



GGN: 4063651766905

Registration number of producer/
producer group (from CB): HEIACert 0175

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

PROOF OF ASSESSMENT

According to

GRASP General Rules V1.3-1-i July 2020

Option 1

Issued to

**Producer KEVSER GREENHOUSE AGRICULTURE FOOD LIVESTOCK INDUSTRY AND TRADE LIMITED COMPANY
GORELE NEIGHBORHOOD İSTANBUL STREET NO:95 INSIDE DOOR NO:1 BEYKOZ/ISTANBUL, 34829 BEYKOZ/ISTANBUL, Turkey**

The Annex contains details of the GRASP results.

The Certification Body HEIACert declares that the producer group mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice Version 1.3-1-i July 2020.

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

| Product Handling | Remote Assessment | Employee Interview |
|------------------|-------------------|--------------------|
| Yes | N/A | Yes |

Overall assessment result: Fully compliant

GGN: 4063651766905

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: 20-11-2023

Date of Upload: 31-12-2023

Validity: 20-11-2023 - 19-11-2024 (depending on GLOBALG.A.P. certificate validity)

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

GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE

GRASP Checklist - Version 1.3-1-i

Checklist Individual Producer (Option 1)

Valid from: July 2020

Mandatory from: October 2020



| 1. CERTIFICATE HOLDER REGISTRATION DATA | | | | | | | |
|---|---|--|------------------|--------------------------------------|-----|--------------------------|----|
| Producer GGN/GLN:* | 4063651766905 | | Registration N°: | HEIACert 0175 | | | |
| Company name:* | KEVSER GREENHOUSE AGRICULTURE FOOD LIVESTOCK INDUSTRY AND TRADE LIMITED COMPANY | | Address:* | KADIKOY DISTRICT NO:9/9 EFELER/AYDIN | | | |
| Telephone:* | 90 533 156 30 39 | | | | | | |
| Email: | i.unal@qfarm.com.tr | | Fax: | | | | |
| Assessment date:* | 20/11/2023 | | Contact person:* | IREM UNAL | | | |
| Previous assessment date(s): | | | | | | | |
| Does the producer have any other external audits or certification covering social practices? If yes, which? | | | | | | | |
| Standard 1: | Standard 2: | | Standard 3: | Standard 4: | | | |
| Valid to: | Valid to: | | Valid to: | Valid to: | | | |
| | | | | | | | |
| Has the Certification Body detected any significant breach of legal requirement concerning labor conditions? | | | | <input type="checkbox"/> | YES | <input type="checkbox"/> | NO |
| Has the Certification Body reported this finding to the local/national responsible and competent authority? | | | | <input type="checkbox"/> | YES | <input type="checkbox"/> | NO |
| Comments: | | | | | | | |
| | | | | | | | |
| <p>Company description: KEVSER produces tomatoes in a 5,229 hectare greenhouse in AYDIN KADIKOY. G.G producer Opt. 1 certificate application has been made. A total of 34 permanent workers work in the greenhouse for agriculture activity, and (harvest, packing). All workers are Turkish citizens. The buildings consist of a single floor (there is a production and packaging area, toilets, a rest area, a dining hall and changing rooms, offices and a meeting room). On the day of the assessment, the company had 30 employees. (25 permanent workers in agricultural production and 5 permanent workers in packaging). 5 harvest workers and 3 packaging workers were interviewed. one group interview (2 workers) and 6 individual interviews.</p> | | | | | | | |
| | | | | | | | |
| Did the management sign a self-declaration saying that if there were employees GRASP would be implemented? | | | | <input type="checkbox"/> | YES | <input type="checkbox"/> | NO |
| * Mandatory field | | | | | | | |

| | | | |
|--|--|--|--|
| Are produce handling (PH) facilities included in the GRASP assessment? | | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| | Is produce handling sub-contracted? | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| | Does the produce handling facility(ies) have any social standards implemented? | <input type="checkbox"/> YES | <input checked="" type="checkbox"/> NO |
| | | If yes: | Name of the PH company: |
| | | | GGN/GLN of the PH company (if applicable): |
| Name and location of the assessed PH Facilities: | | | |
| PH Facility 1 | | PH Facility 4 | |
| PH Facility 2 | | PH Facility 5 | |
| PH Facility 3 | | PH Facility 6 | |
| Does the company subcontract any other activities? | | <input type="checkbox"/> YES | <input checked="" 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 type="checkbox"/> Others (please specify): No | <input type="checkbox"/> YES | <input type="checkbox"/> NO |

2. STRUCTURE OF EMPLOYMENT

| | | | | | | | | | | |
|--|-------------|-----------|--------|-----------------------|-----------|--------|---|-----------|--------|-------|
| Month(s) of peak season (if applicable): | JULY AUGUST | | | | | | % 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 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25 |
| in product handling facility(ies) | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| Total | 34 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 34 |

3. PRESENCE DURING THE ASSESSMENT

| | SITE MANAGEMENT | | PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP | | EMPLOYEES' REPRESENTATIVE | |
|---------------------------------|---|-----------------------------|--|-----------------------------|---|-----------------------------|
| Names ¹ : | G.N.B | | I.U #18 | | F.C #11 | |
| Present at the opening meeting? | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| Present at the assessment? | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| Present at the closing meeting? | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |












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












Fully compliant












| | | | |
|--|---|-----------------------------|---------------------|
| Assessment results reviewed with company management? | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO | |
| Name of certification body: | HEIACert | Duration of the assessment: | 4 hours/240 minutes |
| Name of assessor: | HÜSEYİN BILKAY | | |
| Name of company management: | GAYE NESLIHAN BUDAKLI | | |






















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









GRASP CHECKLIST






| N° | CONTROL POINT & COMPLIANCE CRITERIA | VERIFICATION | COMPLIANCE | | |
|---|--|---|-----------------|---|-----|
| | | | Y | N | N/A |
| EMPLOYEES' REPRESENTATIVE(S) | | | | | |
| 1 | <p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. The 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 the management occur at accurate frequency. The dialogue taking place in such meetings is duly documented. N/A if the company employs less than 5 employees.</p> | | | | |
| 1.1 | The election/nomination procedure has been defined and communicated to all employees. |    | X | | |
| 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. |   | X | | |
| 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. |   | X | | |
| 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). |  | X | | |
| 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). |   | X | | |
| 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. |  | X | | |
| COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i> | | | Fully compliant | | |
| <p>Evidence/Remarks: The election procedure (PR-38) was communicated to the workers on 01/06/2023. The election was held on 15/09/2023. The election was controlled by election minutes. 34 Employees participated (election record FR-27). 2 employees (#11, #17) applied for candidacy. (#11) employee was elected. Employee number 11 received 28 votes, and employee number 17 received 6 votes (vote distribution, ANNEX 07). The results of the election held on 15/09/2023 were notified to the workers. Elected employees continue to work in the company. (#11) The elected representative was accepted by the management on 15/09/2023. There is a meeting minutes of (I.U) and (F.C) and the management regarding GRASP, the last of which was dated 20/09/2023. (FR-40) The election took place during the production period. frequency of regular meetings on a quarterly basis.</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. <u>The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions.</u> Complaints, suggestions and their follow-up from the last 24 months are documented. | | | | |
| 2.1 | A documented complaint and suggestion procedure is available, appropriate to the size of the company. |  | X | | |
| 2.2 | Employees are regularly and actively informed about the complaint and suggestion procedure. |    | X | | |
| 2.3 | The procedure states clearly that employees will not be penalized for filing complaints or suggestions. |   | X | | |
| 2.4 | Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management. |  | X | | |
| 2.5 | The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month). |    | X | | |
| 2.6 | The complaints, suggestions and their follow-up are documented and available for the last 24 months. |  | X | | |
| COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i> | | | Fully compliant | | |
| <p>Evidence/Remarks: Depending on the field size, there is a complaint and suggestion procedure (PR-2) dated 01/06/2023 and numbered 1, and all employees were informed about the procedure with the recruitment training dated 15/09/2023</p> <p>It is clearly stated in the procedure that employees will not be penalized for making complaints or suggestions and that they can use complaint boxes to keep the complainant confidential. Complaints and suggestions discussed between the employee representative and the management are addressed at regular quarterly meetings. It is stated in the procedure that instant meetings can be held in case of any problem. For example; Last meeting is on 20/09/2023</p> <p>No complaints so far.</p> <p>The procedure sets a time frame for complaints and suggestions to be resolved or responded to within one month from the date of receipt.</p> <p>The interviewees (8 workers) understood the complaint and suggestion procedure.</p> <p>#5,10,12,20,24,26,30,34</p> | | | | | |
| 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. |  | X | | |
| 3.2 | The declaration has been signed by the management and by the employees' representative(s). |  | X | | |
| 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.). |    | X | | |
| 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. |    | X | | |
| 3.5 | It is stated that the employees' representative(s) can file complaints without personal sanctions. |  | X | | |
| 3.6 | The declaration is checked and revised at least every 3 years or whenever necessary. |   | X | | |
| COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i> | | | Fully compliant | | |
| <p>Evidence/Remarks: The self-declaration on good social practices regarding human rights dated 15/09/2023, signed by employee representatives (I.U) and the person responsible for GRASP (SD01) implementation (F.C), is in Turkish.</p> <p>The description (package, production area and management office) is shown (posted on the board) to all employees on site.</p> <p>This declaration implies adherence to the ILO's core labor conventions on discrimination, minimum age, child labor and forced labour. includes. In the statement, it is stated that the employee representative collects employee complaints and suggestions every year. It is stated that they can file a complaint without personal sanctions. There is a statement that employees who participate in the signed negotiations are protected from retaliation. The 8 workers interviewed (#5,10,12,20,24,26,30,34) understood this expression. Management's commitment to revise the statement at least every 3 years/as necessary.</p> | | | | | |
| 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 the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national 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). |    | X | | |
| 4.2 | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages. |    | X | | |
| 4.3 | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on working hours. |    | X | | |
| 4.4 | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining. |    | X | | |
| 4.5 | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination. |    | X | | |
| 4.6 | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working. |    | X | | |
| 4.7 | RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave. |    | X | | |
| COMPLIANCE LEVEL CONTROL POINT 4: (Calculated automatically based on the results per sub-controlpoint) | | | Fully compliant | | |
| Evidence/Remarks: The RGSP provides the employees' representative with valid labor regulations (e.g. GRASP Module Interpretation for Turkish V1.3-1-i). There are internal regulations and disciplinary action in place according to Turkish Labor Law 4857/2003 Article. There are 2 printed Turkish copies of the national labor law and regulations of Turkish (law No 4857/2003) as these copies are available with RGSP & Employees' Representative if any person needs to review and read the law. RGSP and Employees' Representative have access to the Turkish labor law 4857/2003 (https://www.mevzuat.gov.tr/MevzuatMetin/1.5.4857-20140206.pdf), as well as the labor law, including all information e.g. gross and minimum wages-Po9, working hours-Po8, anti-discrimination-Po5, child labor-Po6, labor contracts-Po10, holiday and maternity leave-Po7(e.g.Law 22540,6356,25425,28737),(e.g the wages list for employees checked). | | | | | |
| 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, job description, date of birth, date of entry, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees <u>their legal status and working permit</u>. The contract does not show any 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. |   | X | | |
| 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). |  | X | | |
| 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. |  | X | | |
| 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. |  | X | | |
| 5.5 | In the contract, there is no contradiction to the self-declaration on good social practice. |  | X | | |
| 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. |  | | | X |
| 5.7 | Records of the employees must be accessible for at least 24 months. |  | X | | |
| COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i> | | | Fully compliant | | |
| <p>Evidence/Remarks: Every employee has a contract. Employment contracts based on the TURKISH LABOR LAW No. 4857 (Articles 8 to 13, 22 and 91) and the GRASP Interpretation for Turkey. 8 employment contracts checked, signed and dated (e.g. 11.09.2023,09.08.2023,12.09.2023,14.09.2023) by (Worker-General Manager) Contracts (e.g. include name, date of birth, salary (gross salary), attached and signed job description (package worker, combine harvester) and identification number). Includes contracts and their annexes (e.g. permanent contract, working hours -45 hours/week, 4 days/month, 1 hour break) Commitment to comply with contracts (2 years) Interviewed workers are aware of employment contracts, a copy of a contract</p> <p>N/A 5.6: There are no foreign employees in the company. NC: 5.1 There is no signed contract for worker number 5</p> | | | | | |
| Corrective Actions: (CA 5.1)The producer sent a signed contract for worker number 5, CA was completed and sent by the producer on 17/12/2023 | | | | | |











| 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). <u>Employees sign or receive</u> 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). |   | X | | |
| 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.). |   | X | | |
| 6.3 | The records of payments are kept for at least 24 months. |  | X | | |
| COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i> | | | | Fully compliant | |
| <p>Evidence/Remarks: Pay slips were issued to all employees in the company and (4 workers' payslips) were checked on the assessment day. Pay slips are signed by workers and each worker has a copy of the pay slip. Additionally, all information regarding the employee's payroll (e.g., base pay, benefits, deductions, number of days worked, number of leave days, and overtime information). (for example, the total monthly salary of worker number 5 for October 2023 is 11,402.32 TL, Continuous, 27 working days, a total of 4 days of holiday, and no overtime this month). Records are available and maintained as of September 2023. As can be seen, payment plans for October are made in accordance with Articles 32 and 37 of the TURKISH LABOR CODE. During the interviews, 8 employees confirmed that they received a copy of the pay stub and received their salaries on time (at the beginning of each month).</p> | | | | | |
| Corrective Actions: | | | | | |

| N° | CONTROL POINT & COMPLIANCE CRITERIA | VERIFICATION | COMPLIANCE | | | |
|---|---|---|---|---|-----|--|
| | | | Y | N | N/A | |
| WAGES | | | | | | |
| 7 | CP: Do pay slips/pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements? CC: Wages and overtime payment documented on the pay slips/pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain <u>at least the legal minimum wage (on average)</u> within regular working hours. | | | | | |
| 7.1 | Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days). |   | X | | | |
| 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. | |  | X | | |
| 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. | |   | X | | |
| COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i> | | | Fully compliant | | | |
| Evidence/Remarks: The pay slips of 8 employees working in the company were given and checked. Payslips are signed by workers and a copy of the payslip is made available to each employee. All information regarding the employee's salary (e.g. base salary and payroll) is included. Benefits, deductions, days worked, days off, and overtime information. (For example, for October 2023, the number of workers is 34, harvest worker net payment is 11,402.32 TL) including the monthly total salary, uninterrupted, 27 working days, 4 days of holidays and weekend holidays, and no overtime in this month. Records are available and maintained as of October 2023. As seen in October, payment plans are made based on Articles 39 and 41 and Articles 5, 7, 11, and 12 (Minimum Wage Regulation) of the TURKISH LABOR CODE. They confirmed that they received a copy of the pay stub and were paid on time (the first of each month). | | | | | | |
| Corrective Actions: | | | | | | |

| N° | CONTROL POINT & COMPLIANCE CRITERIA | VERIFICATION | COMPLIANCE | | |
|---|---|---|-----------------|---|-----|
| | | | Y | N | N/A |
| NON-EMPLOYMENT OF MINORS | | | | | |
| 8 | <p>CP: Do records indicate that no minors are employed at the company?</p> <p>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.</p> | | | | |
| 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. |  | X | | |
| 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. |       | | | X |
| COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i> | | | Fully compliant | | |
| <p>Evidence/Remarks: Records demonstrate compliance with national legislation regarding the minimum age for employment. There are no workers under the age of 18 employed at the facility. The facility asks prospective employees to provide a copy of the employment document when applying for a job. birth certificates and the facility must also examine the same original copy to verify the age of the worker. All employees have personal files, including a copy of their ID. Worker negotiation, company rules, and regulation policy,(8) The personnel files of the workers have been checked and it is based on the TURKISH LABOR LAW no. 2012. 4857.</p> | | | | | |
| 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. |   | | | X |
| 9.2 | There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to the GRASP National Interpretation Guideline). |      | | | X |
| 9.3 | There is evidence of an on-site schooling system when access to schools is not available. |      | | | X |
| COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i> | | | | Not applicable | |
| Evidence/Remarks: Children of employees are not live on the production site. There were no workers under the age of 16 years who were found employed by the facility. | | | | | |
| Corrective Actions: | | | | | |

| N° | CONTROL POINT & COMPLIANCE CRITERIA | VERIFICATION | COMPLIANCE | | |
|---|--|---|-----------------|---|-----|
| | | | Y | N | N/A |
| TIME RECORDING SYSTEM | | | | | |
| 10 | CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees? CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by <u>the employees and accessible for the employees' representative(s)</u> . | | | | |
| 10.1 | A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.). |    | X | | |
| 10.2 | The records indicate the regular working time for employees on a daily basis. |  | X | | |
| 10.3 | The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis. |  | X | | |
| 10.4 | The records indicate the breaks/festive days for the employees (on a daily basis). |  | X | | |
| 10.5 | The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock). |   | X | | |
| 10.6 | Access to these records is provided to the employees' representative(s). |    | X | | |
| 10.7 | The records are kept for at least 24 months. |  | X | | |
| COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i> | | | Fully compliant | | |
| <p>Evidence/Remarks: There is a time recording system in which the signatures of harvest and packaging workers are kept (time log book), and all information about daily entry-exit times, breaks, and overtime hours applied by the company is automatically included.</p> <p>Electronic card time registration system for all workers, the timetable for harvest, and agriculture workers at the site.</p> <p>Records are reviewed by employees on a regular (monthly) basis and can be accessed by the employee representative.</p> <p>(8) Cross-check with the time registration program for harvester and packer, for example (date 17/11/2023 - start time 8.00, end time 17:00, 10:00-10:15, and 15:00-15:15 tea break), 12:00-13:30-lunch)</p> <p>TIME REGISTRATION SYSTEM (TURKISH LABOR LAW) complies with Law No. 4857.</p> <p>As of September 2023, records are kept in the company. NC 10.4: Records do not show employees' breaks/holidays (daily).</p> | | | | | |
| Corrective Actions: CA (10.4) Records were updated to show employees' breaks/holidays (daily), CA received and reviewed on 17/12/2023 | | | | | |

| 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). |    | X | | |
| 11.2 | Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements. |  | X | | |
| 11.3 | Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements. |  | X | | |
| 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. |     | X | | |
| 11.5 | The records indicate that rest breaks/days are also guaranteed during peak season. |  | X | | |
| COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i> | | | Fully compliant | | |
| <p>Evidence/Remarks: In accordance with Articles (63 to 74) of the TURKISH LABOR LAW, the facility has a statement of applicable working regulations regarding working hours and breaks. The interviewed workers declared that they took a break (1 hour a day). All information about working hours and breaks available at the facility are also detailed in the employment contract and comply with Turkish labor law.</p> <p>Working hour schedules including overtime for the workers were checked, and the leave days and workdays were complied with.</p> <p>In addition, the company has committed that all workers will not work more than the legal working hours, as all workers in the company work 45 hours a week in accordance with Article 63 and work a maximum of 60 hours a week during peak season. TURKISH LABOR LAW, Law No. 4857.</p> <p>Time records include working hours and breaks as controlled (time records, 8 workers). Working hours of more than 60 hours per week were not detected and breaks (from start to finish) were recorded.</p> | | | | | |
| 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: | |