

GGN:4050373936358

Registration number of producer/
producer group (from CB):KIWA
VC-6483

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

PROOF OF ASSESSMENT

According to

GRASP General Regulations v1.1 2011

Option 1



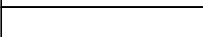
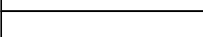

Issued to

Producer "JOSE MALONDA MARTI FINCA JMM"
C/ SAN JOSE, S/N, LA POBLA DEL DUC(VALENCIA), Spain

The Annex contains details of the GRASP results.

The Certification Body KIWA ESPAÑA, S.L.U declares that the producer mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice v1.1 Jan 11

Assessment Result:

	Yes, fully compliant
	Yes, some improvements needed
	Not compliant, but some steps taken
	Not compliant
	Not applicable

Date of Assessment: 24. 05. 2013

Date of Upload: 09. 09. 2013

Validity Date: 23. 05. 2014 (depending on IFA certificate validity)

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

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		Result		
1	Control Point and Compliance Criteria	Yes	No	N/A

CP	Is there at least one employee or an employees' council to represent the interests of the staff to the management?			
CC	Documentation is available which demonstrates that a clearly identified, named employees' representative and / or a employees' council representing the interests of the employees to the management is elected or nominated by all employees and recognised by the management. This person shall be able to communicate complaints to the management.			
1.1	The election/nomination of the representative(s) is documented. In case of a council, its composition is documented. In case of option 2 certification with high rotation of employed workforce, a producer (or other suitable person to execute this task) can be nominated on group level	X		
1.2	The election/nomination has taken place in the ongoing year or production period	X		
1.3	The representation is actual (all elected/nominated person(s) according to the list still work on the farm or in the group)	X		
1.4	The ER is/are aware of his/her/their role and rights. In case of a council, all members are interviewed. The job description clearly defines roles and rights of the ER.	X		

SUMMARY CONTROL POINT 1 Result

Yes, fully compliant	X
Yes, some improvements needed	
Not compliant, but some steps taken	
Not compliant	
Not applicable	

Remarks:

LA REPRESENTANTE DE LOS TRABAJADORES DE LA EMPRESA (JOBARMA EXPORT, QUE APORTA TODOS LOS TRABAJADORES A JOSÉ MALONDA MARTÍ) ES ANGÉLICA MORARU, DE-SIGNADA EN REUNIÓN CON TODOS LOS EMPLEADOS (REGISTRO DE FIRMAS ASISTENTES DISPONIBLE) A 13/05/2013. EXISTE ACTA DE REUNIÓN FIRMADA POR LA REPRESENTANTE AN-GÉLICA Y ADELA ALBORCH, REPRESENTANTE ADMINISTRATIVO DE LA EMPRESA. LA REPRESENTANTE DECLARA ANTE EL AUDITOR CONOCER

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SUS FUNCIONES: SERVIR DE PUENTE ENTRE TRABAJADORES Y ADMINISTRACIÓN, CONTANDO EJEMPLOS DE QUEJAS Y PROBLEMAS QUE HA HABIDO RECIENTEMENTE. TAMBIÉN CONOCE SUS DERECHOS: EXPLICA QUE CONOCE QUE DISPONE DE HORAS PARA FORMACIÓN, PARA GESTIONES DE QUEJAS, ETC.

Result

2 Control Point and Compliance Criteria Yes No N/A

CP Is there a complaint procedure available on the farm, through which employees can make a complaint?

CC A complaint procedure exists on the farm, the employees have been informed about its existence and complaints or suggestions can be made. The complaint procedure specifies a time frame to resolve complaints. Complaints and their solutions from the last 24 months are documented and accessible.

2.1	A documented complaint procedure is available, appropriate to the size of the farm	X		
2.2	Through the complaint procedure, complaints can be made by employees at any time	X		
2.3	The complaint procedure sets a time frame to resolve complaints (e.g. during the next month)	X		
2.4	The complaints and their follow-up are documented and available for the last 24 months	X		

SUMMARY CONTROL POINT 2 Result

Yes, fully compliant	<input checked="" type="checkbox"/>
Yes, some improvements needed	<input type="checkbox"/>
Not compliant, but some steps taken	<input type="checkbox"/>
Not compliant	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>

Remarks:

LA REPRESENTANTE DE LOS TRABAJADORES DE LA EMPRESA (JOBARMA EXPORT, QUE APORTA TODOS LOS TRABAJADORES A JOSÉ MALONDA MARTÍ) ES ANGÉLICA MORARU, DE-SIGNADA EN REUNIÓN CON TODOS LOS EMPLEADOS (REGISTRO DE FIRMAS ASISTENTES

DISPONIBLE) A 13/05/2013. EXISTE ACTA DE REUNIÓN FIRMADA POR LA REPRESENTANTE AN-GÉLICA Y ADELA ALBORCH, REPRESENTANTE ADMINISTRATIVO DE LA EMPRESA. LA REPRESENTANTE DECLARA ANTE EL AUDITOR CONOCER SUS FUNCIONES: SERVIR DE PUENTE ENTRE TRABAJADORES Y ADMINISTRACIÓN, CONTANDO EJEMPLOS DE QUEJAS Y PROBLEMAS QUE HA HABIDO RECIENTEMENTE. TAMBIÉN CONOCE SUS DERECHOS: EXPLICA QUE CONOCE QUE DISPONE DE HORAS PARA FORMACIÓN, PARA GESTIONES DE QUEJAS, ETC.

		Result		
3 Control Point and Compliance Criteria		Yes	No	N/A
CP	Has a self-declaration on good social practice regarding human rights been communicated to the employees and signed by the farm management and the employees' representative and have the employees been informed?			
CC	The farm management and the employees' representative have signed and displayed a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least 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 employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.			
3.1	The declaration is complete and contains at least all points referred to in the compliance criteria	X		
3.2	The declaration has been signed by the farm management and by the employees' representative(s) and the responsible person for health and safety.	X		
3.3	The declaration is actively communicated to the workers (e.g. displayed on the farm or attached to the working contract, information meetings etc.)	X		
3.4	The farm management, the employees' representative(s) and the responsible person for health and safety 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		

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3.6 The declaration is checked and revised at least every 3 years or whenever necessary	X		
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SUMMARY CONTROL POINT 3 Result

Yes, fully compliant	X
Yes, some improvements needed	
Not compliant, but some steps taken	
Not compliant	
Not applicable	

Remarks:

“GRASP/P POLÍTICA DE RESPONSABILIDAD SOCIAL”, COLOCADA A LA ENTRADA DE LA NAVE, POR DONDE ACCEDEN LOS TRABAJADORES. FIRMADA A 10/05/2013 POR EL GERENTE JOSÉ MALONDA Y LA REPRESENTANTE DE LOS TRABAJADORES, ANGÉLICA MORARU. LA POLÍTICA SE HA ADAPTADO DEL MODELO SUGERIDO POR GRASP, CUMPLIENDO Y CONTENIENDO TODOS LOS ASPECTOS DEFINIDOS EN EL PUNTO DE CONTROL

	Result		
4 Control Point and Compliance Criteria	Yes	No	N/A

CP Does the person responsible for workers' health and safety and good social practice (WHSGSP) and the employees' representative(s) (ER) have knowledge about and/or access to recent national labor regulations?			
CC The responsible person for workers' health and safety and good social practice and the employees' representative(s) have knowledge and/or access to national regulations concerning: gross and minimum wages, working hours, union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave, medical care and pension/gratuity.			
4.1 WHSGSP and ER have knowledge and/or access about valid labor regulations on gross and minimum wages	X		
4.2 WHSGSP and ER have knowledge and/or access about valid labor regulations on working hours	X		
4.3 WHSGSP and ER have knowledge and or /or access about valid labor regulations on union membership	X		

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4.4	WHSGSP and ER have knowledge and/or access about valid labor regulations on anti-discrimination	X		
4.5	WHSGSP and ER have knowledge and/or access about valid labor regulations on child labor and minimum age of working	X		
4.6	WHSGSP and ER have knowledge and/or access about valid labor regulations on labor contracts	X		
4.7	WHSGSP and ER have knowledge and/or access about valid labor regulations on holiday and maternity leave	X		
4.8	WHSGSP and ER have knowledge and/or access about valid labor regulations on medical care and pension/gratuity	X		

SUMMARY CONTROL POINT 4 Result

Yes, fully compliant

X

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

Remarks:

LA REPRESENTANTE DE LOS TRABAJADORES ANGELICA DECLARA EN ENTEVISTA QUE CONOCE LOS CONVENIOS, PUEDE ACCEDER A ELLOS, ASÍ COMO AL GRASP. LA REPRESENTANTE DE LOS TRABAJADORES ANGELICA FIRMA LA POLÍTICA SOCIAL DE LA EMPRESA

		Result		
5 Control Point and Compliance Criteria		Yes	No	N/A
CP	Can copies of working contracts be shown for the employees? Do they indicate at least full names, nationality, a job description, date of birth, date of entry, wage and the period of			
CC	For every employee, a contract can be shown to the assessor on request (on a sample basis). Both the employee as well as the employer have signed them. Records contain at least full names, nationality, a job description, date of birth, the regular working time, wage and the period of employment. Records of the employees (also subcontractors) must be accessible for at least 24 months.			
5.1	Random checks show availability of contracts and their conformity with the national regulations based on the National Interpretation Guideline	X		
5.2	The working contracts include at least basic information on the employee's name and nationality	X		

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5.3	The working contracts include at least basic information on the contract period (e.g. permanent, day labour etc.)	X		
5.4	The working contracts include at least a basic job description	X		
5.5	There is no contradiction to the self declaration on good social practice	X		
5.6	The working contracts include information on working hours & breaks	X		
5.7	If non-national employees are working on the farm, records indicate their legal status for being employed on the farm. A respective working permit is available	X		

SUMMARY CONTROL POINT 5 Result

Yes, fully compliant

X

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

Remarks:

EN BASE AL LISTADO DE PERSONAL, SE PIDEN AL AZAR LOS CONTRATOS DE 4 TRABAJADORES DE DIFERENTES AREAS DE LA EMPRESA: • TATIANA STROE, MANIPULADORA, FIJA DISCONTINUA, CONVENIO COLECTIVO "MANIPULADO DE CÍTRICOS, FRUTAS Y HORTALIZAS", LLAMAMIENTO 2012-2013 A 12/09/2012 • PILAR SOLER SANZ, MANIPULADORA, FIJA DISCONTINUA, CONVENIO COLECTIVO "MANIPULADO DE CÍTRICOS, FRUTAS Y HORTALIZAS", LLAMAMIENTO 2012-2013 A 14/09/2012 • FRANCISCO CASTILLO DIAZ, CONTRATO OBRA Y SERVICIO DESDE 10/09/2012, CONVENIO "MANIPULADO DE CÍTRICOS, FRUTAS Y HORTALIZAS", CHÓFER • FRANCISCO PEIRÓ TORRES, OPERARIO DE CAMPO, CONTRATO DE OBRA Y SERVICIO DESDE 05/09/2012, CONVENIO COLECTIVO "AGRICULTURA" TODOS LOS CONTRATOS SE ENCUESTRAN FIRMADOS POR EL TRABAJADOR Y POR EL GERENTE (JOSÉ MALONDA MARTÍ) E INCLUYEN TODA LA

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INFORMACIÓN REQUERIDA POR EL PUNTO DE CONTROL

		Result		
6 Control Point and Compliance Criteria		Yes	No	N/A
CP	Is there documented evidence indicating regular payment of salaries corresponding to the contract clause?			
CC	The employer shows adequate documentation of the salary transfer (e.g. employee's signature on payslip, bank transfer). Employees sign or receive copies of payslips / 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. payslips or pay registers) is available for the employees (Random checks)	X		
6.2	Payslips or pay registers indicate that payments are made in accordance with the working contracts (e.g. worker's signature on payslips, bank transfer etc.)	X		
6.3	The record of payments are kept for at least 24 months	X		

SUMMARY CONTROL POINT 6 Result

Yes, fully compliant	<input checked="" type="checkbox"/>
Yes, some improvements needed	<input type="checkbox"/>
Not compliant, but some steps taken	<input type="checkbox"/>
Not compliant	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>

Remarks:

SE COMPRUEBAN LAS NÓMINAS DE ABRIL DE LOS TRABAJADORES ESCOGIDOS. LOS PAGOS SE EFECTÚAN MEDIANTE TRANSFERENCIA BANCARIA, DECLARA ADELA ALBORCH, RESPON-SABLE DE ADMINISTRACIÓN. LAS NÓMINAS DE ABRIL DE LOS 4 REQUERIDOS SE ENCUENTRAN FIRMADAS POR LOS TRABAJADORES (RECIBÍ) Y POR GERENCIA. SE GUARDAN POR 5 AÑOS POR REQUISITO LEGAL, DECLARA LA RESPONSABLE DE ADMINISTRACIÓN EN TODOS LOS CASOS LOS LA RETRIBUCIÓN SE

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AJUSTA AL CONVENIO COLECTIVO:
 • TATIANA STROE: P.E. ABRIL, 125H *
 6.9= LO REFLEJADO EN LA NÓMINA
 • PILAR SOLER: P.E. ABRIL 136.75H
 * 6.9€/H= LO REFLEJADO EN LA
 NÓMINA • FRANCISCO CASTILLO:
 SEGÚN DECLARA LA RESPONSABLE
 DE ADMINISTRACIÓN, DISPONE
 DE UNA RETRIBUCIÓN PARACTADA
 FIJA MENSUAL, REFLEJADA
 EN LA NÓMINA, DE ACUERDO
 CON EL CONVENIO (SUPERIOR)
 • FRANCISCO PEIRÓ: SEGÚN
 DECLARA LA RESPONSABLE DE
 ADMINISTRACIÓN, DISPONE DE
 UNA RETRIBUCIÓN PARACTADA
 FIJA MENSUAL, REFLEJADA EN LA
 NÓMINA (SUPERIOR)

7 Control Point and Compliance Criteria	Result		
	Yes	No	N/A

CP Do payslips / 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 payslips / pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements (if applicable). 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 Payslips or pay registers give clear indication on the number of compensated working time or harvested amount (hours/days) including overtime	X		
7.2 Wages and overtime payments as shown in the records indicate compliance with national labor regulations and/or collective bargaining agreements (minimum wages), as specified in the National Interpretation Guideline	X		
7.3 Independently from the calculation unit, pays lips / 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 salary for employees getting paid below minimum wage, these deductions must be justified in writing	X		

SUMMARY CONTROL POINT 7 Result

Yes, fully compliant	X
Yes, some improvements needed	
Not compliant, but some steps taken	

Not compliant
Not applicable



Remarks:

SE DISPONE DE UNA NÓMINA NORMALIZADA PARA TODOS LOS EMPLEADOS, QUE INCLUYE TODA LA INFORMACIÓN QUE REQUIERE EL PUNTO DE CONTROL LAS NÓMINAS DEL PERSONAL DE ALMACÉN (MANIPULADORES) SE ESTABLECE EN FUNCIÓN DE LAS HORAS TRABAJADAS Y EL PAGO POR HORA REFLEJADO EN EL CONVENIO. SE COM-PRUEBAN LAS DE PILAR Y TATIANA DE ABRIL, EN FUNCIÓN DEL REGISTRO HORARIO, SIENDO CORRECTAS EN AMBOS CASOS. LA RESPONSABLE DE ADMINISTRACIÓN DECLARA QUE NO SE REALIZAN HORAS EXTRA (VERIFICADO EN LOS CONTROLES HORARIOS DE ENERO A ABRIL DE LAS DOS MANIPULADORAS ESCOGIDAS). EN EL CASO DE CHÓFERES Y PERSONAL DE CAMPO, NO EXISTE UN REGISTRO DE CONTROL DIARIO, SE LES ABONA UNA CANTIDAD FIJA PACTADA AL MES. EN LOS DOS CASOS COMPRO-BADOS (FCO. PEIRÓ Y FC. CASTILLO) SE SUPERA EL MÍNIMO PROFESIONAL

		Result
8	Control Point and Compliance Criteria	Yes No N/A

CP Do records indicate that no minors are employed on the farm?

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 on the farm, 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 under 15.			X
8.2	If children as core family members are working on the farm, they are not engaged in work that is dangerous (according to IFA 3.1			X

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All Farm CPCC 3.0) to their health and safety that jeopardizes their development or prevents them from finishing their compulsory school education.

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SUMMARY CONTROL POINT 8 Result

Yes, fully compliant

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

Remarks:

SE DISPONE DE UNA NÓMINA NORMALIZADA PARA TODOS LOS EMPLEADOS, QUE INCLUYE TODA LA INFORMACIÓN QUE REQUIERE EL PUNTO DE CONTROL LAS NÓMINAS DEL PERSONAL DE ALMACÉN (MANIPULADORES) SE ESTABLECE EN FUNCIÓN DE LAS HORAS TRABAJADAS Y EL PAGO POR HORA REFLEJADO EN EL CONVENIO. SE COM-PRUEBAN LAS DE PILAR Y TATIANA DE ABRIL, EN FUNCIÓN DEL REGISTRO HORARIO, SIENDO CORRECTAS EN AMBOS CASOS. LA RESPONSABLE DE ADMINISTRACIÓN DECLARA QUE NO SE REALIZAN HORAS EXTRA (VERIFICADO EN LOS CONTROLES HORARIOS DE ENERO A ABRIL DE LAS DOS MANIPULADORAS ESCOGIDAS). EN EL CASO DE CHÓFERES Y PERSONAL DE CAMPO, NO EXISTE UN REGISTRO DE CONTROL DIARIO, SE LES ABONA UNA CANTIDAD FIJA PACTADA AL MES. EN LOS DOS CASOS COMPRO-BADOS (FCO. PEIRÓ Y FC. CASTILLO) SE SUPERA EL MÍNIMO PROFESIONAL

		Result
9	Control Point and Compliance Criteria	Yes No N/A

CP Do the children of employees living on the farm have access to compulsory school education?

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CC There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the farm 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 all children in the age of compulsory schooling age living on the farm, 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 National Interpretation Guideline			X
9.3	There is evidence of on-site schooling system when access to schools is not available			X

SUMMARY CONTROL POINT 9 Result

Yes, fully compliant

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

X

Remarks:

Ningún empleado del productor o del subcontratista Jobarma Export vive en las instalaciones de las fincas o en la central, según declara el Representante de los trabajadores.

10 Control Point and Compliance Criteria

Result

Yes No N/A

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 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.

10.1	A time recording system is implemented, appropriate to the size of the farm (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 for employees on a daily basis	X		
10.4	The records indicate the breaks / festive days for the employees (on a daily basis)	X		

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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		

SUMMARY CONTROL POINT **Result**
10

Yes, fully compliant	<input checked="" type="checkbox"/>
Yes, some improvements needed	<input type="checkbox"/>
Not compliant, but some steps taken	<input type="checkbox"/>
Not compliant	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>

Remarks:

EXISTE UN CONTROL HORARIO POR DIA PARA EL PERSONAL MANIPULADOR DE LA CENTRAL, DOCUMENTADO EN UN FORMATO EXCEL, QUE SIRVE PARA LIQUIDAR LA NÓMINA MENSUAL. EL REGISTRO SE ENCUENTRA FIRMADO POR CADA TRABAJADOR DESDE ABRIL, DESDE QUE SE DECIDIÓ IMPLANTAR EL GRASP. LA REPRESENTANTE DE LOS TRABAJADORES DECLARA EN LA ENTREVISTA QUE ACCEDE A ÉL REGULARMENTE PARA CONOCER HORAS DE TRABAJADORES QUE NO SE ACUERDAN, ETC. LOS REGISTROS SE GUARDAN POR EL MISMO PERIODO QUE LAS NÓMINAS. EL REGISTRO REFLAJA LOS DIAS DEL MÉS, LAS HORAS TRABAJADAS POR CADA TRABAJADOR, EL NOMBRE Y CÓDIGO DE ÉSTE Y SU FIRMA (DESDE ABRIL) *CIERTO TIPO DE EMPLEADOS (P.E. OPERARIOS DE CAMPO, CHÓFERES) DISPONEN DE UN SUELDO PACTADO FIJO MENSUAL Y NO LLEVAN UN CONTROL HORARIO HASTA EL MOMENTO

11 Control Point and Compliance Criteria

Result

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- CP Do working hours and breaks documented in the time records comply with applicant legislation and/or collective bargaining agreements?
- CC Documented working hours, breaks and rest days are in line with applicant 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 is available/accessible, referring to working hours and breaks	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 applicant 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		

SUMMARY CONTROL POINT

11

Result

Yes, fully compliant

X

Yes, some improvements needed

Not compliant, but some steps taken

Not compliant

Not applicable

Remarks:

- SE RECOMIENDA EXPONER EL CALENDARIO LABORAL A LA ENTRADA DE LA NAVE. DISPONE DE ÉL LA RESPONSABLE DE ADMINISTRACIÓN (LO MUESTRA, P.E. FESTIVOS LOCALES EL 11 ENERO Y 30 AGOSTO) - NO SE REALIZAN HORAS EXTRAS POR PARTE DEL PERSONAL MANIPULADOR (VERIFICADO EN REGISTRO HORARIO Y EN ENTREVISTA A RESP. ADMINISTRACIÓN Y RESP. DE LOS TRA-BAJADORES). EN NINGÚN CASO SE SUPERAN LAS

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40H SEMANALES NI SE SUPERAN LAS 8H DIARIAS - LOS OPERARIOS DEL ALMACÉN TIENEN UNA PAUSA DE 30 MIN PARA EL ALMUERZO POR LAS MAÑANAS, DECLARA LA RESP. DE LOS TRABAJADORES - *CIERTO TIPO DE EMPLEADOS (P.E. OPERARIOS DE CAMPO, CHÓFERES) DISPONEN DE UN SUELDO PACTADO FIJO MENSUAL Y NO LLEVAN UN CONTROL HORARIO.

R1 Control Point and Compliance Criteria	Result		
	Yes	No	N/A

CP What other forms of social benefit does the employer offer to workers, their families and/or the community? Please specify in quantities if possible.

CC

R1.1 Incentives for good and safe working performance	X		
R1.2 Bonus payment	X		
R1.3 Support of professional development	X		
R1.4 Family friendliness	X		
R1.5 Medical care / health provisions	X		
R1.6 Improvement of social surroundings	X		
R1.7 Other benefits:	X		

SUMMARY CONTROL POINT
R1 **Result**

Yes, fully compliant	X
Yes, some improvements needed	
Not compliant, but some steps taken	
Not compliant	
Not applicable	

Remarks:

P.E. A LA HORA DE NUEVAS CONTRATACIONES, SE PREVALECE A FAMILIARES DE LOS EMPLEADOS CON LA FINALIDAD DE MEJORAR LAS CONDICIONES FAMILIARES DEL TRABAJADOR 1 Y 2: SE OFRECEN BONIFICACIONES E INCENTIVOS A TRABAJADORES

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QUE DESEMPEÑAN TRABAJOS DE MAYOR ATENCIÓN Y COMPLEJIDAD: P.E. COMENTA ANGÉLICA QUE LO RECIBE ELLA, LA RESPONSABLE DE LA TRAZABILIDAD, ETC. EN CASO DE HACERSE, SE ANOTA EN LA NÓMINA EN CONCEPTO DE BONIFICACIONES 3: SE OFRECEN CURSO BONIFICADOS: P.E. ANGELICA CURSA INGÉS, OPERARIOS CENTRAL CURSO DE MANIPULACIÓN, ETC. 4: COMENTA ANGÉLICA QUE SRAS. AL CARGO DE NIETOS SE LES PERMITE HORARIOS QUE COMPATIBILICEN EL PODER LLEVAR A SUS NIETOS AL COLEGIO. ELLA MISMA DECLARA QUE EN CASO DE NECESIDAD CON SU HIJO PUEDE ACOPLAR SU HORARIO, ETC. 5: REVISIONES ANUALES DE SALUD DE LA MUTUA, UMIVALE 6: P.E. DECLARA ANGÉLICA, SE CELEBRA EL DÍA DE LA MUJER TRABAJADORA, DONDE SE LE OBSEQUIA A CADA TRABAJADORA CON UNA ROSA, COMIDAS DE CELEBRACIÓN (P.E. ÚLTIMA SÁBADO PASADO), ETC.

Signature Producer

Signature Auditor

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