



GGN: 4050373747497

Registration number of producer/
producer group (from CB): EUROCERT 0162

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 DECCAN EDIBLES PVT. LTD.

1/2, NEW D'LIMA CHAWL, BAMANWADA SAHAR PO., ANDHERI (EAST), MUMBAI MAHARASHTRA, 400099 Mumbai, India

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

The Certification Body EUROPEAN INSPECTION CERTIFICATION BODY 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
Grape (table)	00118-XHFHL-0003	Yes	N/A	Yes	83	83
Pomegranate	00118-XHFHL-0003	Yes	N/A	Yes	10	10
Total:					93	93

1. Overall assessment result: Fully compliant

GGN: 4050373747497

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: 04-03-2023

Date of Upload: 16-03-2023

Validity: 13-03-2023 - 12-03-2024 (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:*	4050373747497			Registration N°:			EUROCERT 0162																													
Company name:*	DECCAN EDIBLES PVT.LTD.			Address:*			1/2 New D'Lima House, Opp. Augmarie Society, Sahar P.O., Mumbai																													
Telephone:*	9920136147																																			
Email:				Fax:																																
Assessment date:*	04/03/2023			Contact person:*			Mr.Nagesh Shetty																													
Previous assessment date(s):		14/03/2022	10/03/2021	09/03/2020	06/03/2019	14/03/2018	13/03/2017																													
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 breach of legal requirements concerning to labour conditions detected.																																				
Company description: Deccan Edibles Pvt.Ltd is producer group dealing with Products Table Grapes & Pomegranates. Producer Group is having total 93 Producer members (83 producer members for Table Grapes and 10 Producer members for Pomegranates). Producer Group is having Central Produce Handling facility which is taken on rent by the Organisation.Verified legal agreement between Varad Cold Storage and Deccan Edibles Pvt.ltd. Products handled at PH are Table Grapes and Pomegranates. Each producer member employees its own workers.																																				
<table border="1"> <thead> <tr> <th></th> <th>YEAR</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Total number of producer group members participating in GRASP:</td> <td></td> <td>97</td> <td>121</td> <td>95</td> <td>94</td> <td>93</td> </tr> <tr> <td>Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:</td> <td></td> <td>97</td> <td>121</td> <td>95</td> <td>94</td> <td>93</td> </tr> <tr> <td>Total number of externally assessed GRASP producer group members:</td> <td></td> <td>10</td> <td>11</td> <td>10</td> <td>10</td> <td>10</td> </tr> </tbody> </table>										YEAR	2019	2020	2021	2022	2023	Total number of producer group members participating in GRASP:		97	121	95	94	93	Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:		97	121	95	94	93	Total number of externally assessed GRASP producer group members:		10	11	10	10	10
	YEAR	2019	2020	2021	2022	2023																														
Total number of producer group members participating in GRASP:		97	121	95	94	93																														
Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:		97	121	95	94	93																														
Total number of externally assessed GRASP producer group members:		10	11	10	10	10																														
* Mandatory field																																				

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:									
4063651538076	4063061717719	4063061717702	4063651538083	4063651538090	4063061340832	4063061340467	4063651118728	4063061340634	4063061340658

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	Deccan Edibles Pvt.Ltd., C/o.Varad Cold Storage, At/Po: Sakore Mig, Tal :Niphad,Dist: Nashik	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): 2	<input type="checkbox"/> YES	<input type="checkbox"/> NO		

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	February - March						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	Indian									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	557	0	0	0	0	0	0	0	557
in product handling facility(ies)	0	90	0	0	0	0	0	0	0	90
Total	0	647	0	0	0	0	0	0	0	647

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :	Mr.Nagesh Shetty		Mr.Kapil Kosade		Mr.L.D.	
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:	EUROCERT	Duration of the assessment: 6 days - 04 and 06 to 10 March 2023
Name of assessor:	Ajit Sahasrabudhe (Assessor)	
Name of company management:	Mr.Nagesh Shetty	






















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









GRASP CHECKLIST






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
EMPLOYEES' REPRESENTATIVE(S)						
1	<p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. This employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and management occur at accurate frequency. The dialogue <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.	  	11	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.	 	11	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.	 	11	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).		11	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).	 	11	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.		11	0	0	
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
<p>Evidence/Remarks: Election procedure defined and documented by Producer Group.SOP No.DEPL/GRASP/01. Procedure is communicated to workers by management of each production site and Produce handling site during training & verbally.</p> <p>Employee's representatives elected by the employees on each Producer member production site. E.g. Mr.R.K. for Production site of Producer GGN - 4063651538076 - Record No.DEPL/GRASP/ F-01 dtd. 23-10-2022.</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.		11	0	0
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	11	0	0
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	11	0	0
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		11	0	0
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	11	0	0
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		11	0	0
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Complaint and suggestion procedure No.DEPL/GRASP/S- 02 defined by PG evident by display and documented at all sampled member sites and produce handling site .Complaint cum suggestion box evident on all sites. Employees are regularly informed about procedure verbally during trainings and by displays.Timeframe to resolve complaints is immediately or within 15 days depending on severity.Retention period of 24 months evident in procedure.					
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.		11	0	0
3.2	The declaration has been signed by the management and by the employees' representative(s).		11	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.).	  	11	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.	  	11	0	0
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		11	0	0
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	11	0	0
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Self declaration on good social practices -Doc No.DEPL/ F-02 rev.02 dtd.02-12-2021 defined by Group was evident by display on all sampled sites and produce handling site .During interview, RGSP and Employee's representatives found to be aware of content of declaration. Declaration signed by both Employee's representative & Management evident on all sampled producer sites and produce handling site.					
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).	  	11	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.	  	11	0	0	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	11	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.	  	11	0	0	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	11	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.	  	11	0	0	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	11	0	0	
COMPLIANCE LEVEL CONTROL POINT 4: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant			
Evidence/Remarks: During interviews with RGSP and Employee's representatives of production and produce handling sites ,it was found that they have access to all required valid labor regulations as per Indian Laws,Acts and Regulations - e.g.The Child Labour (Prohibition & Regulation) Act, 1986, The Payment of Wages Act, 1936,The Maternity Benefit Act, 1961,Minimum Wages Act, 1948, Circular of Minimum wages act -Maharashtra State evident,Circulars ,Orders were availabe with RGSP.E.g.Minimum wages notification by Govt.of Maharashtra dtd. 05-02-2023 evident with RGSP. RGSP regularly collects recent updates from Government websites regarding regulations.						
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.	 	11	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).		11	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.		11	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.		11	0	0
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		11	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	11
5.7	Records of the employees must be accessible for at least 24 months.		11	0	0
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Verified Contract of employment of workers of 50 % of interviewed 12 workers i.e. total 06 workers .It was found that contract includes information viz.,Employee name,nationality ,wages, working hours,breaks.job description.e.g.Working contract dtd.16-01-2023 for worker Mr.G.P. of Produce Handling Site . All employees are Indian nationals.					
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).	 	11	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.).	 	11	0	0
6.3	The records of payments are kept for at least 24 months.		11	0	0
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks For all workers, pay register evident at Production sites and produce handling site. Records showed payment is made every after two weeks for workers on Production sites and produce handling site. Employee's signature evident on Pay register. e.g. verified Pay registered for 16th to 31st January 2023 of producer GGN - 4063651538076 and for period 16th to 28 February 2023 of Produce Handling site. Random check showed payment is made through Cash.					
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).	 	11	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.		11	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.	 	11	0	0
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Pay register is maintained manually .Records showed normal working hours ,No overtime observed in records.e.g. verified Pay registered for December 2022 and 15 th to 31 st Janaury 2023 of producer -4063651538076 and 16th to 28th February 2023 for Produce Handling site. Organisation's overtime policy evident which is displayed at all sampled member's sites and produce handling sites. Overtime policy states Overtime is voluntary and will be compensated as per applicable Government minimum wages act.					
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.		11	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	11	
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Verified Employee information Register DEPL /GRASP/ F -03. Records ,Photo ID proofs like Adhar card,Voter ids of workers & Visual assessment showed no worker below legal minimum age.						
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	11
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	11
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	11
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable		
Evidence/Remarks: No onsite living employees on production sites and produce handling site.					
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.).	  	11	0	0	
10.2	The records indicate the regular working time for employees on a daily basis.		11	0	0	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		0	0	11	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		11	0	0	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	11	0	0	
10.6	Access to these records is provided to the employees' representative(s).	  	11	0	0	
10.7	The records are kept for at least 24 months.		11	0	0	
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Attendance register with Time in and Time out is maintained on sampled producer sites. Working time ,Lunch break ,Tea break , weekly off is evident. For Production sites and produce handling site weekly off is Sunday. No overtime observed in records. During Interview, Employee's representatives conveyed that they have access to these records. Approval of working records by employees evident in records.						
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).	  	11	0	0	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		11	0	0	
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		11	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.	   	11	0	0	
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		11	0	0	
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Records showed compliance with legal requirements & NIG India. No Overtime observed in records. Working time - For Production sites : 08.30 AM to 05.30 PM For Produce Handling site : 10.00 AM to 06.00 PM Breaks : Lunch break of 45 minutes and one Tea break of 15 mins						
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.			
<p>Evidence/Remarks: Register DEPL/GRASP/ F -05 evident which contains internal assessment dates, compliance level of each producer members. Internal assessment of producer members carried out by producer group inspectors who holds required qualification. Verified qualification documents of PG Inspector. Quality Manual of PG : DEPL/QM /01 rev.1 verified. PG provides training to key staff, RGSP. Verified training records DEPL /F-06 dtd. 17-12-2022 & 06-02-2023.</p> <p>Assessment Note : 1) As per country Risk classification , India is classified as High Risk Country. GRASP Assessment of QMS, Interviews and document review at Producer members was carried out according to GRASP assessment methodology for High Risk country & NIG India.</p> <p>2) 12 workers were interviewed as per GRASP sampling rules & calculations and records of 06 workers were checked i.e. for 50% of interviewed workers.</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: NIL	

ANNEX for GGN 4050373747497

Producer Group Members:

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Grape (table)	4052852441216	Tarabai Bhaskar Aher, Gat No:315, At Post: Shirasgaon, Tal-Niphad, Dist: Nasik, Nasik, 422207, India
Grape (table)	4052852441223	Shantaram Trambak Aargade, Gat No:353/2, 353/4, At Post: Shirasgaon, Tal-Niphad, Dist: Nasik, Nasik, 422207, India
Grape (table)	4052852486149	Manik Madhav Jivrak, Gat No:350, 351, Shirasgaon, Tal-Niphad, Dist:Nasik, Nasik, 422207, India
Grape (table)	4056186191588	Atul Kashinath More, At/Po: kokangaon,Tal :Niphad, Nasik, 422303, India
Grape (table)	4056186891037	GANGADHAR MURLIDHAR JADHAV, CHIKHALAMBE,TAL: CHANDWAD, DIST: NASHIK, NASHIK, 422215, India
Grape (table)	4056186891648	ARJUN Sampat Sarode, TALEGAON VANI,TAL: DINDORI, DIST: NASHIK, NASHIK, 422004, India
Grape (table)	4056186891655	DATTATRAY BHIKAJI MORE, SHIRASGAON,TAL: NIPHAD, DIST: NASHIK, NASHIK, 422209, India
Grape (table)	4056186891990	BHALCHANDRA KEDU MORE, KOKANGAON,TAL: NIPHAD, DIST: NASHIK, NASHIK, 422209, India
Grape (table)	4059883380965	BHAURAO JAYRAM GAIKWAD, KOKANGAON,TAL: NIPHAD, DIST: NASHIK, NASHIK, 422209, India
Grape (table)	4059883380996	MANOHAR BAJU BORSE, BHOYEGAON,TAL:CHANDWAD,DIST:NASHIK, NASHIK, 423101, India
Grape (table)	4059883381207	TUSHAR JANARDHAN ARGADE, SHIRASGAON TAL:NIPHAD,DIST:NASHIK, NASHIK, 422209, India
Grape (table)	4059883381214	MANOJ DASHARATH JADHAV, BEHED TAL:NIPHAD,DIST:NASHIK, NASHIK, 422209, India
Grape (table)	4059883916171	ASHOK RAGHUNATH JADHAV, A/P: SONJAMB TAL:DINDORI DIST:NASHIK, NASHIK, 422202, India

Grape (table)	4059883916232	RAJARAM DEVRAM NAVALE, A/P: TALEGAON VANI ,TAL :DINDORI,DIST:NASHIK, NASHIK, 422215, India
Grape (table)	4059883916270	PRALHAD UTTAMRAO BASTE, A/P: SHINDWAD,TAL:DINDORI,DIST:NASHIK, NASHIK, 422205, India
Grape (table)	4059883916287	NIRMALA SAHEBRAO SHELKE, A/P: TALEGAON VANI ,TAL :DINDORI,DIST:NASHIK, NASHIK, 422215, India
Grape (table)	4059883916331	GOPINATH BHIKAJI MORE, A/P: SHIRASGAON ,TAL :NIPHAD ,DIST:NASHK, NASHIK, 422209, India
Grape (table)	4059883916485	PANDHARINATH PUNDLIK GAIKWAD, A/P: TALEGAON VANI ,TAL :DINDORI,DIST:NASHIK, NASHIK, 422209, India
Grape (table)	4059883916492	VILAS ASHOK GAWALI, A/P: CHIKHALAMBE, TAL:CHANDWAD,:NASHIK, NASHIK, 422205, India
Grape (table)	4059883916546	BABAN SITARAM KHALKAR, A/P: BHENDALI,TAL:NIPHAD,DIST:NASHIK, NASHIK, 422210, India
Grape (table)	4059883916560	DASHARATH PANDHARINATH KHALKAR, A/P: BHENDALI,TAL:NIPHAD,DIST:NASHIK, NASHIK, 422210, India
Grape (table)	4059883916591	EKNATH SAMPATRAO GAIKWAD, A/P: BHENDALI,TAL:NIPHAD,DIST:NASHIK, NASHIK, 422210, India
Grape (table)	4059883916737	JAYRAM DAGU GANGURDE, A/P: DONGARGAON,TAL :CHANDWAD,:DIST NASHIK, NASHIK, 423101, India
Grape (table)	4059883916744	GORAKSHNATH KARBHARI SHELKE, A/P: MUKHED,TAL NIPHAD DIST:NASHIK, NASHIK, 422209, India
Grape (table)	4059883916799	SHANTABAI CHANDRABHAN JIVRAK, A/P: SHIRASGAON ,TAL:NIPHAD ,DIST :NASHIK, NASHIK, 422209, India
Grape (table)	4059883916805	MEERABAI SHANKAR ARGADE, A/P: SHIRASGAON,TAL:NIPHAD,DIST:NASHIK, NASHIK, 422209, India
Grape (table)	4059883916836	MADHAV DATTATRAY LASHKARE, A/P: JALUKE VANI ,TAL:DINDORI DIST: NASHIK, NASHIK, 422209, India
Grape (table)	4063061340436	RAMDAS PUNJA MORE, A/P SHIRASGAON, TAL-NIPHAD, DIST-NASIK, NASHIK, 422209, India
Grape (table)	4063061340443	BAPUSAHEB NANDKISHOR PATIL, A/P CHINCHKHED, TAL-NIPHAD, DIST-NASIK, NASHIK, 422209, India
Grape (table)	4063061340450	NANDKISHOR DATTATRAY PATIL, A/P CHINCHKHED, TAL-NIPHAD, DIST-NASIK, NASHIK, 422209, India

Grape (table)	4063061340467	RANGANATH RAMBHAU VADJE, A/P AMBE VANI, TAL-DINDORI, DIST-NASIK, NASHIK, 422205, India
Grape (table)	4063061340528	RAMESH BAJIRAO JADHAV, A/P TALEGAON VANI, TAL-DINDORI, DIST-NASIK, NASHIK, 422206, India
Grape (table)	4063061340566	DINKAR KARBHARI DHEPLE, A/P NIPHAD, TAL-NIPHAD, DIST-NASIK, NASHIK, 422209, India
Grape (table)	4063061340634	SOMNATH Sampat Khalkar, A/P BHENDALI, TAL-NIPHAD, DIST NASIK, NASHIK, 422210, India
Grape (table)	4063061340658	GITABAI VASANT SHINDE, A/P BHENDALI, TAL-NIPHAD, DIST NASIK, NASHIK, 422210, India
Grape (table)	4063061340672	BHAUSAHEB ABAJI KAMANKAR, A/P BHENDALI, TAL-NIPHAD, DIST NASIK, NASHIK, 422210, India
Grape (table)	4063061340689	YOGESH Sampat GAIKWAD, A/P PALKHED, TAL-DINDORI, DIST-NASIK, NASHIK, 422210, India
Grape (table)	4063061340702	DHNYANESWAR KHANDERAO MORE, A/P SHIRASGAON, TAL-NIPHAD, DIST-NASIK, NASHIK, 422209, India
Grape (table)	4063061340771	VASANT MADHAV JIVRAK, A/P SHIRASGAON, TAL-NIPHAD, DIST-NASIK, NASHIK, 422209, India
Grape (table)	4063061340832	BHASKAR NAMDEV SANDHAN, A/P KURNOLI, TAL-DINDORI, DIST-NASIK, NASHIK, 422202, India
Grape (table)	4063061340900	ANIL DHANRAJ MORE, A/P SHIRASGAON, TAL-NIPHAD, DIST-NASIK, NASHIK, 422209, India
Grape (table)	4063061340986	AMBADAS BHIMAJI CHAUDHARY, A/P JIVHALE, TAL-NIPHAD, DIST-NASIK, NASHIK, 422206, India
Grape (table)	4063061340993	SHINDHUBAI MANOHAR ARGADE, A/P SHIRASGAON, TAL-NIPHAD, DIST-NASIK, NASHIK, 422209, India
Pomegranate	4063061341006	BHARAT VASANT TIDKE, A/P SHIRASGAON, TAL-NIPHAD, DIST-NASIK, NASHIK, 422209, India
Pomegranate	4063061341013	BALASAHEB SAHEBRAO MORE, A/P SHIRASGAON, TAL-NIPHAD, DIST-NASIK, NASHIK, 422209, India
Pomegranate	4063061341020	SUDHAKAR HINDURAO DESHMUKH, A/P AATPADI, TAL-AATPADI, DIST- SANGLI, SANGLI, 415301, India
Pomegranate	4063061341037	TATYASAHEB MADHUKAR PATIL, A/P AATPADI, TAL-AATPADI, DIST- SANGLI, SANGLI, 415301, India

Grape (table)	4063061717429	ASHOK KARBHARI KAVHAT, A/P: THANGAON, TAL:YEOLA, DIST:NASHIK, NASHIK, 423401, India
Grape (table)	4063061717436	SHIVAJI ASHOK KAVHAT, A/P: THANGAON, TAL:YEOLA, DIST:NASHIK, NASHIK, 423401, India
Grape (table)	4063061717450	VIKAS RAMESH NAGARE, A/P: PACHOREVANI, TAL:NIPHAD, DIST:NASHIK, NASHIK, 422209, India
Grape (table)	4063061717511	BALASAHEB KARBHARI DHEPLE, A/P: NIPHAD, TAL:NIPHAD, DIST:NASHIK, NASHIK, 422303, India
Grape (table)	4063061717528	VILAS SANTU JAGTAP, A/P: TARUKHEDLE, TAL:NIPHAD, DIST:NASHIK, NASHIK, 422303, India
Grape (table)	4063061717627	NARAYAN VITHAL WATPADE, A/P: PACHOREVANI, TAL:NIPHAD, DIST:NASHIK, NASHIK, 422209, India
Grape (table)	4063061717665	NANDKUMAR BABURAO GAIKWAD, A/P: SHIRASGAON, TAL:NIPHAD, DIST:NASHIK, NASHIK, 422209, India
Pomegranate	4063061717672	YOGESH BHATESING NIKUMBHA, A/P: KARHE TAL: BAGALAN DIST: NASHIK, NASHIK, 423301, India
Pomegranate	4063061717689	LAXMAN JIBHAU MANDAVADE, A/P: CHAUGAON TAL: BAGALAN DIST: NASHIK, NASHIK, 423301, India
Pomegranate	4063061717696	MIRABAI PRABHAKAR GANGURDE, A/P: CHAUGAON TAL: BAGALAN DIST: NASHIK, NASHIK, 423301, India
Pomegranate	4063061717702	SHARAD SHIVRAM FATANGADE, A/P: TARIR TAL: BAGALAN DIST: NASHIK, NASHIK, 423301, India
Pomegranate	4063061717719	CHABU SHIVRAM FATANGADE, A/P: KARHE TAL: BAGALAN DIST: NASHIK, NASHIK, 423301, India
Pomegranate	4063061717726	PRABHAKAR DAGA SHEVALE, A/P: CHAUGAON TAL: BAGALAN DIST: NASHIK, NASHIK, 423301, India
Grape (table)	4063651118551	CHANDRAKALA ATMARAM GAVANDE, A/P PACHOREWANI TAL-NIPHAD DIST-NASHIK, NASHIK, 422209, India
Grape (table)	4063651118575	VIKRAM DHARMARAJ WAGH, A/P GOSRANE, TAL-KALAVAN, DIST-NASHIK, NASHIK, 423502, India
Grape (table)	4063651118599	ANIL VITHAL SAID, A/P KHAIRGAVHANE, TAL-YEOLA, DIST- NASHIK, NASHIK, 423401, India
Grape (table)	4063651118605	SHANKAR CHABU JAGTAP, A/P TARURKHEDLE, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422103, India

Grape (table)	4063651118612	RAGHUNATH LAXMAN JAGTAP, A/P TARURKHEDLE, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422103, India
Grape (table)	4063651118629	NITIN NARAYAN NIKHADE, A/P GOLEGAON, TAL- NIPHAD, DIST- NASHIK, NASHIK, 422305, India
Grape (table)	4063651118636	SANDIP NARAYAN NIKHADE, A/P GOLEGAON, TAL- NIPHAD, DIST- NASHIK, NASHIK, 422305, India
Grape (table)	4063651118643	MADHUKAR MAKAJI MUDGUL, A/P GOLEGAON, TAL- NIPHAD, DIST- NASHIK, NASHIK, 422305, India
Grape (table)	4063651118650	NIVRUTTI MAKAJI MUDGUL, A/P GOLEGAON, TAL- NIPHAD, DIST- NASHIK, NASHIK, 422305, India
Grape (table)	4063651118667	SHARAD BABURAO SHINDE, A/P GOLEGAON, TAL- NIPHAD, DIST- NASHIK, NASHIK, 422305, India
Grape (table)	4063651118674	DILIP NAMDEV MUDGUL, A/P GOLEGAON, TAL- NIPHAD, DIST- NASHIK, NASHIK, 422305, India
Grape (table)	4063651118681	BABAJI BHAGWAT DAVAKHAR, A/P NAITALE, TAL- NIPHAD, DIST- NASHIK, NASHIK, 422305, India
Grape (table)	4063651118704	YOGESH DNYANDEV KALE, A/P DESHMANE, TAL- YEOLA, DIST- NASHIK, NASHIK, 423401, India
Grape (table)	4063651118711	INDUBAI RAMBHAU TIDKE, A/P DHONDGAVHAN, TAL- CHANDWAD, DIST- NASHIK, NASHIK, 422209, India
Grape (table)	4063651118728	VASANT DAGU PAWAR, A/P GONDEGAON, TAL- DINDORI DIST- NASHIK, NASHIK, 422305, India
Grape (table)	4063651118735	SHANTABAI VAMAN MORE, A/P SHIRASGAON, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422209, India
Grape (table)	4063651118742	BHAUSAHEB MOTIRAM WAGH, A/P MUKHED, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422209, India
Grape (table)	4063651118759	RAJARAM BHIKA SANDHAN, A/P KURNOLI, TAL-DINDORI, DIST-NASHIK, NASHIK, 422206, India
Grape (table)	4063651118766	SHYAMRAO BHASKAR KHALKAR, A/P BHENDALI, TAL-NIPHAD, DIST- NASHIK, NASHIK, 422210, India
Grape (table)	4063651118773	TARABAI NARAYAN GAIKWAD, A/P JIVHALE, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422302, India
Grape (table)	4063651118780	SHIVAJI MADHAV JIVRAK, A/P SHIRASGAON, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422209, India

Grape (table)	4063651118797	RAOSAHEB DAMU GURGUDE, A/P DATYANE, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422302, India
Grape (table)	4063651538045	SANDIP BALASAHEB MOGAL, A/P LAKHMAPUR TAL-DINDORI, DIST-NASHIK, NASHIK, 422202, India
Grape (table)	4063651538052	VITHAL RANGNATH WATPADE, A/P PACHOREVANI, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422209, India
Grape (table)	4063651538069	VALMIK DINKAR GAWALI, A/P TARUKHEDLE, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422210, India
Grape (table)	4063651538076	CHARNDRAKANT DADA WATPADE, A/P PACHOREWANI TAL-NIPHAD DIST-NASHIK, NASHIK, 422209, India
Grape (table)	4063651538083	GANESH SUKHDEV JAGTAP, A/P TARUKHEDLE, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422210, India
Grape (table)	4063651538090	AKSHAY SUBHASH JAGTAP, A/P TARUKHEDLE, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422210, India
Grape (table)	4063651538106	EKNATH VASANT BODKE, A/P TARUKHEDLE, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422210, India
Grape (table)	4063651538113	VIJAY PARBAT BOCHARE, A/P DEVAGAON ,TAL:NIPHAD,DIST:NASHIK, NASHIK, 422209, India
Grape (table)	4063651538120	SHIVAJI PANDURANG MORE, A/P KOKANGAON, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422209, India
Grape (table)	4063651538137	KISAN VAMAN BHUSARE, A/P BHUSE, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422209, India
Grape (table)	4063651538144	SHARAD DAMODHAR MUDGUL, A/P GOLEGAON, TAL-NIPHAD, DIST-NASHIK, NASHIK, 422305, India