



GGN: 4056186422446

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 V1.3-1-i July 2020

Option 1

Issued to

Producer Frueko doo Novi Sad
Hajduk Veljkova 11, 21000 Novi Sad, Serbia



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 1.3-1-i July 2020.

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

Product Handling	Remote Assessment	Employee Interview
Yes	N/A	Yes

Overall assessment result: Improvements needed

GGN: 4056186422446

Assessment result in detail:

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

Date of Assessment: 14-10-2022

Date of Upload: 03-11-2022

Validity: 14-10-2022 - 13-10-2023 (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 Individual Producer (Option 1)

Valid from: July 2020

Mandatory from: October 2020



1. CERTIFICATE HOLDER REGISTRATION DATA								
Producer GGN/GLN:*	4056186422446			Registration N°:				
Company name:*	Frueko doo			Address:*	Hajduk Veljkova 11, 21000 Novi Sad, Serbia			
Telephone:*	381 21 2100296							
Email:				Fax:				
Assessment date:*	14/10/2022			Contact person:*	Ksenija Sekulic			
Previous assessment date(s):								
Does the producer 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 requirement 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: No detection of any significant breach of legal requirement concerning labor conditions								
Company description: Frueko doo is a company occupied with primary agricultural production of fruits and cereals. In relation to GlobalGAP standard, it is registered for production of apples on around 51ha and pears on around 71ha. Production takes place in 3 nearby villages, on 5 units which are divided in several sub-units. Besides apples and pears plantation, producer also has lot of arable land where are cultivated other fruits and crops (walnuts, apricots, cereals etc.). Production and PHU centre is in village Kukujevci, where also all relevant storages and facilities are located. All activities are done by permanent and seasonal workers. Number of seasonal workers is significantly increasing at harvest time. In 2022, total of around 357 workers was hired. On the assessment day, there was 136 workers present (48 permanent and 88 seasonal), thus 12 employees were interviewed and documents reviewed for 6, proportionally distributed among permanent and seasonal, fieldworks and PHU.								

Did the management sign a self-declaration saying that if there were employees GRASP would be implemented?		<input type="checkbox"/> YES	<input type="checkbox"/> NO
<i>* Mandatory field</i>			
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, 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	Frueko doo, Kukujevci bb, 22224 Sid, Serbia	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
	<input type="checkbox"/> Harvest	<input type="checkbox"/> YES	<input type="checkbox"/> NO
	<input type="checkbox"/> Others (please specify): No	<input type="checkbox"/> YES	<input type="checkbox"/> NO

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	August - October						% of employees living in accommodation provided by the company (if applicable):	17		
Nationalities of employees	Serbian									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	37	210	0	0	0	0	0	60	0	307
in product handling facility(ies)	20	30	0	0	0	0	0	0	0	50
Total	57	240	0	0	0	0	0	60	0	357

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :	Nenad Vukovic, Ksenija Sekulic		Ksenija Sekulic, Slobodan Ljubicic		Miroslav Medic	
Present at the opening meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the assessment?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the closing meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO












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












Improvements needed












Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Name of certification body:	Bioagricert	Duration of the assessment: 4h 10min
Name of assessor:	Nikola Damljanovic	
Name of company management:	Nenad Vukovic, Ksenija Sekulic	






















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. 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.</p>				
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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Improvements needed		
<p>Evidence/Remarks: Procedure for election and for complaints&suggestions is available - document CP-PR-001. Elections are carried openly by hand raising on the meeting held on 6.7.2022. Candidate M.M. has been elected. Election procedure and results are communicated to workers by means of the info table at the company's site - at entrance to the farm and to PHU. Election results are acknowledged also by the company's management N.V. (document CP-PR-002 from 6.7.2022). Interviewed 12 workers (persons 8-19) are familiar with elected workers representative. Meetings between workers representative should be kept at least annually, but there is no evidence (no records) of such meeting so far.</p>					
Corrective Actions:					






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
COMPLAINT PROCEDURE					
2	CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion? CC: A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. <u>The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions.</u> Complaints, suggestions and their follow-up from the last 24 months are documented.				
2.1	A documented complaint and suggestion procedure is available, appropriate to the size of the company.		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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Improvements needed		
Evidence/Remarks: Procedure for election of workers representative includes provisions for complaints & suggestions and is available - document CP-PR-001. However, there is no evidence that employees are clearly and actively informed about this procedure, although all 12 interviewed workers (no. 8-19) are aware of provisions from the procedure i.e. about this possibility. Deadline for resolving any suggestion or complaint is maximum 30 days. No complaints or suggestions so far. Period of 24 months for availability of complaints and suggestions is not applicable yet.					
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.		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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Improvements needed		
Evidence/Remarks: Documented self-declaration "Izjava o dobroj socijalnoj praksi" - CP-PR-003 from 6.7.2022. is observed but visually not displayed on the farm or actively communicated to employees in a different way. It is signed by N.V. (management representative) and M.M. (workers representative), which, along with persons responsible for GRASP implementation are familiar with the declaration and the company's policy on social aspects. At the end of it, there is a provision that employees representative will not be penalized for any complaint. This is initial GRASP assessment and initial version of self-declaration, thus its revision is not applicable yet.					
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 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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Evidence of relevant and valid labor regulation has been observed in electronic version on USB key flash drive of M.M. - workers representative, as well as in book-keeping department of the company, as he confirmed in an individual interview. (e.g. Law on labor, Official Gazzette of Republic of Serbia, No. 24/2005, several ammendments, last being 95/18; Decision on minimal wages for period January-December 2022, Official Gazzette of Republic of Serbia No 87/2021, Law on health and safety at work, Official Gazzette of Republic of Serbia No. 101/2005, 91/2017 and 113/2017.). M.M. was interviewed on this issue and his access to any relevant legislation is verified.						
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, 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.</p>				
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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Contracts are available and observed for the sample size - regular work contracts in case of permanent workers (no. 8 and 9) and in cases of seasonal workers, national law is not requiring a written contracts, thus producer made a confirmation (document "Potvrda"), which contains all the data required by GRASP (e.g. person 12 from 3.10.2022; 13 and 15 from 26.9.2022; 14 from 10.8.2022.). Interviewed workers (8-19) confirmed familiarity with provisions from their contracts (on their jobs, working hours, breaks, payment etc). All the workers have 8h working hours/day with at least 30min break. Permanent workers are paid monthly, seasonals weekly. Contracts do not contain anything contradictory to self-declaration on good social practice. There are no non-national workers and 24 months not available yet since this is initial assessment.					
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). <u>Employees sign or receive</u> 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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Permanent workers are paid monthly, within the end of the next month for the previous month of work (e.g. persons 8 and 9 received their monthly salary for September on 30.9.2022.). In case of seasonal workers (e.g. persons 12-15), salary is paid weekly, on next Monday for the previous week of work. For permanent workers, there is a calculation of working hours which is signed by the producer and an employee, while in case of seasonal workers, there are payment list per group of workers per each week and they are signed by the workers. This is initial assessment, thus 24 month are not applicable yet.					
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 <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).	 		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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Improvements needed	
Evidence/Remarks: Pay slips do not contain the number of compensated hours of work for seasonal workers, but only the total amount of money paid (in case of permanent workers there are payslips with calculation of compensated working hours). However, producer has own register of working hours as well as weekly compensation for seasonal worker, thus it can be cross-checked. Minimal wage is in Serbia set at 201,22 rsd/h in 2022. Minimal wage is respected in all the cases as confirmed in interviews with workers from the sample. Sample check of records: person 8 has been compensated 51.174rsd in August for 184h of work and in September 51.110,88rsd for 176h of work. Person 9 has been compensated 184h in August - 46.351,22rsd and 176h in September - 46.287,5rsd (for both months he received 10.000rsd less, as deduction for loan from the company). Seasonal workers have been compensated 275rsd/h.					
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.		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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: No employees below the 18 years is working. The youngest worker is born in 1997 (person No. 14). No children as core family members working on the farm, confirmed in interviews during assessment and GlobalGAP inspection.					
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.	 			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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not applicable	
Evidence/Remarks: Children of employees are not living on the farm. Majority of workers are coming from local area, where they are living with their families, confirmed in interview during assessment and GlobalGAP inspection. Part of workers are living in accommodation provided by the producer, but without their families.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
TIME RECORDING SYSTEM						
10	CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees? CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by <u>the employees and accessible for the employees' representative(s)</u> .					
10.1	A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.).	  		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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Improvements needed			
Evidence/Remarks: Time recording system is available, but not adequate, since for some workers are kept on a monthly base (permanent records), for some on a weekly base (seasonal workers) and it is consisted of several fragmented lists for several group of workers (permanent workers, seasonal in cold storage, seasonal fieldworkers: group "Lacarak", group "Macvani", group "Srbijanci" etc.), i.e. there is no unique and clear records of working hours. Lists of working hours are kept on daily level, include breaks and notes in case of overtime (no such cases so far) or other notes (e.g. holidays or healthcare absence). Workers representative has access to these records. However, there is no evidence that records are regularly approved by the employees. Still, in interviews with workers from the sample (persons 8-19), there was no complaint in relation to compensated working hours. Sample check: workers 12-15 had all 40h in the week from 3-7/10/2022; workers 8 and 9 had 184h in August, 176h in September.						
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).	  	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: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: All relevant labor regulation is available in book-keeping department of producer. In the period observed (August, September and part of October until the assessment), there was no overtime recorded and there was no National holidays which are non working days. Daily and weekly rest are respected, even at harvest time, which is the peak season (from August to October), as confirmed by interviewed workers (8-19) and their representative M.M.					
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: There are examples of some additional benefits for workers (eg. coffe and refreshement drinks), providing accomodiation free of charge for national migrant workers, providing some loans to certain workers in case of need without an interest rate (e.g. person 9).	