



GGN: 5200040271001

Registration number of producer/
producer group (from CB): QMSCERT
QC18516956996

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 BIOCYCLIC PARK P.C

Ethea Thourias, , 24009 Kalamata, Greece

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

The Certification Body QMSCERT Audits Inspections Certification Ltd (Q-CERT Ltd) 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
Apricots	00097-XCHLV-0002	Yes	N/A	2	2
Broccoli	00097-XCHLV-0002	Yes	N/A	1	1
Cabbages	00097-XCHLV-0002	Yes	N/A	1	1
Ginger	00097-XCHLV-0002	Yes	N/A	0	1
Lemons	00097-XCHLV-0002	Yes	N/A	1	1
Nectarines	00097-XCHLV-0002	Yes	N/A	2	2
Oranges	00097-XCHLV-0002	Yes	N/A	5	5
Peaches	00097-XCHLV-0002	Yes	N/A	3	3
Pomegranates	00097-XCHLV-0002	Yes	N/A	2	2
Pumpkins	00097-XCHLV-0002	Yes	N/A	2	3
Total:				11	11

1. Overall assessment result: Not compliant, but some steps taken

GGN: 5200040271001

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	Not compliant, but some steps taken
Control Point 7	Not compliant, but some steps taken
Control Point 8	Fully compliant
Control Point 9	Not applicable
Control Point 10	Fully compliant
Control Point 11	Fully compliant

Date of Assessment: 15-06-2021

Date of Upload: 08-07-2021

Validity: 14-07-2021 - 13-07-2022 (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:*	5200040271001			Registration N°:	QC18516956996			
Company name:*	BIOCYCLIC PARK P.C			Address:*	Ethea Thourias Kalamata 24009			
Telephone:*	302721033826							
Email:	lydia.eisenbach@biocyclic-network.net			Fax:				
Assessment date:*	15/06/2021			Contact person:*	Lydia Eisenbach			
Previous assessment date(s):	26/06/2020	07/11/2020						
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 type="checkbox"/>	NO
Has the Certification Body reported this finding to the local/national responsible and competent authority?					<input type="checkbox"/>	YES	<input type="checkbox"/>	NO
Comments:								
Company description: It is the second year that the group of growers BIOCYCLIC PARK P.C implements GRASP system. The company is a trading company and producer with 2 permanent employees. There are two subcontracted PHUs site (PHU1: OIKO BIO SA : MAKROCHORI VERIA)) and (PHU2: MIDER FRUIT EE: MPOLATI ARGOLIKOU) that were audited during audit. There are 10 different registered crops (pomegranates, pumpkins, ginger, cabbage, broccoli, peaches, nectarines, apricots, oranges, lemons) with peak season of activities for PHU1 May-July, November-February and PHU2 October-January. The group consists of 9 growers registered for GLOBALGAP and GRASP. PHU1 (OIKO BIO SA) is also a producer of the PMO. The producers are not registered for GRASP in other producer groups.								
	YEAR	2020	2021					
Total number of producer group members participating in GRASP:		7	9					
Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:		7	9					
Total number of externally assessed GRASP producer group members:		4	3					
* Mandatory field								

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:									
4059883132748	4059883543681	4059883566253							
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 checked="" type="checkbox"/> YES		<input 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	OIKO BIO SA, MAKROCHORI VERIA				PH Facility 4	MIDER FRUIT EE,MPOLATI ARGOLIKOU ARGOLIDA			
PH Facility 2					PH Facility 5				
PH Facility 3					PH Facility 6				
Does the company subcontract any other activities?					<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO		
If yes, which one?					Are the subcontracted activities included in the GRASP assessment?				
<input 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 checked="" type="checkbox"/> NO		
<input type="checkbox"/> Harvest					<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO		
<input type="checkbox"/> Others (please specify): No activities subcontracted					<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO		

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	PHU1 May-July, November-February, PHU2 October-January						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	GREEK,ALBANIAN, ROMANIAN									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	8	0	0	0	0	0	0	0	8
in product handling facility(ies)	5	0	0	0	0	0	0	0	0	5
Total	5	8	0	0	0	0	0	0	0	13

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :						
Present at the opening meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the assessment?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the closing meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO












OVERALL ASSESSMENT RESULT: *(Calculated automatically based on the results per sub-controlpoint)*












Not compliant, but some steps taken












Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO		
Name of certification body:	QCERT	Duration of the assessment:	1 DAYS	
Name of assessor:	Afroditi Tsiligkaki			
Name of company management:	Lydia Eisenbach			






















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









GRASP CHECKLIST






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
EMPLOYEES' REPRESENTATIVE(S)						
1	<p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. This employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and management occur at accurate frequency. The dialogue <u>taking place in such meetings is duly documented</u>. If a producer group member has less than 5 employees, it is allowed to have an employees' representative at the level of the producer group.</p>					
1.1	The election/nomination procedure has been defined and communicated to all employees.	  	4	0	1	
1.2	Documentation shows that the election and the counting of votes were carried out fairly and openly. In case of representative(s) not elected but nominated, there is a document justifying why elections could not take place.	 	4	0	1	
1.3	The results of the election (name of employees' representative(s) or in case of council composition of the council) were communicated to all employees.	 	4	0	1	
1.4	The election/nomination has taken place in the ongoing year or production period. The representation is current (all elected/nominated person(s) according to the list still working for the company).		4	0	1	
1.5	The employees' representative(s) is/are recognized by the management and a job description clearly defines his/her/their role and rights. The employees' representative(s) is/are aware of his/her/their role and rights (in case of an employees' council, all members are interviewed).	 	4	0	1	
1.6	There is documentary evidence of regular meetings at accurate frequency between the employees' representative(s) and the management, where GRASP related issues are addressed.		4	0	1	
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
<p>Evidence/Remarks: At PHUs (1&2) Level: 4 employees interviewed and verified that an election procedure has been defined and communicated to them. E.R. was elected on 2/6/2021 (PHU1) and 4/11/2020 (PHU2) with 2 votes each. ED2.12 Election record for workers,10.01.2020). E.Rs.recognised by mangement,interviewed and aware of their role and rights. Job description for E.R. reviewed and complies ED 2.3/10.01.2020. Meetings between E.R. and management are held twice a year. Last meeting on 2/6/2021 (PHU1&PHU2) (Document ED 16.03/10.01.2020).</p> <p>At farm Level: 2 producers with employees and 1 producer without employees audited. There is an E.R for the producer and PHU1, an E.R for PHU2 and an E.R for the rest of the producers of the PMO that have less than 5 employees. Election took place on 11/6/2021 with 4 votes. This is also stated in the ED 2.12 .Last meeting on 11/6/2021.</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. <u>The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions.</u> Complaints, suggestions and their follow-up from the last 24 months are documented.				
2.1	A documented complaint and suggestion procedure is available, appropriate to the size of the company.		4	0	1
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	4	0	1
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	4	0	1
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		4	0	1
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	4	0	1
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		4	0	1
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: At PHUs (1&2) and Farm Level: Complaint and suggestion procedure is available and appropriate to the size of the PMO (Procedure D-15 issue on 10.01.2020, ED 15.1 Complaint record, ED 15.2 Complaint registry). The Procedure also refers to the Producer level, addressing complaints and suggestions coming from the Producers' workers. Procedure was communicated to all employees through their training and is posted on the announcement board. The procedure states that employees will not be penalised in case of complaints or suggestions and this was verified during the interview of the employees interviewed both in PHUs & producers. Procedure sets a timeframe of 2 months to resolve complaints. All complaints are recorded and followed up. No complaints till now.					
Corrective Actions:					








N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
SELF-DECLARATION ON GOOD SOCIAL PRACTICES					
3	<p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		4	0	1
3.2	The declaration has been signed by the management and by the employees' representative(s).		4	0	1
3.3	The declaration is actively communicated to the employees (e.g. displayed on the production site/in the handling unit/management office or attached to the working contract, information at meetings etc.).	  	4	0	1
3.4	The management, the responsible person for the implementation of GRASP and the employees' representative(s) know the content of the declaration and confirm that it is put into practice.	  	4	0	1
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		4	0	1
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	4	0	1
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: At PHUs (1&2) level: Declaration on Good Social Practices ED 1.4/01.02.2021. It includes all ILO conventions as required, signed by the management & the E.R on 01/02/2021 for PHU2 and 2/6/2021 for PHU1, visually displayed at the packing house, verified during the interview of 4 employees. Interviews with E.R, management and persons responsible for implementation of GRASP, confirm they know & understand the declaration content. Declaration confirms E.R. can file complaints without personal sanctions & reviewed at least every 3 years. In producer's level: 2 producers with employees & 1 without employees audited. OIKO BIO SA workers are represented through the E.R. of the PHU1. The rest of the workers of producers with less than 5 workers are represented through the E.R. of PMO. This is also stated in the form 'ED 2.12 Election record for workers/ 10.01.2020.Producers without employees have also declared that they will follow Grasp requirements signing the contract with PMO on 23/2/2021.					
Corrective Actions:					













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
ACCESS TO NATIONAL LABOUR REGULATIONS						
4	CP: Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations? CC: The person responsible for implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national labor regulations, such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines.					
4.1	The RGSP provides the employees' representative(s) with the valid labor regulations (e.g. the GRASP National Interpretation Guidelines).	  	4	0	1	
4.2	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.	  	4	0	1	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	4	0	1	
4.4	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.	  	4	0	1	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	4	0	1	
4.6	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.	  	4	0	1	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	4	0	1	
COMPLIANCE LEVEL CONTROL POINT 4: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant			
Evidence/Remarks: At PHUs (1&2) level: Interviews with GRASP RGSP and GRASP E.R. confirms they have knowledge and access to national regulation about minimum wages, working hours, freedom of association, antidiscrimination, child labour and minimum age of workng, holiday and maternity leave. The company has got updated electronic file of valid legeslation i.e. law 3846/2010, National GRASP guideline and its updates. Access to the national labor legislation through internet i.e. AN 1846 -1951, N 2874, N 2639-1998, ΠΔ 88-199, ΠΔ 164-1984, N. 1767-1988, N.Δ. 4204-1961). In producer's level: The employees of producers which have less than 5 employees will have access to the National Labour Regulations through the E.R of the PMO.This is also stated in the form 'ED 2.12 Election record for workers, issue 10.01.2020.OIKO BIO SA workers have access to legislation through the E.R of the PHU1 (OIKO BIO SA).						
Corrective Actions:						













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING CONTRACTS					
5	<p>CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer?</p> <p>CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees <u>their legal status and working permit</u>. The contract does not show contradiction to the self-declaration on good social practices. Records of the employees must be accessible for at least 24 months.</p>				
5.1	Random checks show availability of written contracts for all employees signed by both parties.	 	4	0	1
5.2	There is evidence that the employees have the correct contract according to national legislation and/or collective bargaining agreements (as stipulated in the applicable GRASP National Interpretation Guideline).		4	0	1
5.3	The working contracts include at least basic information on the employee's name, date of birth and nationality according to the applicable GRASP National Interpretation Guideline.		4	0	1
5.4	The working contracts or attachments to the contracts include basic information on the contract period (e.g. permanent, period or day laborer etc.), the wage, working hours, breaks, and a basic job description.		4	0	1
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		4	0	1
5.6	If non-national employees are working for the company, records indicate their legal status for being employed by the company. A respective working permit is available.		1	0	4
5.7	Records of the employees must be accessible for at least 24 months.		4	0	1
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: At PHUs (1&2) and Farm Level: Working contracts that were sampled both in PHU and in producers, include and represent all types of employment (permanent/temporary/subcontracted) and migratory status (National/ Foreign National) of the employees who were present on the day of the audit. Contracts checked were the 50% of the interview sampled as per GRASP sampling forms (3 contracts have been sampled in PHU and in producers). Sample contracts are signed by the employees, the management and comply to national regulation and this were verified during the interview of 3 employees who interviewed in PHU and in producers. Working contracts include the date of birth and the nationality of the employees. Contracts also include information on the contract period, wages, working hours, breaks and a basic job description. Work permits are available and valid for foreign-national employees as referred in the GRASP sampling form. Records are kept for 24 months.</p>					
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).	 	3	1	1
6.2	Pay slips or pay registers indicate that payments are made in accordance with the working contracts (e.g. employee's signature on pay slips, bank transfer etc.).	 	3	1	1
6.3	The records of payments are kept for at least 24 months.		4	0	1
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not compliant, but some steps taken	
<p>Evidence/Remarks At PHUs (1&2) and Farm Level: Payslips that were sampled both in PHUs and in producers, include and represent all types of employment (permanent/temporary) and migratory status (National/ Foreign National) of the employees who are present on the day of the audit both in PHU and in producers. Payslips checked were the 50% of the interview sampled as per GRASP sampling form (3 payslips have been sampled in PHUs and in producers). Sampled paysilps are signed and accepted by employees or made through a bank transfer. Payments were not made in defined intervals for the PHU2. Records of payments (bank transfer) have been cross-checked with payslisps and contracts, and do not confirm that payments were made according to the contracts for one producer , as per the reference on the GRASP sampling form. Payslips are available for 24 months.</p>					
Corrective Actions: NC6.1-6.2: Training will be conducted in order payments to be made in defined intervals and according to contracts. This will be checked in next audit.					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
WAGES						
7	CP: Do pay slips/pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements? CC: Wages and overtime payment documented on the pay slips/pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain <u>at least the legal minimum wage (on average)</u> within regular working hours.					
7.1	Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).	 	4	0	1	
7.2	Wages and overtime payments as shown in the records are according to the contracts and indicate compliance with national labor regulations (minimum wages), and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline.		3	1	1	
7.3	Independently from the calculation unit, pay slips/pay registers document that employees gain in average at least the legal minimum wage within regular working times (especially check when piece-rate is implemented). If there are deductions from salaries and employees are being paid below minimum wage, the deductions must be justified in writing.	 	3	1	1	
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not compliant, but some steps taken		
Evidence/Remarks: At PHUs (1&2) and Farm Level: Payslips that were sampled, include and represent all types of employment (permanent/temporary) and migratory status (National/ Foreign National) of the employees who are present on the day of the audit. Payslips checked were the 50% of the interview sampled as per GRASP sampling form (3 payslips have been sampled in PHU and in producers). Sampled paysilps give clear indication of the number of compensated working time. Wages as shown in the records are not according to the contracts and employee not gain in average at least the minimum wage for one producer.						
Corrective Actions: NC 7.2 -7.3: Training will be conducted in order payments to be made in defined intervals and according to contracts. This will be checked in next audit.						















N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
NON-EMPLOYMENT OF MINORS						
8	CP: Do records indicate that no minors are employed at the company? CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education.					
8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.		4	0	1	
8.2	If children – as core family members – are working at the company, they are not engaged in work that is dangerous to their health and safety (according to the applicable IFA All Farm Base Module), that jeopardizes their development or prevents them from finishing their compulsory school education.	     	0	0	5	
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: Employee's interviews, management interview and sampled records both in PHUs(1&2) and producer's level, show that no minors are employed. No children -as core family members- are working at the company.						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
ACCESS TO COMPULSORY SCHOOL EDUCATION						
9	CP: Do the children of employees living on the company's production/handling sites have access to compulsory school education? CC: There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.					
9.1	There is a list of all children in the age of compulsory schooling age living on the company's production/handling sites, with sufficient indications on name, name of parents, date of birth, school attendance, etc. Children of management may be excluded.	 	0	0	5	
9.2	There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to GRASP National Interpretation Guideline).	    	0	0	5	
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	5	
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable			
Evidence/Remarks: No employees live in company's or producer sites						
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.).	  	4	0	1	
10.2	The records indicate the regular working time for employees on a daily basis.		4	0	1	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		4	0	1	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		4	0	1	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	4	0	1	
10.6	Access to these records is provided to the employees' representative(s).	  	4	0	1	
10.7	The records are kept for at least 24 months.		4	0	1	
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: At PHUs (1&2) and Farm Level: A time recording system is implemented as per records assessed (time recording system evidence: record sheet / hand written). Working times recorded on a daily basis. Overtime hours clearly indicated. Breaks and festive days are referenced. Working records approved by employees and verified during the interview of employees in PHUs and producers. Access to the time recording system provided to the E.R. Records available for 24 months.						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
WORKING HOURS & BREAKS						
11	CP: Do working hours and breaks documented in the time records comply with applicable legislation and/or collective bargaining agreements? CC: Documented working hours, breaks and rest days are in line with applicable legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours. During peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.					
11.1	Information on valid labor regulation and/or collective bargaining agreements regarding working hours and breaks is available (e.g. in the GRASP National Interpretation Guideline).	  	4	0	1	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		4	0	1	
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		4	0	1	
11.4	If not regulated more strictly by applicable legislation, regular weekly working time does not exceed 48 hours. During peak season (harvest), weekly working time does not exceed 60 hours.	   	4	0	1	
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		4	0	1	
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: At PHUs (1&2) and Farm Level: Information on valid labor regulation and/or collective bargaining agreements (regarding working hours and breaks is available e.g.law 3846/2010. Working hours as per sampled records, indicate compliance with national regulation. For sampled records evidence please refer to the GRASP sampling form. Weekly working time does not exceed 40 hours as per the national applicable regulation and this was verified during the interview of employees interviewed in PHU and in producers and the E.R on the day of the audit. Rest breaks/days are shown in records e.g. PHU1 8:00 -16:30 with a 30 minutes break between 13:00 and 13:30, PHU2 13:00-19:40 break 17:00-17:15, indicating compliance with regulations/bargaining agreements. In case of overtime, this should be noted at a specialised book.						
Corrective Actions:						

ONLY APPLICABLE FOR PRODUCER GROUPS

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
INTEGRATION INTO QMS					
QMS	<p>CP: Does the assessment of the Quality Management System (QMS) of the producer group show evidence of the correct implementation of GRASP for all participating producer group members?</p> <p>CC: The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented and internally assessed. Non-compliances are identified and corrective actions are taken to enable compliance of all participating producer group members.</p>				
QMS1	The implementation of GRASP is included in the Quality Management System of the producer group, based on the respective part of the GLOBALG.A.P. General Regulations for Producer Group Certification.	 	X		
QMS2	There is a system in place to regularly inform and train key staff on GRASP related issues.	 	X		
QMS3	All steps taken in the frame of the QMS to implement GRASP among all participating producer group members are documented.	 	X		
QMS4	There is evidence that the producer group fosters compliance of all participating producer group members with the GRASP requirements and assesses the progresses and problems complying with GRASP every year.	 	X		
QMS5	A register is maintained of all GLOBALG.A.P. producers implementing GRASP. It contains for every producer group member the internal assessment date as well as the compliance level reached, all non-compliances detected in internal and external assessments and corrective actions given to non-compliances.	 	X		
QMS6	There is a procedure to implement corrective actions from previous internal assessments.	 	X		
QMS7	The internal producer group inspector is qualified according to the GRASP General Rules.	 	X		
COMPLIANCE LEVEL CONTROL POINT QMS: <i>(Calculated automatically based on the results per sub-controlpoint)</i>		<input checked="" type="checkbox"/> Fully compliant.	<input type="checkbox"/> Not compliant.		
<p>Evidence/Remarks: Implementation is done through the Quality Management System of the producers group and it is based upon the relative procedures and parts of the GlobalG.A.P. General Regulations. (also referenced in the GG quality manual 10.01.2020 (QMSM)).</p> <p>9 producers that are registered for GG are also registered in the GRASP for 2021.</p> <p>A register is in place for all 9 participating producers including all GRASP requirements.</p> <p>Evidence of training of the key staff is in place and conducted on 14/6/2021 by Trainers. Internal inspector that are qualified according to the GRASP GR and qualified for GG internal inspections, does the GRASP audit of producers as well.</p> <p>Procedure to implement corrective actions from previous internal assessment is in place (D-14, Non-conformances-Withdrawal issue on 10.01.2020).</p>					
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: No other benefits.	

ANNEX for GGN 5200040271001

Producer Group Members:

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Grapefruit	4056186479037	KAZAKIS VASILEIOS, ANDREOU PAVLOU 8, GASTOUNI, 27300, Greece
Mandarins	4056186479037	KAZAKIS VASILEIOS, ANDREOU PAVLOU 8, GASTOUNI, 27300, Greece
Oranges	4056186479037	KAZAKIS VASILEIOS, ANDREOU PAVLOU 8, GASTOUNI, 27300, Greece
Pomegranates	4056186479037	KAZAKIS VASILEIOS, ANDREOU PAVLOU 8, GASTOUNI, 27300, Greece
Broccoli	4059883132748	OIKO BIO SA, Makroxori, Veria, 59033, Greece
Cabbages	4059883132748	OIKO BIO SA, Makroxori, Veria, 59033, Greece
Nectarines	4059883132748	OIKO BIO SA, Makroxori, Veria, 59033, Greece
Peaches	4059883132748	OIKO BIO SA, Makroxori, Veria, 59033, Greece
Pumpkins	4059883132748	OIKO BIO SA, Makroxori, Veria, 59033, Greece
Pomegranates	4059883222609	Arvanitis Panagiotis, Kinigos, Pilos, 24001, Greece
Peaches	4059883543681	Chrisi Stravela, Diabatou, Veria, 59100, Greece
Apricots	4059883566246	Dimitrios Mpasaniotis, Velo, Kiato, 20002, Greece
Apricots	4059883566253	Christos Mpasaniotis, Velo, Kiato, 20002, Greece
Lemons	4059883566253	Christos Mpasaniotis, Velo, Kiato, 20002, Greece
Oranges	4059883566253	Christos Mpasaniotis, Velo, Kiato, 20002, Greece
Oranges	4059883971460	CHRISTOS MPOUGADIS, MISTRAS, SPARTI, 23100, Greece
Oranges	4059883971477	PANAGIOTIS MPOUGADIS, STEFANIA, SPARTI, 23100, Greece
Oranges	4059883971491	GEORGIOS MPOUGADIS, MISTRAS, SPARTI, 23100, Greece
Pumpkins	4063061209658	Morfopoulos Athanasios, Ilikis 3, Erythres, 19008, Greece
Nectarines	4063061832689	EVAGGELOS STRAVELAS, DIAVATOS, VERIA, 59100, Greece

Peaches	4063061832689	EVAGGELOS STRAVELAS, DIAVATOS, VERIA, 59100, Greece
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