GGN: 4052852042673

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

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

PROOF OF ASSESSMENT

According to

GRASP General Rules V1.3 July 2015

Option 1

Issued to

Producer SOC. AGRICOLA MICROSUD DI BELLINA SANTO E NERVI STEFANO S.S.

Via G. Paglia 19/D, ,, 24069 Trescore Balneario (BG), Italy

The Annex contains details of the GRASP results.

The Certification Body Bioagricert srl declares that the producer group mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice Version 1.3 July 2015.

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Overall assessment result: Fully compliant

GGN: 4052852042673

Assessment result in detail:

Control Point 1	Fully compliant
Control Point 2	Fully compliant
Control Point 3	Fully compliant
Control Point 4	Fully compliant
Control Point 5	Fully compliant
Control Point 6	Fully compliant
Control Point 7	Fully compliant
Control Point 8	Fully compliant
Control Point 9	Not applicable
Control Point 10	Fully compliant
Control Point 11	Fully compliant

Date of Assessment: 20-02-2020

Date of Upload: 02-03-2020

Validity: 20-02-2020 - 19-02-2021 (depending on GLOBALG.A.P. certificate validity)

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

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GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE

GRASP Checklist - Version 1.3

Checklist Individual Producer (Option 1)

Valid from: 1 July 2015

Mandatory from: 1 October 2015

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1. CERTIFICATE HOLDER REGISTRATION DATA

Producer GGN/GLN:*	4052852042673			Registration N°:				
Company name:*	SOCIETÀ AGRICOLA MICROSUD S.S.DI BELLINA S. E NERVI S.			Address:*			• Via G. Paglia 19/D 24069 Trescore Balneario (Bg) SEDE LEGALE • Loc. Cda Scorziello snc - 84025 Eboli (SA)	
Telephone:*	0828/1990646							
Email:	albertorusso@oplamaggiolina.it			Fax:			0828/1990646	
Assessment date:*	20/02/2020			Contact person:*			Russo Alberto	
Previous assessment date(s):	13/02/2019	08/02/2018	24/02/2017	15/02/2016	25/02/2015			
Does the producer have any other external audits or certification covering social practices? If yes, which?								
Standard 1: Valid to:	Standard 2: Valid to:			Standard 3: Valid to:			Standard 4: Valid to:	

Has the Certification Body detected any significant breach of legal requirement concerning labor conditions?	☐ YES	☑ NO
Has the Certification Body reported this finding to the local/national responsible and competent authority?	☐ YES	☑ NO
Comments:		
Company description: produzione di Baby Leaf ed adulte 1 Gamma, produzione di fiori eduli		
Did the management sign a self-declaration saying that if there were employees GRASP would be implemented?	☑ YES	☐ NO

** Mandatory field*

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Are produce handling (PH) facilities included in the GRASP assessment?		☐ YES	☑ NO		
	Is produce handling sub-contracted?	☐ YES	☑ NO		
	Does the produce handling facility(ies) have any social standards implemented?	☐ YES	☑ 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?		☑ YES	☐ NO
If yes, which one?		Are the subcontracted activities included in the GRASP assessment?	
	☑ Pest and rodent control	☐ YES	☑ NO
	☐ Crop protection	☐ YES	☑ NO
	☐ Harvest	☐ YES	☑ NO
	☐ Others (please specify): 0	☐ YES	☑ NO

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2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	tutto l'anno						% of employees living in accommodation provided by the company (if applicable):		0	
Nationalities of employees	Indiana-Italiana-Boliviano-rumeno									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	2	0	0	17	0	0	0	0	19
in product handling facility(ies)	0	0	0	0	0	0	0	0	0	0
Total	0	2	0	0	17	0	0	0	0	19

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3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names[1]:	Bellina Santo		Russo Alberto		Pavascu Jonut Marian/Cuomo Fabrizio	
Present at the opening meeting?	☑ YES	☐ NO	☑ YES	☐ NO	☑ YES	☐ NO
Present at the assessment?	☑ YES	☐ NO	☑ YES	☐ NO	☑ YES	☐ NO
Present at the closing meeting?	☑ YES	☐ NO	☑ YES	☐ NO	☑ YES	☐ NO

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

Assessment results reviewed with company management?	☑ YES	☐ NO		
Name of certification body:	Bioagricert srl		Duration of the assessment:	3 ore
Name of assessor:	Maria Aurora Atonna			
Name of company management:	Bellina Santo			

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

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE Y	N	N/A
EMPLOYEES´ REPRESENTATIVE(S)					
1	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? 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. The 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 the management occur at accurate frequency. The dialogue taking place in such meetings is duly documented. N/A if the company employs less than 5 employees.				
1.1	The election/nomination procedure has been defined and communicated to all employees.		X		
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.		X		
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.		X		
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).		X		
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).		X		
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.		X		
COMPLIANCE LEVEL CONTROL POINT 1: *(Calculated automatically based on the results per sub-controlpoint)*			Fully compliant		
Evidence/Remarks: elezione del 12/1/2020, riunioni bilaterali del 12/1/20 previste 2 all'anno					
Corrective Actions:					

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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.		X		
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.		X		
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.		X		
2.4	Complaints and suggestions are discussed in meetings between the employees´ representative(s) and the management.		X		
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).		X		
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 2: *(Calculated automatically based on the results per sub-controlpoint)*			Fully compliant		
Evidence/Remarks: procedura segnalazione rev 2 del 15/1/2019 prevista la forma anonima e tempo massimo di gestione 1mese presente cassetta per comunicazione anonima					
Corrective Actions:					

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE Y	N	N/A
SELF-DECLARATION ON GOOD SOCIAL PRACTICES					
3	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? 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.				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		X		
3.2	The declaration has been signed by the management and by the employees' representative(s).		X		
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.).		X		
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.		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		
COMPLIANCE LEVEL CONTROL POINT 3: *(Calculated automatically based on the results per sub-controlpoint)*			Fully compliant		
Evidence/Remarks: Autodichiarazione sulle buone pratiche sociali rev 02 del 3/2/19					
Corrective Actions:					

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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 the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national 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).		X		
4.2	RGSP and the employees´ representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.		X		
4.3	RGSP and the employees´ representative(s) have knowledge about or access to the valid labor regulations on working hours.		X		
4.4	RGSP and the employees´ representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.		X		
4.5	RGSP and the employees´ representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.		X		
4.6	RGSP and the employees´ representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.		X		
4.7	RGSP and the employees´ representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.		X		
COMPLIANCE LEVEL CONTROL POINT 4: *(Calculated automatically based on the results per sub-controlpoint)*			Fully compliant		
Evidence/Remarks: verbale di consegna di tabelle salarieli aggiornate del 3/4/19 accesso alla legislazione nationale sia in azienda che presso il proprio riferimento sindacale					
Corrective Actions:					

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE Y	N	N/A
WORKING CONTRACTS					
5	CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer? CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, 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 any contradiction to the self-declaration on good social practices. Records of the employees must be accessible for at least 24 months.				
5.1	Random checks show availability of written contracts for all employees signed by both parties.		X		
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).		X		
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.		X		
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.		X		
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		X		
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.		X		
5.7	Records of the employees must be accessible for at least 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 5: *(Calculated automatically based on the results per sub-controlpoint)*			Fully compliant		
Evidence/Remarks: contratto con K.D. contratto dal 2/1/19 al 31/12/19 rinnovato anno 2020 mansione bracciante vista Busta paga gennaio 20 per 14 gg + 5 ore straordinario, Aprile 2019 14 gg+ 5 ore straordinario. Contratto con MBK contratto dal 2/1/19 al 31/12/19 rinnovo 18/1/20 al 31/12/20 busta paga ottobre 2019 12 gg + 5 ore straordinario, busta paga gennaio 2020 12 gg +4 ore di straordinario					
Corrective Actions:					

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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).		X		
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.).		X		
6.3	The records of payments are kept for at least 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 6: *(Calculated automatically based on the results per sub-controlpoint)*			Fully compliant		
Evidence/Remarks: contratto con K.D. contratto dal 2/1/19 al 31/12/19 rinnovato anno 2020 mansione bracciante vista Busta paga gennaio 20 per 14 gg + 5 ore straordinario, Aprile 2019 14 gg+ 5 ore straordinario. Contratto con MBK contratto dal 2/1/19 al 31/12/19 rinnovo 18/1/20 al 31/12/20 busta paga ottobre 2019 12 gg + 5 ore straordinario, busta paga gennaio 2020 12 gg +4 ore di straordinario					
Corrective Actions:					

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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).		X		
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.		X		
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.		X		
COMPLIANCE LEVEL CONTROL POINT 7: *(Calculated automatically based on the results per sub-controlpoint)*			Fully compliant		
Evidence/Remarks: i pagamenti verificati sono conformi alla legislazione Italiana					
Corrective Actions:					

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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.		X		
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.				X
COMPLIANCE LEVEL CONTROL POINT 8: *(Calculated automatically based on the results per sub-controlpoint)*			Fully compliant		
Evidence/Remarks: non presenti minori					
Corrective Actions:					

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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.				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 the GRASP National Interpretation Guideline).				X
9.3	There is evidence of an on-site schooling system when access to schools is not available.				X
COMPLIANCE LEVEL CONTROL POINT 9: *(Calculated automatically based on the results per sub-controlpoint)*			Not applicable		
Evidence/Remarks: non presenti minori					
Corrective Actions:					

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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.).		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 as defined by contracts per legislation for all 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		
COMPLIANCE LEVEL CONTROL POINT 10: *(Calculated automatically based on the results per sub-controlpoint)*			Fully compliant		
Evidence/Remarks: le ore riportate in busta paga sono conformi alla legislazione vigente					
Corrective Actions:					

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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).		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 applicable 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		
COMPLIANCE LEVEL CONTROL POINT 11: *(Calculated automatically based on the results per sub-controlpoint)*			Fully compliant		
Evidence/Remarks: le ore riportate in busta paga sono conformi alla legislazione vigente					
Corrective Actions:					

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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:	

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