



GGN:4050373371135

Registration number of
producer/ producer group (from
CB):ACERTA 0167

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

PROOF OF ASSESSMENT According to GRASP General Regulations v1.1 2011






Option 1

Issued to
Producer "Agromartín, S. L."
C/ Fuentes, 56, Lepe (Huelva), Spain

The Annex contains details of the GRASP results.

The Certification Body ACERTA Certificación, S.L. declares that the producer mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice v1.1 Jan 11

Assessment Result:

	Yes, fully compliant
	Yes, some improvements needed
	Not compliant, but some steps taken
	Not compliant
	Not applicable

Date of Assessment: 16. 01. 2013

Date of Upload: 16. 01. 2013

Validity Date: 15. 01. 2014 (depending on IFA certificate validity)

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

CB contact data

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1	Control Point and Compliance Criteria	Result		
		Yes	No	N/A

CP	Is there at least one employee or an employees' council to represent the interests of the staff to the management?			
CC	Documentation is available which demonstrates that a clearly identified, named employees' representative and / or a employees' council representing the interests of the employees to the management is elected or nominated by all employees and recognised by the management. This person shall be able to communicate complaints to the management.			
1.1	The election/nomination of the representative(s) is documented. In case of a council, its composition is documented. In case of option 2 certification with high rotation of employed workforce, a producer (or other suitable person to execute this task) can be nominated on group level	X		
1.2	The election/nomination has taken place in the ongoing year or production period	X		
1.3	The representation is actual (all elected/nominated person(s) according to the list still work on the farm or in the group)	X		
1.4	The ER is/are aware of his/her/their role and rights. In case of a council, all members are interviewed. The job description clearly defines roles and rights of the ER.	X		

SUMMARY CONTROL POINT 1

Result

Yes, fully compliant

X

Yes, some improvements needed

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Not compliant, but some steps taken

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Not compliant

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Not applicable

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Remarks:

El productor tiene designado un representante de los empleados Allal Nejari. Registro selección de un representante de los trabajadores de la empresa firmado por el representante de la empresa y los trabajadores con fecha 23/02/2011. El representante está trabajando en la explotación. El representante asume su cargo como tal firmando el registro de selección de representantes.

2	Control Point and Compliance Criteria	Result		
		Yes	No	N/A

CP	Is there a complaint procedure available on the farm, through which employees can make a complaint?			
CC	A complaint procedure exists on the farm, the employees have been informed about its existence and complaints or suggestions can be made. The complaint procedure specifies a time frame to resolve complaints. Complaints and their solutions from the last 24 months are documented and accessible.			
2.1	A documented complaint procedure is available, appropriate to the size of the farm	X		

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2.2	Through the complaint procedure, complaints can be made by employees at any time	X		
2.3	The complaint procedure sets a time frame to resolve complaints (e.g. during the next month)	X		
2.4	The complaints and their follow-up are documented and available for the last 24 months	X		

SUMMARY CONTROL POINT 2

Result

Yes, fully compliant

X

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

Remarks:

Procedimiento de cómo realizar las quejas, reclamaciones o sugerencias por los trabajadores, P09 01/11/2012. Registro de reclamación 9o. Registro disponible en las explotaciones. Buzon en comedor en en las viviendas. Respuesta en 15 días. No se han producido ninguna reclamación, sugerencia o queja.

3 Control Point and Compliance Criteria

Result

Yes No N/A

CP	Has a self-declaration on good social practice regarding human rights been communicated to the employees and signed by the farm management and the employees' representative and have the employees been informed?			
CC	The farm management and the employees' representative have signed and displayed a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least 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 employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.			
3.1	The declaration is complete and contains at least all points referred to in the compliance criteria	X		
3.2	The declaration has been signed by the farm management and by the employees' representative(s) and the responsible person for health and safety.	X		
3.3	The declaration is actively communicated to the workers (e.g. displayed on the farm or attached to the working contract, information meetings etc.)	X		
3.4	The farm management, the employees' representative(s) and the responsible person for health and safety know the content of the declaration and confirm that it is put into practice	X		
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions	X		
3.6	The declaration is checked and revised at least every 3 years or whenever necessary	X		

SUMMARY CONTROL POINT 3

Result

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Yes, fully compliant	<input checked="" type="checkbox"/>
Yes, some improvements needed	<input type="checkbox"/>
Not compliant, but some steps taken	<input type="checkbox"/>
Not compliant	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>

Remarks:

Autodeclaración de buenas practicas sociales distribuida y firmada por el productor y el representante, 9N, 01/11/2012. Se incluyen todos los puntos del convenio laboral. Existen copias de la política social en las fincas. El productor, el representante y el responsable de salud y seguridad tienen conocimiento de la Autodeclaración y confirman que se ha puesto en práctica. Existe una comunicación a los empleados de que pueden presentar sus quejas o reclamaciones sin ningún tipo de represalia.

		Result		
4	Control Point and Compliance Criteria	Yes	No	N/A
CP	Does the person responsible for workers' health and safety and good social practice (WHSGSP) and the employees' representative(s) (ER) have knowledge about and/or access to recent national labor regulations?			
CC	The responsible person for workers' health and safety and good social practice and the employees' representative(s) have knowledge and/or access to national regulations concerning: gross and minimum wages, working hours, union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave, medical care and pension/gratuity.			
4.1	WHSGSP and ER have knowledge and/or access about valid labor regulations on gross and minimum wages	X		
4.2	WHSGSP and ER have knowledge and/or access about valid labor regulations on working hours	X		
4.3	WHSGSP and ER have knowledge and or /or access about valid labor regulations on union membership	X		
4.4	WHSGSP and ER have knowledge and/or access about valid labor regulations on anti-discrimination	X		
4.5	WHSGSP and ER have knowledge and/or access about valid labor regulations on child labor and minimum age of working	X		
4.6	WHSGSP and ER have knowledge and/or access about valid labor regulations on labor contracts	X		
4.7	WHSGSP and ER have knowledge and/or access about valid labor regulations on holiday and maternity leave	X		
4.8	WHSGSP and ER have knowledge and/or access about valid labor regulations on medical care and pension/gratuity	X		

SUMMARY CONTROL POINT 4

Result

Yes, fully compliant	<input checked="" type="checkbox"/>
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Yes, some improvements needed
Not compliant, but some steps taken
Not compliant
Not applicable

Remarks:

Se entrega el convenio laboral al representante de los empleados y al responsable de salud y seguridad y la Autodeclaración 9N 01/11/2012. Se han incluido en la Autodeclaración todo el conocimiento de las normas laborales vigentes.

5	Control Point and Compliance Criteria		Result
			Yes No N/A

CP	Can copies of working contracts be shown for the employees? Do they indicate at least full names, nationality, a job description, date of birth, date of entry, wage and the period of			
CC	For every employee, a contract can be shown to the assessor on request (on a sample basis). Both the employee as well as the employer have signed them. Records contain at least full names, nationality, a job description, date of birth, the regular working time, wage and the period of employment. Records of the employees (also subcontractors) must be accessible for at least 24 months.			
5.1	Random checks show availability of contracts and their conformity with the national regulations based on the National Interpretation Guideline	X		
5.2	The working contracts include at least basic information on the employee's name and nationality	X		
5.3	The working contracts include at least basic information on the contract period (e.g. permanent, day labour etc.)	X		
5.4	The working contracts include at least a basic job description	X		
5.5	There is no contradiction to the self declaration on good social practice	X		
5.6	The working contracts include information on working hours & breaks	X		
5.7	If non-national employees are working on the farm, records indicate their legal status for being employed on the farm. A respective working permit is available	X		

SUMMARY CONTROL POINT 5

Result

Yes, fully compliant
Yes, some improvements needed
Not compliant, but some steps taken
Not compliant
Not applicable

X

Remarks:

Contratos modelo de la Junta de Andalucía. Mohamed Bouadra, procedente de Marruecos, obras y servicios determinados, plantación del fresón campaña 2012/2013. No hay contradicción con la Auto-

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6	Control Point and Compliance Criteria	Result		
		Yes	No	N/A
CP	Is there documented evidence indicating regular payment of salaries corresponding to the contract clause?			
CC	The employer shows adequate documentation of the salary transfer (e.g. employee's signature on payslip, bank transfer). Employees sign or receive copies of payslips / 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. payslips or pay registers) is available for the employees (Random checks)	X		
6.2	Payslips or pay registers indicate that payments are made in accordance with the working contracts (e.g. worker's signature on payslips, bank transfer etc.)	X		
6.3	The record of payments are kept for at least 24 months	X		

SUMMARY CONTROL POINT 6

Result

Yes, fully compliant

X

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

Remarks:

Nomina de Mohamed Bouadra, 31/12/2012. Firmado la nomina, 02/01/2013. Nominas guardadas desde 2007.

7	Control Point and Compliance Criteria	Result		
		Yes	No	N/A
CP	Do payslips / 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 payslips / pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements (if applicable). 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	Payslips or pay registers give clear indication on the number of compensated working time or harvested amount (hours/days) including overtime	X		
7.2	Wages and overtime payments as shown in the records indicate compliance with national labor regulations and/or collective bargaining agreements (minimum wages), as specified in the National Interpretation Guideline	X		
7.3	Independently from the calculation unit, pays lips / 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 salary for employees getting paid below minimum wage, these deductions must be justified in writing	X		

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SUMMARY CONTROL POINT 7**Result**

- Yes, fully compliant
- Yes, some improvements needed
- Not compliant, but some steps taken
- Not compliant
- Not applicable

X

Remarks:

Días trabajados completos, 23 días en el mes de diciembre de 2012. Tiene horas extras. Salario base y complemento salarial correcto según convenio laboral. Listado con las horas de trabajo de los empleados. No hay descuentos.

8 Control Point and Compliance Criteria**Result**

Yes No N/A

CP	Do records indicate that no minors are employed on the farm?			
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 on the farm, 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 under 15.	X		
8.2	If children as core family members are working on the farm, they are not engaged in work that is dangerous (according to IFA 3.1 All Farm CPCC 3.0) to their health and safety that jeopardizes their development or prevents them from finishing their compulsory school education.	X		

SUMMARY CONTROL POINT 8**Result**

- Yes, fully compliant
- Yes, some improvements needed
- Not compliant, but some steps taken
- Not compliant
- Not applicable

X

Remarks:

Se describe en la Autodeclaración que no se recurre al trabajo infantil. No hay niños trabajando en las explotaciones.

9 Control Point and Compliance Criteria**Result**

Yes No N/A

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CP	Do the children of employees living on the farm 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 farm 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 all children in the age of compulsory schooling age living on the farm, with sufficient indications on name, name of parents, date of birth, school attendance etc. Children of management may be excluded			X
9.2	There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to National Interpretation Guideline			X
9.3	There is evidence of on-site schooling system when access to schools is not available			X

SUMMARY CONTROL POINT 9

Result

Yes, fully compliant

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

X

Remarks:

En la explotación seleccionada no hay niños.

10	Control Point and Compliance Criteria	Result		
		Yes	No	N/A

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 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.			
10.1	A time recording system is implemented, appropriate to the size of the farm (e.g. time record sheet, check clock, electronic cards etc.)	X		
10.2	The records indicate the regular working time for employees on a daily basis	X		
10.3	The records indicate the overtime hours for employees on a daily basis	X		
10.4	The records indicate the breaks / festive days for the employees (on a daily basis)	X		
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock)	X		
10.6	Access to these records is provided to the Employees' Representative(s)	X		
10.7	The records are kept for at least 24 months	X		

SUMMARY CONTROL POINT 10

Result

Yes, fully compliant

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

X

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Not applicable

Remarks:

Registro de control de horas firmada por los empleados y por el productor. Horas normales de trabajo 6,5 h, según convenio. No hay horas extras. Se indican los días no trabajados. Se entrega una copia de la lista de las horas a final de mes al representante de los empleados. Registros desde 2006.

11 Control Point and Compliance Criteria	Result
	Yes No N/A

CP	Do working hours and breaks documented in the time records comply with applicant legislation and/or collective bargaining agreements?			
CC	Documented working hours, breaks and rest days are in line with applicant 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 is available/ accessible, referring to working hours and breaks	X		
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements	X		
11.3	Rest breaks / days as shown in the records indicate compliance with national regulations and / or bargaining agreements	X		
11.4	If not regulated more strictly by applicant legislation, regular weekly working time does not exceed 48 hours. During peak season (harvest), weekly working time does not exceed 60 hours	X		
11.5	The records indicate that rest breaks/days are also guaranteed during peak season	X		

SUMMARY CONTROL POINT 11

Result

Yes, fully compliant

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

Remarks:

Convenios laborales. Según listado de horas, hay más de 39 horas semanales. Se descansa los domingos. Días trabajados marcado con X en listado y descanso o no trabajado sin marcar.

R1 Control Point and Compliance Criteria	Result
	Yes No N/A

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CP What other forms of social benefit does the employer offer to workers, their families and/ or the community? Please specify in quantities if possible.

CC

R1.1	Incentives for good and safe working performance		X	
R1.2	Bonus payment		X	
R1.3	Support of professional development	X		
R1.4	Family friendliness	X		
R1.5	Medical care / health provisions	X		
R1.6	Improvement of social surroundings	X		
R1.7	Other benefits:	X		

SUMMARY CONTROL POINT R1

Result

Yes, fully compliant

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

Remarks:

Se realiza según convenio laboral. Prestación médica por seguridad social.

Signature Producer

Signature Auditor

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