



GGN:4052852218368

Registration number of
producer/ producer group (from
CB):INTEGRA 43024

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

PROOF OF ASSESSMENT

According to

GRASP General Regulations v1.1 2011

Option 2

Issued to

**Producer Group "Hijos de Alberto del Cerro, S.L."
C/ Mayor 372, Murcia, Spain**

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

The Certification Body TÜV NORD INTEGRA bvba declares that the producer group mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice v1.1 Jan 11

GLOBALG.A.P certified products covered by GRASP

Products	Assessment Number	Produce Handling	No. of GRASP internally assessed producers	Total number of producers
Lemons	00035-PKVLV-0003	yes	11	12
Total:			11	12

Assessment Result:

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

Yes, fully compliant

Date of Assessment: 13. 10. 2014

Date of Upload: 27. 11. 2014

Validity Date: 12. 10. 2015 (depending on IFA 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)

ANNEX for GGN: 4052852218368

Producers Group Members:

Product(s)	GGN	Company/Producer name and address
Lemons	4052852218313	Ignacio Carrillo Marin, C/ Granada 11 3º, 30820 Alcantarilla
Lemons	4052852218320	Jose Pujante Mendez, C/ osS Dolores 7, 30152 Aljucer
Lemons	4052852218337	Juan Carrillo Marin, C/ Granada 11 2º, 30820 Alcantarilla
Lemons	4052852218344	Julian Contreras Aranda, C/ San Basilio 16, 30201 Cartagena
Lemons	4052852218351	Maria Carrillo Marin, C/ Granada 11 1º, 30820 Alcantarilla
Lemons	4052852579353	Rosario Tristan, Avd. MAarquez dE Lacy, 70, 3315 La Murada
Lemons	4052852579360	Jose Mª Guillamon Blaya, Avd. Alfonso x El Sabio, Nº 57B, 30008 Murcia
Lemons	4052852981354	José Maria Llamas Soriano, C/ Pasos 12 - D, 30140 Santomera
Lemons	4052852981361	Josefa Peñalver Candell, C/ Parcela, Nº 66, 30565 Torres de Cotillas
Lemons	4052852981378	Jesús Lopez Ortuño, C/ Escuelas Nº 17, 30833 Sangonera La Verde
Lemons	4052852981385	Antonio Contreras López, C/ Estoup, Nº 20, 30565 Torres de Cotillas

1 Control Point and Compliance Criteria	Number of Producers		
	Yes	No	N/A

CP	Is there at least one employee or an employees' council to represent the interests of the staff to the management?			
CC	Documentation is available which demonstrates that a clearly identified, named employees' representative and / or a employees' council representing the interests of the employees to the management is elected or nominated by all employees and recognised by the management. This person shall be able to communicate complaints to the management.			
1.1	The election/nomination of the representative(s) is documented. In case of a council, its composition is documented. In case of option 2 certification with high rotation of employed workforce, a producer (or other suitable person to execute this task) can be nominated on group level	1	0	4
1.2	The election/nomination has taken place in the ongoing year or production period	0	1	4
1.3	The representation is actual (all elected/nominated person(s) according to the list still work on the farm or in the group)	1	0	4
1.4	The ER is/are aware of his/her/their role and rights. In case of a council, all members are interviewed. The job description clearly defines roles and rights of the ER.	1	0	4

SUMMARY CONTROL POINT 1 Number of Producers

Yes, fully compliant	0
Yes, some improvements needed	1
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	4

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). Elección de 5 representantes para el personal de almacén (representantes sindicales), el 15 de mayo 2012 (realizan la elección cada 4 años según exigencia legal para empresa de más de 50 trabajadores), documentado en el acta de elecciones

de representantes sindicales. Elección de 3 representantes de trabajadores de recolección (representantes sindicales) el 02/05/2013, documentado en el acta de elecciones de representantes sindicales. NOTA: no se realiza la elección/denominación de los representantes de los trabajadores anualmente. La empresa indica que se realizará anualmente.

2 Control Point and Compliance Criteria Number of Producers

Yes No N/A

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

2.1	A documented complaint procedure is available, appropriate to the size of the farm	1	0	4
2.2	Through the complaint procedure, complaints can be made by employees at any time	1	0	4
2.3	The complaint procedure sets a time frame to resolve complaints (e.g. during the next month)	1	0	4
2.4	The complaints and their follow-up are documented and available for the last 24 months	1	0	4

SUMMARY CONTROL POINT 2 Number of Producers

Yes, fully compliant	1
Yes, some improvements needed	0
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	4

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA
 HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65

personas en campaña). Existencia de un tablón para reclamaciones y sugerencias en las zonas comunes de descanso. El procedimiento de reclamaciones corresponde al apartado 2 del manual de gestión de responsabilidad social. Dirección recoge las reclamaciones conforme se inscriben en el tablón, y las tramita en menos de 30 días. No han habido reclamaciones ni sugerencias en los últimos 24 meses. En el "site" existe un formato para el registro de las reclamaciones por Dirección, con apartados para las acciones.

3 Control Point and Compliance Criteria	Number of Producers		
	Yes	No	N/A

CP Has a self-declaration on good social practice regarding human rights been communicated to the employees and signed by the farm management and the employees' representative and have the employees been informed?

CC The farm management and the employees' representative have signed and displayed a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least commitment to the ILO core labor conventions (ILO Conventions 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.

3.1 The declaration is complete and contains at least all points referred to in the compliance criteria	5	0	0
3.2 The declaration has been signed by the farm management and by the employees' representative(s) and the responsible person for health and safety.	1	0	4
3.3 The declaration is actively communicated to the workers (e.g. displayed on the farm or attached to the working contract, information meetings etc.)	1	0	4
3.4 The farm management, the employees' representative(s) and the responsible person for health and safety know the content of the declaration and confirm that it is put into practice	1	0	4
3.5 It is stated that the employees' representative(s) can file complaints without personal sanctions	1	0	4
3.6 The declaration is checked and revised at least every 3 years or whenever necessary	5	0	0

SUMMARY CONTROL POINT 3 Number of Producers

Yes, fully compliant	1
Yes, some improvements needed	0
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	4

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA
 HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). La política GRASP (del 04 octubre 2014) contempla todos los puntos necesarios. Está disponible en el "site" para acceso a los productores. Un anexo al contrato GLOBALG.A.P. indica que todos los productores aceptan esa política. En almacén está la política (firmada) en el tablón de información.

4 Control Point and Compliance Criteria	Number of Producers		
	Yes	No	N/A

CP Does the person responsible for workers' health and safety and good social practice (WHSGSP) and the employees' representative(s) (ER) have knowledge about and/or access to recent national labor regulations?			
CC The responsible person for workers' health and safety and good social practice and the employees' representative(s) have knowledge and/or access to national regulations concerning: gross and minimum wages, working hours, union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave, medical care and pension/gratuity.			
4.1 WHSGSP and ER have knowledge and/or access about valid labor regulations on gross and minimum wages	1	0	4
4.2 WHSGSP and ER have knowledge and/or access about valid labor regulations on working hours	1	0	4
4.3 WHSGSP and ER have knowledge and or /or access about valid labor regulations on union membership	1	0	4

4.4	WHSGSP and ER have knowledge and/or access about valid labor regulations on anti-discrimination	1	0	4
4.5	WHSGSP and ER have knowledge and/or access about valid labor regulations on child labor and minimum age of working	1	0	4
4.6	WHSGSP and ER have knowledge and/or access about valid labor regulations on labor contracts	1	0	4
4.7	WHSGSP and ER have knowledge and/or access about valid labor regulations on holiday and maternity leave	1	0	4
4.8	WHSGSP and ER have knowledge and/or access about valid labor regulations on medical care and pension/gratuity	1	0	4

SUMMARY CONTROL POINT 4 Number of Producers

Yes, fully compliant	1
Yes, some improvements needed	0
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	4

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA
 HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). Acceso a toda la reglamentación en las oficinas de Hijos de Alberto Del Cerro. Se dispone del vínculo hacia la guía de interpretación GRASP en el "site" creado para la gestión GRASP.

5 Control Point and Compliance Criteria	Number of Producers
	Yes No N/A

- CP Can copies of working contracts be shown for the employees? Do they indicate at least full names, nationality, a job description, date of birth, date of entry, wage and the period of
- CC For every employee, a contract can be shown to the assessor on request (on a sample basis). Both the employee as well as the employer have signed them. Records contain at least full names, nationality, a job description, date of birth, the regular working time, wage and the period of employment. Records of the

employees (also subcontractors) must be accessible for at least 24 months.

5.1	Random checks show availability of contracts and their conformity with the national regulations based on the National Interpretation Guideline	1	0	4
5.2	The working contracts include at least basic information on the employee's name and nationality	1	0	4
5.3	The working contracts include at least basic information on the contract period (e.g. permanent, day labour etc.)	1	0	4
5.4	The working contracts include at least a basic job description	1	0	4
5.5	There is no contradiction to the self declaration on good social practice	1	0	4
5.6	The working contracts include information on working hours & breaks	1	0	4
5.7	If non-national employees are working on the farm, records indicate their legal status for being employed on the farm. A respective working permit is available	1	0	4

SUMMARY CONTROL POINT 5 Number of Producers

Yes, fully compliant	1
Yes, some improvements needed	0
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	4

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA
 HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). Todos los contratos solicitados, tanto para personal de almacén como para personal de recolección, se encuentran disponibles y completos

6	Control Point and Compliance Criteria	Number of Producers
		Yes No N/A

CP Is there documented evidence indicating regular payment of salaries corresponding to the contract clause?

CC The employer shows adequate documentation of the salary transfer (e.g. employee's signature on payslip, bank transfer). Employees sign or receive copies of payslips / pay register that make the payment transparent and comprehensible for them. Regular payment of the employees during the last 24 months is documented.

6.1 Documented evidence that the payment is made in defined intervals (e.g. payslips or pay registers) is available for the employees (Random checks)	1	0	4
6.2 Payslips or pay registers indicate that payments are made in accordance with the working contracts (e.g. worker's signature on payslips, bank transfer etc.)	1	0	4
6.3 The record of payments are kept for at least 24 months	1	0	4

SUMMARY CONTROL POINT 6 Number of Producers

Yes, fully compliant	1
Yes, some improvements needed	0
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	4

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA
 HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). Se solicitan las nominas y evidencia de las trasferencias bancarias (concuerdan).

	Number of Producers
7 Control Point and Compliance Criteria	Yes No N/A

CP Do payslips / pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements?

CC Wages and overtime payment documented on the payslips / pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements (if applicable). If payment is calculated per unit, employees shall be able to gain at least the legal minimum wage (on average) within regular working hours.

7.1	Payslips or pay registers give clear indication on the number of compensated working time or harvested amount (hours/days) including overtime	1	0	4
7.2	Wages and overtime payments as shown in the records indicate compliance with national labor regulations and/or collective bargaining agreements (minimum wages), as specified in the National Interpretation Guideline	1	0	4
7.3	Independently from the calculation unit, pays lips / pay registers document that employees gain in average at least the legal minimum wage within regular working times (especially check when piece-rate is implemented). If there are deductions from salary for employees getting paid below minimum wage, these deductions must be justified in writing	1	0	4

SUMMARY CONTROL POINT 7 Number of Producers

Yes, fully compliant	1
Yes, some improvements needed	0
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	4

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA
 HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). En las nominas se indica el numero de días para recolectores, y numero de horas para personal de almacén. Las nominas y las trasferencias bancarias demuestran que se cumplen los requisitos.

8 Control Point and Compliance Criteria

Number
of
Producers

Yes No N/
A

CP Do records indicate that no minors are employed on the farm?

CC Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children as core family members are working on the farm, they are not engaged in work that is dangerous to their health and safety, jeopardizes

their development or prevents them from finishing their compulsory school education.

8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or under 15.	1	0	4
8.2	If children as core family members are working on the farm, they are not engaged in work that is dangerous (according to IFA 3.1 All Farm CPCC 3.0) to their health and safety that jeopardizes their development or prevents them from finishing their compulsory school education.	0	0	5

SUMMARY CONTROL POINT 8 Number of Producers

Yes, fully compliant	1
Yes, some improvements needed	0
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	4

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA
HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). No hay trabajadores menores de edad.

9 Control Point and Compliance Criteria	Number of Producers		
	Yes	No	N/A

CP	Do the children of employees living on the farm have access to compulsory school education?			
CC	There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the farm have access to compulsory school education, either through provided transport to a public school or through on-site schooling.			
9.1	There is a list all children in the age of compulsory schooling age living on the farm, with sufficient indications on name, name of parents, date of birth, school attendance etc. Children of management may be excluded	0	0	5
9.2	There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to National Interpretation Guideline	0	0	5

9.3 There is evidence of on-site schooling system when access to schools is not available	0	0	5
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SUMMARY CONTROL POINT 9 Number of Producers

Yes, fully compliant	0
Yes, some improvements needed	0
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	5

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA
 HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). Ningún empleado está alojado por la empresa.

10 Control Point and Compliance Criteria	Number of Producers		
	Yes	No	N/A

CP Is there a time recording system that shows daily working time and overtime on a daily basis for the employees?

CC There is a time recording system that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented.

10.1 A time recording system is implemented, appropriate to the size of the farm (e.g. time record sheet, check clock, electronic cards etc.)	1	0	4
10.2 The records indicate the regular working time for employees on a daily basis	1	0	4
10.3 The records indicate the overtime hours for employees on a daily basis	1	0	4
10.4 The records indicate the breaks / festive days for the employees (on a daily basis)	1	0	4
10.5 The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock)	1	0	4
10.6 Access to these records is provided to the Employees' Representative(s)	1	0	4
10.7 The records are kept for at least 24 months	1	0	4

SUMMARY CONTROL POINT**10****Number of Producers**

Yes, fully compliant	1
Yes, some improvements needed	0
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	4

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). El encargado rellena un parte de trabajo diario para los recolectores, mediante cuales se puede comprobar que se respetan los días de descansos, y no se realizan horas extraordinarias. Los recolectores no firman dicho parte, pero si firman las nominas mediante lo cual dan su aprobación al numero de horas (normales y extras) trabajadas mensualmente. El personal de almacén dispone de un sistema de fichaje (mediante huella) al entrar y salir cada día, y también en las pausas de medio día.

11 Control Point and Compliance Criteria

**Number
of
Producers**

Yes No ^{N/}
A

- CP** Do working hours and breaks documented in the time records comply with applicant legislation and/or collective bargaining agreements?
- CC** Documented working hours, breaks and rest days are in line with applicant legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours, during peak season (harvest), weekly working time does

not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.

11.1 Information on valid labor regulation and/or collective bargaining agreements is available/accessible, referring to working hours and breaks	1	0	4
11.2 Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements	1	0	4
11.3 Rest breaks / days as shown in the records indicate compliance with national regulations and / or bargaining agreements	1	0	4
11.4 If not regulated more strictly by applicant legislation, regular weekly working time does not exceed 48 hours. During peak season (harvest), weekly working time does not exceed 60 hours	1	0	4
11.5 The records indicate that rest breaks/days are also guaranteed during peak season	1	0	4

SUMMARY CONTROL POINT

11

Number of Producers

Yes, fully compliant	1
Yes, some improvements needed	0
Not compliant, but some steps taken	0
Not compliant	0
Not applicable	4

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). Los documentos (partes de trabajo para recolectores, fichaje para el personal de almacén) demuestran que se respetan los días de descanso, que no se realizan horas extras (no excediendo las 40 horas semanales). Hay acceso a la reglamentación nacional y convenio colectivo.

PG1Control Point and Compliance Criteria

Result

Yes No N/A

- CP Does the assessment of the Quality Management System of the producer group show evidence of the correct implementation of GRASP for all producer group members?
- CC The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented, internally assessed and that actions are taken to enable compliance of all producer group members.

PG1. The implementation of GRASP is included in the Quality Management System of the producer group, based on the GLOBALG.A.P. IFA GR v3.2Mar10 Part III for producer group certification	X		
PG1. There is a system in place to demonstrate that key staff is informed and is aware of development, issues and legislative changes relevant to the compliance to GRASP	X		
PG1. All documentation relevant to the operation of the QMS for GRASP compliance exist and is it adequately internally controlled	X		
PG1. A register is maintained of all GLOBALG.A.P. member producers that are implementing GRASP	X		
PG1. The register contains the Internal inspection date for every producer member.	X		
PG1. Records of the internal assessment plan, assessment findings and follow up of corrective actions resulting from an assessment are available	X		

SUMMARY CONTROL POINT

PG1

Result

Yes, fully compliant

X

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

Remarks:

11 productores registrados, ninguno tiene personal contratado => se audita a JOSE MARIA GUILLAMON BLAYA, JOE MARIA LLAMAS SORIANO, JOSEFA PEÑALVER, JULIAN CONTRERAS. HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). Se han llevado a cabo las inspecciones internas GRASP en todos los productores y el grupo entre los 01/10/2014 y el 03/10/2014. Se ha rellenado el checklist de inspección interna para grupos. Toda la documentación GRASP está listada

en un "site" (con estructura de manual de buenas practicas sociales con 9 apartados) con acceso para el grupo y cada productor.

R1 Control Point and Compliance Criteria	Number of Producers		
	Yes	No	N/A

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

CC

R1.1 Incentives for good and safe working performance	0	0	5
R1.2 Bonus payment	0	0	5
R1.3 Support of professional development	0	0	5
R1.4 Family friendliness	0	0	5
R1.5 Medical care / health provisions	1	0	4
R1.6 Improvement of social surroundings	1	0	4
R1.7 Other benefits:	0	0	5

Remarks:

11 productores registrados, ninguno tiene personal contratado => NA
 HIJOS DE ALBERTO DEL CERRO (=grupo) contrata el personal de recolección (sobre 90 personas en campaña) y de manipulación (sobre 65 personas en campaña). Comida de Navidad para favorecer el ambiente social, seguimiento medico anual en el marco de la prevención de salud y seguridad.



Signature Producer

Signature Auditor
