



GGN: 4063061385499

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

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

PROOF OF ASSESSMENT

According to

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

Option 2

Issued to

Producer Group Zemljoradnicka zadruga Takovo Berry
Zanatski Centar lokal 13, 32300 Gornji Milanovac, Serbia

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

The Certification Body Bioagricert srl 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

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

Products	Assessment Number	Product Handling	Remote Assessment	Employee Interview	No. of GRASP internally assessed producers	Total number of group members
Blueberry	00122-NFTPX-0002	Yes	N/A	Yes	9	9
Total:					9	9

1. Overall assessment result: Fully compliant

GGN: 4063061385499

2. QMS result: Fully compliant

3. Assessment result in detail:

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

Date of Assessment: 14-08-2023

Date of Upload: 05-09-2023

Validity: 14-08-2023 - 15-07-2024 (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 Producer Group (Option 2)

Valid from: July 2020

Mandatory from: October 2020



1. CERTIFICATE HOLDER REGISTRATION DATA																																			
Producer Group GGN/GLN:*	4063061385499			Registration N°:																															
Company name:*	ZZ Takovo Berry			Address:*	Zanatski Centar lokal 13, 32300 Gornji Milanovac, Serbia																														
Telephone:*	637045600																																		
Email:				Fax:																															
Assessment date:*	14/08/2023			Contact person:*	Mileta Culjkovic, Nemanja Bojicic																														
Previous assessment date(s):	16/07/2022																																		
Does the producer group have any other external audits or certification covering social practices? If yes, which?																																			
Standard 1: Valid to:	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: No significant breach of legal requirements concerning labor conditions detected																																			
Company description: ZZ Takovo Berry is agricultural cooperation of blueberry producers. PG consist of 9 members, with primary agricultural production, while blueberry handling takes place in central PHU (handling consists of short time storing). This is second year of GRASP implementation. During the unannounced inspections, assesment was performed at two PG members. During the announced audit GRASP assessment was performed at three PG members (of which two who were assessed during the unannounced inspection, but demanded new assessment),and at central PHU.																																			
<table border="1"> <thead> <tr> <th></th> <th>YEAR</th> <th>2022</th> <th>2023</th> <th></th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Total number of producer group members participating in GRASP:</td> <td></td> <td>6</td> <td>9</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:</td> <td></td> <td>6</td> <td>9</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total number of externally assessed GRASP producer group members:</td> <td></td> <td>3</td> <td>3</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>									YEAR	2022	2023				Total number of producer group members participating in GRASP:		6	9				Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:		6	9				Total number of externally assessed GRASP producer group members:		3	3			
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* Mandatory field																																			

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:									
4063061385550	4063651015249	4063651622218	4063061385499						
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, which?
					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	Blaznava bb, 34314 Topola, Serbia				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 subcontracted activities					<input type="checkbox"/> YES		<input type="checkbox"/> NO		

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	May- August						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	Serbian									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	49	0	0	0	0	0	0	0	49
in product handling facility(ies)	3	4	0	0	0	0	0	0	0	7
Total	3	53	0	0	0	0	0	0	0	56

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :	Mileta Culjkovic, Nemanja Bojicic		Nemanja Bojicic		BM, AJ, SG, AM	
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:	Bioagricert	Duration of the assessment: 400 minutes
Name of assessor:	Natasa Nikolic	
Name of company management:	Mileta Culjkovic, Nemanja Bojicic	






















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. 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 <u>taking place in such meetings is duly documented</u>. 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.	  	4	0	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.	 	4	0	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.	 	4	0	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).		4	0	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).	 	4	0	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.		4	0	0	
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Procedure for election is available - document TB-GR- 1A and communicated to all workers - visually displayed at infotables at place for workers rest. Elections are carried openly on a meetings of workers by hand raising. GGN 4063061385550 - Worker's meeting was on 23.6.2023. - ten workers were present and SG was elected with majority of votes. GGN 4063651015249 - Worker's meeting was on 15.4.2023. - 5 workers were present and AJ was elected with majority of votes. GGN 4063651622218 - Worker's meeting was on 26.6.2023. - 8 workers were present and BM was elected with majority of votes. GGN 4063061385499 - Worker's meeting was on 20.6.2023. - 3 workers were present and MA was elected with majority of votes. Decisions were reached, and recognized by the management. All interviewed workers are well informed about the procedure and elected employees representative.						
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.		4	0	0
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	4	0	0
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	4	0	0
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		0	0	5
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	4	0	0
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		0	0	4
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Complaints procedure is available, document TB-GR-2A, and visually displayed at all PG members and at PHU. Procedure indicates that employees or their representative will not be penalized for their suggestions, and also maximum of five calendar days deadline for resolving of complaints. Interviewed workers were familiar with these provisions. There were no suggestions or complaints so far. This is second year of GRASP implementation thus 24 months are not applicable 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.		4	0	0
3.2	The declaration has been signed by the management and by the employees' representative(s).		4	0	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.).	  	4	0	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.	  	4	0	0
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		4	0	0
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	0	0	4
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Documented self-declaration TB-RG-3A "Izjava o dobroj socijalnoj praksi", is observed visually displayed at all PG members and PHU. It is signed by employees representative and management representative. At the end of it, there is a provision that employees representative will not be penalized for any complaint. All interviewed workers are well informed about declaration.					
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).	  	4	0	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.	  	4	0	0	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	4	0	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.	  	4	0	0	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	4	0	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.	  	4	0	0	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	4	0	0	
COMPLIANCE LEVEL CONTROL POINT 4: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Relevant and valid labor regulation has been observed in electronic version on USB flash drive of RGSP and workers representatives who confirmed the access to these legislative documents (e.g. Law on labor, Official Gazzette of Republic of Serbia, No. 24/2005, several ammendments, last being 95/18; Decision on minimal wages for period January-December 2023, etc.)						
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 <u>their legal status and working permit</u>. 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.	 	4	0	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).		4	0	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.		4	0	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.		4	0	0
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		4	0	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.		0	0	4
5.7	Records of the employees must be accessible for at least 24 months.		0	0	4
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Fifty six contracts were observed. All interviewed workers from the sample size confirmed the implementation of provisions from the contracts regarding working hours, breaks, payments etc. There is no non-national employees. This is second years of GRASP implementation, thus 24 months are not applicable yet.					
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).	 	4	0	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.).	 	4	0	0
6.3	The records of payments are kept for at least 24 months.		0	0	4
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks Seasonal employees are paid daily before harvest, and during harvest season payment is usually once (at the end of harvesting, which lasts approximately 20 days), except at GGN 4063061385499 where seasonal employees are paid at the end of blueberry handling (approximately monthly), and permanent employees are also paid monthly. This is also confirmed in interviews with workers and records are indicating this. Records are kept for each worker separately (Document "Obracun sredstava za isplatu zarada zaposlenih") containing name of worker, period of work, number of working hours etc. and signature of the employee. This is second year of GRASP implementation, thus 24 months are not yet applicable for verification.					
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).	 	4	0	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.		4	0	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.	 	4	0	0	
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: Seasonal employees are paid daily before harvest, and during harvest season payment is usually once (at the end of harvesting, which lasts approximately 20 days), except at GGN 4063061385499 where seasonal employees are paid at the end of blueberry handling (approximately monthly), and permanent employees are also paid monthly. This is also confirmed in interviews with workers and records are indicating this. Records are kept for each worker separately (Document "Obracun sredstava za isplatu zarada zaposlenih") containing name of worker, period of work, number of working hours etc. and signature of the employee. Records of payment are available for several months (eg. April, May, June, July). The hourly rate for seasonal workers is 400 RSD/hour, while legally minimum wage is 230 RSD/h.						
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.		4	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	4	
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: No employees below the 18 years. No children as core family members working on the farm, confirmed in interviews during assessment						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
ACCESS TO COMPULSORY SCHOOL EDUCATION						
9	CP: Do the children of employees living on the company's production/handling sites have access to compulsory school education? CC: There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.					
9.1	There is a list of all children in the age of compulsory schooling age living on the company's production/handling sites, with sufficient indications on name, name of parents, date of birth, school attendance, etc. Children of management may be excluded.	 	0	0	4	
9.2	There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to GRASP National Interpretation Guideline).	    	0	0	4	
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	4	
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable			
Evidence/Remarks: Children of employees are not living on farms or PHU site. All workers are coming from local area, where they are living with their families, confirmed in interview during assessment						
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.).	  	4	0	0	
10.2	The records indicate the regular working time for employees on a daily basis.			4	0	0
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.			4	0	0
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).			4	0	0
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).		 	4	0	0
10.6	Access to these records is provided to the employees' representative(s).		  	4	0	0
10.7	The records are kept for at least 24 months.			0	0	4
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Records of working hours are kept for every employee separately. This records have information on employees name, dates, working hours and breaks, signature of the worker. Interviewed employees representatives confirmed transparency of recording process and accessibility to these records. Also workers confirmed they are well informed about the working records. This is second year of GRASP implementation thus 24 months of records are not applicable yet.						
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).	  	4	0	0	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		4	0	0	
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		4	0	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.	   	4	0	0	
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		4	0	0	
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Information on valid labor regulations is available with employees representatives. In some cases, working days were 10h (including 60 minutes break, harvesting) and in other case (handling) working day had 8h (including 60 minutes break). In all the cases, there was secured 1 day off per week. Non-working days (national holidays) are also respected, e.g. Labor day and Easter for Orthodox Christians etc.						
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: GRASP is adequately incorporated within QMS of PG and implemented among PGs members. There are records of training for key staff and producer members about GGAP and GRASP requirements and assessment process, done on 10.2.2023. All participating producer members are included into internal register (TB-ZA-017), which includes dates of internal assessments and results obtained. In case of NCs, there is a documented procedure TB-PR-003, version 1. Internal inspector is same as for IFA FV, qualified according to GRASP GR.					
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: There are examples of some additional benefits for workers - access to breakfast/lunch, coffee, juice and some sweets during the breaks.	

ANNEX for GGN 4063061385499

Producer Group Members:

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Blueberry	4063061385529	Mileta Culjkovic, Donji Braneti - ci bb, Donji Branetici, 32304, Serbia
Blueberry	4063061385543	Mirco Pavlovic, Velerec, Velerec, 32300, Serbia
Blueberry	4063061385550	Igor Marinkovic, Belo Polje bb, Belo Polje , 32315, Serbia
Blueberry	4063651015249	Andrijana Culjkovic, Vojvode Zivojina Misica 11/5, Gornji Milanovac, 32300, Serbia
Blueberry	4063651241136	Zoran Gacevic, Brdjani bb, Brdjani, 32303, Serbia
Blueberry	4063651241143	Milos Niketic, Zunje, Knic, 34240, Serbia
Blueberry	4063651622201	Marko Tanasijevic, Zunje, Knic, 32240, Serbia
Blueberry	4063651622218	Filip Zivanovic, Locevci, Locevci, 32304, Serbia
Blueberry	4063651622225	Saj commerce doo, Pozeska 102, Beograd, 11030, Serbia