

PROOF OF ASSESSMENT

GLOBALG.A.P RISK ASSESSMENT ON SOCIAL PRACTICE (GRASP)

Assessment No.	Date of Assessment	Date of Upload	Valid until
192725-2015-EUREPGAP-ITA-DNV	2018-11-23	2018-11-28	2019-11-25

Registration No.: DNV
CERT04122007EGCIASINCERT

GGN Number.: 4049929943674

Issued to

O.P. Agrinova Bio 2000 Soc. Coop.

Via Anzalone 26, 95024 Acireale (CT)

Country of production: **Italy**

GLOBALG.A.P.

OPT2-Producer Group

According to GRASP General Regulations V1.3 July 2015

The Annex 1 contains details of the GRASP results (GRASP Check List)

DNV GL Business Assurance Italia S.r.l. declares that the producer mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice V1.3 July 2015

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

Products	Assessment Number	Produce Handling	No. of GRASP internally assessed producers	Total number of producers
Clementines	00065-TPTLT-0002	Yes	07	07
Courgettes (Zucchini, Marrow)	00065-TPTLT-0002	Yes	01	01
Fennel	00065-TPTLT-0002	Yes	01	01
Grapefruit	00065-TPTLT-0002	Yes	13	13
Lemons	00065-TPTLT-0002	Yes	12	12
Mandarins	00065-TPTLT-0002	Yes	09	09
Oranges	00065-TPTLT-0002	Yes	20	20
Watermelons	00065-TPTLT-0002	Yes	01	01
Total			29	29

Assessment Result:

Does the assessment of the Quality Management System of the Group show evidence of the correct implementation of GRASP for all producer group members?

Fully compliant

Place and date:

Vimercate (MB), 2019-01-16

Salvatore Squatrito

Lead auditor



for the Accredited Unit:

DNV GL Business Assurance Italia S.r.l.

Zeno Beltrami

Management Representative



GGN: 4049929943674

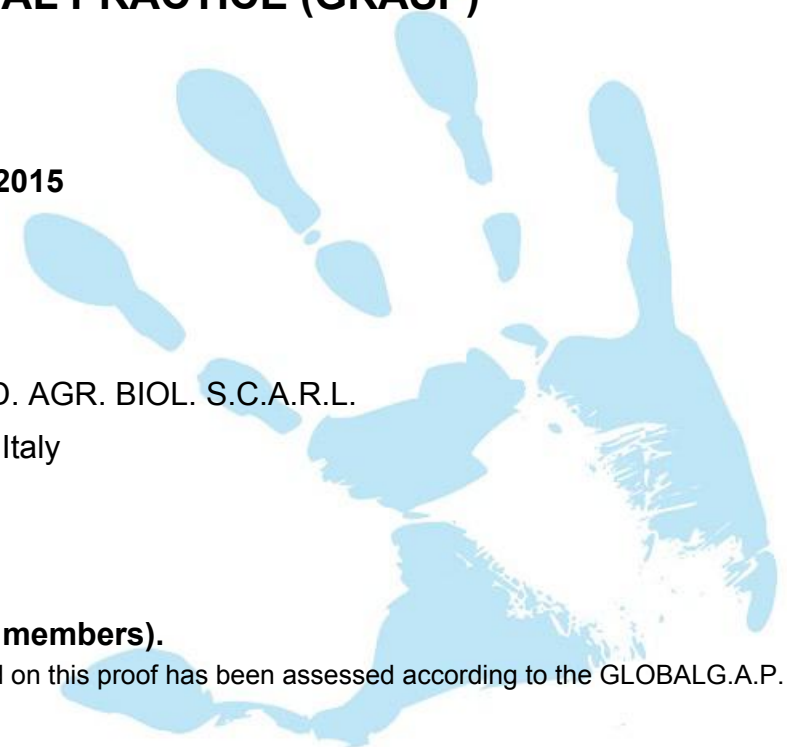
Registration number of producer/
producer group (from CB): DNV
CERT04122007EGCIASINCERT

GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE (GRASP)

PROOF OF ASSESSMENT

**According to
GRASP General Rules V1.3 July 2015
Option 2**

**Issued to
Producer Group O.P. AGRINOVA BIO 2000 ASS. PROD. AGR. BIOL. S.C.A.R.L.
Anzalone 26, 95024 Acireale -CT-, Italy**



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

The Certification Body DNV GL Business Assurance Italia 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 July 2015.

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	No. of GRASP internally assessed producers	Total number of group members
Clementines	00065-TPTLT-0002	Yes	7	7
Courgettes (Zucchini, Marrow)	00065-TPTLT-0002	Yes	1	1
Fennel	00065-TPTLT-0002	Yes	1	1
Grapefruit	00065-TPTLT-0002	Yes	13	13
Lemons	00065-TPTLT-0002	Yes	12	12
Mandarins	00065-TPTLT-0002	Yes	9	9
Oranges	00065-TPTLT-0002	Yes	20	20
Watermelons	00065-TPTLT-0002	Yes	1	1
Total:			29	29

1. Overall assessment result: Fully compliant

GGN: 4049929943674

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	Not applicable
Control Point 9	Not applicable
Control Point 10	Fully compliant
Control Point 11	Fully compliant

Date of Assessment: 23-11-2018

Date of Upload: 28-11-2018

Validity: 26-11-2018 - 25-11-2019 (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

Checklist Producer Group (Option 2)

Valid from: 1 July 2015

Mandatory from: 1 October 2015



1. CERTIFICATE HOLDER REGISTRATION DATA										
Producer Group GGN/GLN:*		4049929943674			Registration N°:					
Company name:*		O.P. Agrinova Bio 2000 soc. Coop.			Address:*			Via Anzalone, 26-Acireale (CT)		
Telephone:*		095-877811								
Email:		amministrazione@agrinovabio2000.it			Fax:			095-7672004		
Assessment date:*		23/11/2018			Contact person:*			Ancona Francesco		
Previous assessment date(s):			26/11/2015	27/10/2016	20/10/2017					
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: Organizzazione di produttori agrumi e ortaggi da agricoltura biologica										
		YEAR	2015	2016	2017	2018				
Total number of producer group members participating in GRASP:			32	32	32	29				
Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:			32	32	32	29				
Total number of externally assessed GRASP producer group members:			7	7	7	7				
* Mandatory field										

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:										
4056186884756	4049928036384	4052852273510	4050373236007	4049929351424	4049928491572					
null					YES	NO				
Is produce handling sub-contracted?					<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO				
Does the produce handling facility(ies) have any social standards implemented?					<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO	If yes, which?			
					If yes:	Name of the PH company:				
						GGN/GLN of the PH company (if applicable):				
Name and location of the assessed PH Facilities:										
PH Facility 1							PH Facility 4			
PH Facility 2							PH Facility 5			
PH Facility 3							PH Facility 6			
Does the company subcontract any other activities?					<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO				
If yes, which one?					Are the subcontracted activities included in the GRASP assessment?					
<input type="checkbox"/> Pest and rodent control					<input type="checkbox"/> YES	<input type="checkbox"/> NO				
<input type="checkbox"/> Crop protection					<input type="checkbox"/> YES	<input type="checkbox"/> NO				
null					YES	NO				
<input type="checkbox"/> Others (please specify): 0					<input type="checkbox"/> YES	<input type="checkbox"/> NO				

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	Ottobre-Maggio						% of employees living in accommodation provided by the company (if applicable):	2		
Nationalities of employees	Italiana-Cingalese-Eritrea-Albanese-Polacca-Rumena									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	51	0	0	11	0	0	0	0	60
in product handling facility(ies)	5	15	0	0	1	0	0	0	0	20
Total	5	3	0	0	12	0	0	0	0	80

3. PRESENCE DURING THE ASSESSMENT

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










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











Fully compliant











Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Name of certification body:	DNV GL	Duration of the assessment: 2,25 MD
Name of assessor:	SALVATORE SQUATRITO	
Name of company management:	FRANCESCO ANCONA	






















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 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.	 	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
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: Sono state campionate sei aziende oltre il capofiliere: Majorana Alessandro, Cataldi Paolo, Vinci-Immè SS, Monaci delle terre nere di Coffa Guido, Az. Agr.Albiato G. Di Cataldo e F.lli e Sapienza Miranda. Attività formative e nomina RL. Il 18/11/2015 nominato C.F. e attività formativa GRASP 06/10/2018 (Agrinova Bio 2000); in data 09/07/2017 nominato il Sig. M.V e formazione GRASP del 23/04/2018 (Az. Agr. Majorana); nominato RL in data 17/02/2016 il sig. H.O., attività formativa GRASP in data 01/03/2018 (Cataldi Paolo); in data 09/05/2016 nomina del sig. C.L. e attività formativa Grasp del 09/04/2018 (Vinci-Immè SS); in data 10/10/2016 nomina del Sig. L.S.R. e attività formativa Grasp del 26/03/2018 (Monaci delle terre nere di Coffa Guido); in data 03/03/2016 nomina del Sig. L.M.M. e attività formativa Grasp del 02/02/2018 (Az. Agr.Albiato G. Di Cataldo e F.lli); in data 21/10/2015 nomina del Sig.T.E. e attività formativa Grasp del 25/06/2018 (Sapienza Miranda).</p>					
Corrective Actions:					




N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
COMPLAINT PROCEDURE					
2	CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion? CC: A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions. Complaints, suggestions and their follow-up from the last 24 months are documented.				
2.1	A documented complaint and suggestion procedure is available, appropriate to the size of the company.		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.		7	0	0
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Procedura 12-Rev. 02 del 18/11/2015. Gestione segnalazioni e suggerimenti. Disponibile una unica cassetta per il deposito suggerimenti presso il magazzino del capofiliera OP Agrinova Bio 2000. Definito tempo di risoluzione in giorni 30. Nessuna segnalazione da rilevare.					
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.		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
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Le Autodichiarazioni sulle buone pratiche sociali di Agrinova e delle az. campionate sono esposte e sono state sottoscritte in pari data delle rispettive Elezioni degli RL svolte come indicato in precedenza. Sono firmate correttamente dalle figure responsabili.					
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).	  	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	
COMPLIANCE LEVEL CONTROL POINT 4: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: Durante le attività formative svolte e sopra indicate, al punto 2 dei verbali viene comunicata possibilità di poter assumere informazioni sulla legislazione presso la sede dei rispettivi consulenti del lavoro e comunque del capofiliera dove dovesse essere necessario.						
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 their legal status and working permit. 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
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Contratti di lavoro: Sig.ra I.S., contratto a tempo indet. del 01/03/2001, impiegato amministrativo, 39 ore/sett. (Agrinova Bio 2000). Visti UNILAV dei dipendenti: n. 01369106 del 30/10/2018 Sig. M.G., addetto confezionamento, tempo pieno, dal 31/10/2018 al 30/06/2019 (Agrinova Bio 2000); n. 00264523 del 02/03/2018 del Sig. E.G, bracciante agricolo, giorni previsti 60 (Az. Agr. Majorana); n. 00180921 del 07/02/2018 Sig. H.G., bracciante agricolo, giorni previsti 120 (Az. Agr. Cataldi Paolo); n. 00451806 del 23/04/2018 Sig. LC., bracciante agricolo, giornate previste 130 (Vinci-Immè SS); n. 00722811 del 19/06/2018 del Sig. L.S.R, bracciante agricolo, giornate previste 80 (Monaci delle terre nere di Coffa Guido); n. 00006587 del 02/01/2018 Sig. L.M.N., bracciante agricolo, giornate previste 65 (Az. Agr.Albiato G. Di Cataldo e F.II); n. 00274697 del 06/03/2018 Sig. E.T., bracciante agricolo, giornate previste 151 (Az. Agr. Sapienza Miranda). Le informazioni richieste sono complete.					
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).		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
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
Evidence/Remarks Viste Buste paga dipendenti: Sig.ra I.S mese di agosto 2018 (Agrinova Bio 2000), Sig. E.G.-mese giugno 2018, giorni lavorati 22 (Az. Agr. Majorana); Sig. H.G.- mese febbraio 2018, giorni lavorati 15 (Az. Agr. Cataldi Paolo); Sig. L.C., mese maggio 2018, giornate lavorate 16 (Vinci-Immè SS); Sig. L.S.R, - mese settembre 2018, giorni lavorati 26 (Monaci delle terre nere di Coffa Guido); Sig. L.M.N.-mese gennaio 2018, giornate lavorate 13 (Az. Agr.Albiato G. Di Cataldo e F.Ili) e E.T. -mese maggio 2018, giornate lavorate 13 (Az. Agr. Sapienza). Le buste paga sono tutte firmate.					
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 at least the legal minimum wage (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).		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
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Viste a campione le Buste paga dipendenti come sopra. Le buste sono tutte firmate dal lavoratore. I pagamenti avvengono per tutti tramite bonifico. Vista evidenza ricevuta da parte del lavoratore.					
Corrective Actions:					















N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
NON-EMPLOYMENT OF MINORS						
8	CP: Do records indicate that no minors are employed at the company? CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education.					
8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.		0	0	7	
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	
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not applicable		
Evidence/Remarks: In nessuna delle aziende della filiera vengono svolte attività lavorative da minori						
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	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
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable		
Evidence/Remarks: In nessuna azienda è previsto l'impiego di minori					
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 the employees and accessible for the employees' 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.).	 	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
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Le registrazioni delle presenze avvengono: tramite badge e foglio elettronico (Agrinova), mentre per le singole az. Tramite registro presenze mensile cartaceo che poi viene rigirato ai rispettivi consulenti fiscali.					
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).	 	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
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
Evidence/Remarks: La documentazione visionata conferma conformità ad ore di lavoro e pause. Non si fanno straordinari.					
Corrective Actions:					

ONLY APPLICABLE FOR PRODUCER GROUPS

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
INTEGRATION INTO QMS					
QMS	<p>CP: Does the assessment of the Quality Management System (QMS) of the producer group show evidence of the correct implementation of GRASP for all participating producer group members?</p> <p>CC: The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented and internally assessed. Non-compliances are identified and corrective actions are taken to enable compliance of all participating producer group members.</p>				
QMS1	The implementation of GRASP is included in the Quality Management System of the producer group, based on the respective part of the GLOBALG.A.P. General Regulations for Producer Group Certification.	 	X		
QMS2	There is a system in place to regularly inform and train key staff on GRASP related issues.	 	X		
QMS3	All steps taken in the frame of the QMS to implement GRASP among all participating producer group members are documented.	 	X		
QMS4	There is evidence that the producer group fosters compliance of all participating producer group members with the GRASP requirements and assesses the progresses and problems complying with GRASP every year.	 	X		
QMS5	A register is maintained of all GLOBALG.A.P. producers implementing GRASP. It contains for every producer group member the internal assessment date as well as the compliance level reached, all non-compliances detected in internal and external assessments and corrective actions given to non-compliances.	 	X		
QMS6	There is a procedure to implement corrective actions from previous internal assessments.	 	X		
QMS7	The internal producer group inspector is qualified according to the GRASP General Rules.	 	X		
COMPLIANCE LEVEL CONTROL POINT QMS: <i>(Calculated automatically based on the results per sub-controlpoint)</i>		<input checked="" type="checkbox"/> Fully compliant.	<input type="checkbox"/> Not compliant.		
Evidence/Remarks: Nel Manuale Qualità Rev. 02 del 23/06/2016 del capofiliera sono state implementate le Linee Guida. Quando disponibile l'ispettore interno GRASP di Agrinova seguirà formazione apposita.					
Corrective Actions:					

RECOMMENDATIONS FOR GOOD PRACTICE

N°	CONTROL POINT & COMPLIANCE CRITERIA
ADDITIONAL SOCIAL BENEFITS	
R1	What other forms of social benefit does the company offer to employees, their families and/or the community? Please specify (incentives for good and safe working performance, bonus payment, support of professional development, social benefits, child care, improvement of social surroundings etc.).
Evidence/Remarks: Non ci sono benefit per i lavoratori all'infuori della formazione prevista.	

ANNEX for GGN 4049929943674

Producer Group Members:

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Grapefruit	4049929581463	Altamore Pietro, VIA VOLTURNO 93 , GRAMMICHELE (CT) , 95042, Italy
Mandarins	4049929581463	Altamore Pietro, VIA VOLTURNO 93 , GRAMMICHELE (CT) , 95042, Italy
Oranges	4049929581463	Altamore Pietro, VIA VOLTURNO 93 , GRAMMICHELE (CT) , 95042, Italy
Clementines	4049929351424	Az. Agr.Albiato G. Di Cataldo e F.Ili, VIALE REGINA MARGHERITA 2 , CATANIA, 96016, Italy
Grapefruit	4049929351424	Az. Agr.Albiato G. Di Cataldo e F.Ili, VIALE REGINA MARGHERITA 2 , CATANIA, 96016, Italy
Oranges	4049929351424	Az. Agr.Albiato G. Di Cataldo e F.Ili, VIALE REGINA MARGHERITA 2 , CATANIA, 96016, Italy
Oranges	4049928491558	AZ. AGR. AUTERI GUENDALINA , C.da Lavina, Fiumefreddo di Sicilia (CT) , 95013, Italy
Grapefruit	4049928036384	Az. Agr.Cataldi Paolo , P.ZZA ROMA 16 , CATANIA , 96100, Italy
Lemons	4049928036384	Az. Agr.Cataldi Paolo , P.ZZA ROMA 16 , CATANIA , 96100, Italy
Oranges	4049928036384	Az. Agr.Cataldi Paolo , P.ZZA ROMA 16 , CATANIA , 96100, Italy
Grapefruit	4049929351448	Az. Agr. De Grazia Maria , VIA G. LEOPARDI 23 , CATANIA , 95042, Italy
Oranges	4049929351448	Az. Agr. De Grazia Maria , VIA G. LEOPARDI 23 , CATANIA , 95042, Italy
Mandarins	4049928264541	Az. Agr. Li Destri Vincenzo , VIA MAESTRI DEL LAVORO 7 , Ragusa , 96016, Italy
Oranges	4049928264541	Az. Agr. Li Destri Vincenzo , VIA MAESTRI DEL LAVORO 7 , Ragusa , 96016, Italy
Clementines	4049928264558	AZ. AGR. MUSUMECI MANUELA , VIA TEATRO 40 , Giarre (CT) , 95016, Italy
Grapefruit	4049928264558	AZ. AGR. MUSUMECI MANUELA , VIA TEATRO 40 , Giarre (CT) , 95016, Italy
Lemons	4049928264558	AZ. AGR. MUSUMECI MANUELA , VIA TEATRO 40 , Giarre (CT) , 95016, Italy
Mandarins	4049928264558	AZ. AGR. MUSUMECI MANUELA , VIA TEATRO 40 , Giarre (CT) , 95016, Italy

Oranges	4049928264558	AZ. AGR. MUSUMECI MANUELA , VIA TEATRO 40 , Giarre (CT) , 95016, Italy
Lemons	4049929351462	AZ. AGR. PARISI FOGLIANO AGATA , Via strada comunale mulino Pagliara , Messina , 98026, Italy
Lemons	4049928264572	Az. Agr.Pennisi Vincenzo , Via Lazzaretto, 35 , ACIREALE (CT) , 95024, Italy
Clementines	4049929581470	Az. Agr.Rizzo Maria L. , C.da Terreforti , Nizza di Sicilia (ME) , 98026, Italy
Lemons	4049929581470	Az. Agr.Rizzo Maria L. , C.da Terreforti , Nizza di Sicilia (ME) , 98026, Italy
Grapefruit	4049928036421	Az. Agr.Sampognaro Antonio , C.da Castelluccio , ACIREALE (CT) , 95024, Italy
Clementines	4049928491572	Az. Agr.Sapienza Miranda , LARGO PROF. SAN FILIPPO 6 , Viagrande (CT) , 95100, Italy
Grapefruit	4049928491572	Az. Agr.Sapienza Miranda , LARGO PROF. SAN FILIPPO 6 , Viagrande (CT) , 95100, Italy
Oranges	4049928491572	Az. Agr.Sapienza Miranda , LARGO PROF. SAN FILIPPO 6 , Viagrande (CT) , 95100, Italy
Lemons	4049929581487	Az. Agr.Scionti Massimo , VIA ACICASTELLO 89 , Acicastello (CT) , 96010, Italy
Courgettes (Zucchini, Marrow)	4049928721389	Soc. Cappello Eleonora e Andrea , P.ZZA ANTONINO FERLA 13, Ispica (RG) , 97014, Italy
Fennel	4049928721389	Soc. Cappello Eleonora e Andrea , P.ZZA ANTONINO FERLA 13, Ispica (RG) , 97014, Italy
Watermelons	4049928721389	Soc. Cappello Eleonora e Andrea , P.ZZA ANTONINO FERLA 13, Ispica (RG) , 97014, Italy
Oranges	4049928264602	Az. Agr.Vitale Salvatore , VIA GERANIO 20 , GRAMMICHELE (CT) , 95044, Italy
Grapefruit	4049928036438	Il Meridiano Coop. Sociale agricola Onlus , VIA MONS. BLANDINI 6 , NOTO (SR) , 96017, Italy
Lemons	4049928036438	Il Meridiano Coop. Sociale agricola Onlus , VIA MONS. BLANDINI 6 , NOTO (SR) , 96017, Italy
Oranges	4049928036438	Il Meridiano Coop. Sociale agricola Onlus , VIA MONS. BLANDINI 6 , NOTO (SR) , 96017, Italy
Mandarins	4049928036445	Az. Agr.Eberle Enrico , VIA G. LEOPARDI 23 , CATANIA , 95040, Italy
Oranges	4049928036445	Az. Agr.Eberle Enrico , VIA G. LEOPARDI 23 , CATANIA , 95040, Italy
Grapefruit	4049928485830	Az. Agr.Finocchiaro Filippo , VIA FILADELFO E F. FICHERA 13 , CATANIA , 95044, Italy

Oranges	4049928485830	Az. Agr. Finocchiaro Filippo , VIA FILADELFO E F. FICHERA 13 , CATANIA , 95044, Italy
Clementines	4049928715531	Artale Marina di Patanè Ivana C. , VIA TORRENTE VALLONAZZO , Mascali (CT) , 95016, Italy
Lemons	4049928715531	Artale Marina di Patanè Ivana C. , VIA TORRENTE VALLONAZZO , Mascali (CT) , 95016, Italy
Oranges	4049928715531	Artale Marina di Patanè Ivana C. , VIA TORRENTE VALLONAZZO , Mascali (CT) , 95016, Italy
Clementines	4050373236007	Monaci delle terre nere di Coffa Guido , VIA MONACI 82 , ZAFFERANA ETNEA (CT) , 95019, Italy
Mandarins	4050373236007	Monaci delle terre nere di Coffa Guido , VIA MONACI 82 , ZAFFERANA ETNEA (CT) , 95019, Italy
Grapefruit	4050373236038	Soc. Agr. Galimi di Raineri & C. S.S. , Via Pasteria , Calatabiano (CT) , 95011, Italy
Lemons	4050373236038	Soc. Agr. Galimi di Raineri & C. S.S. , Via Pasteria , Calatabiano (CT) , 95011, Italy
Mandarins	4050373236038	Soc. Agr. Galimi di Raineri & C. S.S. , Via Pasteria , Calatabiano (CT) , 95011, Italy
Oranges	4050373236038	Soc. Agr. Galimi di Raineri & C. S.S. , Via Pasteria , Calatabiano (CT) , 95011, Italy
Grapefruit	4050373624460	Az. Agr. Scuderi Antonino , C.SO ITALIA 69 , CATANIA , 95044, Italy
Lemons	4050373624460	Az. Agr. Scuderi Antonino , C.SO ITALIA 69 , CATANIA , 95044, Italy
Oranges	4050373624460	Az. Agr. Scuderi Antonino , C.SO ITALIA 69 , CATANIA , 95044, Italy
Lemons	4052852273510	Az. Agr. Vinci-Immè S.S., VIA UMBERTO 143, CATANIA , 96010, Italy
Oranges	4052852273510	Az. Agr. Vinci-Immè S.S., VIA UMBERTO 143, CATANIA , 96010, Italy
Grapefruit	4052852608404	I Carusi S.S.A. di Simona Privitera , via Chiuse 23 , ACIREALE (CT) , 95024, Italy
Oranges	4052852608411	Solemi Soc. Agr. Srl , VIA ARTALE ALAGONA 75 , CATANIA , 95045, Italy
Clementines	4056186448590	Costa Angela Elisa , VIA G. D'ANNUNZIO 55 , CATANIA , 95016, Italy
Mandarins	4056186448590	Costa Angela Elisa , VIA G. D'ANNUNZIO 55 , CATANIA , 95016, Italy
Mandarins	4056186884756	Majorana Alessandro , VIA ANDRONE 36 , CATANIA , 97011, Italy
Oranges	4056186884756	Majorana Alessandro , VIA ANDRONE 36 , CATANIA , 97011, Italy
Grapefruit	4059883254518	Soc. A Mano A R.L. , VIA TAGLIABORSE SN SNC , Giarre (CT) , 95014, Italy
Mandarins	4059883254518	Soc. A Mano A R.L. , VIA TAGLIABORSE SN SNC , Giarre (CT) , 95014, Italy

Oranges	4059883254518	Soc. A Mano A R.L. , VIA TAGLIABORSE SN SNC , Giarre (CT) , 95014, Italy
Lemons	4059883254525	TERRANOVA GIUSEPPE , VIA MANDALA' 57 , Noto (SR), 97011, Italy
Oranges	4059883254525	TERRANOVA GIUSEPPE , VIA MANDALA' 57 , Noto (SR), 97011, Italy