

Company audited

Producer: SC INTEGRITAS INVEST
SRL

GGN: 4056186295507

Reporting Option: Single site
certification



Address: 207450 Robanesti, Dolj (ROU), Romania. (Lat: 44.31772, Lon: 24.009203)

Contact Person: CLAUDIU

Contact Person Surname: HANCHES

Company Profile: farm cultivate blueberry in conventional production system, with harvesting and delivery of fruits from field in the same day, bulk delivery, without postharvest handling facility;

Audit Details

The audit report is final if the audit status is "Closed." Any other status reflects a preliminary report. The audit process is based on a sampling process and reflects the information evaluated during the audit. The auditor declares that an independent and impartial audit has been carried out without conflicts of interest. The audit report may not be used as proof of certification and shall not be given to any party other than in full. The distribution of the report is regulated by the GLOBALG.A.P. data access rules.

For validation of the report, contact

info@eurocert.gr

Standards audited

IFA v6 Smart; GRASP v2

General Notes on the audit

Sir/madam, We would like to inform you about your Audit, in accordance with the GLOBALGAP standard. The inspection will be conducted in accordance with the rules of Certification Management Systems EUROCERT SA and with the standard ELOT EN ISO/IEC 17065:2012. Any Material/Documents/ Information and other details about your company, will be safeguarded from EUROCERT SA as private and confidential. The inspection will cover all the Major, Minor and Recommendations checkpoints. For producers Group quality system is been checked by the relevant checklist. Inspection will be held as below. Please keep in mind that the term referred to is indicative and dependent on the structure of agricultural holdings, organization of documents, the number of findings observed, etc. Final details will be decided on the day of assessment and agreed at the opening session, so to better match the daily work. The inspector may modify the program during the inspection, depending on the findings, availability of employees and other factors. Firstly, at the OPENING MEETING, the auditor will Present himself and Eurocert, a clarification of main farming operations and a Review of farm map will be done. On next 2-3 hours an onsite inspection on site, stores, buildings, machinery, etc. and product will follow. This may include interviews of staff on site. Please ensure relevant staff is available. About 1 hour will be taken for Records and procedures, Checking records and procedures for farms. The auditor will prepare Globalgap report. Later Auditor will require some quiet time and privacy to complete his report. Finally, at the closing meeting the Report will be presented and explained to producer. Producer will be asked to sign the assessment report or to accept it by email. If there is not a written argument on the report, then the report is valid as it is. Total duration about 4 hours. We recommend the manager to be present at the opening and closing meeting. Please confirm your acceptance of the inspection team and the dates thereof by signing and sending of this letter back to Eurocert. In the event of non-response within 5 days, the Inspection Plan is valid as it is. Finally, please send us as electronically possible amendments of your System and the Integrated Management Manual if applicable to prepare the team properly. Regards, A. Chalkiopolou, Director of Certification Department. Please sign here the acceptance of the inspection plan, (company, relevant manager: Signature and stamp)



Audit language

English

Date start

23 May 2024

Date end

23 May 2024

Certification Body:

EUROCERT European Inspection and Certification

Audit Personnel

Name	Standard/Add-on	Scope	Role	GAIN
Iulian Andrei Szeikely	IFA v6 Smart	Plants	Farm Auditor	404992800000033046
Iulian Andrei Szeikely	GRASP v2	Not Applicable for scope	Farm Auditor	404992800000033046
Dimitrios Papadopoulos	IFA v6 Smart	Plants	Reviewer	404992800000004451
Comment: Checked and approved by D. Papadopoulos.				
Dimitrios Papadopoulos	GRASP v2	Not Applicable for scope	Reviewer	404992800000004451
Comment: Checked and approved by D. Papadopoulos.				
Dimitrios Papadopoulos	IFA v6 Smart	Plants	Certification Committee	404992800000004451
Dimitrios Papadopoulos	GRASP v2	Not Applicable for scope	Certification Committee	404992800000004451

Key persons present during the Audit

Name	Company	Position
CLAUDIU HANCHES	HCD BERRY SRL	ADMINISTRATOR
GRASP v2		
FRATOSTITEANU CODRUT DOREL	SC INTEGRITAS INVEST SRL	Management
ILIE FLOREA	SC INTEGRITAS INVEST SRL	Workers Representative

Audit duration per day

Date	GAIN	Site audited	Start Time	End Time
23 May 2024	404992800000033046	Main Site - IFA v6 Smart	07:00	13:00

IFA v6 Smart

Standards audited

IFA v6 Smart

IFA Audit details

Audit type

Subsequent audit

Where is the audit conducted?

On-Site

How is the audit conducted?

Announced

Certification Body Decision

Certification Body Decision

Positive

Decision date

31 May 2024

Certification Body decision taken by

Dimitrios Papadopoulos (GAIN: 404992800000004451)

Comments

The Management having considered the application, the agreement, the above mentioned information, the certification regulation and the audit report decides to issue the Management System Certificate to the above company according to the standard.

Validity dates

Date start

12 June 2024

Date end

11 June 2025

Products

SC INTEGRITAS INVEST SRL (PHU)

• Blueberry

PO. Parallel ownership (production or ownership of certified and non-certified products)

o Production of certified and non-certified products

No

o Ownership/Purchase of certified and non-certified products

No

Trade. Does the producer buy certified product from external sources

No

Main Site (SITE)

• Blueberry

Additional Data or Variety

Harvest included

Included

Product handling included

In field + Facility

PO. Parallel ownership (production or ownership of certified and non-certified products)

o Production of certified and non-certified products

No

o Ownership/Purchase of certified and non-certified products

No

Trade. Does the producer buy certified product from external sources

No

Countries of destination:one or multiple countries

EUROPEAN UNION,United Kingdom

Total area of production (covered + non-covered), in ha

10.00

Productive area of covered harvest, in ha

0.00

Number of growing cycles for covered, in no.

0

Productive area of non-covered harvest, in ha

10.00

Number of growing cycles for non-covered, in no.

1

Sites audited

Site Name	Site Type	Site Address	Site Coordinates
Main Site	SITE	207450 Robanesti, Dolj (ROU)	44.3177200000000000, 24.0092030000000000
SC INTEGRITAS INVEST SRL	PHU	,	44.4003380000000000, 23.9452800000000000

Products and activities observed during the audit

Has product handling been observed during the audit?

Yes

If yes, of which products?

Blueberry

List all products presented during the audit:

Blueberry

Does the producer buy products from certified production processes from external sources?

No

GRASP v2

Add-on Assessed

GRASP v2

GRASP Audit Details

Country risk classification

Medium

Audit type

Subsequent audit

Where is the audit conducted?

How is the audit conducted?

Announced

Does the audit take place in combination with any other standard or add-on? If so, indicate which standard or add-on.

General Notes on the GRASP Assessment

TEMPORARY & permanent employees with working contracts, policy signed and communicated by management and employees, no nonconformities identified during self-assessment, no complaints registered; all employees present during audit;

GRASP company profile (Briefly describe labor practice in the company)

company has permanent and temporary employees (permanent working contracts available for all employees according to applicable legislation)

Are produce handling (PH) sites included in the GRASP assessment? (If yes, please select the corresponding sites)

Yes

PH sites

SC INTEGRITAS INVEST SRL - , (44.400338000000000, 23.945280000000000)

Is this handling certified by another standard for the same scope as GRASP?

No

Indicate the name of the standard and registration number of the certificate

Is the certificate still valid?

N/A

Is any labor subcontracted?

No

Is this labor subcontractor certified by another standard for the same scope as GRASP?

N/A

Indicate the name of the standard and registration number of the certificate

Is the certificate still valid?

N/A

Is produce handling sub-contracted?

No

Does the sub-contracted PH site hold a GRASP Letter of Conformance or another social assessment certificate?

N/A

Indicate the name of the standard and registration number of the certificate

Is the certificate still valid?

N/A

Certification Body Decision

Certification Body Decision

Positive

Decision date

31 May 2024

Certification Body decision taken by

Dimitrios Papadopoulos (GAIN: 404992800000004451)

Comments

The Management having considered the application, the agreement, the above mentioned information, the certification regulation and the audit report decides to issue the Management System Certificate to the above company according to the standard.

Validity dates

Date start

12/06/2024

Date end

11/06/2025

Workers Analysis

It is confirmed that this producer during the last production cycle:

has hired workers

It is confirmed that this family farm producer during the last production cycle:

has hired workers

Workers during the year before todays assessment

	National			Foreign			Home/Family workers
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
Workers number - Male	3	76	0	2	0	0	0
Workers number - Female	0	24	0	0	0	0	0
Total	3	100	0	2	0	0	0
Total National Workers	103						
Total Foreign Workers	2						

Workers present during day of the assessment

	National			Foreign		
	Permanent	Temporary	Agency	Permanent	Temporary	Agency
Workers number - Male	3	10	0	2	0	0
Workers number - Female	0	3	0	0	0	0
Total	3	13	0	2	0	0
	Total National Workers = 16			Total Foreign Workers = 2		
Number of workers interviewed - Male	1	4	0	1	0	0
Number of workers interviewed - Female	0	1	0	0	0	0
Total interviewed	1	5	0	1	0	0

SC INTEGRITAS INVEST SRL

Workers in the PHU during the year before todays assessment

	National			Foreign		
	Permanent	Temporary	Agency	Permanent	Temporary	Agency
Workers number - Male	5	0	0	2	0	0
Workers number - Female	0	0	0	0	0	0
Total	5	0	0	2	0	0
Total National Workers	5					
Total Foreign Workers	2					

Workers in the PHU present during day of the assessment

	National			Foreign		
	Permanent	Temporary	Agency	Permanent	Temporary	Agency
Workers number - Male	5	0	0	2	0	0
Workers number - Female	0	0	0	0	0	0
Total	5	0	0	2	0	0
	Total National Workers = 5			Total Foreign Workers = 2		
Number of workers interviewed - Male	3	0	0	1	0	0
Number of workers interviewed - Female	0	0	0	0	0	0
Total interviewed	3	0	0	1	0	0

Worker Season

Months with more workers

May, June, July

Months with less workers

January, December

Summary

IFA v6 Smart

Original calculation after the end of Audit for FV

Type	% Compliance	Yes	No	NA	NC Closed	Not answered
Major Must	100.0%	82	0	21	0	0
Minor Must	98.1%	51	1	15	0	0
Recommendation	33.3%	6	12	2	0	0

GRASP v2

Original calculation after the end of Audit

Type	% Compliance	Yes	No	NA	NC Closed	Not answered
Major Must	100.0%	42	0	0	0	0
Minor Must	100.0%	25	0	0	0	0

Non-compliance/Corrective actions

IFA v6 Smart

FV-Smart *Recommendation* **Open** Due date:
22.03.03

NC: no calculation

CA:

FV-Smart *Recommendation* **Open** Due date:
23.04

NC: no metrics calculation

CA:

FV-Smart *Recommendation* **Open** Due date:
24.01

NC: no evidence

CA:

FV-Smart *Recommendation* **Open** Due date:
24.02

NC: no evidence

CA:

FV-Smart *Recommendation* **Open** Due date:
24.03

NC: no metrics calculation

CA:

FV-Smart *Recommendation* **Open** Due date:
25.05

NC: no evidence

CA:

FV-Smart *Recommendation* **Open** Due date:
25.09

NC: no evidence

CA:

FV-Smart *Recommendation* **Open** Due date:
28.01.02

NC: no soil maps

CA:

FV-Smart *Recommendation* **Open** Due date:
29.01.07

NC: no metrics calculation

CA:

FV-Smart *Recommendation* **Open** Due date:
30.01.04

NC: no evidence

CA:

FV-Smart *Recommendation* **Open** Due date:
30.06.03

NC: no metrics calculation

CA:

FV-Smart *Recommendation* **Open** Due date:
32.02.03

NC: no metrics calculation

CA:







FV-Smart *Minor Must* **Open** Due date: 20/06/2024
32.10.01









NC: no records for medical reports









CA:









Checklist details









IFA v6 Smart

<p>FV-Smart 01.01 Minor Must</p>	<p>A procedure is in place to manage and control documents and records.</p>	
<p>Justification: globalgap manual version 6.0 smart fv documented 02.02.2024, ed. 1 rev. 0; documents and records for implementation approved in manual code mgsmart-01 ed.1 rev.0; procedure for internal documents and records doc. Fv-smart 01, approved on 02.02.2024; documents and records are correct created, review, approved and updated; documents with issue number, dated, paginated, etc.; list of internal documents and records available;</p>		 Attached: 0
<p>FV-Smart 01.02 Minor Must</p>	<p>Records for auditing purposes are up-to-date. Records are kept for a minimum period of two years, unless a longer period is required.</p>	
<p>Justification: all records are kept for min. 2 years; stored securely, readily accesible and keep updated; there are complete records available with formulars and registers approved in forms approved in gg documentation v6.0; eg. Records for pruning activity/ annual blueberry pruning activity from 05.02.2024 - formular fv-smart 28.01.04; documents and formulars documented according to v6 ifa smart for fruis and vegetables;</p>		 Attached: 0
<p>FV-Smart 01.03 Major Must</p>	<p>The producer completes a minimum of one self-assessment/internal audit annually to the standard.</p>	
<p>Justification: internal inseption done by farm manager CF on 14.05.2024, documented, annually done, include all topics of standard and accesible on site; self assessment contain comments for all control points; no subcontractors used; nonconformities identified; summary of internal inspection report from 14.05.2024 - Doc. fv-smart 01.03;</p>		 Attached: 0


FV-Smart 01.04	Effective corrective actions are taken to address non-conformances detected during the self-assessments/internal audits.	
Major Must		
Justification: no corrective actions		 Attached: 0
FV-Smart 02.01	A continuous improvement plan is documented.	
Major Must		
Justification: continuous improvement plan documented - doc. Fv-smart 02.01 from manual; eg. Objective for management improvement of workers trainings for 2024;		 Attached: 0
FV-Smart 02.02	There is evidence that a continuous improvement plan is implemented.	
Minor Must		
Justification: the continuous improvement plan documented for 2024 with gg manual; proposed for 2024 for improvement of workers for training and competency; Evidence of training - farm manager FC with certificate seria AB no. 2936 from 2015 for hygiene training;		 Attached: 0
FV-Smart 03.01	The roles and responsibilities of workers whose jobs have an impact on the implementation of the standard are defined.	
Minor Must		
Justification: roles and responsibilities with impact on the implementation and maintenance of standard are documented with register fv-smart 03.01; farm manager IC clearly identifiable as responsible for worker's, health, safety and welfare mr. IC document FV-SMART 03.01; Job function description for every workers post and employee;		 Attached: 0

FV-Smart 03.02	Individuals responsible for technical decision-making on inputs can demonstrate competence.	
Major Must		
Justification: Competency for technical treatmentrrs, fertilizers applications with: certificate dj 01165/ 14.03.2024 for IC; certificate seria DJ no. 01166 from 14.03.2024 for IF issued by oficiul fitosanitar dolj, valid yo 2029;		 Attached: 0
FV-Smart 03.03	Worker training includes the necessary skills and competencies and is supported by records.	
Major Must		
Justification: Competency for technical treatmentrrs, fertilizers applications with: certificate dj 01165/ 14.03.2024 for IC; certificate seria DJ no. 01166 from 14.03.2024 for IF issued by oficiul fitosanitar dolj, valid yo 2029;		 Attached: 0
FV-Smart 03.04	Records of all training activities are kept.	
Major Must		
Justification: trainings evidence; eg. Hygiene formular fv-smart 19.03a from 14.05.2024, health and safety evidence of training from 14.05.2024 with formular fv-smart 20.01.03; trainings done for all workers;		 Attached: 0
FV-Smart 04.01	The producer ensures that outsourced activities comply with the principles and criteria of the standard which are relevant to the services provided.	
Major Must		
Justification: This point is not applicable because "Has the producer used subcontractors and/or service providers during the certification cycle?" was answered with "No". This item was automatically set to "N/A" by the system.		 Attached: 0

<p>FV-Smart 05.01 Minor Must</p>	<p>Specifications for materials and services that are relevant to food safety are available.</p>	
<p>Justification: farm delivery fruits bulk in packing material supply by client; they pick the fruits direct in packing material of client; evidence for laboratory services used: soil and water analyse done by certified laboratories;</p>		 Attached: 0
<p>FV-Smart 05.02 Minor Must</p>	<p>An inventory is in place to manage stock on site.</p>	
<p>Justification: stock updated for april 2024; comply;</p>		 Attached: 0
<p>FV-Smart 06.01 Major Must</p>	<p>All registered products are traceable back to and from the registered farm where they were produced and handled (where applicable).</p>	
<p>Justification: traceability procedure document fv-smart 06.01 ed. 1 from 29.02.2024; procedure allow to all registered products to be traced back to the registered farm; farm harvest and delivery fruits from field in the same day, without postharvest handling activity and facility; maintain clear records for each plot; traceability procedure tested anually; traceability procedure verified for blueberry lot delivered with Invoice seria INT no. 49 from 21.06.2023 for fresh blueberries quantity 10800kg, client angus soft fruits ltd;</p>		 Attached: 0
<p>FV-Smart 07.01 Major Must</p>	<p>An effective system is in place to identify all products originating from GLOBALG.A.P. certified processes and segregate them from products originating from noncertified processes.</p>	
<p>Justification: This point is not applicable because "Has the producer been registered for parallel ownership?" was answered with "No". This item was automatically set to "N/A" by the system.</p>		 Attached: 0

FV-Smart 07.02	The GLOBALG.A.P. Number (GGN) is indicated on all final products originating from certified production processes when registered for parallel ownership.	
Major Must		
Justification: This point is not applicable because "Has the producer been registered for parallel ownership?" was answered with "No". This item was automatically set to "N/A" by the system.		 Attached: 0
FV-Smart 07.03	A final verification step is in place to ensure correct dispatch of products originating from certified and noncertified production processes.	
Major Must		
Justification: This point is not applicable because "Has the producer been registered for parallel ownership?" was answered with "No". This item was automatically set to "N/A" by the system.		 Attached: 0
FV-Smart 07.04	Products that are purchased from different sources are identified.	
Major Must		
Justification: This point is not applicable because "Has the producer been registered for parallel ownership?" was answered with "No". This item was automatically set to "N/A" by the system.		 Attached: 0
FV-Smart 08.01	Sales records are available for all quantities sold for all registered products.	
Major Must		
Justification: sales records available for blueberry products; checked for 2023 production cycle; documents: eg. Invoice seria INT no. 49 from 21.06.2023 for fresh blueberries quantity 10800kg, client angus soft fruits ltd; sales documents comply, there were 4 invoices for export and 1 for internal market;		 Attached: 0

**FV-Smart
08.02**

Quantities (produced, stored, and/or purchased) are recorded and summarized for all products. 


Major Must

Justification: annually mass balance summary documented for every production cycle; for 2023 mass balance documented and consistent: sales documents comply, there were 4 invoices for export and 1 for internal market; harvesting records, summary comply; there is an % of 5% agreed with client for loss quantity;



Attached: 0

**FV-Smart
09.01**

Documented procedures are in place to manage the recall and withdrawal of products from the marketplace, and such procedures are tested annually. 


Major Must

Justification: recall and withdrawal procedure document FV-SMART 09.01 ed. 1 rev.0 from gg manual approved on 02.02.2024; procedure documented for types of event, resp. persons for recall process, mechanism for notifying the next step in the supply chain, notification of relevant authorities, steps to contact the CB and gg secretariat, methods for reconciling stock; procedure tested annually, for 2024, procedure test documented for last delivery with Invoice seria INT no. 49 from 21.06.2023 for fresh blueberries quantity 10800kg, client angus soft fruits ltd;



Attached: 0

**FV-Smart
10.01**

A complaint procedure relating to both internal and external issues covered by the standard is available and implemented. 


Major Must

Justification: procedure for complaints documented with fv-smart 10.01 from 02.02.2024 ed. 1 rev.0; no complaints received; procedure allow workers to file complaints to their employer on topics covered under the standard;



Attached: 0

**FV-Smart
10.02**









Workers are informed of their rights related to the standard, and there is a grievance mechanism available and implemented through which workers can file complaints confidentially and without fear of retaliation. 


Major Must

Justification: procedure for complaints documented with fv-smart 10.01 from 02.02.2024 ed. 1 rev.0; no complaints received; procedure allow workers to file complaints to their employer on topics covered under the standard;



Attached: 0


<p>FV-Smart 11.01</p> <p>Major Must</p>	<p>Procedures are in place to manage and handle non-conforming products.</p>	
<p>Justification: procedure for manage and handle non-conforming products according to procedure fv-smart 11.01 ed. 1 rev.0 from 02.02.2024; waste materials securely handled and disposed from farm;</p>		 Attached: 0
<p>FV-Smart 12.01</p> <p>Minor Must</p>	<p>Laboratory testing occurs in a manner consistent with industry requirements.</p>	
<p>Justification: eg. Water analyse for microbiological parameters certificate LI600; soil analyse done by holland farming renar acreditation; for 2023, mrl analyse done by state laboratory certified for iso 17025;</p>		 Attached: 0
<p>FV-Smart 13.01</p> <p>Major Must</p>	<p>Equipment, tools, and devices are fit for purpose and maintained.</p>	
<p>Justification: Register fv-smart 13.01 for internal maintenancance of farm equipments and machinery, with evidence of anually maintenance activities done by farm manager CF on period 18.01.2024 - 20.01.2024 for farm mah=chinery and equipments; min. annual maintenance records kept; contract of maintenance no. 2024-p933/ 25.04.2024 with sc nhr agropartners srl;</p>		 Attached: 0
<p>FV-Smart 13.02</p> <p>Major Must</p>	<p>Equipment is stored in such a way as to prevent product contamination.</p>	
<p>Justification: designated secured facility on site for harvesting equipment,</p>		 Attached: 0

FV-Smart 13.03 Vehicles and equipment used for loading, transport, or storage of harvested products are cleaned, maintained, and appropriate for use. 

Major Must

Justification: suitable vehicles for blueberry internal loading, storage of harvested products; clean machinery, equipments, etc.; no evidence of animal manure, fuel spills, etc.;



Attached: 0

FV-Smart 14.01 The producer has completed and signed the food safety policy declaration. 

Major Must

Justification: food safety policy declaration signed by farmer on 14.05.2024; annually completed and signed by manager CF for food safety; manager is resp. for food safety on farm;



Attached: 0

FV-Smart 15.01 A food defense system is in place to address risks associated with malicious attack or contamination. 

Minor Must

Justification: food defense risk analyse document fv-smart 15.01 ed. 1 rev. 0 from 02.02.2024; internal monitorisation of production units and farm;



Attached: 0

FV-Smart 16.01 A system is in place to address risks associated with food fraud. 

Minor Must

Justification: document system with doc. Fv-smart 16.01 ed. 1 rev. 0 from 02.02.2024; eg. Control of inputs for production process;




Attached: 0



FV-Smart 17.01 The GLOBALG.A.P. word, trademark, and QR code or logo, as well as the GLOBALG.A.P. Number (GGN) are used according to "GLOBALG.A.P. trademarks use: Policy and guidelines." 



Major Must



Justification: no violations observed; no used of trademark, logo, word or qr code; regulations signed; visual assessment;












Attached: 0











FV-Smart 18.01 Major Must	Transaction documentation includes reference to the GLOBALG.A.P. status and the GLOBALG.A.P. Number (GGN).	
Justification: eg. Invoice seria Int no. 51 from 28.06.2023, with ggn and status comply;		 Attached: 0






FV-Smart 19.01 Major Must	The farm has a documented hygiene risk assessment.	
Justification: hygiene risk assessment document fv-smart 19.01 ed. 1 rev.0 from 02.02.2024; analyse include production process, harvesting process, and handling activity; risk analyse documented for physical, chemical and biological contamination, spillage of bodily fluids and human transmissible diseases; also, for workers, personal effects, equipments, etc. and production environment;		 Attached: 0






FV-Smart 19.02 Major Must	Documented hygiene procedures are in place to minimize food safety risks.	
Justification: hygiene procedures documented on manual, doc.s fv-smart 19.02, clearly implemented with pictograms, instructions and hygiene rules displays and communicated on farm;		 Attached: 0











FV-Smart 19.03 Major Must	All persons working on the farm have received hygiene training.	
Justification: hygiene training anually done on 14.05.2024, formular fv-smart 19.03.a, done by farm manager CD; hygiene training done for all workers, management, include all necessary instructions for harvesting and product handling activities; all workers trained; signature of training as evidence for all workers;		 Attached: 0



<p>FV-Smart 19.04</p> <p>Major Must</p>	<p>Smoking, eating, chewing, and drinking are confined to designated areas.</p>	
<p>Justification: no violations observed; visual assessment, interview with manager;</p>		 Attached: 0
<p>FV-Smart 19.05</p> <p>Major Must</p>	<p>Clean toilets are provided for workers, visitors, and subcontractors in the vicinity of their work.</p>	
<p>Justification: clean toilets provided for all workers, visitors in the vicinity of their work; toilets services of safe disposal contract no. 221/ 01.02.2024 with sc hazseptic srl; permanent toilets equipped, completed;</p>		 Attached: 0
<p>FV-Smart 19.06</p> <p>Major Must</p>	<p>Handwashing facilities are available for all workers, visitors, and subcontractors who come into direct contact with products.</p>	
<p>Justification: handwashing facility available on farm; suitable; water used for handwashing analysed for microbiological parameters;</p>		 Attached: 0
<p>FV-Smart 19.07</p> <p>Minor Must</p>	<p>Animal activity that may result in product contamination is managed.</p>	
<p>Justification: no animal activity identified;</p>		 Attached: 0
<p>FV-Smart 19.08</p> <p>Major Must</p>	<p>Containers used for production and harvesting are cleaned, maintained, and appropriate for use.</p>	
<p>Justification: production units clean; new packing materials used; they pick the fruits direct in packing material supply by client; no reusable materials used for harvesting process; Documents from thimm pachaging srl for packing materials used;</p>		 Attached: 0



<p>FV-Smart 20.01.01</p> <p>Major Must</p>	<p>There is a documented risk assessment for workers' health and safety.</p>	
<p>Justification: risk assessment for workers health and safety, doc. Fv-smart 20.01.01 ed. 1 rev.0 from 02.02.2024;</p>		 Attached: 0
<p>FV-Smart 20.01.02</p> <p>Major Must</p>	<p>The farm has health and safety procedures.</p>	
<p>Justification: documented procedures doc. Fv-smart 20.01.02 ed. 1 rev.0 from 02.02.2024;</p>		 Attached: 0
<p>FV-Smart 20.01.03</p> <p>Major Must</p>	<p>All staff have received health and safety training according to the risk assessment.</p>	
<p>Justification: health and safety training annually done on 14.05.2024 for all workers, by farm manager CF; signature of participants as evidence for all workers trained for health and safety and signature of training evidence;</p>		 Attached: 0
<p>FV-Smart 20.02.01</p> <p>Major Must</p>	<p>Accident and emergency procedures are displayed and communicated.</p>	
<p>Justification: accident and emergency procedures displayed and communicated on farm; permanent signs displayed;</p>		 Attached: 0
<p>FV-Smart 20.02.02</p> <p>Minor Must</p>	<p>Safety advice for substances hazardous to workers' health and safety is immediately available and accessible.</p>	
<p>Justification: website available</p>		 Attached: 0



<p>FV-Smart 20.02.03 Minor Must</p>	<p>First aid kits are accessible at all permanent sites and fields near the work.</p>	
<p>Justification: complete first aid kits, valid, complete; first kits available observed, complete and valid on farm;</p>		 Attached: 0
<p>FV-Smart 20.02.04 Minor Must</p>	<p>There is always at least one person trained in first aid present on the farm whenever on-farm activities are being carried out.</p>	
<p>Justification: certificate of first aid training: from 15.05.2015 issued by regina maria medical health company for farm manager FC;</p>		 Attached: 0
<p>FV-Smart 20.03.01 Major Must</p>	<p>Workers, visitors, and subcontractors are equipped with suitable personal protective equipment (PPE).</p>	
<p>Justification: visual assessment for protective equipments used by farm operators for fertilizer and ppp use; suitable, complete and valid components;</p>		 Attached: 0
<p>FV-Smart 20.03.02 Major Must</p>	<p>Personal protective equipment (PPE) is maintained in clean conditions and stored appropriately so as not to pose any contamination risk to personal items.</p>	
<p>Justification: clean and kept in proper condition; visual assessment and interview on farm with farm operators;</p>		 Attached: 0
<p>FV-Smart 20.03.03 Minor Must</p>	<p>There is evidence that the provided personal protective equipment (PPE) is used by the workers.</p>	
<p>Justification: comply; visual assessment and interview with workers;</p>		 Attached: 0



<p>FV-Smart 20.03.04 Minor Must</p>	<p>Suitable changing facilities are available where necessary.</p>	<p>N/A</p>
<p>Justification: ppe applied over existing clothing</p>		<p> Attached: 0</p>
<p>FV-Smart 20.04.01 Minor Must</p>	<p>There is communication between management and workers on issues related to their health, safety, and welfare.</p>	<p>✓</p>
<p>Justification: annual meeting, done for 2024; interview with workers;</p>		<p> Attached: 0</p>
<p>FV-Smart 20.04.02 Major Must</p>	<p>Workers have access to clean drinking water, food storage, and areas to eat and rest.</p>	<p>✓</p>
<p>Justification: clean potable water, food storage;</p>		<p> Attached: 0</p>
<p>FV-Smart 20.04.03 Major Must</p>	<p>On-site living quarters are compliant with applicable local regulations, habitable, and equipped with basic services and facilities.</p>	<p>✓</p>
<p>Justification: complete living habitable facility on farm;</p>		<p> Attached: 0</p>
<p>FV-Smart 20.04.04 Minor Must</p>	<p>Transportation provided to workers is safe.</p>	<p>N/A</p>
<p>Justification: no transport provided</p>		<p> Attached: 0</p>











FV-Smart 21.01 Major Must	A documented risk assessment is completed for all registered sites.	
Justification: document fv-smart 21.01 ed. 1 rev.0 from 02.02.2024; risk analyse done per production site, crops, process, anually reviewed, and take in consideration the biological, physical and chemicals hazards, including allergens;		 Attached: 0
FV-Smart 21.02 Major Must	A management plan that establishes strategies for minimizing the risks identified in the risk assessment for operation suitability has been developed and implemented and is reviewed regularly.	
Justification: according to management plan measures from fv-smart 21.01 ed. 1 rev.0 from 02.02.2024; measures implemented for the risk identified, appropriate to farm operations;		 Attached: 0
FV-Smart 21.03 Major Must	The producer has a system for identifying sites and facilities used for production.	
Justification: farm map documented for all production units, production areas, water source, buildings; farm map with reference for every production unit, reference system used: 10 main plots marked from 1 to 10, toilet, water source, water laguna, ppp astorage area marked, etc.;		 Attached: 0
FV-Smart 21.04 Major Must	The site is kept in a tidy and orderly condition.	
Justification: clean farm; no evidence of waste sources;		 Attached: 0
<i>FV-Smart 21.05</i> <i>Recommendation</i>	The producer recognizes the farm as an agricultural ecosystem that interacts with neighboring landscapes (while the legal scope of the producer is on the farm).	
Justification: eg. Water management		 Attached: 0











FV-Smart 21.06	Where the operation handles or stores allergens, the operation has a documented allergen management program.	
Major Must		
Justification: there are procedures for allergen risks and possible contamination sources;		 Attached: 0











FV-Smart 22.01.01	Biodiversity is managed to enable its protection and enhancement.	
Minor Must		
Justification: biodiversity plan document FV-Smart 22.01.01; legal requirements for blueberry production follow, with measures for biodiversity actions (cultivation, insects, etc.);		 Attached: 0



FV-Smart 22.01.02	Biodiversity is protected.	
Minor Must		
Justification: biodiversity plan document FV-Smart 22.01.01; legal requirements for blueberry production follow; with ipm plan for conventional blueberry production, leaving areas for habitat near cell production, minim use of fertilizer and ppp's, leaving areas for habitat near field, etc.;		 Attached: 0



FV-Smart 22.01.03	Biodiversity is enhanced.	
Recommendation		
Justification: according to biodiversity plan implemented		 Attached: 0



<p><i>FV-Smart</i> 22.02.01 <i>Recommendation</i></p>	<p>Unproductive sites are used as ecological focus area to protect and enhance biodiversity.</p>	
<p>Justification: no unproductive sites on farm;</p>		 Attached: 0
<p>FV-Smart 22.03.01 Major Must</p>	<p>On the farm (within the farm boundaries), no areas with legally recognized conservation value (or effectively protected by other means) have been converted into agricultural areas or into other uses since 1 January 2014.</p>	
<p>Justification: no legal violations; document issued by municipal authority of primaria comunei robanesti document 1309/ 27.03.2024;</p>		 Attached: 0
<p>FV-Smart 22.03.02 Major Must</p>	<p>On the farm (within the farm boundaries), areas with legally recognized conservation value (or effectively protected by other means) which had been converted into agricultural areas or into other uses between 1 January 2008 and 1 January 2014 are already restored, under restoration, or will enter binding restoration.</p>	
<p>Justification: no legal violations; document issued by municipal authority of primaria comunei robanesti document 1309/ 27.03.2024; farm does not violate the natural conditions, conservation and areas;</p>		 Attached: 0
<p><i>FV-Smart</i> 22.03.03 <i>Recommendation</i></p>	<p>Management of biodiversity is supported with metrics.</p>	
<p>Justification: no calculation</p>		 Attached: 0
<p>FV-Smart 23.01 Major Must</p>	<p>On-farm energy use is monitored.</p>	
<p>Justification: energy monitorised; eg. Invoice 6633121543 from 30.04.2024 from rompetrol downstream srl for gasoline and diesel; electricity invoice seria AV no. 5203786372 from 31.03.2024 from cez vanzare sa;</p>		 Attached: 0



<p>FV-Smart 23.02</p> <p>Minor Must</p>	<p>Based on the results of the monitoring, there is a plan to improve energy efficiency on the farm.</p>	
<p>Justification: documented plan doc. Fv-smart 23.03</p>		 Attached: 0
<p>FV-Smart 23.03</p> <p>Minor Must</p>	<p>The plan to improve energy efficiency considers minimizing the use of nonrenewable energy.</p>	
<p>Justification: the plan include investments for nonrenewable energy;</p>		 Attached: 0
<p><i>FV-Smart 23.04</i></p> <p><i>Recommendation</i></p>	<p>Management of energy is supported with metrics.</p>	
<p>Justification: no metrics calculation</p>		 Attached: 0
<p><i>FV-Smart 24.01</i></p> <p><i>Recommendation</i></p>	<p>The farm contributes to reducing GHG* emissions and removing them from the atmosphere. *Greenhouse gas (GHG) emissions refer to carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and fluorinated gases. Due to their varying potential to contribute to global warming, they are sometimes calculated as CO₂ equivalents (CO₂e).</p>	
<p>Justification: no evidence</p>		 Attached: 0
<p><i>FV-Smart 24.02</i></p> <p><i>Recommendation</i></p>	<p>The farm enables the formation of organic carbon in soils and in biomass.</p>	
<p>Justification: no evidence</p>		 Attached: 0



<p><i>FV-Smart 24.03 Recommendation</i></p>	<p>The farm's contribution to reducing and removing greenhouse gases (GHGs) from the atmosphere is supported with metrics.</p>	
<p>Justification: no metrics calculation</p>		 Attached: 0
<p>FV-Smart 25.01 Major Must</p>	<p>A waste management system is implemented.</p>	
<p>Justification: document fv-smart 25.02 ed. 1 rev.0</p>		 Attached: 0
<p><i>FV-Smart 25.02 Minor Must</i></p>	<p>Waste products and sources of pollution are identified in all areas of the farm.</p>	
<p>Justification: eg. Contract no. 852 from 16.04.2024 with sc csb consulting srl for safe disposal of agrochemicals waste materials; contract seria dj-4 roba no. 14 from 17.04.2024 with sc iridex group salbrizare srl for safe disposal of waste materials from farm;</p>		 Attached: 0
<p><i>FV-Smart 25.03 Recommendation</i></p>	<p>All forklifts and other driven transport trolleys are clean and well maintained and of a suitable type to avoid contamination through emissions.</p>	
<p>Justification: clean equipments</p>		 Attached: 0
<p><i>FV-Smart 25.04 Minor Must</i></p>	<p>Holding areas for diesel and other fuel oil tanks are environmentally safe.</p>	
<p>Justification: no holding areas for diesel and other fuel oil tanks</p>		 Attached: 0

<p><i>FV-Smart 25.05 Recommendation</i></p>	<p>Organic waste is managed in an appropriate manner to reduce the risk of contamination of the environment.</p>	
<p>Justification: no evidence</p>		 Attached: 0

<p>FV-Smart 25.06 Minor Must</p>	<p>The water used for washing and cleaning purposes is disposed of in a manner that minimizes the environmental, health, and safety impact.</p>	
<p>Justification: one phytobac unit tank used on farm</p>		 Attached: 0

<p>FV-Smart 25.07 Minor Must</p>	<p>Fragments and small pieces of packaging material and other nonproduct waste are removed from the field.</p>	
<p>Justification: comply; no evidence of waste materials on farm;</p>		 Attached: 0

<p>FV-Smart 25.08 Minor Must</p>	<p>Plastics are managed in a responsible way.</p>	
<p>Justification: visual assessment in production areas; no violations observed; records of training as evidence;</p>		 Attached: 0

<p><i>FV-Smart 25.09 Recommendation</i></p>	<p>Food waste* is prevented and managed. *Food waste: food that is not channeled for human consumption, animal feed, or bio-based materials.</p>	
<p>Justification: no evidence</p>		 Attached: 0

FV-Smart
26.01

Propagation materials are obtained in compliance with variety registration laws, where applicable.

N/A

Major Must

Justification: no propagation material used in the last 2 years;



Attached: 0

FV-Smart
26.02

Propagation materials are obtained in compliance with intellectual property laws.

N/A

Major Must

Justification: no propagation material used in the last 2 years;



Attached: 0

FV-Smart
26.03

Plant health quality control systems are implemented and recorded for in-house propagation materials.

N/A

Minor Must

Justification: no propagation material used in the last 2 years;



Attached: 0

FV-Smart
26.04

Up-to-date records on all chemical treatments applied on in-house propagation materials are available.

N/A

Major Must


Justification: no propagation material used in the last 2 years;



Attached: 0


FV-Smart Information on chemical treatments is available for purchased propagation materials. **N/A**
26.05

Major Must

Justification: no propagation material used in the last 2 years; 
 Attached: 0


FV-Smart A procedure for use and handling of genetically modified (GM) materials is available. **N/A**
27.01

Minor Must

Justification: This point is not applicable because "Have genetically modified organisms (GMOs) been included in the scope of the operation during the certification cycle?" was answered with "No". This item was automatically set to "N/A" by the system. 
 Attached: 0


FV-Smart Growing of genetically modified crops and/or trials is subject to the prevailing regulations in the country of production. **N/A**
27.02









Major Must











Justification: This point is not applicable because "Have genetically modified organisms (GMOs) been included in the scope of the operation during the certification cycle?" was answered with "No". This item was automatically set to "N/A" by the system. 
 Attached: 0









FV-Smart The producer's direct clients have been informed of the genetically modified organism (GMO) status of the product. **N/A**
27.03











Major Must









Justification: This point is not applicable because "Have genetically modified organisms (GMOs) been included in the scope of the operation during the certification cycle?" was answered with "No". This item was automatically set to "N/A" by the system. 
 Attached: 0











<p>FV-Smart 27.04</p> <p>Major Must</p>	<p>Adventitious mixing of genetically modified (GM) crops with conventional crops is avoided.</p>	
<p>Justification: This point is not applicable because "Have genetically modified organisms (GMOs) been included in the scope of the operation during the certification cycle?" was answered with "No". This item was automatically set to "N/A" by the system.</p>		
 <p>Attached: 0</p>		
<p>FV-Smart 28.01.01</p> <p>Major Must</p>	<p>To improve and optimize soil health, the producer has a soil management plan.</p>	
<p>Justification: soil analyse report no. 220/ 29.02.2024, period of analyse from 23.02.2024, done by OFICIUL DE STUDII PEDOLOGICE SI AGROCHIMICE DOLJ Craiova (eg. pH 5.23%, organic materia 2.96% humus); analyse report for cations and anions report no. 222/ 29.02.2024;</p>		
 <p>Attached: 0</p>		
<p><i>FV-Smart</i> 28.01.02</p> <p><i>Recommendation</i></p>	<p>Soil maps have been prepared for the farm.</p>	
<p>Justification: no soil maps</p>		
 <p>Attached: 0</p>		
<p>FV-Smart 28.01.03</p> <p>Minor Must</p>	<p>Crop rotation for annual crops is implemented, where feasible.</p>	
<p>Justification: no annual crops; blueberry production;</p>		
 <p>Attached: 0</p>		











<p>FV-Smart 28.01.04 Minor Must</p>	<p>Techniques have been used to improve or maintain soil structure and avoid soil compaction.</p>	
<p>Justification: no soil compaction;</p>		 Attached: 0
<p>FV-Smart 28.01.05 Minor Must</p>	<p>The producer uses techniques to reduce the possibility of soil erosion.</p>	
<p>Justification: no soil erosion; eg. Mulching measures applied for blueberry rows;</p>		 Attached: 0
<p>FV-Smart 28.02.01 Minor Must</p>	<p>There is documented justification for the use of soil fumigants.</p>	
<p>Justification: This point is not applicable because "Has the producer used soil fumigation during the certification cycle?" was answered with "No". This item was automatically set to "N/A" by the system.</p>		 Attached: 0
<p>FV-Smart 28.02.02 Minor Must</p>	<p>The preplanting interval is complied with.</p>	
<p>Justification: This point is not applicable because "Has the producer used soil fumigation during the certification cycle?" was answered with "No". This item was automatically set to "N/A" by the system.</p>		 Attached: 0
<p>FV-Smart 28.03.01 <i>Recommendation</i></p>	<p>The producer participates in substrate recycling.</p>	
<p>Justification: no substrates used in current cicle;</p>		 Attached: 0




<p>FV-Smart 28.03.02 Minor Must</p>	<p>Records are kept of any chemicals used to sterilize substrates for reuse.</p>	<p>N/A</p>
<p>Justification: no substrates used in current cycle;</p>		<p> Attached: 0</p>
<p>FV-Smart 28.03.03 Minor Must</p>	<p>Substrates of natural origins do not come from designated conservation areas.</p>	<p>N/A</p>
<p>Justification: no substrates used in current cycle;</p>		<p> Attached: 0</p>
<p>FV-Smart 29.01.01 Major Must</p>	<p>Up-to-date records of all fertilizer and biostimulant applications are kept.</p>	<p></p>
<p>Justification: eg. Haifa sop 0-0-51 + 42,5 so3 foliad fertilizer;</p>		<p> Attached: 0</p>
<p>FV-Smart 29.01.02 Minor Must</p>	<p>The records of all fertilizer applications shall include:</p>	<p></p>
<p>Justification: BLUEBERRY, ALL CROP, PLOTS S1-S10, FERTIRIGATION DONE ON 14.05.2024;</p>		<p> Attached: 0</p>
<p>FV-Smart 29.01.03 Minor Must</p>	<p>The records of all fertilizer applications shall include:</p>	<p></p>
<p>Justification: 14.05.2024</p>		<p> Attached: 0</p>






FV-Smart 29.01.04	The records of all fertilizer applications shall include:	
Minor Must		
Justification: fertirigation for all crop, s1-s10, 180kg 19-19-19 + amonium sulphate 60kg + uree 80kg + potasium sulphate 60kg		 Attached: 0
FV-Smart 29.01.05	The records of all fertilizer applications shall include:	
Minor Must		
Justification: fertirigation for all crop, s1-s10, 180kg 19-19-19 + amonium sulphate 60kg + uree 80kg + potasium sulphate 60kg		 Attached: 0
FV-Smart 29.01.06	The records of all fertilizer applications shall include:	
Minor Must		
Justification: farm operator IC		 Attached: 0
FV-Smart 29.01.07	Management of fertilizers is supported with metrics.	
Recommendation		
Justification: no metrics calculation		 Attached: 0
FV-Smart 29.02.01	Fertilizers and biostimulants are stored in an appropriate manner that does not compromise food safety.	
Major Must		
Justification: one designated area comply for storage of fertilizers and biostimulants;		 Attached: 0











FV-Smart 29.02.02	Fertilizers and biostimulants are stored in an appropriate manner that reduces the risk of environmental contamination.	
Minor Must		
Justification: comply;		 Attached: 0
FV-Smart 29.03.01	A risk assessment for organic fertilizer is conducted as per intended use.	
Major Must		
Justification: commercial organic fertilizers used;		 Attached: 0
FV-Smart 29.03.02	The interval between the application of organic fertilizer and harvest does not compromise food safety.	
Major Must		
Justification: only commercial organic fertilizers applied; no animal raw manure applied;		 Attached: 0
FV-Smart 29.03.03	The use of human sewage sludge is prohibited on the farm.	
Major Must		
Justification: no human sewage sludge used		 Attached: 0
FV-Smart 29.04.01	The content of major nutrients (nitrogen, phosphorus, potassium) in applied fertilizers is known.	
Minor Must		
Justification: certified fertilizers applied; records check;		 Attached: 0











<p><i>FV-Smart</i> 29.04.02 <i>Recommendation</i></p>	<p>Purchased inorganic fertilizers are accompanied by documented evidence of chemical content, including heavy metals.</p>	
<p>Justification: certified nutrients used;</p>		 Attached: 0
<p>FV-Smart 30.01.01 Major Must</p>	<p>There is a risk assessment to assess food safety risks for pre- and postharvest water used.</p>	
<p>Justification: document fv-smart 30.01.01 ed. 1 rev. 0 from 02.02.2024;</p>		 Attached: 0
<p>FV-Smart 30.01.02 Major Must</p>	<p>A risk assessment has been undertaken to evaluate environmental issues for water management on the farm (pre- and postharvest).</p>	
<p>Justification: document fv-smart 30.01.02 from 02.02.2024;</p>		 Attached: 0
<p>FV-Smart 30.01.03 Major Must</p>	<p>A water management plan is available.</p>	
<p>Justification: document fv-smart 30.01.03 from 02.02.2024;</p>		 Attached: 0
<p><i>FV-Smart</i> 30.01.04 <i>Recommendation</i></p>	<p>Actions are taken to complement on-farm water management with off-farm activities (while recognizing that the legal scope of the producer is on the farm).</p>	
<p>Justification: no evidence</p>		 Attached: 0











FV-Smart 30.02.01	Water use at farm level has valid permits/licenses where legally required.	
Major Must		
Justification: registration document no. 8173 from 14.05.2024 from ABA Jiu - with authorisation no. 98 from 11.07.2022;		 Attached: 0
FV-Smart 30.02.02	Restrictions indicated in water permits/licenses are complied with.	
Major Must		
Justification: registration document no. 8173 from 14.05.2024 from ABA Jiu - with authorisation no. 98 from 11.07.2022; water volumes meet legal authorisation volumes;		 Attached: 0
FV-Smart 30.03.01	Where feasible, measures have been implemented to collect water and, where appropriate, to recycle.	
Minor Must		
Justification: rainwater collection;		 Attached: 0
FV-Smart 30.04.01	Water storage facilities are present and well maintained to take advantage of periods of maximum water availability.	
<i>Recommendation</i>		
Justification: well maintained water storage facility		 Attached: 0
FV-Smart 30.04.02	Storage of water does not pose any food safety risks.	
Major Must		
Justification: 1 water laguna, secured, maintained;		 Attached: 0









FV-Smart 30.05.01	Water is analyzed for food safety, in accordance with the risk assessment.	
Major Must		
Justification: annually water analyse report for physical, chemical and microbiological parameters; report for 2024 check, comply;		 Attached: 0
FV-Smart 30.05.02	Corrective actions are taken based on results from the risk assessment and results of the water analysis.	
Major Must		
Justification: no corrective actions		 Attached: 0
FV-Smart 30.05.03	The use of treated sewage water does not pose a food safety risk.	
Major Must		
Justification: no use treated sewage water		 Attached: 0
FV-Smart 30.05.04	Water that comes into contact with products during harvest and postharvest meets the microbial standard for drinking water.	
Major Must		
Justification: not used		 Attached: 0
FV-Smart 30.05.05	Recirculated water used during production, harvest, and postharvest is changed or replenished at an appropriate frequency.	
Major Must		
Justification: No recirculated;		 Attached: 0











<p>FV-Smart 30.05.06 Major Must</p>	<p>Treated water used during harvest or postharvest is monitored appropriately.</p>	<p>N/A</p>
<p>Justification: no treated water used</p>		<p> Attached: 0</p>
<p>FV-Smart 30.06.01 Minor Must</p>	<p>Tools are routinely used to calculate and optimize crop irrigation.</p>	<p>✓</p>
<p>Justification: visual assessment and interview with farm manager;</p>		<p> Attached: 0</p>
<p>FV-Smart 30.06.02 Major Must</p>	<p>Measures are taken to understand the amount of water used and actions identified for how to increase water use efficiency.</p>	<p>✓</p>
<p>Justification: register fv-smart 30.06.02; eg. Records from 16.05.2024, all blueberry crop, irrigated, duration 3.07h, debit used 32 cubic metters, volume used 87 cubic metters;</p>		<p> Attached: 0</p>
<p><i>FV-Smart</i> 30.06.03 <i>Recommendation</i></p>	<p>Management of water is supported with metrics.</p>	<p>✗</p>
<p>Justification: no metrics calculation</p>		<p> Attached: 0</p>
<p>FV-Smart 31.01 Minor Must</p>	<p>Implementation of integrated pest management (IPM) is assisted through training or advice.</p>	<p>✓</p>
<p>Justification: farm manager CF is resp. for IPM plan management and activities from farm;</p>		<p> Attached: 0</p>











FV-Smart 31.02	The producer is informed about the relevant pests, diseases, and weeds that affect their registered crops.	
Major Must		
Justification: interview with farm manager CF; trained farmer for agricultural production;		 Attached: 0
FV-Smart 31.03	There is an integrated pest management (IPM) plan describing the measures used at farm level to manage the relevant pests, diseases, and weeds that affect the registered crop(s).	
Minor Must		
Justification: records from 14.05.2024;		 Attached: 0
FV-Smart 31.04	The producer implements prevention measures.	
Major Must		
Justification: PED level observation and monitorisation, crop monitorosation for pest and disease;		 Attached: 0
FV-Smart 31.05	The producer practices monitoring of their registered crops to plan pest and disease management.	
Major Must		
Justification: ipm plan implemented; resp. person farmer;		 Attached: 0
FV-Smart 31.06	The producer makes interventions to manage pests.	
Major Must		
Justification: nonchemical approaches also, interview and on-site assessment with farmer;		 Attached: 0

FV-Smart 31.07	Anti-resistance recommendations have been followed to maintain the effectiveness of available plant protection products (PPPs).	
Minor Must		
Justification: antiresistance maeasures applied, management controled by farm manager CF		 Attached: 0
FV-Smart 31.08	The producer uses the results of integrated pest management (IPM) to learn and to improve the IPM plan.	
Minor Must		
Justification: annual ipm evaluation		 Attached: 0
FV-Smart 32.01.01	Only treatments with plant protection products (PPPs) authorized for the country of production are used.	
Major Must		
Justification: OFFICIAL CHANNEL ALOE.ANFD.F.RO; FOR CURRENT CICLE, RECORDS CHECKED FOR PPP APPLICATIONS, INVOCES, STOCK; applications evidence with champ 77wg;		 Attached: 0
FV-Smart 32.01.02	Plant protection products (PPPs) and other treatments are applied appropriately and as recommended on the product label.	
Major Must		
Justification: for current cicle: application with champ77wg/ cooper, applied as fungicide, on period 07.03.2024 and on 21.03.2024;		 Attached: 0
FV-Smart 32.01.03	The producer takes active measures to prevent plant protection product (PPP) drift to neighboring plots.	
Major Must		
Justification: for current cicle: application with champ77wg/ cooper, applied as fungicide, on period 07.03.2024 and on 21.03.2024; Communication, knowledge of what crop neighbours;		 Attached: 0

<p><i>FV-Smart</i> 32.01.04 <i>Recommendation</i></p>	<p>The producer takes active measures to prevent plant protection product (PPP) drift from neighboring plots.</p>	
<p>Justification: communication</p>		 Attached: 0
<p>FV-Smart 32.02.01 Major Must</p>	<p>Records of plant protection product (PPP) applications are kept.</p>	
<p>Justification: blueberry, all crop, plots s1-s10, 21.03.2024, time of application 8 - 17.00, ppp applied champ77wg/ cooper, phy 30days, applied as fungicide, operator IC, authorised treatments IC, 20kg/ applied for 10ha, volume of water used 350l/ha, equipments atomizor + tractor, optime conditions;</p>		 Attached: 0
<p>FV-Smart 32.02.02 Major Must</p>	<p>Weather conditions at time of application are recorded.</p>	
<p>Justification: optime conditions</p>		 Attached: 0
<p><i>FV-Smart</i> 32.02.03 <i>Recommendation</i></p>	<p>Management of plant protection products (PPPs) is supported with metrics.</p>	
<p>Justification: no metrics calculation</p>		 Attached: 0
<p>FV-Smart 32.03.01 Major Must</p>	<p>There is evidence that the registered preharvest intervals have been complied with.</p>	
<p>Justification: records checked and comply; verified for ppp application from 21.03.2024 with champ77wg, phy comply; no harvesting starting for current cicle; No other treatments applied;</p>		 Attached: 0

<p>FV-Smart 32.04.01</p> <p>Major Must</p>	<p>Empty plant protection product (PPP) containers are triple rinsed with water before storage and disposal, and the rinsate is disposed of in such a way as to mitigate the risk to the environment.</p>	
<p>Justification: insructions displayed and comply</p>		 Attached: 0
<p>FV-Smart 32.04.02</p> <p>Major Must</p>	<p>The reuse of empty plant protection product (PPP) containers for purposes other than containing and transporting identical products is avoided.</p>	
<p>Justification: no re-use;</p>		 Attached: 0
<p>FV-Smart 32.04.03</p> <p>Minor Must</p>	<p>Empty containers are kept secure until disposal is possible.</p>	
<p>Justification: secure unit</p>		 Attached: 0
<p>FV-Smart 32.04.04</p> <p>Minor Must</p>	<p>Empty plant protection product (PPP) containers are disposed of in such a way as to mitigate the risk to humans and the environment.</p>	
<p>Justification: no violations evidence; safe disposal</p>		 Attached: 0
<p>FV-Smart 32.04.05</p> <p>Minor Must</p>	<p>Official collection and disposal systems are used, when available, and the empty containers are then adequately stored, labeled, and handled according to the rules of that collection system.</p>	
<p>Justification: disposal for one authorized company; contract in place for safe disposal;</p>		 Attached: 0

<p>FV-Smart 32.04.06</p> <p>Major Must</p>	<p>All local regulations regarding disposal or destruction of plant protection product (PPP) containers are complied with.</p>	
<p>Justification: contract with authorised company for safe disposal</p>		 Attached: 0
<p>FV-Smart 32.05.01</p> <p>Minor Must</p>	<p>Obsolete plant protection products (PPPs) are securely maintained, identified, and disposed of via authorized or approved channels.</p>	
<p>Justification: no obsolete ppp's</p>		 Attached: 0
<p>FV-Smart 32.06.01</p> <p>Minor Must</p>	<p>Surplus application mixes or tank washings are disposed of responsibly.</p>	
<p>Justification: one phytobac tank unit used; interview; visual assessment;</p>		 Attached: 0
<p>FV-Smart 32.07.01</p> <p>Major Must</p>	<p>Information regarding maximum residue levels (MRLs) is available for the destination markets in which products will be traded.</p>	
<p>Justification: romania market;</p>		 Attached: 0
<p>FV-Smart 32.07.02</p> <p>Major Must</p>	<p>A risk assessment for all registered products has been completed and the maximum residue level (MRL) requirements of the applicable market(s) are met.</p>	
<p>Justification: risk analyse fv-smart 32.07.02 ed 1 rev. 0; annual mrl analyse per blueberry; report no. 637/23.05.2024, no residues identified, period of analyse 15.05 - 23.05.2024; laboratory certificate LI1071</p>		 Attached: 0

<p>FV-Smart 32.07.03</p> <p>Major Must</p>	<p>The correct maximum residue level (MRL) sampling and testing procedures are followed.</p>	
<p>Justification: sampling procedures checked, comply with mrl report</p>		 Attached: 0
<p>FV-Smart 32.07.04</p> <p>Major Must</p>	<p>A documented action plan is available that describes the steps to be taken if an unauthorized plant protection product (PPP) is detected in the maximum residue level (MRL) sampling.</p>	
<p>Justification: no evidence of unauthorized ppp; document fv-smart 32.07.04;</p>		 Attached: 0
<p>FV-Smart 32.07.05</p> <p>Major Must</p>	<p>A documented action plan is available that describes the steps to be taken if a maximum residue level (MRL) is exceeded.</p>	
<p>Justification: documented plan, doc. Fv-smart 32-07.05 ed. 1 rev. 0, from 02.02.2024; no mrl exceeded identified;</p>		 Attached: 0
<p>FV-Smart 32.08.01</p> <p>Minor Must</p>	<p>Up-to-date application records are kept of all other substances not covered under any of the sections.</p>	
<p>Justification: NO APPLICATION OF OTHER SUBSTANCES</p>		 Attached: 0
<p>FV-Smart 32.09.01</p> <p>Major Must</p>	<p>Plant protection products (PPPs), biocontrol agents, and any other treatment products are stored in a manner that ensures the associated risks are managed.</p>	
<p>Justification: one comply facility; one new calibrated scale;</p>		 Attached: 0

FV-Smart
32.09.02

The plant protection product (PPP) storage is structurally sound and robust.



Minor Must

Justification: visual assessment; comply; sturdy area;



Attached: 0

FV-Smart
32.09.03

Plant protection product (PPP) storage does not pose a risk to workers or create opportunities for cross contamination.



Minor Must

Justification: liquids not stored above powders;



Attached: 0

FV-Smart
32.09.04

Plant protection products (PPPs) are stored at appropriate temperatures.



Minor Must

Justification: storage conditions follow;



Attached: 0

FV-Smart
32.09.05

Plant protection product (PPP) storage is illuminated.



Minor Must

Justification: optim illumination;



Attached: 0

FV-Smart
32.09.06

The plant protection product (PPP) storage is able to retain and manage spillage.


















Minor Must











Justification: retain capacity available







Attached: 0



FV-Smart 32.10.01	Access to health checks is available to workers with exposure to applicable plant protection products (PPPs) according to the risk assessment or exposure and toxicity of products.	
Minor Must		
Justification: no records for medical reports		 Attached: 0
FV-Smart 32.10.02	Plant protection products (PPPs) are mixed and handled according to label requirements.	
Major Must		
Justification: label instructions comply; records, visual assessment and records checked;		 Attached: 0
FV-Smart 32.10.03	An accident procedure is available near the plant protection product (PPP)/chemical storage.	
Minor Must		
Justification: accident procedures communicated, accesible near ppp chemical storage area		 Attached: 0
FV-Smart 32.10.04	Facilities are available to deal with operator contamination.	
Minor Must		
Justification: water source available; first aid kit in place		 Attached: 0
FV-Smart 32.10.05	Plant protection products (PPPs) are transported between production sites in a safe and secure manner.	
Minor Must		
Justification: no transport;		 Attached: 0

FV-Smart 32.10.06	The farm has documented procedures addressing re-entry times after plant protection product (PPP) application.	
Major Must		
Justification: signs displayed; procedure documented		 Attached: 0
FV-Smart 32.11.01	Invoices and/or procurement documentation of all plant protection products (PPPs) and postharvest treatments are kept.	
Major Must		
Justification: champ, in stock from 2023;		 Attached: 0
FV-Smart 33.01.01	Harvested and packed products are stored to minimize food safety risks.	
Major Must		
Justification: records of cleaning and hygiene maintained; records evidence from 14.05.2024;		 Attached: 0
FV-Smart 33.01.02	All locations for collection, storage, and distribution of packed products are cleaned and maintained.	
Major Must		
Justification: clean farm and production locations		 Attached: 0
FV-Smart 33.01.03	Packaging materials are appropriate for their intended use and stored under conditions that protect the materials from contamination.	
Minor Must		
Justification: packing materials provided by client; new approved materials;		 Attached: 0



<p>FV-Smart 33.01.04</p> <p>Major Must</p>	<p>Cleaning equipment, agents, lubricants, etc. are stored and used to prevent chemical contamination of products and are approved for application in the food industry.</p>	
<p>Justification: designated secure area</p>		 Attached: 0
<p>FV-Smart 33.02.01</p> <p>Major Must</p>	<p>Systems are in place to ensure that foreign materials do not contaminate products.</p>	
<p>Justification: no violations; visual assessment</p>		 Attached: 0
<p>FV-Smart 33.02.02</p> <p>Major Must</p>	<p>A system is in place for handling foreign material contamination.</p>	
<p>Justification: trained workers; procedures implemented;</p>		 Attached: 0
<p>FV-Smart 33.03.01</p> <p>Minor Must</p>	<p>Controlled storage conditions are maintained.</p>	
<p>Justification: control monitorised;</p>		 Attached: 0
<p>FV-Smart 33.04.01</p> <p>Major Must</p>	<p>A pest management plan is in place and implemented.</p>	
<p>Justification: pest control done with authorised company sc yireh & victoria srl, contract no. 416/ 25.04.2024;</p>		 Attached: 0







FV-Smart 33.04.02	Records are kept of pest control inspections and corrective actions taken.	
Major Must		
Justification: pest control done with authorised company sc yireh & victoria srl, contract no. 416/ 25.04.2024; contract available for 1 intervention for 365 days, before harvesting and storing of fruits;		 Attached: 0


FV-Smart 33.05.01	Final product labeling is appropriate.	
Minor Must		
Justification: no labelling activity; bulk delivery; ggn, date of harvesting, date of delivery and producer/ supplier code from client;		 Attached: 0

FV-Smart 33.06.01	A risk-based microbial environmental monitoring program is in place for product handling areas.	
Minor Must		
Justification: document fv-smart 33.06.01;		 Attached: 0

GRASP v2

G1 Minor Must	The producer informs the workers of the GRASP assessment and its scope at least two working days before the date of assessment.	
Justification: F G1 Communication regarding the GRASP assessment on the date of 18.01.2024 conducted by administrator, signed by 18 employees (5 permanent and 13 temporary workers). The new employees will be informed and trained on all implemented procedures and policies. On the day of their employment, they will sign for compliance and understanding of the communicated information, including about the ER elected on 29.03.2024. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.		
		 Attached: 0


<p>G2 Minor Must</p>	<p>The producer provides a register of any/all workers hired and those present on the date of the assessment.</p>		
<p>Justification: F G2 Register of internal employees -permanent - of the date of 01.05.2024 signed for conformity by the administrator. The farm does not work with subcontractors . On the audit day, there are 18 employees. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>			 Attached: 0
<p>G3 Major Must</p>	<p>The producer/producer group completes a minimum of one self-assessment/internal GRASP assessment annually.</p>		
<p>Justification: Manual GRASP v2/ 11.01.2024, FG3 Self-assessment document - conducted on the date of 10.05.2024 No non-conformities (NC) were identified. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>			 Attached: 0
<p>G4 Minor Must</p>	<p>Effective corrective actions are taken to address all non-compliant Major Musts and at least a percentage of Minor Musts detected during the self-assessment/internal GRASP assessment.</p>		
<p>Justification: The self-assessment was conducted on 10.05.2024 by FCD- Administrator. No non-conformities (NC) were identified. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>			 Attached: 0
<p>01.01 Major Must</p>	<p>The producer respects the right of workers to join and/or form trade unions or other worker organizations of their choice (as well as the right to refrain from joining/forming such organizations) in accordance with applicable national legal requirements.</p>		
<p>Justification: Manual GRASP v2/ 11.01.2024, Statement of employees, on representation/ from the date of 12.03.2024 employees express their opinion on representation. The producer has made all possible options known to the employees and requested their agreement - document F1.1/12.03.2024. The proposals were analyzed, and the general option was for the election of the ER. The result was made public on 15.03.2024 ; the date of the elections was also communicated on 15.03.2024. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>			 Attached: 0

01.02 If the right to freedom of association and collective bargaining is absent, restricted, or denied under local law, the producer allows alternative forms of independent worker representation and negotiation that is free of employer control. 

Minor Must

Justification: Manual GRASP v2, chap. 1.2, F 4.1 Human rights Policy from the date of.29.03.2024 recognizes the right to associate chap. 5. The policy was communicated to all employees, according to document from the date 29.03.2024. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


 Attached: 0

01.03 The producer does not discriminate or otherwise penalize worker representation, members of trade unions, or other worker organizations because of their membership in or affiliation with legally registered worker organizations. 

Major Must

Justification: F 4.1 Human Rights Policy, chapter 3, signed by ER and administrator- 29.03.2024 The producer prohibits discrimination of any kind within the farm or among its collaborators. The policy was communicated to all employees, according to the minutes of the GRASP meeting dated 29.03.2024 regarding Policy F4.1; F 1.3 List of worker organizations available at the local level. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


 Attached: 0

01.04 The producer allows any worker representation duly registered and duly recognized by the local law access to the workplace to carry out their representative functions in accordance with applicable national legal requirements. 

Major Must

Justification: F 4.1 Human Rights Policy dated 11.01,2024 chapter 3. The policy was communicated to all employees, according to the minutes of the GRASP meeting dated 29.03.2024 regarding Policy F4.1. The producer allows access to the workplace for any representation of workers that is legally registered and properly recognized by local law to carry out their representative functions in accordance with applicable national legal requirements. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


 Attached: 0

02.01 Current workers have decided on appropriate representation to help assess, communicate, and monitor their interests before the producer. 

Major Must


Justification: Manual GRASP v2,. F2 Procedure for electing the ER; chapter 2.1. The GRASP assessment communication on 18.01.2024, both verbally and in writing, where 18 employees (5 permanents- 3 national and 2 foreign national and 13 temporary), stated their desire for the election of the new ER. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.

 Attached: 0


02.02 After the workers reach a decision on the representation, the composition and type of the worker representation is communicated by management to the current workers. 

Major Must

Justification: Manual from the date 11.01.2024 Procedure for the election of the employee representative F2.2 dated 11.01.2024- communicated- 18.01.2024, F 2.2-1 Planning the election of the employee representative, dated 15.03.2024 F 2.2-2 Presentation of candidates/ dated 27.03.2024 F 2.2-3 Minutes of the election of the employee representative, dated 29.03.2024. The election meeting was not planned during the peak period, but employees from all categories - permanent and temporary - were present. During the peak period, a meeting will be scheduled in which all employees including temporary workers will participate and they will be informed, ER, his rights and obligations, the complaints procedure, the sanctions procedure and the human rights policy. F 2.2-4 List of employees who participated in the vote- 18 employees (5- permanent national and 13 temporary workers)/29.03.2024 F 2.2-5 Information regarding the company's employee representative/29.03.24 F 2.2-6 Job description of the employee representative- OP-29.03.2024. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.




Attached: 0


02.03 The producer ensures that worker representation is decided during the time with the highest presence of workers at the farm. 

Minor Must

Justification: Procedure F2/ 11.01.24, Manual GRASP v2, chapter 2.4/11.01.24.; F 2.2-5 Information regarding the ER- F 2.2-6- signed by 18 employees, present on meeting for election. Job description of the employee representative-IF, signed by the ER on the date 29.03.2024. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.




Attached: 0


02.04 The worker representation/management liaison has been instructed on their role, duties, and rights within GRASP. 

Major Must

Justification: Procedure F2, Manual GRASP v2, chapter 2.4.; F 2.2-5 Information regarding the ER/29.03.2024 F 2.2-6 Job description of the employee representative- OP signed by the ER on the date 29.03.2024. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. Compliance with P&G and documents.




Attached: 0

02.05 Workers, their representation, and the producer hold monthly gatherings on issues related to GRASP during the time with the highest presence of workers. 

Minor
Must

Justification: Manual GRASP v2/ 11.01.2024, chapter 2.5; F 2.5 Minutes of the GRASP meeting dated 29.03.2024 regarding Human rights Policy F4.1. The elections took place during a period when all category of employees were at work. The farm employs with permanent employees and temporary workers. A total of 18 employees participated in the meeting to elect the ER. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


 Attached: 0

03.01 A confidential complaint process is available to be used by all workers free of any retaliation or penalty. 

Major
Must

Justification: Chapter 3.1 of the GRASP Manual dated 11.01.2024. P3.4-1 Complaint Procedure (displayed on the farm). A confidential complaint process is available for use by all workers, without any reprisals or penalties. The process is simple and accessible to all employees. The process covers verbal complaints that can be immediately resolved through a conversation/personal meeting. F 3.4-2.1 Verbal Acknowledgement of Complaint Procedure, signed by all employees-29.03.2024. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


 Attached: 0

03.02 The complaint process is implemented and appropriate to the number and type of workers for filing complaints in person, anonymously, or through the worker representation. 

Minor
Must

Justification: Manual dated 11.01.24, chapter 3.2, F 3.2 - Complaints Poster - communication method, resolution period 30 days, in case of incorrect solution, or its absence, individuals can address the courts without being persecuted. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


 Attached: 0

03.03 The worker representation has been instructed on how to use the process on behalf of other workers on the rights included in the producer's human rights policies. 

Minor
Must

Justification: Information regarding the ER form code F 2.2-5, dated 29.03.2024 all employees give their consent to allow the employee representative to act on their behalf. When this representation is requested by the worker to protect the anonymity of the complainant, the process must respect the request and continue without affecting the outcome. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


 Attached: 0

03.04 Easy-to-understand instructions are provided to all workers about the complaint process. 

Major Must

Justification: Chapter 3.4 of the manual, Complaint Procedure 3.4-1, displayed on the farm. A confidential complaint process is available for use by all workers, without any reprisals or penalties. The process is simple and accessible to all employees. The process must be available in the predominant language(s) of the workforce and/or through pictograms. The process covers verbal complaints that can be immediately resolved through a conversation/personal meeting. F 3.4-2.1 Verbal Acknowledgement of Complaint Procedure, signed by all employees-29.03.2024. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. Compliance with P&G and documents.


 Attached: 0

03.05 There are one or more well publicized places to file complaints, at least one of which should be independent of the supervisory staff. 

Major Must

Justification: F 3.2.1 - "Complaints Poster" for visual identification, simple and quick, evidence of accessibility of these materials on the farm. Any new worker receives training regarding the complaints/ suggestions/ reports process. F.3.4.2.1 Complaints/ Suggestions/ Reports Process, F 3.4.2.2 Complaints, Reports, and Suggestions Form (Resolution), F 3.4.2.3 Complaints, Reports, and Suggestions Form (Form filled out by employee) Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. Compliance with P&G and documents.


 Attached: 0

03.06 The producer shall endeavor to resolve a complaint while the worker is under their employment, in a timely manner and proportionately to the nature of the complaint made. 

Minor Must

Justification: Chapter 3.6, manual GRASP dated 11.01.2024. The complaints procedure F3.4.2.1 has been communicated to the employees - Minutes of the GRASP meeting on 29.03.2024. No complaints have been recorded. The Administrator communicates any complaints to the ER. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. Compliance with P&G and documents.

 Attached: 0

03.07 A summary record of any complaint over the past 24 months is kept to show that they have been received and addressed. 

Minor Must

Justification: F.3.7 Complaints/Reports /Suggestions Register available, without complaints. Interview - employees are familiar with the complaint procedure available on the farm. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. Compliance with P&G

 Attached: 0

04.01
Major
Must

The producer has and complies with a policy on the protection of human rights, acknowledging the rights in the ILO Core Labour Conventions and against any form of forced labor, corruption, corporal punishment, harassment or abuse, and discrimination and supporting good labor conditions, social practices, and human rights for all workers.



Justification: Manual GRASP chapter 4. Human Rights Policies signed by ER and administrator/ 29.03.2024, available on the farm, F 4.1 Human Rights Policy. This is in accordance with with labor legislation and NIG for Romania. The policies have been presented to all employees - Minutes of Meeting 29.03.2024. The documents were signed by the manager and HR and are available on the farm. The producer has and complies with Policy on the protection of human right. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. Compliance with P&G and documents.



Attached: 0

04.02
Major
Must

All workers are communicated the contents of the producer's human rights policy.



Justification: Manual GRASP chapter 4.2 Minutes of the GRASP meeting from 29.03.2024 regarding Policy F4.1. The Human Rights Policy is reviewed every three years or whenever there is a change in labor legislation or a change in GRASP, which ever occurs earlier. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. This is compliant with labor legislation and NIG for Romania. The policies have been presented to all employees - Minutes of Meeting - 29.03.2024. The documents were signed by the manager and HR and are available on the farm.



Attached: 0

04.03
Minor
Must









All supervisory staff is informed about the contents of the human rights policy.




Justification: Manual dated 11.01.2024 chapter 4.2 Minutes of the GRASP meeting on 24.04.24 regarding Human rights Policy for employees and subcontractors F4.1 and F 4.4 Visitor Policy. The policies have been presented to all employees - Minutes of Meeting -29.03.2024. The documents were signed by the manager and ER and are available on the farm. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.



Attached: 0


<p>04.04 Major Must</p>	<p>The producer communicates the producer’s human rights policy to any labor subcontractor. Other subcontractors and visitors are communicated when visiting the farm.</p>	
<p>Justification: Manual dated 11.01.2024 - 4.2 Minutes of the GRASP meeting dated 29.03.2024 regarding Human rights Policy for employees and subcontractors F4.1 and F 4.4- Visitor Policy/ 11.01.2024. The policies have been presented to all employees - Minutes of Meeting-29.03.2024. The documents were signed by the manager and ER and were available on the farm. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>		
 Attached: 0		
<p>04.05 Minor Must</p>	<p>The human rights policy is reviewed every three years, or when there is a change to labor legislation, or a change in GRASP, whichever occurs soonest.</p>	
<p>Justification: Manual GRASP chap. 4.5, Human Rights Policy F4.1 -29.03.2024 The Human Rights Policy is reviewed every three years or whenever there is a change in labor legislation, NIG -Romania or change in GRASP, whichever occurs earlier. This is compliant with labor legislation and NIG for Romania. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>		
 Attached: 0		
<p>05.01 Major Must</p>	<p>The workers and the worker representation are provided with easy-to-understand and up-to-date information on minimum wage, working hours, breaks, maternity and sick leave, harassment and discrimination, freedom of association, holidays, labor unions, and local labor authorities contacts.</p>	
<p>Justification: Manual GRASP, 11.01.2024 chap.5.1, The information is available to all employees on the farm. Employees and ER have access to updated legislative databases in electronic format, counseling from specialized personnel, and have received appropriate training regarding human rights, rights, and obligations. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>		
 Attached: 0		
<p>05.02 Major Must</p>	<p>Taking into consideration any differences between national and local legislation and GRASP, the producer always applies the higher level of protection to workers.</p>	
<p>Justification: Manual GRASP v2/11.01.2024, chap. 5.2 .Human Rights Policy, from 29.03.2024, Chapter 2 - "We commit to upholding all internationally recognized human rights relevant to our activities. In cases where national legislation and relevant international human rights differ, we seek to adhere to the higher standard. Interview with permanents IC- national , SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>		
 Attached: 0		

06.01 All workers are legally eligible to work at the production site and on the activities assigned. 

Major Must

Justification: The employees comply with the legal requirements for professional training and health to perform the activities for which they are employed. Contracts verified, representing all categories: permanent and temporary, men and women. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF..


 Attached: 0

06.02 All workers have entered work voluntarily and freely: - Without being pressured, forced, or intimidated - Without being required to pay (directly or indirectly) a fee or related cost for being recruited, or making monetary deposits, financial guarantees, or deposits of personal possessions to be employed - Understanding and freely agreeing to the employment terms and conditions document 

Major Must

Justification: Manual chapter 6.2, Employee Register kept up to date, Human Rights Policy dated 29.03.2024, Contracts verified, representing all categories -permanent national and temporary. The employer complies with the current legislation, the Labor Code - Law 53 of 2003, updated through Law 52 of 2023. Employments are at the request of the employee, and there is no evidence of forced labor according to the verified documents and interview. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.

 Attached: 0

06.03 All contracted employment agencies and labor subcontractors are legally authorized to operate and/or registered with labor authorities when such registration exists. 

Major Must

Justification: The employment contracts comply with the current legal requirements - the Labor Code - Law 53 of 2003, updated through Law 52 of 2023. and NIG for Romania. All contracts were available. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.

 Attached: 0

06.04

For each worker, a document with the employment terms and conditions is available and has existed from the moment the employment relationship started.



Major
Must

Justification: Manual chapter 6.4, The employment contracts provide details about the terms of employment. They are available in Romanian. The contracts are signed and dated- with started date, by both, the employer and the employee, and it resulted from interviews that the employees have received a copy. This is recorded in writing by the employee on the copy retained by the employer. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.



Attached: 0

06.05

Information on the worker's full name, nationality, and date of birth is verified by the employer before hiring and has been correctly included in the worker's terms and conditions documents.



Major
Must

Justification: Manual chapter 6.5 - Before signing the contract, the employer verifies the legality of the documents such as identity card, tax identification number, address, bank account, etc. After signing the contract, it is registered in REVISAL - the General Register of Employee Records. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. The documents were in line with the information obtained during the interview. There are no indications of forced labor.



Attached: 0

06.06

The employment terms and conditions documents include up-to-date information on the period of employment, contract type, a basic job description, wages, payments, working hours, breaks, holidays, and information on maternity or sick leave applicable by law.




Minor
Must

Justification: The employment contracts, regarding the terms and conditions of employment include updated information regarding the duration of employment, type of contract, job description, salaries, payments, work schedule, breaks, holidays, and information about maternity or sick leave. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.





Attached: 0

06.07 The employment terms and conditions in the document comply with national legislation and collective bargaining agreements. 

Major Must


Justification: Manual 11.01.2024 chapter 6.7, The employment contracts comply with the current legal requirements - the Labor Code - Law 53 of 2003, updated through Law 52 of 2023. and NIG for Romania. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.



Attached: 0

06.08 Changes to the employment terms document have been recorded, communicated, and accepted by the worker. 

Major Must


Justification: Manual 11.01.2024, chapter 6.8, At the time of hiring and whenever there are modifications, the employer communicates essential information to the employees regarding: working hours, number of days of vacation, work schedule, wages, method and date of salary payment, etc. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


Attached: 0

06.09 The employment terms and conditions document together with other relevant documents of the workers hired during the previous and current production cycles are accessible to workers. 

Minor Must

Justification: Employment contracts are kept and available for all employees. Contracts from 2024 are available, as well. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. No deviations from legal provisions or employment contracts have been identified.


Attached: 0

07.01 Payments to workers are made in accordance with the worker terms and conditions documents. 

Major Must

Justification: Payments to workers are made in accordance with the documents outlining the terms and conditions of employment. Payment records align with the conditions of employment for: Pay dates, Type of payment notification used - phone message, Payment amounts, Payment method - bank transfer for permanent employees - on 1st day of every month, and cash for temporary. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


 Attached: 0

07.02 The workers are notified about when payments are made. 

Minor Must

Justification: Manual 11.01.2024, chapter 7.2, The workers are informed about the timing of payments through phone messages. The work schedule and payday dates are posted in the farm. These details are also included in the employment contracts.. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


 Attached: 0

07.03 The record of payment information is accessible to current workers and kept on file for at least 24 months. 

Minor Must

Justification: Manual chap. 7.3, The payments informations are accessible to current workers and are kept in the file for at least 24 months. It has been verified for the employees.. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


 Attached: 0

08.01 Pay slips or registers show the amount of working time (including overtime) or harvest amount and the wages and/or overtime paid. 

Minor Must

Justification: Manual chap. 8.1, verification of payment statement dated 01.05.2024. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.



Attached: 0

08.02 Wages, payments, number of hours, government social security/pension contributions, and payroll taxes in the pay slip comply with the employment terms and conditions, with national labor regulations, and/or with collective bargaining agreements. 

Major Must

Justification: Manual GRASP v2/ 11.01.2024, payment statement, and supporting documents for discrepancies. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. No deviations from legal provisions or employment contracts have been identified. .


Attached: 0

08.03 All workers earn at least the national minimum wage and/or the collective bargain agreement wage within regular working hours. 

Major Must

Justification: The salary complies with current legal requirements regarding the minimum wage. The wage is correlated with the number of hours worked, include payment for overtime hours, non-working days, and night work. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


Attached: 0

08.04
Major
Must

Any deductions from salaries are included in the pay slip and are legally justified in writing, clearly explained, and accepted by the worker in files.



Justification: Manual dated 11.01.2024, chapter 8.4, cross-checking contracts/payment statements with the payment register, supporting documents for deductions, or the legal framework mentioned in the employment contract, additional acts. Personal and additional deductions, and taxes are clearly distinguished and not included in the negotiated salary. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.



Attached: 0

09.01
Major
Must

The producer verifies that no worker below the legal minimum age of employment or the age of completion of compulsory education (whichever provides the highest protection) is working at the production sites. The minimum age of employment shall not be less than 15 years and 13 for light work. For countries exempt from ILO Convention 138, the minimum age of employment shall not be less than 14 and 12 for light work.



Justification: Manual chapter 9.1, Human Rights Policy F4.1 dated 29.03.2024 chap. 4, work with minors - The manager declares that it does not use/employ minors in farm activities. According to the verified documents and the results from interview. The following contracts have been verified: foreign national permanent- SAN 2/08.03.2024 and for nationals permanent employees- IC 14/19.02.2021 . For temporary workers were checked de Register for March, April and May. All verified documents were signed by both the employee and the employer. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.



Attached: 0

09.02
Major
Must

The producer checks that no worker under the age of 18 is engaged in night work or tasks that are hazardous in nature in any production site.



Justification: Manual chapter 9.2, Human Rights Policy F4.1 dated 29.03.2024 chap. 4, work with minors - The manager declares that it does not use/employ minors in farm activities. According to the verified documents and interview it resulted that no child (minors below the legal minimum employment age) is employed or resides on the farm. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.



Attached: 0

09.03
Major
Must

Children on family farms shall be employed only by their core family under conditions that support their protection, right to education, and safety.



Justification: Manual chapter 9.3, Human Rights Policy F4.1 dated 29.03.2024 chap. 4, work with minors - The manager declares that it does not use/employ minors in farm activities. According to the verified documents (payslips, attendance logs, temporary registers), and through on-site visits to the farm and interview- it resulted no child (minors below the legal minimum employment age) is employed or resides on the farm. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.



Attached: 0

09.04
Minor
Must

Supervisory staff has been informed of the legal requirements on working age and of the effective remediation plan (when workers under the age 18 are found working in non-compliance).



Justification: Manual dated 11.01.2024 chapter 10.1, Human Rights Policy F4.1, dated 29.03.2024 chap. 4, work with minors. The organization has established through its own Policy that it does not employ minors. There are no workers residing on the farm. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.



Attached: 0

10.01
Major
Must

Any children at compulsory school age living or working on any production sites shall have access to school education.



Justification: Manual GRASP v2- 11.01.2024 . chapter 10.1, Human Rights Policy F4.1 dated 29.03.2024 chapter 4, work with minors. The organization has established through its own Policy that it does not employ minors. There are no workers residing on the farm. There are no children of employees who live or work on the farm, engaged in activities on the farm. Were checked payslips and through on-site visit to the farm. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.



Attached: 0

10.02
Minor
Must

The producer verifies and keeps records with the full name, name of parents, and date of birth of all children at the production sites who are below the age of completion of compulsory schooling.



Justification: Manual GRASP v2- 11.01.2024 . chapter 10.2, Human Rights Policy F4.1/29.03.2024 chap. 4- work with minors - There are no children of employees who live or work on the farm, engaged in activities on the farm. Were checked payslips, temporary registers, and through on-site visit to the farm. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. Cross-checking documents/ interviews has revealed that there are no non-conformities.



Attached: 0

10.03
Major
Must

If access to a school is not possible, the producer facilitates transport for children below the age of completion of compulsory schooling.



Justification: There are no children of employees who live or work for any production location of producer, engaged in activities on the farm. During the verification of accounting documents, through on-site farm visits it resulted that no child (minors below the legal minimum employment age) is employed or resides on the farm. Interview with.. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.

 Attached: 0

10.04
Major
Must

If schools are not available for children living and/or employed on the production sites who are below the age of compulsory school completion, the producer facilitates on-site schooling.



Justification: There are no children of employees who live or work for any production location of producer, engaged in activities on the farm. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. The producer operates in accordance with legal requirements and internal documents.

 Attached: 0

11.01
Major
Must

A time recording system is in place and suitable for the type and the size of the producing/handling site.



Justification: Manual dated 11.01.2024 chap.11.1, description.The system has been verified for March, April and May and provides management and all workers with information regarding the number of hours worked. For each worker, the Attendance record indicates the exact times of entry and exit for each day, facilitating easy verification and confirmation by the workers. The document was signed upon entry and exit by each employee. Interview with. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.

 Attached: 0









11.02
Major
Must

The system provides a record of the regular working hours and overtime hours for each worker.



Justification: Manual from 11.01.2024 chap. 11.2, description of overtime records, registrations, and examples for all categories of employees. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.

 Attached: 0

<p>11.03 Major Must</p>	<p>The system provides a record of the effective daily breaks, weekly breaks, and holidays for each worker.</p>	
<p>Justification: Manual in force from 11.01.2024 chap. 11.3, Daily break records, weekends, and vacation recordings were available and compliant with contract and national legislation. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF..</p>		 Attached: 0
<p>11.04 Minor Must</p>	<p>All workers are instructed on the time recording system and on checking the system.</p>	
<p>Justification: Manual from 11.01.2024 chap. 11.4 Minutes of the GRASP meeting from 29.03.2024 F 11.4 Communication: Work schedule Employees were trained on the time recording system and its verification. At the beginning of their collaboration with the farm, each employee or day laborer receives training regarding their rights and obligations, including the work schedule. Evidence in the files of the interviewed individuals has been verified. Interview with. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>		 Attached: 0
<p>11.05 Minor Must</p>	<p>Each worker has access to a summary of the system records before or at the moment of wage payment in at least the worker's working instruction language or in the predominant language(s) of the workforce.</p>	
<p>Justification: Manual GRASP v2/ 11.01.2024 chap. 11.5. Payment summary - timesheets compliant with requirements. Each worker has access to a summary of the system records before , if they ask this information or at the time of salary payment. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>		 Attached: 0
<p>12.01 Major Must</p>	<p>Working hours (including overtime, night work, and rest days/breaks) with indication of peak/harvesting season are shown in the records.</p>	
<p>Justification: Manual GRASP v2/ 11.01.2024 chapter 12.1; The attendance records and payment documents for March, April and May have been cross-checked, and no discrepancies have been identified. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>		 Attached: 0

12.02 All overtime hours are voluntary, if not regulated otherwise in the national law or collective bargain agreement. ✔

Major Must

Justification: Manual GRASP v2/ 11.01.2024 chapter 12.2; In the individual employment contract, the performance of overtime hours is regulated at the request of the workplace supervisor or manager, with the employee's consent, without repercussions if the refusal is justified. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF. In 2024, no overtime hours were recorded according to the accounting documents and the interviews with the employees.


Attached: 0

12.03 Overtime shall not be requested on regular basis in a production cycle/year and as indicated by law. ✔

Major Must

Justification: Manual GRASP v2 / 11.01.2024 chapter 12.3 The attendance conditions for March, April and May 2024 have been checked. No overtime hours have been recorded- from 2024. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


Attached: 0

12.04 Working time does not exceed 48 hours weekly (excluding overtime) unless indicated by law or collective bargaining agreement. The employer reports the total hours worked, and if they exceed 48 hours, the appropriate safeguards are in place to protect the workers' health and safety. If national legislation and collective bargaining agreements set lower weekly working hours (excluding overtime), these lower limits shall prevail. ✔

Major Must

Justification: Manual GRASP available from 11.01.2024 chapter 12.4. The producer does not allow exceeding the working time of 48 hours, including overtime. Overtime hours are paid or compensated with time off. The attendance conditions for March, April and May 2024 have been checked. No overtime hours have been recorded. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.










Attached: 0



12.05 Rest breaks/days as shown in the records indicate compliance with national regulations and/or collective bargaining agreements. If not specifically regulated for agriculture by local laws or collective bargaining agreements, the rest/breaks include, at least: (a) Short breaks during working hours (b) Sufficient breaks for meals (c) Daily or nightly rest of not less than 8 hours within a 24-hour period (d) Rest of at least a full calendar day within a week ✔



Major Must

Justification: Manual dated 11.01.2024 chap. 12.5. Breaks/ rest days, as shown in the records, indicate compliance with national regulations and collective labor agreements. They are regulated as follows: a lunch break from 12:00 to 12:30 and two 15-minute breaks depending on the activity performed. They work without subcontractors. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.


Attached: 0

<p>12.06 Major Must</p>	<p>Total weekly working hours (including overtime) as shown in the records indicate compliance with national legislation and collective bargaining agreements. If national legislation sets total weekly working hour limits higher than 60 hours (including overtime) in peak season and/or agricultural workers are exempt from overtime limitations, the employer reports the total weekly hours worked and which appropriate safeguards are in place to protect the workers' health and safety.</p>	
<p>Justification: Manual GRASP v2/11.01.2024 chapter 12.6 The total weekly working hours (including overtime hours), as shown in the records, indicate compliance with national legislation and collective labor agreements - 40 hours per week. The maximum number of hours worked can reach up to 48 hours per week during peak periods with overtime payment at double the hourly rate or compensation with time off. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>		 Attached: 0
<p>12.07 Minor Must</p>	<p>Supervisory staff is instructed about the safeguards in place to protect the workers' health and safety when working over the regular weekly working time and/or over the peak season weekly working time.</p>	
<p>Justification: Manual GRASP v2/11.01.2024 chap. 12.7. Interview with workplace supervisor BVD. He has been trained on the protective measures implemented to safeguard the health and safety of workers when working beyond the usual weekly working hours and/or during peak season - days off in the following days but no later than 1 month. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF..</p>		 Attached: 0
<p>12.08 Minor Must</p>	<p>Workers are communicated to effectively use the rest breaks/days during peak season.</p>	
<p>Justification: Manual available from 11.01.2024 chap. 12.8. Workers have been informed to efficiently utilize breaks/rest days during the peak season to maintain health and safety while working. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>		 Attached: 0
<p>13.01 Major Must</p>	<p>A written disciplinary procedure is available.</p>	
<p>Justification: Manual GRASP v2/11.01.2024 chap. 13. Disciplinary Procedures /11.01.2024-was available on the farm. The proces include: hearing, decision, revision if is necessary and decision.In the past year, no disciplinary sanctions have been applied. Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.</p>		 Attached: 0

13.02 Minor Must	Workers are informed about the terms of the disciplinary procedure, including that any deduction from wages as a disciplinary measure is prohibited.	
Justification: Manual dated 11.01.2024 chap.13.2 GRASP meeting minutes dated 29.03.2024 for communication of the procedure. Procedure available on the farm.Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.		 Attached: 0

13.03 Minor Must	Records are kept of any disciplinary actions taken during the last 24 months.	
Justification: Manual chapter 13.3 - no records of disciplinary measures. No disciplinary measures have been applied in the last 24 months.Interview with permanents IC- national, SAN- foreign national, temporary- BVF, BM, BN, MC, MM, MI; administrator-FCD and ER-IF.		 Attached: 0

Documents attached

File name	Control Point	Description