).	  	7	0	0	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		7	0	0	
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		7	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.	   	7	0	0	
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		7	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 11:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Gli orari di lavoro dei dipendenti sono coerenti con il CONTRATTO COLLETTIVO NAZIONALE DI LAVORO PER OPERAI AGRICOLI E FLOROVIVAISTI. La consultazione delle buste paga e dei planning mensili ha fornito in sede di audit informazioni sufficienti ad apprezzare il rispetto del requisito.						
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.		
<p>Evidence/Remarks: Il modulo Grasp risulta implementato da parte dei membri del gruppo di produttori. L'implementazione del GRASP è stata inclusa nel Sistema di Gestione Qualità della O.P.Agrinsieme Visto Registro Produttori Globalgap/Grasp aggiornato a Giugno 2020 V. verifica interna effettuata il 3.06.2020</p>					
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:	

**ANNEX for GGN 4056186219558**

**Producer Group Members:**

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Cabbages	4049928684356	SOCIETA' AGRICOLA LA TORRE DEI F.LLI SANTILLI, VIA STAZIONE 44, CELANO (AQ), 67043, Italy
Courgettes (Zucchini, Marrow)	4049928684356	SOCIETA' AGRICOLA LA TORRE DEI F.LLI SANTILLI, VIA STAZIONE 44, CELANO (AQ), 67043, Italy
Curly Endives	4049928684356	SOCIETA' AGRICOLA LA TORRE DEI F.LLI SANTILLI, VIA STAZIONE 44, CELANO (AQ), 67043, Italy
Escaroles / Broad-Leaf Endives	4049928684356	SOCIETA' AGRICOLA LA TORRE DEI F.LLI SANTILLI, VIA STAZIONE 44, CELANO (AQ), 67043, Italy
Lettuce	4049928684356	SOCIETA' AGRICOLA LA TORRE DEI F.LLI SANTILLI, VIA STAZIONE 44, CELANO (AQ), 67043, Italy
Radicchio	4049928684356	SOCIETA' AGRICOLA LA TORRE DEI F.LLI SANTILLI, VIA STAZIONE 44, CELANO (AQ), 67043, Italy
Romaine / Cos Lettuce	4049928684356	SOCIETA' AGRICOLA LA TORRE DEI F.LLI SANTILLI, VIA STAZIONE 44, CELANO (AQ), 67043, Italy
Tomatoes	4049928677334	PELLEGRINO MARGHERITA, VIA PAGANINI 111, SCICLI (RG), 97018, Italy
Cabbages	4056186219565	PALLAVICINO AURELIO, Via Cesare Bazzani, 159, LATINA (LT), 04100, Italy
Curly Endives	4056186219565	PALLAVICINO AURELIO, Via Cesare Bazzani, 159, LATINA (LT), 04100, Italy
Lettuce	4056186219565	PALLAVICINO AURELIO, Via Cesare Bazzani, 159, LATINA (LT), 04100, Italy
Melons	4056186219565	PALLAVICINO AURELIO, Via Cesare Bazzani, 159, LATINA (LT), 04100, Italy
Radicchio	4056186219565	PALLAVICINO AURELIO, Via Cesare Bazzani, 159, LATINA (LT), 04100, Italy
Romaine / Cos Lettuce	4056186219565	PALLAVICINO AURELIO, Via Cesare Bazzani, 159, LATINA (LT), 04100, Italy
Watermelons	4056186219565	PALLAVICINO AURELIO, Via Cesare Bazzani, 159, LATINA (LT), 04100, Italy
Cabbages	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy



Chard	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Chicory	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Courgettes (Zucchini, Marrow)	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Curly Endives	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Escaroles / Broad-Leaf Endives	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Kiwis	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Lettuce	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Melons	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Pumpkins	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Radicchio	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Romaine / Cos Lettuce	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Spinach	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Watermelons	4056186219572	Soc. Coop. AGROAMA, Via E.L.Cerva, 98, ROMA (RM), 03087, Italy
Curly Endives	4056186321039	AZ. AGR. Ricci Caterina, Via Campania snc, Sezza Scalo (LT), 04010, Italy
Escaroles / Broad-Leaf Endives	4056186321039	AZ. AGR. Ricci Caterina, Via Campania snc, Sezza Scalo (LT), 04010, Italy
Melons	4056186321039	AZ. AGR. Ricci Caterina, Via Campania snc, Sezza Scalo (LT), 04010, Italy
Radicchio	4056186321039	AZ. AGR. Ricci Caterina, Via Campania snc, Sezza Scalo (LT), 04010, Italy
Cabbages	4056186321046	Az. Agr. Ricci Giovanni, Via Murillo snc, Sezza Scalo (LT), 04010, Italy
Chard	4056186321046	Az. Agr. Ricci Giovanni, Via Murillo snc, Sezza Scalo (LT), 04010, Italy
Chicory	4056186321046	Az. Agr. Ricci Giovanni, Via Murillo snc, Sezza Scalo (LT), 04010, Italy
Curly Endives	4056186321046	Az. Agr. Ricci Giovanni, Via Murillo snc, Sezza Scalo (LT), 04010, Italy
Escaroles / Broad-Leaf Endives	4056186321046	Az. Agr. Ricci Giovanni, Via Murillo snc, Sezza Scalo (LT), 04010, Italy
Melons	4056186321046	Az. Agr. Ricci Giovanni, Via Murillo snc, Sezza Scalo (LT), 04010, Italy
Spinach	4056186321046	Az. Agr. Ricci Giovanni, Via Murillo snc, Sezza Scalo (LT), 04010, Italy

Watermelons	4056186321046	Az. Agr. Ricci Giovanni, Via Murillo snc, Sezza Scalo (LT), 04010, Italy
Capsicums (Peppers / Chillies)	4059883565331	SOCIETA' AGRICOLA DHARNI FARM di Kaur Rananjeet e Bhangu Pavitar Kaur , V.le Corona Australe, 25B , ARDEA (ROMA), 00040, Italy
Kohlrabi	4059883565331	SOCIETA' AGRICOLA DHARNI FARM di Kaur Rananjeet e Bhangu Pavitar Kaur , V.le Corona Australe, 25B , ARDEA (ROMA), 00040, Italy
Tomatoes	4059883565331	SOCIETA' AGRICOLA DHARNI FARM di Kaur Rananjeet e Bhangu Pavitar Kaur , V.le Corona Australe, 25B , ARDEA (ROMA), 00040, Italy
Aubergines	4059883663037	Coop. Agr. Agrisole, Via De Gasperi 20, RAGUSA (RG), 97100, Italy
Capsicums (Peppers / Chillies)	4059883663037	Coop. Agr. Agrisole, Via De Gasperi 20, RAGUSA (RG), 97100, Italy
Courgettes (Zucchini, Marrow)	4059883663037	Coop. Agr. Agrisole, Via De Gasperi 20, RAGUSA (RG), 97100, Italy
Cucumbers	4059883663037	Coop. Agr. Agrisole, Via De Gasperi 20, RAGUSA (RG), 97100, Italy
Cabbages	4063061050847	PALLAVICINO CRISTIANO, VIA CAMPANIA , SEZZE ,LOCALITA' SCHIAZZA, 04018, Italy
Curly Endives	4063061050847	PALLAVICINO CRISTIANO, VIA CAMPANIA , SEZZE ,LOCALITA' SCHIAZZA, 04018, Italy
Escaroles / Broad-Leaf Endives	4063061050847	PALLAVICINO CRISTIANO, VIA CAMPANIA , SEZZE ,LOCALITA' SCHIAZZA, 04018, Italy
Lettuce	4063061050847	PALLAVICINO CRISTIANO, VIA CAMPANIA , SEZZE ,LOCALITA' SCHIAZZA, 04018, Italy
Melons	4063061050847	PALLAVICINO CRISTIANO, VIA CAMPANIA , SEZZE ,LOCALITA' SCHIAZZA, 04018, Italy
Pumpkins	4063061050847	PALLAVICINO CRISTIANO, VIA CAMPANIA , SEZZE ,LOCALITA' SCHIAZZA, 04018, Italy
Radicchio	4063061050847	PALLAVICINO CRISTIANO, VIA CAMPANIA , SEZZE ,LOCALITA' SCHIAZZA, 04018, Italy
Curly Endives	4063061050854	PALLAVICINO FRANCESCO, VIA CAMPANIA, SEZZE (LT) LOCALITA' SCHIAZZA, 04018, Italy
Escaroles / Broad-Leaf Endives	4063061050854	PALLAVICINO FRANCESCO, VIA CAMPANIA, SEZZE (LT) LOCALITA' SCHIAZZA, 04018, Italy
Lettuce	4063061050854	PALLAVICINO FRANCESCO, VIA CAMPANIA, SEZZE (LT) LOCALITA' SCHIAZZA, 04018, Italy

Radicchio	4063061050854	PALLAVICINO FRANCESCO, VIA CAMPANIA, SEZZE (LT) LOCALITA' SCHIAZZA, 04018, Italy
Romaine / Cos Lettuce	4063061050854	PALLAVICINO FRANCESCO, VIA CAMPANIA, SEZZE (LT) LOCALITA' SCHIAZZA, 04018, Italy
Cabbages	4063061050861	AUTUORI ALESSANDRA, VIA ISONZO, LOCALITA' FOGLIANO (LT), 04100, Italy
Curly Endives	4063061050861	AUTUORI ALESSANDRA, VIA ISONZO, LOCALITA' FOGLIANO (LT), 04100, Italy
Escaroles / Broad-Leaf Endives	4063061050861	AUTUORI ALESSANDRA, VIA ISONZO, LOCALITA' FOGLIANO (LT), 04100, Italy
Radicchio	4063061050861	AUTUORI ALESSANDRA, VIA ISONZO, LOCALITA' FOGLIANO (LT), 04100, Italy
Watermelons	4063061050861	AUTUORI ALESSANDRA, VIA ISONZO, LOCALITA' FOGLIANO (LT), 04100, Italy
Curly Endives	4063061050878	BALDASSAR SONJA, VIA ISONZO, FOGLIANO (LT), 04100, Italy
Escaroles / Broad-Leaf Endives	4063061050878	BALDASSAR SONJA, VIA ISONZO, FOGLIANO (LT), 04100, Italy
Watermelons	4063061050878	BALDASSAR SONJA, VIA ISONZO, FOGLIANO (LT), 04100, Italy
Kiwis	4063061050885	TESTA GIOVANNA, VIA S.S MONTI LEPINI, B.GO S. MICHELE (LT), 04100, Italy
Tomatoes	4063061050915	ASS.SEMPLICE TRA PRODUTTORI LANDOLINA, C.DA GUADAGNA, SCICLI (RG), 97018, Italy
Tomatoes	4063061050922	AZIENDA AGRICOLA LOPES ROSA, C.DA GUADAGNA, SCICLI (RG), 97018, Italy
Carrots	4063061050946	AZIENDA AGRICOLA TERRE DI MACCARESE, Viale di Porto snc , FIUMICINO (RM), 00054, Italy
Courgettes (Zucchini, Marrow)	4063061050946	AZIENDA AGRICOLA TERRE DI MACCARESE, Viale di Porto snc , FIUMICINO (RM), 00054, Italy
Curly Endives	4063061050946	AZIENDA AGRICOLA TERRE DI MACCARESE, Viale di Porto snc , FIUMICINO (RM), 00054, Italy
Escaroles / Broad-Leaf Endives	4063061050946	AZIENDA AGRICOLA TERRE DI MACCARESE, Viale di Porto snc , FIUMICINO (RM), 00054, Italy
Radicchio	4063061050946	AZIENDA AGRICOLA TERRE DI MACCARESE, Viale di Porto snc , FIUMICINO (RM), 00054, Italy
Aubergines	4063061453662	PALAZZOLO MASSIMO, VIA DEGLI ULIVI 6, SCICLI (RG), 97018, Italy
Capsicums (Peppers / Chillies)	4063061453662	PALAZZOLO MASSIMO, VIA DEGLI ULIVI 6, SCICLI (RG), 97018, Italy

Cucumbers	4063061453662	PALAZZOLO MASSIMO, VIA DEGLI ULIVI 6, SCICLI (RG), 97018, Italy
Tomatoes	4063061453662	PALAZZOLO MASSIMO, VIA DEGLI ULIVI 6, SCICLI (RG), 97018, Italy