



GGN: 4063061065377

Registration number of producer/
producer group (from CB): HEIACert 0157

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 KARAASLAN AGRICULTURAL PRODUCTS INDUSTRY AND TRADE LIMITED COMPANY
FENER NEIGHBORHOOD 1984 STREET NO:5 INTERIOR DOOR NO:1 MURATPASA/ANTALYA, 07160 ANTALYA, Turkey

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

The Certification Body HEIACert 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
Aubergine/Eggplant	00124-LPXKX-0002	Yes	N/A	Yes	1	1
Capsicum (pepper/chilli)	00124-LPXKX-0002	Yes	N/A	Yes	1	1
Courgette (zucchini, marrow)	00124-LPXKX-0002	Yes	N/A	Yes	1	1
Fig	00124-LPXKX-0002	Yes	N/A	Yes	2	2
Grape (table)	00124-LPXKX-0002	Yes	N/A	Yes	1	1
Pomegranate	00124-LPXKX-0002	Yes	N/A	Yes	1	1
Tomato	00124-LPXKX-0002	Yes	N/A	Yes	1	1
Total:					5	5

1. Overall assessment result: Fully compliant

GGN: 4063061065377

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: 24-08-2023

Date of Upload: 18-10-2023

Validity: 24-08-2023 - 23-08-2024 (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:*	4063061065377		Registration N°:	HEIACert 0157																			
Company name:*	KARAASLAN TARIM ÜRÜNLERİ SANAYİ VE TİCARET LİMİTED ŞİRKETİ KARAASLAN AGRICULTURAL PRODUCTS INDUSTRY AND TRADE LIMITED COMPANY		Address:*	FENER MAHALLESİ 1984 SOKAK NO:5 İÇ KAPI NO:1 MURATPAŞA/ANTALYA FENER NEIGHBORHOOD 1984 STREET NO:5 INTERIOR DOOR NO:1 MURATPASA/ANTALYA																			
Telephone:*	(905330332717)																						
Email:	info@karaaslantarim.com		Fax:																				
Assessment date:*	24/08/2023		Contact person:*	SALİH KARAASLAN																			
Previous assessment date(s):	28/12/2022																						
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 checked="" 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: there is no detected any significant breach of legal requirements concerning labor conditions during the assessment																							
Company description: The KARAASLAN company carries out fruit and vegetable production, sales, marketing, and export activities. the company has 5 producer members who planted different products certified GG,option2, and the company owns central PHU. The product is packaged, stored, and shipped in its own facilities. (76workers) Permanent and seasonal work in the enterprise and all of them are Turkish local workers. Globalgap-certified products are received from the producer members. during the assessment days, there were 25 permanent workers present in PHU. PGMs carry out agriculture activities by family work and the harvest by seasonal workers. during the assessment days, there were 26 seasonal workers present in farms of 3 PGMs 3 PGMs (as samples) and PHU were assessed for IFA, GRASP, and QMS the duration was 4 days. sample of individual interviews was (5 workers in the PHU and 6 workers in the field of 3PGMs). Payments are made not lower than the minimum wage according to Turkish labor law.																							
<table border="1"> <thead> <tr> <th></th> <th>YEAR</th> <th>2022</th> <th>2023</th> <th></th> <th></th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Total number of producer group members participating in GRASP:</td> <td></td> <td>4</td> <td>5</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>									YEAR	2022	2023					Total number of producer group members participating in GRASP:		4	5				
	YEAR	2022	2023																				
Total number of producer group members participating in GRASP:		4	5																				

Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:	4	5			
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:

4063651681826	4063651283006	4063651282986							

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		PH Facility 4	
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 checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
<input type="checkbox"/>	Crop protection	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
<input type="checkbox"/>	Harvest	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
<input type="checkbox"/>	Others (please specify): 2	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	July to September						% of employees living in accommodation provided by the company (if applicable):			
Nationalities of employees	TR									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	40	0	0	0	0	0	0	0	40
in product handling facility(ies)	36	0	0	0	0	0	0	0	0	36
Total	36	40	0	0	0	0	0	0	0	76

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :	SK		BK		MŞE	
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)*












Fully compliant












Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	
Name of certification body:	HEIACert	Duration of the assessment:	250 Minutes
Name of assessor:	SiNAN YILMAZ		
Name of company management:	SK		






















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. 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.	  	4	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.	 	4	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.	 	4	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).		4	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).	 	4	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.		4	0	0	
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
<p>Evidence/Remarks: PR.38/10.01.2023/Rev00 The employee election/representative procedure has been defined and communicated to all employees. GRSP-EK.02 There is a document justifying why elections could not take place. (It was decided that there was no need to vote for the election of representatives by taking the opinions of the employees. Only one employee was nominated for representation.) GRSP-EK.05 The representative was determined by the nomination method on 19.03.2023 GRSP-EK.02 The nomination has taken place in the ongoing year/production period. (19.03.2023) The E'R is recognized by the management and a job description clearly defines his role and rights. The employee representative is aware of his role and rights FR.40 Meeting Record form exists. Meeting date:06.05.2023. There is documentary evidence of regular meetings (quarterly) at an accurate frequency between the E'R and the management, where GRASP-related issues are addressed.</p>						
<p>Corrective Actions: (NC#1.2)The producer group did not take into consideration GRASP Interpretation for Turkey according to (article 20,1-b), he assigned (nominated)one E'R for 76 workers in his company (central PHU and producer members). corrective(1.2) On 17/9/2023 the producer assigned another employees' representative to be the total number of employees' representatives (2), received on 20/09/2023, received and reviewed on 20/9/2023</p>						






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.		4	0	0	
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	4	0	0	
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	4	0	0	
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		4	0	0	
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	4	0	0	
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		0	0	4	
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: There is a documented procedure for employee complaints, depending on the size of the company GRSP-PR.02/01.02.2023/Rev00 Complaint procedure implemented. Employees are informed about complaints, (e.g. meeting). The procedure states that employees will not be penalized for filing complaints or suggestions. The worker representative explained that suggestions were discussed at meetings with management. It was set up a time frame for resolving complaints and suggestions. This time frame has been defined as one month. No complaints have been received in the last 24 months.						
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.		4	0	0
3.2	The declaration has been signed by the management and by the employees' representative(s).		4	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.).	  	4	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.	  	4	0	0
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		4	0	0
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	4	0	0
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: GRSP-EK.06/10.01.2023/Rev00 There is a self-declaration document available and signed by GM, employees' representative, and the person responsible for the implementation of GRASP, displayed in the Turkish language. The declaration contains some points referring to ILO's core labor conventions.(20.03.2023) The policy was signed by the responsible person of GRASP. There is evidence this GRASP declaration is actively communicated to the employees in agricultural production areas. The responsible persons for the implementation of GRASP and Employee know the content of the declaration and confirm that it is put into practice. It is stated that employee representative can file complaints without personal sanctions. The declaration covers that it can be revised at least every 3 years or when necessary. (NCs#3.1)The declaration does not contain all points referring to ILO core labor conventions on discrimination, minimum age, child labor, forced labor,....</p>					
Corrective Actions: correction (3.1) the producer updated the Self-declaration on good social practice on 17/09/2023 referring to ILO, received on 20/09/2023, reviewed and acceptable					













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 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).	  	4	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.	  	4	0	0	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	4	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.	  	4	0	0	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	4	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.	  	4	0	0	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	4	0	0	
COMPLIANCE LEVEL CONTROL POINT 4: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant			
Evidence/Remarks: The RGSP provides the employees' representative with the valid labor regulations (Turkish NIG-GRASP National Interpretation Guidelines). RGSP and employees' representative have knowledge about and access to the valid labor regulations on gross and minimum wages and deductions from wages RGSP and employees' representative have knowledge about and access to the valid labor regulations on freedom of association and right to collective bargaining(https://www.mevzuat.gov.tr/mevzuatmetin/1.5.6356.pdf) discrimination.(https://www.mevzuat.gov.tr/mevzuatmetin/1.5.6701.pdf) RGSP and employees' representative have knowledge about and access to the valid labor regulations on child labor and minimum age of working. RGSP and employees' representative have knowledge about and access to the valid labor regulations on holiday and maternity leave.(https://www.mevzuat.gov.tr)						
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, 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.	 	4	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).		4	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.		4	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.		4	0	0
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		4	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.		0	0	4
5.7	Records of the employees must be accessible for at least 24 months.		4	0	0
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: Working contract and personnel cases have been seen for permanent workers. Contracts based on TURKISH LABOR LAW no 4857 (Articles 8 to 13, 22, and 91) and GRASP Interpretation for Turkey. Contracts include (name, date of birth, wages, working hours, breaks, job description, identification number). Working contract and personnel cases checked for 5 permanent employees in PHU In the contract, there is no contradiction to the self-declaration on good social practice. Non-national employees are not working for the company.</p>					
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). 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).	 	4	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.).	 	4	0	0
6.3	The records of payments are kept for at least 24 months.		4	0	0
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
<p>Evidence/Remarks There is bank-documented evidence that the payment is made monthly for all permanent workers. (e.g. pay slips). Payslips checked for 5 permanent employees in PHU for June and July According to the employee interviews payments, were made in accordance with the legal minimum wage in Turkey. There is evidence to keep the payment receipts for at least 2 years according to Turkish laws. The wages of seasonal workers are given to workers cash money according to how many days they worked in the month (August checked) and signed (3 pay registers). There is evidence to keep the payment receipts for at least 2 years according to Turkish laws.</p>					
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).	 	4	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.			4	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.		 	4	0	0
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Wages and benefits policy is exist.GRSP-PO.09/10.01.2023/Rev00. Wages and overtime payments as shown in the records are according to the contracts and indicate compliance with national labor regulations (minimum wages), and collective bargaining agreements as specified in the GRASP National Interpretation Guideline. The minimum wage for permanent employees is the legal minimum wage in Turkish Regulations and is paid monthly. For temporary seasonal workers, the daily wage cannot be below the minimum wage.The wage is always paid weekly. The worker's statement showed that payment there was no less than minimum wages Worker interview, company rules and regulation policy workers' personal files checked and based on TURKISH LABOR LAW no 4857.						
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.		4	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	4	
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Child labor policy exists.GRSP-PO.06/10.01.2023/Rev00 Management signed a declaration about child labor. According to the interviews, there is no child labor. There is evidence of dates of birth on the worker's records in the personnel list. N/A # 8.2 Core family members' children are not working at the facilities. Worker interview, company rules and regulation policy workers' personal files checked and based on TURKISH LABOR LAW no 4857.						
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.	 	0	0	4
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	4
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	4
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable		
Evidence/Remarks: There is no living and no children in the age of compulsory schooling age and no living on the companies production/handling site.					
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.).	  	4	0	0	
10.2	The records indicate the regular working time for employees on a daily basis.		4	0	0	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		4	0	0	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		4	0	0	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	4	0	0	
10.6	Access to these records is provided to the employees' representative(s).	  	4	0	0	
10.7	The records are kept for at least 24 months.		4	0	0	
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: FR.35/10.01.2023/Rev00 There is time recording system that shows daily working time and overtime on a daily basis for the permanent employees in PHU. The working starts at 8 am in the morning and is completed at 5 pm, 1 hour lunch break and 2 tea breaks of 15 minutes each. There is a registration system for the workers in production areas, the harvest starts at 8 am in the morning and is completed at 5 pm, 1 hour lunch break and 2 tea breaks of 15 minutes each						
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).	  	4	0	0	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		4	0	0	
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		4	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.	   	4	0	0	
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		4	0	0	
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: Working hours policy is exist.GRSP-PO.08/10.01.2023/Rev00. It was made an interview PHU workers on audit day.The interviews is showed that the management is respectful for rest break/days .The procedure covers the rest break and days. According to the Turkish Labor Law No. 4857.They start work at 08 am , finish at 17 pm 1 hour lunch and extra take a break for 30 minutes.						
Corrective Actions:						

ONLY APPLICABLE FOR PRODUCER GROUPS

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
INTEGRATION INTO QMS					
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		
COMPLIANCE LEVEL CONTROL POINT QMS: <i>(Calculated automatically based on the results per sub-controlpoint)</i>		<input checked="" type="checkbox"/> Fully compliant. <input type="checkbox"/> Not compliant.			
Evidence/Remarks: FR.39/10.01.2023/Rev00 GRASP systems activities were prepared and then an internal audit was done by internal audit teams according to internal inspection Procedures PR-40/10.01.2023/rev00. As implemented in QMS implementation of GRASP is included in the Quality Management System of the producer group according to GG GR. Training for Key staff (QM, internal auditor, internal inspector, QMS representative,...) steps taken in the frame of the QMS to implement GRASP among all participating PGMs are documented. producer group fosters compliance of all PGMs through training, encouragement, and Financial Incentives. and there is a commitment from PGMs to implement GRASP requirements. each PGMs received an internal assessment for GRASP annually, Corrective action(FR.41) was completed before the external audit. Also, management's review meeting was done about non-conformity control points.					
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: Extra money for eids and product giving	

ANNEX for GGN 4063061065377

Producer Group Members:

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Grape (table)	4063651282986	YILDIRIM TUNA, BAKLACI NEIGHBORHOOD ALASEHIR/MANISA, MANISA, 45600, Turkey
Pomegranate	4063651282993	FATMA KOC, IRLIGANLI NEIGHBORHOOD PAMUKKALE/DENIZLI, DENIZLI, 20190, Turkey
Fig	4063651283006	YAVUZ BASAR, SELCUKGAZI NEIGHBORHOOD OSMANGAZI/BURSA, BURSA, 16370, Turkey
Fig	4063651283013	ERMAN DOGAN, AHMETBEY NEIGHBORHOOD OSMANGAZI/BURSA, BURSA, 16370, Turkey
Aubergine/Eggplant	4063651681826	KENAN DIRMAN, YENICE NEIGHBORHOOD ANTALYA/KUMLUCA, ANTALYA, 7350, Turkey
Capsicum (pepper/chilli)	4063651681826	KENAN DIRMAN, YENICE NEIGHBORHOOD ANTALYA/KUMLUCA, ANTALYA, 7350, Turkey
Courgette (zucchini, marrow)	4063651681826	KENAN DIRMAN, YENICE NEIGHBORHOOD ANTALYA/KUMLUCA, ANTALYA, 7350, Turkey
Tomato	4063651681826	KENAN DIRMAN, YENICE NEIGHBORHOOD ANTALYA/KUMLUCA, ANTALYA, 7350, Turkey