

GGN: 4052852628075

Registration number of producer/
producer group (from CB): Ekoinspekt 014-TR-
G

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 ANI TAR. MEYVE GIDA. TUR. HAYV. SAN. VE TIC. LTD. STI.

SERPIL KOYU, EGIRDIR, 32000 ISPARTA, Turkey

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

The Certification Body EKOINSPEKT Uluslar arası Belgelendirme Denetim Gözetim Teknik Kontrol ve Eğitim Hizmetleri Ltd. Sti. 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
Cherries	00079-LHHPN-0002	Yes	11	11
Figs	00079-LHHPN-0002	Yes	7	7
Grapes (Table)	00079-LHHPN-0002	Yes	5	5
Pomegranates	00079-LHHPN-0002	Yes	9	9
Quinces	00079-LHHPN-0002	Yes	2	2
Total:			32	32

1. Overall assessment result: Not compliant

GGN: 4052852628075

2. QMS result: Fully compliant

3. Assessment result in detail:

Control Point 1	Not compliant
Control Point 2	Not compliant, but some steps taken
Control Point 3	Not compliant, but some steps taken
Control Point 4	Not compliant
Control Point 5	Not compliant
Control Point 6	Not compliant
Control Point 7	Not compliant
Control Point 8	Fully compliant

Control Point 9	Not applicable
Control Point 10	Not compliant
Control Point 11	Not compliant

Date of Assessment: 03-07-2020

Date of Upload: 15-07-2020

Validity: 03-07-2020 - 14-09-2020 (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:*	4052852628075			Registration N°:				
Company name:*	ANI TAR. MEYVE GIDA. TUR. HAYV. SAN. VE TIC. LTD. STI.			Address:*	Serpil Koyu, Egirdir - ISPARTA - TURKEY			
Telephone:*	00-90-506-3397587							
Email:	info@anitarim.com.tr			Fax:				
Assessment date:*	03/07/2020			Contact person:*	KADIR ERDOGAN			
Previous assessment date(s):	02/01/1900	06/08/2019						
Does the producer group have any other external audits or certification covering social practices? If yes, which?								
Standard 1: SMETA Valid to: 19/06/2020	Standard 2: Valid to:		Standard 3: Valid to:		Standard 4: 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:								

	YEAR	32				
Total number of producer group members participating in GRASP:		32				
Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:		6				

Total number of externally assessed GRASP producer group members:					
<i>* Mandatory field</i>					

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:										
4052852628075	4050373505639	4063061441997	4056186390141	4063061067234	4059883727975	4059883727890				

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?	SMETA, GRASP
				If yes:	Name of the PH company:			ANI TAR. MEYVE GIDA. TUR. HAYV. SAN. VE TIC. LTD. STI.	
					GGN/GLN of the PH company (if applicable):			4052852628075	

Name and location of the assessed PH Facilities:									
PH Facility 1	ANI TAR. MEYVE GIDA. TUR. HAYV. SAN. VE TIC. LTD. STI. Serpil Koyu, Egirdir - ISPARTA - TURKEY				PH Facility 4				
PH Facility 2					PH Facility 5				
PH Facility 3					PH Facility 6				
Does the company subcontract any other activities?				<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO			
If yes, which one?				Are the subcontracted activities included in the GRASP assessment?					
<input checked="" type="checkbox"/> Pest and rodent control				<input checked="" type="checkbox"/> YES		<input type="checkbox"/> NO			
<input type="checkbox"/> Crop protection				<input type="checkbox"/> YES		<input type="checkbox"/> NO			
<input type="checkbox"/> Harvest				<input type="checkbox"/> YES		<input type="checkbox"/> NO			
<input type="checkbox"/> Others (please specify): 0				<input type="checkbox"/> YES		<input type="checkbox"/> NO			

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	The peak season for cherries start at end of May and till continues till the mid August; for figs and table grapes start at the begining of August and it continues till the begining of October; for pomegranates, the harvest starts in the middle of August and it continues till the end of November. They also store pomegranates and handle it during winter.						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	Turkish									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	15	124	0	0	0	0	0	0	0	139
in product handling facility(ies)	7	65	0	0	0	0	0	0	0	72
Total	22	189	0	0	0	0	0	0	0	211

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :	K.E.		C.E.		E.R. #1 (Packhouse)	
Present at the opening meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the assessment?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the closing meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO










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











Not compliant











Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Name of certification body:	EKOINSPEKT ULUSLARARASI BELGELENDIRME DENETIM GOZETIM TEKNIK KONTROL VE EGITIM HIZMETLERI LTD. STI.	Duration of the assessment: 4 days (consecutive) x 8 hours
Name of assessor:	MUSTAFA CETINKAYA	
Name of company management:	KADIR ERDOGAN	






















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	6	0
1.2	Documentation shows that the election and the counting of votes were carried out fairly and openly. In case of representative(s) not elected but nominated, there is a document justifying why elections could not take place.		1	6	0
1.3	The results of the election (name of employees' representative(s) or in case of council composition of the council) were communicated to all employees.	 	1	6	0
1.4	The election/nomination has taken place in the ongoing year or production period. The representation is current (all elected/nominated person(s) according to the list still working for the company).		1	6	0
1.5	The employees' representative(s) is/are recognized by the management and a job description clearly defines his/her/their role and rights. The employees' representative(s) is/are aware of his/her/their role and rights (in case of an employees' council, all members are interviewed).	 	1	6	0
1.6	There is documentary evidence of regular meetings at accurate frequency between the employees' representative(s) and the management, where GRASP related issues are addressed.		1	6	0
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not compliant		
<p>Evidence/Remarks: Election procedure announced by P #1 (packhouse) ONLY but not announced by P #2 to #7 (NC-1). The election and counting of votes carried out fairly and openly at P #1. There is no document justifying why elections could not take in-place for P #2 to #7 (NC-2). Result of the election were communicated to all employees at P #1 but there were nothing to announce where election were not performed at P #2 to and #7 (NC-3). Elections had taken place in the ongoing production period for P #1 but no election run for P #2 to #7 (NC-4). ER has recognized by the management of P #1 and there were a job description at GT-05, Rev.00 which signed by ER. But there were the same job description for P #2 to #7 but no recognition were possible because of lack of ER (NC-5). Regular meeting done with ER about GRASP related issues at P #1 on 22.06.2020 but no meeting observed for P #2 to #7. (NC-6)</p>					
Corrective Actions:					




N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
COMPLAINT PROCEDURE					
2	CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion? CC: A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. 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.		7	0	0
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	1	6	0
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.		7	0	0
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		0	6	1
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	7	0	0
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		0	0	7
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not compliant, but some steps taken	
Evidence/Remarks: A documented request, complaint and suggestions procedure (GRASP-PR 02 / Date : 03.03.2019 / Rev.00) is available and it is appropriate to the size of the company and producers. None of employees are not regularly and actively informed about the procedure at farm level, it is just hanged on the wall of farms except packhouse (NC-6). The procedure states clearly that employees will not be penalized for filling compliant and suggestions. There were no request, compliant or suggestions received by grievance mechanism so there were no information recorded at meetings on that subject where ER exist. Also no compliants existed because of lack of knowledge of employees and ER not elected at P #2 to #7 (NC-7). Procedure sets a timeframe to resolve compliants and suggestions as 1 months. There were no compliants and/or suggestions received yet therefore no follow-up had seen yet					
Corrective Actions:					







N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
SELF-DECLARATION ON GOOD SOCIAL PRACTICES					
3	<p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		7	0	0
3.2	The declaration has been signed by the management and by the employees' representative(s).		1	6	0
3.3	The declaration is actively communicated to the employees (e.g. displayed on the production site/in the handling unit/management office or attached to the working contract, information at meetings etc.).	 	1	6	0
3.4	The management, the responsible person for the implementation of GRASP and the employees' representative(s) know the content of the declaration and confirm that it is put into practice.	  	1	6	0
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		7	0	0
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	7	0	0
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not compliant, but some steps taken		
Evidence/Remarks: The company's self declaration (GRASP Self-Declaration, Doc. Name : GRASP-PR 01 / Date : 10.05.2019) contains all ILO basic codes. The declaration signed by management for P #1 but not by ER of P #2 to #7 (cause ER not elected). (NC-8). The policy actively informed to the employees by displaying it in the dining area and at the entrance of packhouse but there is no indication about policy has actively communicated to employees at farm level (NC-09). The management, the responsible person for the implementation of GRASP and ER of P#1 knows the content of declaration and try it to put it on practice BUT P #2 to #7's ER not elected yet, so it is not possible to know the content of the declaration (NC-10). It is stated on declaration that ER can file compliants without personal sanctions. The Policy explained that the declaration is checked and revised at least every 3 years or when necessary.					
Corrective Actions:					










N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
ACCESS TO NATIONAL LABOUR REGULATIONS						
4	CP: Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations? CC: The person responsible for 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	6	0	
4.2	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.	  	1	6	0	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	1	6	0	
4.4	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.	  	1	6	0	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	1	6	0	
4.6	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.	  	1	6	0	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	1	6	0	
COMPLIANCE LEVEL CONTROL POINT 4: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not compliant		
Evidence/Remarks: RSGP has got the valid labor regulations and GRASP NIG covers gross and minimum wages and deductions from wages, working hours, freedom of association and right to collective bargaining, anti-discrimination, child labor and minimum age of working, holiday and maternity leave. For the producers who has elected an ER (P #1), RSGP provided valid labor regulations mentioned above and GRASP NIG ver 1.3_July2015 to him. For the producers where an ER not elected yet (P #2 to #7), RSGP cannot provide to all necessary informations as company informed. (NC-11)						
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	6	0
5.2	There is evidence that the employees have the correct contract according to national legislation and/or collective bargaining agreements (as stipulated in the applicable GRASP National Interpretation Guideline).		1	6	0
5.3	The working contracts include at least basic information on the employee's name, date of birth and nationality according to the applicable GRASP National Interpretation Guideline.		1	6	0
5.4	The working contracts or attachments to the contracts include basic information on the contract period (e.g. permanent, period or day laborer etc.), the wage, working hours, breaks, and a basic job description.		1	6	0
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		1	6	0
5.6	If non-national employees are working for the company, records indicate their legal status for being employed by the company. A respective working permit is available.		1	6	0
5.7	Records of the employees must be accessible for at least 24 months.		1	6	0
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not compliant		
Evidence/Remarks: All employees has got working contract according to valid labor code and signed by both parties at pachouse (P #1) but the employees at farm level doesn't have any working contract at other producers (P #2 to #7) (NC-12). The working contract covers employee's name, date of birth etc.The working contract or its annexes covers the wagebut not covers basic job description, working hours and breaks for all employees at P #2 to P #7 but the working contracts existed at packhouse for all employees (NC-13) The working contract template doesn't have any contradiction to self declaration. There were not any non-national employees detected during assessment. It stated in Social Compliance Policy GRASP-PR 03 that "the records of employees accesable for 3 months before harvest started (first application to GRASP assesment) then will keep for following two years" but records/working contracts didn't keep for existing period from the beginning for all workers at farm level (NC-14)					
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	6	0
6.2	Pay slips or pay registers indicate that payments are made in accordance with the working contracts (e.g. employee's signature on pay slips, bank transfer etc.).		1	6	0
6.3	The records of payments are kept for at least 24 months.		1	6	0
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not compliant	
Evidence/Remarks There is documented monthly payslips and bank transfer records for permanent employees but no records for temporary workers at farm level (NC-15). It is sampled number of permanent and temporary employees (employee #1, #2 and #3 at producer #1 - packhouse) payslips had checked and it is observed payments done according to working contract and regulations. But not any payslips or payregisters had seen for P #2 to #7 (NC-16). It stated in Social Compliance Policy GRASP-PR 03 that "the records of employees accessible for 3 months before harvest started (first application to GRASP assessment) then will keep for following two years" but records for payregisters hasn't kept for existing period from the beginning for all producers (NC-17)					
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	6	0
7.2	Wages and overtime payments as shown in the records are according to the contracts and indicate compliance with national labor regulations (minimum wages), and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline.		1	6	0
7.3	Independently from the calculation unit, pay slips/pay registers document that employees gain in average at least the legal minimum wage within regular working times (especially check when piece-rate is implemented). If there are deductions from salaries and employees are being paid below minimum wage, the deductions must be justified in writing.		1	6	0
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not compliant	
Evidence/Remarks: Permenant and temporary workers timerecord sheets and payregisters hasn't seen and pay slips or pay registers not able to give us a clear indication on the number of compensated working time or harvested amount including overtime at farm level (NC-18). So there aren't enough evidences had seen for all employees to have a justification and it is not a clear indication for wages and overtime payments done according to contacts and indicate compliance with national labor regulations and/or collective bargaining agreements cause employees payregisters hasn't seen at farm level (NC-19). It was not able to justify if the employees gain in average at least the legal minimum wage within regular working times. Also it was not able to justify if there were a deduction made or not at farm level (NC-20). All those information existed at P #1 (packhouse), it is sampled from employee #4, #5 and #6					
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.		7	0	0
8.2	If children – as core family members – are working at the company, they are not engaged in work that is dangerous to their health and safety (according to the applicable IFA All Farm Base Module), that jeopardizes their development or prevents them from finishing their compulsory school education.	    	0	0	7
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
Evidence/Remarks: There were ID cards for some of permanent and temporary workers and there were a list of workers name, date of birth and job description. The youngest worker was 18 years old. There were no children seen in the farms					
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	7
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	7
9.3	There is evidence of an on-site schooling system when access to schools is not available.	   	0	0	7
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable		
Evidence/Remarks: There were no children seen in the farms or packhouse of producers.					
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	6	0
10.2	The records indicate the regular working time for employees on a daily basis.		1	6	0
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		1	6	0
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		1	6	0
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).		1	6	0
10.6	Access to these records is provided to the employees' representative(s).	  	1	6	0
10.7	The records are kept for at least 24 months.		1	6	0
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not compliant		
Evidence/Remarks: There is no time records system implemented at farm level (NC-21) There are no records existed to show regular working time for employees on a daily basis at farms (NC-22), overtime hours as defined by contracts per legislations for all employees on a daily basis but not recorded at farms (NC-23), breaks/festive days of employees not recorded at farms (NC-24) for P #2 to #7. There is no record kept therefore it is not able to approve by employees at farm level (NC-25). It stated in Social Compliance Policy GRASP-PR 03 that "the records of employees accesable for 3 months before harvest started (first application to GRASP assesment) then will keep for following two years" but records of working times didn't keep for existing period for all workers therefore ER cannot access to all time records of employees at farm level (NC-26). All those records existed at P #1 (packhouse), it is sampled from employee #4, #5 and #6					
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).	 	7	0	0	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		1	6	0	
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		1	6	0	
11.4	If not regulated more strictly by applicable legislation, regular weekly working time does not exceed 48 hours. During peak season (harvest), weekly working time does not exceed 60 hours.	  	1	6	0	
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		1	6	0	
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not compliant		
Evidence/Remarks: The information on valid labor regulation and/or collective bargaining agreements regarding working hours and breaks is available and handled by the RGSP. Time recording system were not implemented for all employees at all producers at farm level (NC-27). Regarding to lack of timerecords, it is not able to detect regular working time (at farm level) (NC-28), breaks/festive days for employees comply with national legislation or not (at farm level) (NC-29). Working records doesn't approved by sign off daily therefore it is not possible to know if it is exceed regular working time (45 hours) or exceeding overtime (more than 60 hours) (at farm level) (NC-30). In that case it is not possible to justify if the elements of point 11 are comply with national regulations or not for P #2 to P #7. There records doesn't guarantee rests/break days are followed during peak season at farm level (NC-31). All those records existed at P #1 (packhouse), it is sampled from emp. #4, #5 and #6						
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: There is system in place to regularly inform and train key staff on GRASP related issues on document control procedure (QM-PRS-01 / Date : 01.02.2018 / Rev : 01 - 15.04.2019 / Rev.02) There are some kind of fosters provided to producer group member like free posters/tabellas and free PPE provided. There is an internal assessment system implemented to maintain status of producer group members and all members had been assessed by internal auditors/inspectors with QM-FRM-18 (Document Name : Yillik Ic Denetim - Ic Kontrol Planı / Date : 01.02.2018 / Rev : 00). For example producer #3 has internally assessed on 06.06.2020. There is a procedure to implement corrective actions for internal assessments (Document Name : QM-PRS-05 DOF Proseduru / Date : 01.02.2018 / Rev : 01 - 15.04.2019). Also internal auditor's and inspector's qualifications was complied with GRASP requirements.					
Corrective Actions:					

RECOMMENDATIONS FOR GOOD PRACTICE

N°	CONTROL POINT & COMPLIANCE CRITERIA
ADDITIONAL SOCIAL BENEFITS	
R1	What other forms of social benefit does the company offer to employees, their families and/or the community? Please specify (incentives for good and safe working performance, bonus payment, support of professional development, social benefits, child care, improvement of social surroundings etc.).
Evidence/Remarks: Nothing to report	

ANNEX for GGN 4052852628075

Producer Group Members:

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Cherries	4050373505639	Isa Erdogan, Egirdir, Isparta, 32500, Turkey
Figs	4056186390141	ISMAIL AKSIT, BURSA, BURSA, 16000, Turkey
Figs	4056186390158	MUSTAFA AKSIT, BURSA, BURSA, 16000, Turkey
Pomegranates	4056186390172	HAKAN AKYUREK, ANTALYA, ANTALYA, 07000, Turkey
Pomegranates	4056186390189	MEHMET OZYAY, ANTALYA, ANTALYA, 07000, Turkey
Pomegranates	4056186390196	RECEP AKYUREK, ANTALYA, ANTALYA, 07000, Turkey
Pomegranates	4056186390202	ZEKERIYE AKYUREK, ANTALYA, ANTALYA, 07000, Turkey
Pomegranates	4059883727876	Ceyhun AKSOY, Pamukkale, DENIZLI, 20000, Turkey
Quinces	4059883727876	Ceyhun AKSOY, Pamukkale, DENIZLI, 20000, Turkey
Pomegranates	4059883727883	Duran AKYUREK, Arif, Finike, ANTALYA, 7000, Turkey
Pomegranates	4059883727890	Suleyman TEKIN, Pamukkale, DENIZLI, 20000, Turkey
Quinces	4059883727890	Suleyman TEKIN, Pamukkale, DENIZLI, 20000, Turkey
Figs	4059883727920	Ridvan TEKIN, Caglayan, Osmangazi, BURSA, 16000, Turkey
Figs	4059883727937	Selim KAYGIN, Caglayan, Osmangazi, BURSA, 16000, Turkey
Grapes (Table)	4059883727951	Ali KADI, Sarigol, MANISA, 45000, Turkey
Grapes (Table)	4059883727975	Ekrem DEMIRAN, Sarigol, MANISA, 45000, Turkey
Cherries	4059883998412	GURSEL OZ, HONAZ / DENİZLİ, DENİZLİ, 20000, Turkey
Cherries	4063061067227	ERHAN ERCETIN, Honaz, Denizli, DENIZLI, 20000, Turkey
Figs	4063061067234	ÇAĞLAYAN KÖYÜ TARIMSAL KALKINMA KOOPERATİFİ S.S., Osmangazi, Bursa, BURSA, 16000, Turkey

Figs	4063061067265	NEJDET BILGI, Osmangazi, Bursa, BURSA, 16000, Turkey
Figs	4063061067272	OSMAN YILDIRIM, Osmangazi, Bursa, BURSA, 16000, Turkey
Grapes (Table)	4063061067333	NAZMI COSKUN, Sarıgöl, Manısa, MANISA, 45000, Turkey
Grapes (Table)	4063061067340	OSMAN YEGEN, Sarıgöl, Manısa, MANISA, 45000, Turkey
Grapes (Table)	4063061067357	HUSEYIN ARGIN, Alasehir, Manısa, MANISA, 45000, Turkey
Pomegranates	4063061067388	DURAN YILMAZ, Pamukkale, Denizli, DENIZLI, 20000, Turkey
Pomegranates	4063061067395	YALCIN DOGAN, Pamukkale, Denizli, DENIZLI, 20000, Turkey
Cherries	4063061441928	ALI DEMIRBAS, YESILYURT-SUTCULER, ISPARTA, 32950, Turkey
Cherries	4063061441935	ALI SENOL, YESILYURT-SUTCULER, ISPARTA, 32950, Turkey
Cherries	4063061441959	SONER ERBAY, SERPIL-EGIRDIR, ISPARTA, 32000, Turkey
Cherries	4063061441966	SONER OZGULES, YESILYURT-SUTCULER, ISPARTA, 32950, Turkey
Cherries	4063061441973	YASAR SENOL, KARIP-SENIRKENT, ISPARTA, 32000, Turkey
Cherries	4063061441980	YILMAZ ERDOGAN, PAZAR-ULUBORLU, ISPARTA, 32000, Turkey
Cherries	4063061441997	MUHSIN CIFTICELIK, PAZAR-ULUBORLU, ISPARTA, 32000, Turkey
Cherries	4063061442000	MEHMET TAHIR YAZGAN, PAZAR-ULUBORLU, ISPARTA, 32000, Turkey