

**GGN: 4059883137323**

Registration number of producer/  
producer group (from CB): AG GBG1771

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

### **PROOF OF ASSESSMENT**

According to

**GRASP General Rules V1.3-1-i July 2020**

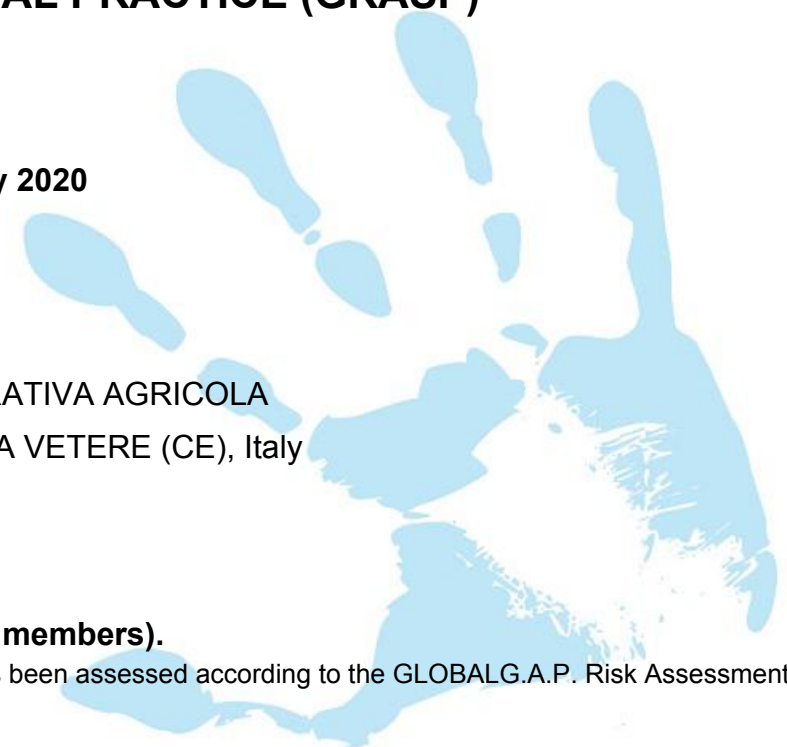
**Option 2**

Issued to

Producer Group AMICO BIO SOCIETA' COOPERATIVA AGRICOLA  
VIA MAZZOCCHI, 59, 81055 SANTA MARIA CAPUA VETERE (CE), Italy

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

The Certification Body AGROQUALITA' S.p.a 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	Employee Interview	No. of GRASP internally assessed producers	Total number of group members
Arugula/Rocket (herb)	00112-XLCXL-0003	Yes	N/A	Yes	4	5
Baby leaf brassica	00112-XLCXL-0003	Yes	N/A	Yes	1	1
Baby leaf chard	00112-XLCXL-0003	Yes	N/A	Yes	1	1
Baby leaf lettuce	00112-XLCXL-0003	Yes	N/A	Yes	3	3
Baby leaf spinach	00112-XLCXL-0003	Yes	N/A	Yes	4	5
Cabbage	00112-XLCXL-0003	Yes	N/A	Yes	2	4
Cauliflower	00112-XLCXL-0003	Yes	N/A	Yes	2	4
Chard	00112-XLCXL-0003	Yes	N/A	Yes	1	3
Common bean	00112-XLCXL-0003	Yes	N/A	Yes	3	3
Corn salad/Lamb's lettuce	00112-XLCXL-0003	Yes	N/A	Yes	1	1
Curly endive/Frisée	00112-XLCXL-0003	Yes	N/A	Yes	2	3
Edible flower	00112-XLCXL-0003	Yes	N/A	Yes	1	1
Escarole/Broad-leaf endive	00112-XLCXL-0003	Yes	N/A	Yes	2	3
Fennel	00112-XLCXL-0003	Yes	N/A	Yes	3	5
Kohlrabi	00112-XLCXL-0003	Yes	N/A	Yes	5	5
Lettuce	00112-XLCXL-0003	Yes	N/A	Yes	5	5
Mizuna (herb)	00112-XLCXL-0003	Yes	N/A	Yes	3	3
Pumpkin	00112-XLCXL-0003	Yes	N/A	Yes	5	6

					No. of GRASP internally assessed producers	Total number of group members
Radichchio	00112-XLCXL-0003	Yes	N/A	Yes	2	3
Radish	00112-XLCXL-0003	Yes	N/A	Yes	3	4
Spinach	00112-XLCXL-0003	Yes	N/A	Yes	3	4
Spring onion	00112-XLCXL-0003	Yes	N/A	Yes	1	3
Strawberry	00112-XLCXL-0003	Yes	N/A	Yes	1	1
Tomato	00112-XLCXL-0003	Yes	N/A	Yes	1	1
Watermelon	00112-XLCXL-0003	Yes	N/A	Yes	2	2
<b>Total:</b>					<b>7</b>	<b>9</b>

1. Overall assessment result: Fully compliant

**GGN: 4059883137323**

2. QMS result: Fully compliant

3. Assessment result in detail:

Control Point 1	Fully compliant
Control Point 2	Fully compliant
Control Point 3	Fully compliant
Control Point 4	Fully compliant
Control Point 5	Fully compliant
Control Point 6	Fully compliant
Control Point 7	Fully compliant
Control Point 8	Fully compliant

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

**Date of Assessment: 16-11-2022**

**Date of Upload: 13-12-2022**

**Validity: 16-11-2022 - 05-09-2023 (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:*	4059883137323			Registration N°:				
Company name:*	AMICO BIO SOC. COOP. AGR.			Address:*	SANTA MARIA CAPUA VETERE (CE) VIA MAZZOCCHI 59 CAP 81055 PALAZZO SCHIAVONE			
Telephone:*	823968262							
Email:				Fax:				
Assessment date:*	16/11/2022			Contact person:*	A.E.			
Previous assessment date(s):								
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:								
<p>Company description: La Società effettua la sola commercializzazione di ortofrutta, la manipolazione avviene presso due magazzini di lavorazione delle aziende la colombaia e amico bio ss. I dipendenti dei magazzini e di alcune aziende agricole sono assunti mediante assunzione congiunta, mentre per gli altri soci i dipendenti sono assunti dalle singole aziende. I dipendenti sono tutti italiani o con status migratorio italiano, assunti a tempo determinato o indeterminato. In relazione al GRASP presenti lavoratori aziendali il giorno della valutazione in numero pari a 76 come da registro lavoratori allegato. Effettuate le interviste; lavoratori intervistati pari a 13 e che rappresentano le seguenti categorie di lavoratori TEMPO DETERMINATO E INDETERMINATO, STATUS MIGRATORIO ITALIANO Si precisa inoltre che per un n° di lavoratori aziendali pari a 7 sono stati visionati i documenti previsti come da specifiche riportate nei campi previsti per la Check list</p>								

	YEAR				
Total number of producer group members participating in GRASP:	7				
Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:	9				
Total number of externally assessed GRASP producer group members:	3				
<i>* Mandatory field</i>					

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:


Are produce handling (PH) facilities included in the GRASP assessment?		<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Is produce handling sub-contracted?		<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Does the produce handling facility(ies) have any social standards implemented?		<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
		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	amico bio ss	PH Facility 4	la colombaia ss
PH Facility 2		PH Facility 5	
PH Facility 3		PH Facility 6	

Does the company subcontract any other activities?		<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
If yes, which one?		Are the subcontracted activities included in the GRASP assessment?	
<input checked="" type="checkbox"/>	Pest and rodent control	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
<input type="checkbox"/>	Crop protection	<input type="checkbox"/> YES	<input type="checkbox"/> NO
<input type="checkbox"/>	Harvest	<input type="checkbox"/> YES	<input type="checkbox"/> NO
<input type="checkbox"/>	Others (please specify): vista comunicazione dell'azienda al subappaltatore di applicazione del modulo grasp	<input type="checkbox"/> YES	<input type="checkbox"/> NO



## 2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	ottobre- aprile						% of employees living in accommodation provided by the company (if applicable):			
Nationalities of employees	italia, marocco, nigeria, bangladesh, senegal, mali, india									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	27	0	0	26	0	0	0	0	53
in product handling facility(ies)	1	19	0	1	2	0	0	0	0	47
<b>Total</b>	<b>1</b>	<b>46</b>	<b>0</b>	<b>1</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100</b>

### 3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names <sup>1</sup> :	A.E.		A.E.		indicati nelle righe seguenti	
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 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
Present at the closing meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO












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












**Fully compliant**












Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Name of certification body:	AGROQUALITA' S.P.A.	Duration of the assessment: 1.25 gg
Name of assessor:	roberta buonomo	
Name of company management:	A.E.	






















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









## GRASP CHECKLIST






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>EMPLOYEES' REPRESENTATIVE(S)</b>						
1	<p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. This employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and management occur at accurate frequency. The dialogue <u>taking place in such meetings is duly documented</u>. If a producer group member has less than 5 employees, it is allowed to have an employees' representative at the level of the producer group.</p>					
1.1	The election/nomination procedure has been defined and communicated to all employees.	  	3	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.	 	3	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.	 	3	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).		3	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).	 	3	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.		3	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 1:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: il capofila non ha dipendenti, occupandosi solo dell'aspetto commerciale. la manipolazione viene effettuata presso i magazzini di LA COLOMBAIA ss e AMICO BIO SS i dipendenti sono assunti dalle due aziende e da alcuni soci con assunzione congiunta. Visto "Verbale Elezione" rappr. lavoratori rev. 00 del 01/10/2018: per la amico bio ss eletto dip.1 il 11/10/2022, per la colombaia ss eletto dip. 26 il 11/10/2022, per Spatafora Luigi eletto dip. 917 il 13/10/2022. riunione tra il rappr. dei lavoratori e la direzione aziendale svolta il giorno stesso delle elezioni						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>COMPLAINT PROCEDURE</b>					
2	CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion?  CC: A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. <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.		3	0	0
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	3	0	0
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	3	0	0
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		3	0	0
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	3	0	0
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		3	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 2:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Presente Procedura operativa P0 "Procedura Segnalazioni GRASP", rev. 00 del 01/10/18 redatta dalla capofiliera anche per le aziende agricole partecipanti al modulo GRASP; la procedura riporta al suo interno il termine della risoluzione della segnalazione (7 giorni). Ai lavoratori è offerta la possibilità di muovere segnalazioni senza penalizzazioni. Presente ed individuato un punto delle aziende dove far reperire le eventuali segnalazioni dei lavoratori del magazzino e del campo (PRESENTE Cassetta apposita). Non si ha evidenza di segnalazioni e discussioni tra il rappresentante dei lavoratori e la diirezione aziendale; non si evincono segnalazioni negli ultimi 12 mesi.					
Corrective Actions:					






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>SELF-DECLARATION ON GOOD SOCIAL PRACTICES</b>					
3	<p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		3	0	0
3.2	The declaration has been signed by the management and by the employees' representative(s).		3	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.).	  	3	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.	  	3	0	0
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		3	0	0
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	3	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 3:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			<b>Fully compliant</b>		
Evidence/Remarks: Visionata "POLITICA BUONE PRATICHE SOCIALI E RISPETTO DEI DIRITTI UMANI" rev . 00 del 01/10/18 datata e firmata, in data di elezione del RL, dalla Direzione e dal Rapp. per i lavoratori. Si riporta, in particolare, come i lavoratori, in prima persona o meglio, attraverso il Rappresentante eletto, possano muovere segnalazioni senza incorrere in alcuna sanzione personale (punto 16);					
Corrective Actions:					








N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>ACCESS TO NATIONAL LABOUR REGULATIONS</b>						
4	CP: Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations?  CC: The person responsible for implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national labor regulations, such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. 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).	  	3	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.	  	3	0	0	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	3	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.	  	3	0	0	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	3	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.	  	3	0	0	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	3	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 4:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Vista consegna al rapp. delle linee guida nazionali GRASP. Il rapp. ha a disposizione fascicolo per l'eventuale consultazione delle norme di pertinenza GRASP su supporto informatico. Vista Cartella/archivio contenente la documentazione di pertinenza GRASP, la stessa è custodita c/o l'ufficio operativo ubicato nell'area produzione. Vista sitografia su modulo cartaceo "Modalità di accesso alle informazioni sulla legislazione nazionale del lavoro" riportati numeri di telefono, indirizzi email per sindacati e consulenti. Riportati alcuni siti web di interesse. Vista copia del Contratto Naz. vigente. Il cons. del lavoro assicura l'aggiornamento normativo in merito. Tutti i doc suddetti sono raccolti in un fascicolo e disponibili in ufficio.						
Corrective Actions:						













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>WORKING CONTRACTS</b>					
5	<p>CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer?</p> <p>CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees <u>their legal status and working permit</u>. The contract does not show contradiction to the self-declaration on good social practices. Records of the employees must be accessible for at least 24 months.</p>				
5.1	Random checks show availability of written contracts for all employees signed by both parties.	 	3	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).		3	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.		3	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.		3	0	0
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		3	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.		3	0	0
5.7	Records of the employees must be accessible for at least 24 months.		3	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 5:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: LA COLOMBAIA: unilav dip.28 prot. 00120761 del 26/01/2015 da 26/01/2015 naz.albania; QUAL. BRACC.AGR. TEMPO PIENO INDETER.; unilav dip.1 prot. 02207891 del 31/12/21 dec. 1/1/22-31/12/221 naz.ita; QUAL. BRACC.AGR. TEMPO PIENO DETER.; AMICO BIO SS : dip. 14 prot 00202428 del 31/01/22, da 1/2/22-31/12/22 naz.ita; QUAL. BRACC.AGR. TEMPO PIENO DETER.; dip. 15 prot 01821880 del 25/9/22, da 26/9/22-31/12/22 naz.ita; QUAL. BRACC.AGR. TEMPO PIENO DETER.; dip. 16 prot. 01823814 del 26/9/22 dec 27/9/22-30/11/22, naz. senegal, perm. sogg. scad. 09/06/2024; QUAL. BRACC.AGR. TEMPO DETER -SPATAFORA LUIGI: dip. 916 prot. 01695765 del 8/9/22 da 9/9/22-30/11/22 naz. ita; QUAL. BRACC.AGR. TEMPO DETER; dip. 917 prot. 01695812 del 8/9/22 dec 9/9/22-30/11/22, naz. ita; QUAL. BRACC.AGR. TEMPO DETER					
Corrective Actions:					













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>PAYSLIPS</b>						
6	CP: Is there documented evidence indicating regular payment of salaries corresponding to the contract clause?  CC: The employer shows adequate documentation of the regular salary transfer (e.g. employee's signature on pay slip, bank transfer). Employees sign or receive copies of pay slips/pay register that make the payment transparent and comprehensible for them. Regular payment of the employees during the last 24 months is documented.					
6.1	Documented evidence that the payment is made in defined intervals (e.g. pay slips or pay registers) is available for the employees (random checks).	 	3	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.).	 	3	0	0	
6.3	The records of payments are kept for at least 24 months.		3	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 6:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks Visionate alcune buste paga; es: LACOLOMBAIA mese di ott per dip. 28 netto in busta € 1231 firmata dal lavoratore, giorni lavorati 26; mese di sett per dip. 1 € 412 firmata dal lavoratore, giorni lavorati 6 + 3 straordinari. SPATAFORA LUIGI: busta paga sett 22 per dip. 916 netto in busta € 681,55 firmata, gg lavorati 14, non risultano straordinari.; dip. 617 mese sett 22 netto in busta € 681,55 firmata, gg lavorati 14, non risultano straordinari. AMICO BIO SS: mese di sett per dip. 14 netto in busta € 663 firmata, gg lavorati 10 + 3 straordinari.; mese di sett per dip. 15 netto in busta € 126 firmata dal lavoratore, gg lavorati 2 , non risultano straordinari; mese di sett per dip. 16 netto in busta € 98 firmata dal lavoratore, gg lavorati 2 , non risultano straordinari.						
Corrective Actions:						













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>WAGES</b>						
7	CP: Do pay slips/pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements?  CC: Wages and overtime payment documented on the pay slips/pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain <u>at least the legal minimum wage (on average)</u> within regular working hours.					
7.1	Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).	 	3	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.			3	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.		 	3	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 7:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Visionate alcune buste paga; es: LACOLOMBAIA mese di ott per dip. 28 netto in busta € 1231 firmata dal lavoratore, giorni lavorati 26; mese di sett per dip. 1 € 412 firmata dal lavoratore, giorni lavorati 6 + 3 straordinari. SPATAFORA LUIGI: busta paga sett 22 per dip. 916 netto in busta € 681,55 firmata, gg lavorati 14, non risultano straordinari.; dip. 617 mese sett 22 netto in busta € 681,55 firmata, gg lavorati 14, non risultano straordinari. AMICO BIO SS: mese di sett per dip. 14 netto in busta € 663 firmata, gg lavorati 10 + 3 straordinari.; mese di sett per dip. 15 netto in busta € 126 firmata dal lavoratore, gg lavorati 2 , non risultano straordinari; mese di sett per dip. 16 netto in busta € 98 firmata dal lavoratore, gg lavorati 2 , non risultano straordinari.						
Corrective Actions:						















N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>NON-EMPLOYMENT OF MINORS</b>						
8	CP: Do records indicate that no minors are employed at the company?  CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education.					
8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.		3	0	0	
8.2	If children – as core family members – are working at the company, they are not engaged in work that is dangerous to their health and safety (according to the applicable IFA All Farm Base Module), that jeopardizes their development or prevents them from finishing their compulsory school education.	     	0	0	3	
<b>COMPLIANCE LEVEL CONTROL POINT 8:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: Non ci sono bambini in età scolastica in azienda. Verificati documenti di riconoscimento per i lavoratori delle aziende agricole campionate						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>ACCESS TO COMPULSORY SCHOOL EDUCATION</b>					
9	CP: Do the children of employees living on the company's production/handling sites have access to compulsory school education?  CC: There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.				
9.1	There is a list of all children in the age of compulsory schooling age living on the company's production/handling sites, with sufficient indications on name, name of parents, date of birth, school attendance, etc. Children of management may be excluded.	 	0	0	3
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	3
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	3
<b>COMPLIANCE LEVEL CONTROL POINT 9:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable		
Evidence/Remarks: Non ci sono minori impiegati nelle aziende agricola campionate					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>TIME RECORDING SYSTEM</b>						
10	CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees?  CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by <u>the employees and accessible for the employees' representative(s)</u> .					
10.1	A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.).	  	3	0	0	
10.2	The records indicate the regular working time for employees on a daily basis.		3	0	0	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		3	0	0	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		3	0	0	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	3	0	0	
10.6	Access to these records is provided to the employees' representative(s).	  	3	0	0	
10.7	The records are kept for at least 24 months.		3	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 10:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Presenti registrazioni delle ore lavorate su base mensile riportanti le presenze. si evince la registrazione di pause e/o giorni festivi. Viste registrazioni con firma del lavoratore su base giornaliera riepilogativa mensile.						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>WORKING HOURS &amp; BREAKS</b>						
11	CP: Do working hours and breaks documented in the time records comply with applicable legislation and/or collective bargaining agreements?  CC: Documented working hours, breaks and rest days are in line with applicable legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours. During peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.					
11.1	Information on valid labor regulation and/or collective bargaining agreements regarding working hours and breaks is available (e.g. in the GRASP National Interpretation Guideline).	  	3	0	0	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		3	0	0	
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		3	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.	   	3	0	0	
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		3	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 11:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Come si evince dalla registrazione delle giornate inserita nelle buste paga; si ha evidenza scritta delle registrazione di pause giornaliere. L'orario di lavoro non supera le 39 ore settimanali secondo quanto riportato nei documenti di registrazione delle ore aziendali						
Corrective Actions:						

## ONLY APPLICABLE FOR PRODUCER GROUPS

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>INTEGRATION INTO QMS</b>					
QMS	<p>CP: Does the assessment of the Quality Management System (QMS) of the producer group show evidence of the correct implementation of GRASP for all participating producer group members?</p> <p>CC: The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented and internally assessed. Non-compliances are identified and corrective actions are taken to enable compliance of all participating producer group members.</p>				
QMS1	The implementation of GRASP is included in the Quality Management System of the producer group, based on the respective part of the GLOBALG.A.P. General Regulations for Producer Group Certification.	 	X		
QMS2	There is a system in place to regularly inform and train key staff on GRASP related issues.	 	X		
QMS3	All steps taken in the frame of the QMS to implement GRASP among all participating producer group members are documented.	 	X		
QMS4	There is evidence that the producer group fosters compliance of all participating producer group members with the GRASP requirements and assesses the progresses and problems complying with GRASP every year.	 	X		
QMS5	A register is maintained of all GLOBALG.A.P. producers implementing GRASP. It contains for every producer group member the internal assessment date as well as the compliance level reached, all non-compliances detected in internal and external assessments and corrective actions given to non-compliances.	 	X		
QMS6	There is a procedure to implement corrective actions from previous internal assessments.	 	X		
QMS7	The internal producer group inspector is qualified according to the GRASP General Rules.	 	X		
<b>COMPLIANCE LEVEL CONTROL POINT QMS:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>		<input checked="" type="checkbox"/> Fully compliant.	<input type="checkbox"/> Not compliant.		
Evidence/Remarks: L'AZIENDA DISPONE DI CONSULENTE ESTERNO qualificato Giacomo acampora; TECNICO con Attestato di Auditor dei sistemi di gestione Qualità; data dell'audit interno del modulo GRASP eseguito alla data dell'audit interno globalgap					
Corrective Actions:					

## RECOMMENDATIONS FOR GOOD PRACTICE

N°	CONTROL POINT & COMPLIANCE CRITERIA
<b>ADDITIONAL SOCIAL BENEFITS</b>	
R1	What other forms of social benefit does the company offer to employees, their families and/or the community? Please specify (incentives for good and safe working performance, bonus payment, support of professional development, social benefits, child care, improvement of social surroundings etc.).
Evidence/Remarks:	

**ANNEX for GGN 4059883137323**

**Producer Group Members:**

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Arugula/Rocket (herb)	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Baby leaf lettuce	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Baby leaf spinach	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Cabbage	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Cauliflower	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Common bean	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Curly endive/Frisée	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Escarole/Broad-leaf endive	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Fennel	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Kohlrabi	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Lettuce	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Mizuna (herb)	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Pumpkin	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy



Radicchio	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Radish	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Spinach	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Strawberry	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Tomato	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Watermelon	4059883222142	SOCIETA' AGRICOLA SEMPLICE LA COLOMBAIA, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Arugula/Rocket (herb)	4059883222159	AMICO PASQUALE, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Edible flower	4059883222159	AMICO PASQUALE, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Lettuce	4059883222159	AMICO PASQUALE, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Pumpkin	4059883222159	AMICO PASQUALE, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Baby leaf lettuce	4059883222173	AMICO ENRICO, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Baby leaf spinach	4059883222173	AMICO ENRICO, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Kohlrabi	4059883222173	AMICO ENRICO, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Lettuce	4059883222173	AMICO ENRICO, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Pumpkin	4059883222173	AMICO ENRICO, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Spinach	4059883222173	AMICO ENRICO, VIA GROTTI SAN LAZZARO, 9, CAPUA (CE), 81043, Italy
Arugula/Rocket (herb)	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Baby leaf brassica	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Baby leaf chard	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy

Baby leaf spinach	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Cabbage	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Cauliflower	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Chard	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Common bean	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Corn salad/Lamb's lettuce	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Fennel	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Kohlrabi	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Mizuna (herb)	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Pumpkin	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Radicchio	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Radish	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy

Spinach	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Spring onion	4059883222180	SOCIETA' AGRICOLA SEMPLICE AMICO BIO DI AMICO ENRICO, AMICO PASQUALE E RUSSO FRANCESCO, VIA MACELLO, SNC, VITULAZIO (CE), 81041, Italy
Curly endive/Frisée	4063061492319	RUSSO FRANCESCO, VIA MACELLO, VITULAZIO (CE), 81041, Italy
Escarole/Broad-leaf endive	4063061492319	RUSSO FRANCESCO, VIA MACELLO, VITULAZIO (CE), 81041, Italy
Fennel	4063061492319	RUSSO FRANCESCO, VIA MACELLO, VITULAZIO (CE), 81041, Italy
Pumpkin	4063061492319	RUSSO FRANCESCO, VIA MACELLO, VITULAZIO (CE), 81041, Italy
Arugula/Rocket (herb)	4063061558336	AZIENDA AGRICOLA VOLPE EUGENIO, LOCALITA' TORRE DEI MUSSI, SNC, BATTIPAGLIA (SA), 84091, Italy
Baby leaf lettuce	4063061558336	AZIENDA AGRICOLA VOLPE EUGENIO, LOCALITA' TORRE DEI MUSSI, SNC, BATTIPAGLIA (SA), 84091, Italy
Baby leaf spinach	4063061558336	AZIENDA AGRICOLA VOLPE EUGENIO, LOCALITA' TORRE DEI MUSSI, SNC, BATTIPAGLIA (SA), 84091, Italy
Common bean	4063061558336	AZIENDA AGRICOLA VOLPE EUGENIO, LOCALITA' TORRE DEI MUSSI, SNC, BATTIPAGLIA (SA), 84091, Italy
Kohlrabi	4063061558336	AZIENDA AGRICOLA VOLPE EUGENIO, LOCALITA' TORRE DEI MUSSI, SNC, BATTIPAGLIA (SA), 84091, Italy
Lettuce	4063061558336	AZIENDA AGRICOLA VOLPE EUGENIO, LOCALITA' TORRE DEI MUSSI, SNC, BATTIPAGLIA (SA), 84091, Italy
Mizuna (herb)	4063061558336	AZIENDA AGRICOLA VOLPE EUGENIO, LOCALITA' TORRE DEI MUSSI, SNC, BATTIPAGLIA (SA), 84091, Italy
Radish	4063061558336	AZIENDA AGRICOLA VOLPE EUGENIO, LOCALITA' TORRE DEI MUSSI, SNC, BATTIPAGLIA (SA), 84091, Italy
Watermelon	4063061558336	AZIENDA AGRICOLA VOLPE EUGENIO, LOCALITA' TORRE DEI MUSSI, SNC, BATTIPAGLIA (SA), 84091, Italy
Kohlrabi	4063651430455	SPATAFORA LUIGI, VICO MASCAGNI, 3, LUSCIANO (CE), 81030, Italy
Lettuce	4063651430455	SPATAFORA LUIGI, VICO MASCAGNI, 3, LUSCIANO (CE), 81030, Italy