

PROOF OF ASSESSMENT

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

Assessment No.
10000325478-MSD-DNV GL-KEN

Date of Assessment
2019-11-18

Date of Upload
2019-12-23

Valid until
2020-11-17

Registration No.: CERT19052019GGKENACCREDIA

GGN Number: 4059883664379

Issued to

Biofarms Limited

P.O BOX 79983 - 00200, Eastern Bypass, Nairobi, Kenya

Country of production: **Kenya**

GLOBALG.A.P.

OPT2-Producer Group

According to GRASP General Regulations V1.3 July 2015

The Annex 1 contains details of the GRASP results (GRASP Check List)

DNV GL Business Assurance Italia S.r.l. declares that the producer mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice V1.3 July 2015

GLOBALG.A.P. certified products covered by GRASP:

Products	Assessment Number	Produce Handling	No. of GRASP internally assessed producers	Total number of producers
Avocados	00081-CVTFK-0002	Yes	14	37
Total			14	37

Assessment Result:

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

Fully compliant

Place and date:

Vimercate (MB), 2019-12-24

Jackline Osebe Matoke

Lead auditor



for the Accredited Unit:

DNV GL Business Assurance Italia S.r.l.

Sabrina Bianchini

Sabrina Bianchini

Management Representative

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Assessment invalid.

The current status of this certificate is always displayed at: <http://www.globalgap.org/search>

ACCREDITED UNIT: DNV GL Business Assurance Italia S.r.l. Via Energy Park, 14, 20871 Vimercate (MB), Italy. Tel. 039.68 99 905.

Website: www.dnvgl.com/assurance



GGN: 4059883664379

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

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

PROOF OF ASSESSMENT

**According to
GRASP General Rules V1.3 July 2015
Option 2**

**Issued to
Producer Group Biofarms Limited (Grower Group)
P.O BOX 79983, 00200 NAIROBI, Kenya**

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

The Certification Body DNV GL Business Assurance Italia S.r.l. declares that the producer group mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice Version 1.3 July 2015.

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

GLOBALG.A.P.-certified products covered by GRASP:

Products	Assessment Number	Product Handling	No. of GRASP internally assessed producers	Total number of group members
Avocados	00081-CVTFK-0002	Yes	14	37
Total:			14	37

1. Overall assessment result: Fully compliant

GGN: 4059883664379

2. QMS result: Fully compliant

3. Assessment result in detail:

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

Date of Assessment: 18-11-2019

Date of Upload: 23-12-2019

Validity: 18-11-2019 - 17-11-2020 (depending on GLOBALG.A.P. certificate validity)

The actual status of this proof is always displayed at: <https://database.globalgap.org>

GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE

GRASP Checklist - Version 1.3

Checklist Producer Group (Option 2)

Valid from: 1 July 2015

Mandatory from: 1 October 2015



1. CERTIFICATE HOLDER REGISTRATION DATA																																	
Producer Group GGN/GLN:*	4059883664379			Registration N°:																													
Company name:*	BIOFARMS LRD-RIOMANGA AVOCADO DELF HELP GROUP			Address:*			P.O BOX 79983-00200-NAIROBI, KENYA																										
Telephone:*	723078250																																
Email:	info@biofarms.co.ke			Fax:																													
Assessment date:*	18/11/2019			Contact person:*			PURITY KYALO																										
Previous assessment date(s):																																	
Does the producer group have any other external audits or certification covering social practices? If yes, which?																																	
Standard 1: SMETA	Standard 2:			Standard 3:			Standard 4:																										
Valid to:	Valid to:			Valid to:			Valid to:																										
Has the Certification Body detected any significant breach of legal requirements concerning labor conditions?																																	
						<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO																								
Has the Certification Body reported this finding to the local/national responsible and competent authority?																																	
						<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO																								
Comments: There was no breaching of legal requirement noted during the audit.																																	
Company description: Th Bio farms company limited is an exporting company that supports small sacle farmers who grow avocado,mangoes and passion fruits .The company has about 14 farmers who are also GG certified .The company employees 12 workers at the packhouse among them 3 are permanaent while 9 are casuals .its peak periods are in the month of March and July.Th packhouse is located at Aviation Centre Block 4 North Airport Road Nairobi Kenya.They are also SMETA certified.																																	
<table border="1"> <thead> <tr> <th></th> <th>YEAR</th> <th></th> <th></th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Total number of producer group members participating in GRASP:</td> <td>14</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:</td> <td>14</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total number of externally assessed GRASP producer group members:</td> <td>14</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>											YEAR					Total number of producer group members participating in GRASP:	14					Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:	14					Total number of externally assessed GRASP producer group members:	14				
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* Mandatory field																																	

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:									
4059883664379	4059883666090	4059883666205	4059883666236	4059883666113					

Are produce handling (PH) facilities included in the GRASP assessment?					<input checked="" type="checkbox"/> YES		<input type="checkbox"/> NO		
	Is produce handling sub-contracted?				<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO		
	Does the produce handling facility(ies) have any social standards implemented?				<input checked="" type="checkbox"/> YES		<input type="checkbox"/> NO		If yes, which?
					If yes:	Name of the PH company:			BIOFARMS PACKHOUSE
						GGN/GLN of the PH company (if applicable):			4059883664379

Name and location of the assessed PH Facilities:

PH Facility 1	BIOFARMS PACKHOUSE-NORTH AIRPORT ROAD NAIROBI, KENYA	PH Facility 4	
PH Facility 2		PH Facility 5	
PH Facility 3		PH Facility 6	

Does the company subcontract any other activities?		<input checked="" type="checkbox"/> YES		<input type="checkbox"/> NO	
If yes, which one?		Are the subcontracted activities included in the GRASP assessment?			
	<input type="checkbox"/> Pest and rodent control	<input type="checkbox"/> YES	<input type="checkbox"/> NO		
	<input type="checkbox"/> Crop protection	<input type="checkbox"/> YES	<input type="checkbox"/> NO		
	<input type="checkbox"/> Harvest	<input type="checkbox"/> YES	<input type="checkbox"/> NO		
	<input checked="" type="checkbox"/> Others (please specify): The company has subcontracted a packing line from Kandia Fresh Produce Suppliers Limited which is GG certified with GLN No. 6164001132000 for EU and Middle East markets since they require use of calibration cups to determine the sizes of avocados, Biofarms Ltd packhouse lacks the calibrated cups facility.	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO		

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	March-July						% of employees living in accommodation provided by the company (if applicable):			
Nationalities of employees	none									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	0	0	0	0	0	0	0	0	0
in product handling facility(ies)	3	9	0	0	0	0	0	0	0	12
Total	3	9	0	0	0	0	0	0	0	12

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :	Daniel Nzyuko-Company Director		Purity Kyalo		Festus Nyamai	
Present at the opening meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the assessment?	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Present at the closing meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO










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











Fully compliant











Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	
Name of certification body:	DNVGL	Duration of the assessment:	1-DAY
Name of assessor:	JACKLINE OSEBE MATOKE		
Name of company management:	Daniel Nzyuko-Company Director		






















¹ Only mention the names if the persons have agreed to release there personal data to be uploaded with the checklist to the GLOBALG.A.P. Database.








GRASP CHECKLIST




N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE					
			Y	N	N/A			
EMPLOYEES' REPRESENTATIVE(S)								
1	<p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. This employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and management occur at accurate frequency. The dialogue taking place in such meetings is duly documented. If a producer group member has less than 5 employees, it is allowed to have an employees' representative at the level of the producer group.</p>							
1.1	The election/nomination procedure has been defined and communicated to all employees.	 	1	0	4			
1.2	Documentation shows that the election and the counting of votes were carried out fairly and openly. In case of representative(s) not elected but nominated, there is a document justifying why elections could not take place.		1	0	4			
1.3	The results of the election (name of employees' representative(s) or in case of council composition of the council) were communicated to all employees.	 	1	0	4			
1.4	The election/nomination has taken place in the ongoing year or production period. The representation is current (all elected/nominated person(s) according to the list still working for the company).		1	0	4			
1.5	The employees' representative(s) is/are recognized by the management and a job description clearly defines his/her/their role and rights. The employees' representative(s) is/are aware of his/her/their role and rights (in case of an employees' council, all members are interviewed).	 	1	0	4			
1.6	There is documentary evidence of regular meetings at accurate frequency between the employees' representative(s) and the management, where GRASP related issues are addressed.		1	0	4			
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant					
Evidence/Remarks: The company has documented a Worker representative and Election document which clearly outlines the election process which was communicated to all employees during the meeting held on 9th/07/2019. Elections were held on 09/07/2019 and it was done through secret balloting 18 workers voted and Festus garnered 9 votes becoming the winner. The vote count was documented in the minutes of the meeting on the same day. Minutes of employees meeting were available latest being on 5/09/2019. Letter of appointment for Festus was also available stating his roles, it was dated on 15/08/2019.								
Corrective Actions:								




N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
COMPLAINT PROCEDURE					
2	CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion? CC: A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions. Complaints, suggestions and their follow-up from the last 24 months are documented.				
2.1	A documented complaint and suggestion procedure is available, appropriate to the size of the company.		1	0	4
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	1	0	4
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.		1	0	4
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		1	0	4
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	1	0	4
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		1	0	4
COMPLIANCE LEVEL CONTROL POINT 2: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: The farm has a documented Social Mangement System(SMS) which has included complaint handling procedure. There are four stages in which the complaint is handled ,in the first stage is employees taking the complain to immedaite supervisor where its evaluated for 2 days if not dealt with it goes to worker representative and it also takes 2 days Then at stage 3 its taken to the Human Resource where it will be investigated for 4 days and lastly stage 4 from human resource it will be handled by the company director and the communication to be done within the 4 days to the concerned employee. However from the procedure lacked the assurance by the management will not be penalized for filling complaints or suggestions as CP 2.3					
Corrective Actions: The producer revised the complaint handling procedure where they included the assuarnace to the workers and worker representative that they will not be victimized when raising any complin or suggestions in the company. The revised document was scanned and sent for approval on 19/11/2019 and was approved on 20/11/2019 the NC was closed.					







N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
SELF-DECLARATION ON GOOD SOCIAL PRACTICES					
3	<p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees’ representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees’ representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees’ representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		1	0	4
3.2	The declaration has been signed by the management and by the employees’ representative(s).		1	0	4
3.3	The declaration is actively communicated to the employees (e.g. displayed on the production site/in the handling unit/management office or attached to the working contract, information at meetings etc.).	 	1	0	4
3.4	The management, the responsible person for the implementation of GRASP and the employees’ representative(s) know the content of the declaration and confirm that it is put into practice.	  	1	0	4
3.5	It is stated that the employees’ representative(s) can file complaints without personal sanctions.		1	0	4
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	1	0	4
COMPLIANCE LEVEL CONTROL POINT 3: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: The farm has a self -declaration on good social practices which is well displayed on the Packhouse notice board.The self-declaration has been signed by managemnt and worker representaive this was done on 15/08/2019.It contains at least all points reffered to ILO Core labor conventions which include No discrimaination, No employeing of Underage in relation to local legal regulations,workers are free to join any organization, among others ,however the policy does not state that employees can file complints without personal sanctions as per the control point CP 3.5					
Corrective Actions: The producer revised the self-declaration on good social practices which was displayed where they included the assuarnace to the workers and worker representative that they will not be victimized when raising any complain or suggestions in the company.The revised document was scanned and sent for approval on 19/11/2019 it was approved on 20/11/2019 the NC was closed.					










N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
ACCESS TO NATIONAL LABOUR REGULATIONS					
4	CP: Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations? CC: The person responsible for implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national labor regulations, such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines.				
4.1	The RGSP provides the employees' representative(s) with the valid labor regulations (e.g. the GRASP National Interpretation Guidelines).	  	1	0	4
4.2	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.	  	1	0	4
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	1	0	4
4.4	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.	  	1	0	4
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	1	0	4
4.6	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.	  	1	0	4
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	1	0	4
COMPLIANCE LEVEL CONTROL POINT 4: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: The worker representaive and GRASP Implementation personnel of the company have access on the National Labour laws(which talk of working hours,freedom of associtaion, anti-discrimination law,regulation on child labor holday and maternity leaves among others) which the company has both the hard and soft copies.					
Corrective Actions:					











N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING CONTRACTS					
5	<p>CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer?</p> <p>CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees their legal status and working permit. The contract does not show contradiction to the self-declaration on good social practices. Records of the employees must be accessible for at least 24 months.</p>				
5.1	Random checks show availability of written contracts for all employees signed by both parties.		1	0	4
5.2	There is evidence that the employees have the correct contract according to national legislation and/or collective bargaining agreements (as stipulated in the applicable GRASP National Interpretation Guideline).		1	0	4
5.3	The working contracts include at least basic information on the employee's name, date of birth and nationality according to the applicable GRASP National Interpretation Guideline.		1	0	4
5.4	The working contracts or attachments to the contracts include basic information on the contract period (e.g. permanent, period or day laborer etc.), the wage, working hours, breaks, and a basic job description.		1	0	4
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		1	0	4
5.6	If non-national employees are working for the company, records indicate their legal status for being employed by the company. A respective working permit is available.		1	0	4
5.7	Records of the employees must be accessible for at least 24 months.		1	0	4
COMPLIANCE LEVEL CONTROL POINT 5: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: The farm has written working contacts for both casuals and permanents working in the packhouse. The contacts clearly shows and indicates the name of the employee, short job description, contact period for permanents they sign a contract for a period of 1-2 years which is renewable while casuals they sign a period of 3 months. The contracts also indicates the wages e.g. the permanents is 35,000 ksh and above depending on the position while the casuals is 582 ksh. per day. They contracts also indicates the working hours as 8 hrs pwer day, with 1 hour rest while the employee are to work 6 consecutive days to earn a rest day .The overtime is to be paid 1.5 times the hourly rate and 2 times the basic hourly rate for time worked during rest days or public holiday. The contracts have been signed by employer and employee.					
Corrective Actions:					









N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
PAYSLIPS					
6	CP: Is there documented evidence indicating regular payment of salaries corresponding to the contract clause? CC: The employer shows adequate documentation of the regular salary transfer (e.g. employee's signature on pay slip, bank transfer). Employees sign or receive copies of pay slips/pay register that make the payment transparent and comprehensible for them. Regular payment of the employees during the last 24 months is documented.				
6.1	Documented evidence that the payment is made in defined intervals (e.g. pay slips or pay registers) is available for the employees (random checks).		1	0	4
6.2	Pay slips or pay registers indicate that payments are made in accordance with the working contracts (e.g. employee's signature on pay slips, bank transfer etc.).		1	0	4
6.3	The records of payments are kept for at least 24 months.		1	0	4
COMPLIANCE LEVEL CONTROL POINT 6: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks There was a documeneted evidence to show that payments are made in a defined intervals such as every end month the permanents are paid ,this was noted through the bank transfer records which were available during the audit, while casuals are paid per week this was evident by the payment vouchers that wre available for several weeks.There were also signatures on the payslips for permanents and wages forms for the casuals.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WAGES					
7	CP: Do pay slips/pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements? CC: Wages and overtime payment documented on the pay slips/pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain at least the legal minimum wage (on average) within regular working hours.				
7.1	Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).		1	0	4
7.2	Wages and overtime payments as shown in the records are according to the contracts and indicate compliance with national labor regulations (minimum wages), and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline.		1	0	4
7.3	Independently from the calculation unit, pay slips/pay registers document that employees gain in average at least the legal minimum wage within regular working times (especially check when piece-rate is implemented). If there are deductions from salaries and employees are being paid below minimum wage, the deductions must be justified in writing.		1	0	4
COMPLIANCE LEVEL CONTROL POINT 7: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: The payslips for the permanent employees and pay voucher for the casuals shows clearly the times worked.Wages shown on the contracts are the ones that are reflected on the payslips and voucher.The company pays 72.75 ksh on overtime hourly worked however the workers were noted not to have worked overtime from the records available.All categories of employees are paid far above the minimum requirements .Permanents is above 35,000 per month while casuals is 582 ksh. per day against the minimum requirememts of 285 ksh. per day					
Corrective Actions:					















N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
NON-EMPLOYMENT OF MINORS					
8	CP: Do records indicate that no minors are employed at the company? CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education.				
8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.		1	0	4
8.2	If children – as core family members – are working at the company, they are not engaged in work that is dangerous to their health and safety (according to the applicable IFA All Farm Base Module), that jeopardizes their development or prevents them from finishing their compulsory school education.	    	0	0	4
COMPLIANCE LEVEL CONTROL POINT 8: (Calculated automatically based on the results per sub-controlpoint)				Fully compliant	
Evidence/Remarks: From the working contracts for both permanents and casual staff it was evident that there no minors employed in the company as each employee had an attached national ID that showed their birth dates.No one is below 18 years the minimum legal age of employemnet in the country.The company does not employee core family members.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE					
			Y	N	N/A			
ACCESS TO COMPULSORY SCHOOL EDUCATION								
9	CP: Do the children of employees living on the company's production/handling sites have access to compulsory school education? CC: There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.							
9.1	There is a list of all children in the age of compulsory schooling age living on the company's production/handling sites, with sufficient indications on name, name of parents, date of birth, school attendance, etc. Children of management may be excluded.		0	0	4			
9.2	There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to GRASP National Interpretation Guideline).	   	0	0	4			
9.3	There is evidence of an on-site schooling system when access to schools is not available.	   	0	0	4			
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable					
Evidence/Remarks: The company does not accommodate anyone in its premises								
Corrective Actions:								

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
TIME RECORDING SYSTEM					
10	CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees? CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by the employees and accessible for the employees' representative(s).				
10.1	A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.).	 	1	0	4
10.2	The records indicate the regular working time for employees on a daily basis.		1	0	4
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		1	0	4
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		1	0	4
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).		1	0	4
10.6	Access to these records is provided to the employees' representative(s).	  	1	0	4
10.7	The records are kept for at least 24 months.		1	0	4
COMPLIANCE LEVEL CONTROL POINT 10: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: The company has a time rceording sheet for both the permanent and casuals where they record time in and time out and also thetime taken for breaks.This was eveident as they providede Time sheet record for casuals and a time rceord book for permanents.There was 1hr lunch break starting from 1pm-2pm and this are clearly indicated on both records.It was also noted from the rdeords no overtime is worked.Regular working time is 48 hrs per week which is also stipulated on there working contracts.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING HOURS & BREAKS					
11	CP: Do working hours and breaks documented in the time records comply with applicable legislation and/or collective bargaining agreements? CC: Documented working hours, breaks and rest days are in line with applicable legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours. During peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.				
11.1	Information on valid labor regulation and/or collective bargaining agreements regarding working hours and breaks is available (e.g. in the GRASP National Interpretation Guideline).	 	1	0	4
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		1	0	4
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		1	0	4
11.4	If not regulated more strictly by applicable legislation, regular weekly working time does not exceed 48 hours. During peak season (harvest), weekly working time does not exceed 60 hours.	  	1	0	4
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		1	0	4
COMPLIANCE LEVEL CONTROL POINT 11: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: The company has a time rceording sheet for both the permanent and casuals where they record time in and time out and also thetime taken for breaks.This was eveident as they providede Time sheet record for casuals and a time rceord book for permanents.There was 1hr lunch break starting from 1pm-2pm and this are clearly indicated on both records.It was also noted from the rdeords no overtime is worked.Regular working time is 48 hrs per week which is also stipulated on there working contracts.					
Corrective Actions:					

ONLY APPLICABLE FOR PRODUCER GROUPS

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE						
			Y	N	N/A				
INTEGRATION INTO QMS									
QMS	<p>CP: Does the assessment of the Quality Management System (QMS) of the producer group show evidence of the correct implementation of GRASP for all participating producer group members?</p> <p>CC: The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented and internally assessed. Non-compliances are identified and corrective actions are taken to enable compliance of all participating producer group members.</p>								
QMS1	The implementation of GRASP is included in the Quality Management System of the producer group, based on the respective part of the GLOBALG.A.P. General Regulations for Producer Group Certification.	 	X						
QMS2	There is a system in place to regularly inform and train key staff on GRASP related issues.	 	X						
QMS3	All steps taken in the frame of the QMS to implement GRASP among all participating producer group members are documented.	 			X				
QMS4	There is evidence that the producer group fosters compliance of all participating producer group members with the GRASP requirements and assesses the progresses and problems complying with GRASP every year.	 			X				
QMS5	A register is maintained of all GLOBALG.A.P. producers implementing GRASP. It contains for every producer group member the internal assessment date as well as the compliance level reached, all non-compliances detected in internal and external assessments and corrective actions given to non-compliances.	 			X				
QMS6	There is a procedure to implement corrective actions from previous internal assessments.	 	X						
QMS7	The internal producer group inspector is qualified according to the GRASP General Rules.	 	X						
COMPLIANCE LEVEL CONTROL POINT QMS: <i>(Calculated automatically based on the results per sub-controlpoint)</i>		<input checked="" type="checkbox"/> Fully compliant. <input type="checkbox"/> Not compliant.							
Evidence/Remarks: The group has an elaborate QMS manual. There is an up to date Farmer register for GG producers who will be included in the GRASP audit. The group inspector is qualified with a certificate of participation was available for ISO 9000:2000/Series/ Lead auditor training course.									
Corrective Actions:									

RECOMMENDATIONS FOR GOOD PRACTICE

N°	CONTROL POINT & COMPLIANCE CRITERIA
ADDITIONAL SOCIAL BENEFITS	
R1	<p>What other forms of social benefit does the company offer to employees, their families and/or the community? Please specify (incentives for good and safe working performance, bonus payment, support of professional development, social benefits, child care, improvement of social surroundings etc.).</p> <p>Evidence/Remarks: The workers during operations are given tea and bread during tea breaks. When workers are working at night the company provides supper. paying of school fees to one of the underprivileged child.</p>

ANNEX for GGN 4059883664379**Producer Group Members:**

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Avocados	4059883666083	Ezrom Omanga, 1383, kisii, 40200, Kenya
Avocados	4059883666090	Naftal Juma, 1383, kisii, 40200, Kenya
Avocados	4059883666106	Shem Nyandika, 1383, kisii, 40200, Kenya
Avocados	4059883666113	Onchiri Omanga, 1383, kisii, 40200, Kenya
Avocados	4059883666137	Samwel Onsoti, 1383, kisii, 40200, Kenya
Avocados	4059883666144	Samuel Osiemo, 1383, kisii, 40200, Kenya
Avocados	4059883666175	Bernard Onchiri, 1383, kisii, 40200, Kenya
Avocados	4059883666182	Andrew Omanga, 1383, kisii, 40200, Kenya
Avocados	4059883666199	Jared Oyaro, 1383, kisii, 40200, Kenya
Avocados	4059883666205	Kepher Maageriah, 1383, kisii, 40200, Kenya
Avocados	4059883666236	Joshua Ogoncho, 1383, kisii, 40200, Kenya
Avocados	4059883666243	Geoffrey Moturi, 1383, kisii, 40200, Kenya
Avocados	4059883666380	Silas Onyancha, 1383, kisii, 40200, Kenya
Avocados	4059883666397	Maurice Mbengeru, 1383, kisii, 40200, Kenya