



**GGN: 4052852205283**

Registration number of producer/  
producer group (from CB): EUROCERT 0357

## **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 CENA DIŞ TİC.VE TARIM ÜRNL.SAN.A.Ş.

DELEMENLER MAH. BAHÇEARASI SOK. NO:105 ALAŞEHİR - MANİSA / TÜRKİYE, , 45600 MANİSA, Turkey

### **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
Cherry	00109-NVLLL-0005	Yes	N/A	Yes	27	27
Fig	00109-NVLLL-0005	Yes	N/A	Yes	8	8
Grape (table)	00109-NVLLL-0005	Yes	N/A	Yes	4	11
Pomegranate	00109-NVLLL-0005	Yes	N/A	Yes	6	6
<b>Total:</b>				<b>45</b>	<b>52</b>	

1. Overall assessment result: Not compliant, but some steps taken

**GGN: 4052852205283**

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	Not 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: 02-06-2022**

**Date of Upload: 31-10-2022**

**Validity: 05-06-2022 - 04-06-2023 (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:*	4052852205283			Registration N°:					
Company name:*	CENA DIŞ TIC.VE TARIM ÜRNL.SAN.A.Ş.			Address:*		DELEMENLER MAH. BAHÇEARASI SOK. NO:105 ALAŞEHİR - MANİSA / TÜRKİYE			
Telephone:*	0 236 675 12 14								
Email:	mustafabircan@cena.com.tr			Fax:					
Assessment date:*	21/10/2022			Contact person:*		C.B			
Previous assessment date(s):		02/06/2022	19/08/2022						
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:									
Company description: CENA DIŞ TIC.VE TARIM ÜRNL.SAN.A.Ş. is an opt2 (1 phu, 52 group member and no PP) producer group that cherries, grapes, pomegranates and figs exporter. Total areas of group is 210,3997 ha. Globalgap Grasp certification was added for cherries, grapes, pomegranates and figs.. There is there employee representative determined as nomination. On the day of the inspection, there were 20 permanent and 45 temporary employees in the phu. The square root of total 65 employees were interviewed with 9 people. All employees are national employees of producer group Canlar. Employee interviews were held in the form of 9X15=135 minutes time was spent. The persons interviewed under these conditions are the GRASP officer, general manager, employee representative and 6 workers.									

	YEAR				
Total number of producer group members participating in GRASP:	64	52			
Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:	64	52			
Total number of externally assessed GRASP producer group members:	13	11			
<i>* Mandatory field</i>					

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:									
4063061815262	4056186305831	4063651215502	4063061784810	4063651263831	4063061900470	4059883665277	4063651263268	4056186798848	4059883693553
4063651359206									

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:
					CENA DIŞ TIC.VE TARIM ÜRNL.SAN.A.Ş.
					GGN/GLN of the PH company (if applicable):
					4052852205283

Name and location of the assessed PH Facilities:					
PH Facility 1	DELEMENLER MAH. BAHÇEARASI SOK. NO:105 ALAŞEHİR - MANİSA / TÜRKİYE			PH Facility 4	
PH Facility 2				PH Facility 5	
PH Facility 3				PH Facility 6	
Does the company subcontract any other activities?				<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
If yes, which one?				Are the subcontracted activities included in the GRASP assessment?	
<input checked="" type="checkbox"/> Pest and rodent control				<input 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):	JUNE-OCTOBER						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	TUR									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	537	0	0	0	0	0	0	0	537
in product handling facility(ies)	20	45	0	0	0	0	0	0	0	65
Total	20	582	0	0	0	0	0	0	0	602

### 3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names <sup>1</sup> :	C.B		R.D		F.S	
Present at the opening meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the assessment?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the closing meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO












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












**Not compliant, but some steps taken**

Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	
Name of certification body:	Eurocert SA.	Duration of the assessment:	80 Minutes
Name of assessor:	Hyilmaz		
Name of company management:	C.B		






















<sup>1</sup> 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	
<b>EMPLOYEES' REPRESENTATIVE(S)</b>						
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.	  	12	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.	 	12	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.	 	12	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).		12	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).	 	12	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.		12	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 1:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: (#CP1.1)There is an procedure about the Employee representantive election.(Document:F.86-15.01.2016) Employee representative was determined by the nomination method under this farm conditions. (#CP1.2) The decleration about the employee representantive nomination is available.(#CP.1.3and #CP1.4) Employee representantive was determined on 15.01.2022 by producer.To determine employee representantive was announced via a meeting.(#CP.1.5) ER is aware of their responsibilities and rights. (#CP1.6) It can be seen in the meeting form F.29 what between employee representantive and management discussed about the GRASP. (#CP-1.6)						
Corrective Actions:						






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>COMPLAINT PROCEDURE</b>					
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.		12	0	0
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	12	0	0
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	12	0	0
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		12	0	0
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	12	0	0
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		12	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 2:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			<b>Fully compliant</b>		
Evidence/Remarks: (#CP.2.1)There is a documented procedure for employee complaints, depending on the size of the producer.(#C.P.2.2) Employees are informed about complaints, (e.g. meeting (#CP.2.3) The procedure states that employees will not be penalized for filing complaints or suggestions.(#CP.2.4) Worker representatives (ER's)explained that suggestions were discussed at meetings between and management.(#CP.2.5) It was set up a time frame for resolving complaints and suggestions. This time frame is has been defined as within the season. There is no complaints. It can be seen in Employee Complaint, Suggestion Form and Complaint Consideration (#CP.2.6)					
Corrective Actions:					






















N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>ACCESS TO NATIONAL LABOUR REGULATIONS</b>						
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).	  	12	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.	  	12	0	0	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	12	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.	  	12	0	0	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	12	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.	  	12	0	0	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	12	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 4:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: (#CP.4.1-4.2-4.3-4.4-4.5-4.6-4.7)The G.R. and E.R. has access to the latest national labor regulations. Turksih NIG guide was given to the E.R. by the G.R.						
Corrective Actions:						













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>WORKING CONTRACTS</b>					
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.	 	5	7	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).		5	7	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.		5	7	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.		5	7	0
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		5	7	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.		5	7	0
5.7	Records of the employees must be accessible for at least 24 months.		5	7	0
<b>COMPLIANCE LEVEL CONTROL POINT 5:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not compliant		
Evidence/Remarks: There is written contracts for all employees signed by both parties.(#CP.5.1) Employees have the correct contract according to national legislation and/or collective bargaining agreements (as stipulated in the applicable GRASP National Interpretation Guideline). (#CP.5.2) 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. (#CP.5.3) 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 and there is no contradiction to the self-declaration on good social practice..(#CP.5.4-5.5) Records accessible for at least 24 months.					
Corrective Actions:					











N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>PAYSLIPS</b>					
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).	 	12	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.).	 	12	0	0
6.3	The records of payments are kept for at least 24 months.		12	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 6:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
Evidence/Remarks (CP#6.1-#6.2) There is documented evidence of regular payment for all employees. According to the employee interviews payments, were made in accordance with the legal minimum wage in Turkey. (CP#6.3) There is evidence keep the payment receipts for at least 2 years according to Turkish laws. Turkish regulation obliges registrations for the last 5 years. It is protecting for 5 years in archive by certificate holder.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>WAGES</b>					
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).	 	12	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.		12	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.	 	12	0	0
<b>COMPLIANCE LEVEL CONTROL POINT 7:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: (#CP.7.1-7.2-7.3)The wage is always paid monthly. The worker's statement showed that there was no more than 8 hours of work.					
Corrective Actions:					















N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>NON-EMPLOYMENT OF MINORS</b>					
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.		12	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	12
<b>COMPLIANCE LEVEL CONTROL POINT 8:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
Evidence/Remarks: (#CP9.1-9.2-9.3) There is no living and no children in the age of compulsory schooling age and no living on the company's production/handling sites, during the audit.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>ACCESS TO COMPULSORY SCHOOL EDUCATION</b>						
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	12	
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	12	
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	12	
<b>COMPLIANCE LEVEL CONTROL POINT 9:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not applicable		
Evidence/Remarks: (#CP9.1-9.2-9.3) There is no living and no children in the age of compulsory schooling age and no living on the company's production/handling sites, during the audit.						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>TIME RECORDING SYSTEM</b>						
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.).	  	12	0	0	
10.2	The records indicate the regular working time for employees on a daily basis.		12	0	0	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		12	0	0	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		12	0	0	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	12	0	0	
10.6	Access to these records is provided to the employees' representative(s).	  	12	0	0	
10.7	The records are kept for at least 24 months.		10	0	2	
<b>COMPLIANCE LEVEL CONTROL POINT 10:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: (#CP.10.1-#CP.10-2) The time recording system is implemented, appropriate to the size of the farm. This system is on a daily basis. (#CP.10.3-10.4.10.5) (#CP.10.6) E.R. declared that an agreement was done on the time recording system. (#CP10.7) There is evidence will keep records for at least 2 years on the account service. It was seen the last season records during the audit. (MAY-2020 and MAY 2021)						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
<b>WORKING HOURS &amp; BREAKS</b>						
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).	  	12	0	0	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		12	0	0	
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		12	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.	   	12	0	0	
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		12	0	0	
<b>COMPLIANCE LEVEL CONTROL POINT 11:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: (#CP.11.1,11.2,11.3,11.4, 11.5)Declaration on valid labor regulations regarding working hours and breaks are present on orchards and PHU. The workers interviews announced that they were taking a breaking.						
Corrective Actions:						

ONLY APPLICABLE FOR PRODUCER GROUPS

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>INTEGRATION INTO QMS</b>					
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		
<b>COMPLIANCE LEVEL CONTROL POINT QMS:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>		<input checked="" type="checkbox"/> Fully compliant. <input type="checkbox"/> Not compliant.			
Evidence/Remarks: QMS of company updated according to Grasp Requirements. Related procedures and documentation implemented. Grasp systems activities was prepared and then internal audit was done on 25.05.2022 by internal audit teams. Corrective action was completed before the external audit.					
Corrective Actions:					

## RECOMMENDATIONS FOR GOOD PRACTICE

N°	CONTROL POINT & COMPLIANCE CRITERIA
<b>ADDITIONAL SOCIAL BENEFITS</b>	
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:	

**ANNEX for GGN 4052852205283**

**Producer Group Members:**

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Cherry	4049929564312	METİN OĞUZ, DOĞANCIK/SULTANDAĞI, AFYONKARAHİSAR, 3911, Turkey
Grape (table)	4050373551889	CENGİZ BALIK, SUBAŞI KÖYÜ /ALAŞEHİR / MANİSA, MANİSA, 45600, Turkey
Pomegranate	4052852338479	YAHYA DİPDAĞ, DALYAN / ORTACA/ MUĞLARI NO:48 /1 ORTACA, MANİSA, 45600, Turkey
Cherry	4056186305831	FUAT OKAN AYDIN, AHMETLİ/KULA SANCAKLİBOZKÖY/ ŞEHZADELER, MANİSA, 45170, Turkey
Pomegranate	4056186798848	Yunus Nadi Durdu, DALAKLI/ ORTACA /MUĞLA, MANİSA, 45600, Turkey
Fig	4056186798855	İLHAN TURAN, KÜÇÜKYENİCE/MUDANYA/BURSA, BURSA, 16000, Turkey
Fig	4056186798862	RECAİ TURAN, YAYLACIK /MUDANYA/BURSA, BURSA, 16000, Turkey
Cherry	4059883096828	MUSTAFA DAĞDELEN, PAZAR / ULUBORLU, ISPARTA, 32650, Turkey
Fig	4059883096873	ALİ ÖZBEYİŞ, ÇAĞLAYAN /OSMANGAZİ /BURSA, BURSA, 16000, Turkey
Fig	4059883096897	HÜSEYİN PEKÖTEK, ÇAĞLAYAN/ OSMANGAZİ /BURSA, BURSA, 16000, Turkey
Cherry	4059883478112	YALÇIN TOPCU, HALİLBEYLİ-SİNANCILAR/KEMALPAŞA, İZMİR, 32600, Turkey
Pomegranate	4059883693553	HÜSEYİN AKGÜL, TEPEARASI/ORTACA /MUĞLA, MANİSA, 45600, Turkey
Cherry	4059883982442	YAVUZ ÇOPUR, ZİNCİRLİ-TAŞKÖPRÜ-PAZAR/ULUBORLU, ISPARTA, 32650, Turkey
Cherry	4059883982459	İHSAN GÜRAĞAÇ, PAZAR/ULUBORLU, ISPARTA, 32650, Turkey
Cherry	4063061385291	RAMAZAN ÖZEL, PAZAR/ULUBORLU, ISPARTA, 32650, Turkey
Cherry	4063061385314	ALİ HALAÇ, İLEYDAĞI/ULUBORLU, ISPARTA, 32650, Turkey
Cherry	4063061385437	MEHMET ALİ AKDEMİR, ÖREN/KEMALPAŞA, İZMİR, 35730, Turkey
Cherry	4063061385451	MURAT AKKAŞ, İĞDECİK/SANCAKLI, MANİSA, 45072, Turkey
Cherry	4063061385482	ALPER ATICI, ÖREN/KEMALPAŞA, İZMİR, 35730, Turkey

Cherry	4063061784810	ARİF ALTAY, YİĞİTLER/KEMALPAŞA, İZMİR, 35730, Turkey
Cherry	4063061815132	SALİH ŞAKAR, ZİNCİRLİ/ULUBORLU, ISPARTA, 32650, Turkey
Cherry	4063061815156	AYHAN SAMURKAŞ, İLEYDAĞI/ULUBORLU, ISPARTA, 32650, Turkey
Cherry	4063061815187	KAZIM BİLGİN, TAŞKÖPRÜ-PAZAR/ULUBORLU, ISPARTA, 32650, Turkey
Cherry	4063061815262	SEDAT ERDOĞAN, BAĞYURDU/KEMALPAŞA, İZMİR, 35730, Turkey
Cherry	4063061815286	MEHMET OĞUZ, VIŞNELİ/KEMALPAŞA, İZMİR, 35730, Turkey
Fig	4063061900548	OKTAY ÖNER, ÇEPNİ/MUDANYA/BURSA, BURSA, 16000, Turkey
Fig	4063061900555	BİROL ZEYBEL, ÇAĞLAYAN/ OSMANGAZİ /BURSA, BURSA, 16000, Turkey
Fig	4063061900562	İSMAİL PULAT, GÜNDOĞDU-ÇAĞLAYAN /OSMANGAZİ/BURSA, BURSA, 16000, Turkey
Pomegranate	4063061939999	İZZET ŞAHİN, DALYAN/ORTACA/MUĞLA, MANİSA, 45600, Turkey
Pomegranate	4063061940025	ADNAN AYSEL, MERGENLİ/ORTACA/MUGLA, MANİSA, 45600, Turkey
Cherry	4063651215458	ALİ AKMANSOY, DAMLACIK-ULUCAK İSTİKLAL-ULUCAK MUSTAFA KEMAL ATATÜRK/KEMALPAŞA, İZMİR, 32600, Turkey
Cherry	4063651215465	ALİ ÖZBABALIK, DOĞANCIK/SULTANDAĞI, AFYONKARAHİSAR, 3910, Turkey
Cherry	4063651215472	AYŞE GÜNLÜ, DOĞANCIK/SULTANDAĞI, AFYONKARAHİSAR, 3910, Turkey
Cherry	4063651215489	BEKİR NURİ YILMAZ, İSTİKLAL/SENİRKENT, ISPARTA, 32600, Turkey
Cherry	4063651215496	Fatma TÜRKMEN, YEŞİLÇİFTLİK SIRA /SULTANDAĞI, AFYONKARAHİSAR, 3911, Turkey
Cherry	4063651215502	Fatma YILMAZ, AŞAĞIKIZILCA/KEMALPAŞA, İZMİR, 35730, Turkey
Cherry	4063651215519	İRFAN BAYRAK, DOĞANCIK/SULTANDAĞI, AFYONKARAHİSAR, 3910, Turkey
Cherry	4063651215526	MEHMET ALKAN, ONALTIHAZİRAN/SENİRKENT, ISPARTA, 32600, Turkey
Cherry	4063651215533	MEHMET YÜCEL, YAKASİNEK/SULTANDAĞI, AFYONKARAHİSAR, 3911, Turkey
Cherry	4063651215540	ÖMER SAZLIĞÖL, AKINCILAR-ATATÜRK-KONAK/SİVASLI, UŞAK, 64800, Turkey
Grape (table)	4063651263251	ABDURRAHMAN MALÇOK, TEPEKÖY/ALAŞEHİR/MANİSA, MANİSA, 45600, Turkey
Grape (table)	4063651263268	AYŞE KARAOĞLU, ÜZÜMLÜ/ALAŞEHİR/MANİSA, MANİSA, 45600, Turkey
Fig	4063651263275	AHMET ZEYBEL, ÇAĞLAYAN/ OSMANGAZİ /BURSA, BURSA, 16010, Turkey

Grape (table)	4063651263831	SÜLEYMAN TUNÇ, TÜRKMEN/ALAŞEHİR/MANİSA, MANİSA, 45600, Turkey
Pomegranate	4063651359206	ATILLA İPEK, TEPEARASI/ORTACA, MUĞLA, 48600, Turkey