



**GGN: 4049928605818**

Registration number of producer/  
producer group (from CB): CU 803365

## **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 Miriam Shoham Ltd

Sea Of Galilee, 12935 Sea of Galilee, Israel



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

The Certification Body Control Union Certifications B.V. 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	No. of GRASP internally assessed producers	Total number of group members
Mandarins	00092-CHHNX-0006	Yes	N/A	4	4
Mangoes	00092-CHHNX-0006	Yes	N/A	6	6
Pomegranates	00092-CHHNX-0006	Yes	N/A	1	1
<b>Total:</b>				<b>10</b>	<b>10</b>

**1. Overall assessment result: Fully compliant**

**GGN: 4049928605818**

**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: 21-04-2021**

**Date of Upload: 28-04-2021**

**Validity: 21-04-2021 - 22-04-2022 (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:*	4049928605818			Registration N°:	803365					
Company name:*	Miriam Shoham Ltd			Address:*	Sea Of Galilee 1293500					
Telephone:*	+972 4 6732622									
Email:				Fax:						
Assessment date:*	21/04/2021			Contact person:*	Rena Ruso					
Previous assessment date(s):	27/10/2019									
Does the producer group have any other external audits or certification covering social practices? If yes, which?										
Standard 1: Globalgap	Standard 2: Nurture			Standard 3: Costco	Standard 4: BRC					
Valid to: 21/04/2021	Valid to: 21/04/2021			Valid to: 20/08/2020	Valid to: 26/08/2021					
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:										

	YEAR	2019	2020			
Total number of producer group members participating in GRASP:		17	12			

Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:	17	12			
Total number of externally assessed GRASP producer group members:	5	4			
<i>* Mandatory field</i>					

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:											
4049929649804	4049929649774	4049928104854	4063061576149	4052852258500							
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 checked="" type="checkbox"/> YES		<input type="checkbox"/> NO		If yes, which?	SMETA	
					If yes:	Name of the PH company:			Miriam Shoham Ltd		
						GGN/GLN of the PH company (if applicable):			4049928605818		
Name and location of the assessed PH Facilities:											
PH Facility 1						PH Facility 4					
PH Facility 2						PH Facility 5					
PH Facility 3						PH Facility 6					
Does the company subcontract any other activities?					<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO				
If yes, which one?					Are the subcontracted activities included in the GRASP assessment?						
			<input type="checkbox"/> Pest and rodent control		<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO				
			<input type="checkbox"/> Crop protection		<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO				
			<input type="checkbox"/> Harvest		<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO				
			<input type="checkbox"/> Others (please specify): 0		<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO				

## 2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	the site have 3 main peak seasons : Mango may untill September, Pomegranate August untill Number, Mandarin November untill March						% of employees living in accommodation provided by the company (if applicable):			
Nationalities of employees	Israelis, Tay									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	0	0	30	0	0	30	0	0	0	30
in product handling facility(ies)	20	60	0	0	0	0	0	0	0	80
<b>Total</b>	<b>20</b>	<b>60</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>110</b>



### 3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names <sup>1</sup> :	Rena Ruso		Rena Russo The company QA manager is the nominated person for Implementation of GRASP		Sharon Chananayev	
Present at the opening meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> YES	<input checked="" 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 type="checkbox"/> YES	<input checked="" 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:	Control Union	Duration of the assessment: 3
Name of assessor:	Uri Levanon	
Name of company management:	Rena Ruso	






















<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.	  	2	0	3	
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.	 	3	0	2	
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.	 	3	0	2	
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).		3	0	2	
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).	 	0	0	5	
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.		3	0	2	
<b>COMPLIANCE LEVEL CONTROL POINT 1:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Miriam Shoam Grower Group is a group of 17 small family farms, most of the farms don't have permanent workers (0-4) the farms are less than 5 employees there is no employee representative on farms						
Corrective Actions: None						






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. The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions. 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.		3	0	2
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	3	0	2
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	3	0	2
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		3	0	2
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	3	0	2
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		3	0	2
<b>COMPLIANCE LEVEL CONTROL POINT 2:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Miriam Shoam Grower Group is a group of 17 small family farms, most of the farms don't have permanent workers (0-4) the farms are less than 5 employees there is no employee representative on farms There is a written complaint procedure in Hebrew only There is a worker anonymous complaint form no 8. All the farms operate in Israel under the Israeli law <a href="http://www.economy.gov.il/Employment/WorkRights/Pages/workrights.aspx">http://www.economy.gov.il/Employment/WorkRights/Pages/workrights.aspx</a> All the workers can address local NGO <a href="http://www.kavlaoved.org.il/">http://www.kavlaoved.org.il/</a> Or the Israeli employment service There is no written record on training of the workers on the compliant & suggestion procedure					
Corrective Actions: none					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
<b>SELF-DECLARATION ON GOOD SOCIAL PRACTICES</b>					
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.		3	0	2
3.2	The declaration has been signed by the management and by the employees' representative(s).		3	0	2
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.).	  	3	0	2
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.	  	3	0	2
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		3	0	2
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	3	0	2
<b>COMPLIANCE LEVEL CONTROL POINT 3:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			<b>Fully compliant</b>		
Evidence/Remarks: There is general self-declaration taken. at the farm ETI statement procedure 01 updated 2020 ,the statement is signed by each farm manager					
Corrective Actions: None					








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).	  	3	0	2	
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.	  	3	0	2	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	3	0	2	
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.	  	3	0	2	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	3	0	2	
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.	  	3	0	2	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	3	0	2	
<b>COMPLIANCE LEVEL CONTROL POINT 4:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			<b>Fully compliant</b>			
Evidence/Remarks: All the workers are employed by the Israeli law <a href="http://www.moital.gov.il/NR/exeres/F222C0BC-054F-4996-A9AD-5E8E3D8ED21F.htm">http://www.moital.gov.il/NR/exeres/F222C0BC-054F-4996-A9AD-5E8E3D8ED21F.htm</a> The farm work with an external accountant for payroll calculation an compliance with legal Israeli regulation's At the site visit and random worker interview I didn't found any Discrepancies or non-conformities at workers hiring or firing, No evidence of Wage deductions, any deposits or withholdings (other than mandatory e.g. tax, social insurance...)						
Corrective Actions: None						













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.	 	4	0	1
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	1
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	1
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	1
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		4	0	1
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.		4	0	1
5.7	Records of the employees must be accessible for at least 24 months.		4	0	1
<b>COMPLIANCE LEVEL CONTROL POINT 5:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: Miriam Shoam Grower Group is a group of 17 small family farms, most of the farms don't have permanent workers (0-4)  The farms employ foreign workers of Thailand, local Israel employees  the Thai worker have an employment contract in 3 language's Hebrew, Thai, English (BY TIC)  the local workers have a contract with the farm owner by the Israeli law  for harvest there is use of Shoam harvest groups there is signed contract at Shoham Pacing house HR , the contracts are by the Israeli law with specification of the workers duties and the organization duties, the payment, the work scale, (working hours &amp; brakes) pension plan and holidays, the allowed deductions etc..  there is copy of all the workers ID/Passport Photo copy</p>					
Corrective Actions: None					













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).	 	4	0	1	
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	1	
6.3	The records of payments are kept for at least 24 months.		4	0	1	
<b>COMPLIANCE LEVEL CONTROL POINT 6:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks Some of the farms work with harvest sub-contractors payment daily or by piece rate There Is record of the farm payment and signed statement of the organization on worker employment & copy of the sub-contractor statement for the conduct on employment by the Israeli law.						
Corrective Actions: None						











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).	 	4	0	1	
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	1	
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	1	
<b>COMPLIANCE LEVEL CONTROL POINT 7:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: The workers employed (daily for local) & hour rate for Migrate There is written log of the daily employment hours and days approved by the worker and farm manager The hour log transferred to the, accountant for salary calculation There is a printed pay slip supplied for the workers The payment is by check / bank transfer to the worker's bank account or by check There is a singed copy of the pay slip at the office Till the 10th There is use of Shoham Harvest Groups the payment is by piece rate (no less than daily minimum wage )						
Corrective Actions: None						

















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.		4	0	1
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.	     	4	0	1
<b>COMPLIANCE LEVEL CONTROL POINT 8:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			<b>Fully compliant</b>		
Evidence/Remarks: Miriam Shoam Grower Group is a group of 12 small family farms, most of the farms don't have permanent workers (0-4) Some of the farms can employ on holiday (mango harvest season) workers older than 15 with restrictions as specified in the Israeli law <a href="http://economy.gov.il/publications/publications/doclib/youthemployeerights2015.pdf">http://economy.gov.il/publications/publications/doclib/youthemployeerights2015.pdf</a> during the audits , site visit and interview with the farms owners/manager no under 18 year old employees found on farm					
Corrective Actions: None					

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	5	
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	5	
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	5	
<b>COMPLIANCE LEVEL CONTROL POINT 9:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Not applicable		
Evidence/Remarks: No minor on farms Miriam Shoam Grower Group is a group of 12 small family farms, most of the farms don't have permanent workers (0-4) Some of the farms can employ on holiday (mango harvest season) workers older than 15 with restrictions as specified in the Israeli law <a href="http://economy.gov.il/publications/publications/doclib/youthemployeeerights2015.pdf">http://economy.gov.il/publications/publications/doclib/youthemployeeerights2015.pdf</a> during the audits , site visit and interview with the farms owners/manager no under 18 year old employees found on farm						
Corrective Actions: none						

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.).	  	4	0	1	
10.2	The records indicate the regular working time for employees on a daily basis.		4	0	1	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		4	0	1	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		4	0	1	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	4	0	1	
10.6	Access to these records is provided to the employees' representative(s).	  	4	0	1	
10.7	The records are kept for at least 24 months.		4	0	1	
<b>COMPLIANCE LEVEL CONTROL POINT 10:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Miriam Miriam Shoam Grower Group is a group of 17 small family farms, most of the farms don't have permanent workers (0-4) the farm employees employed 6 days a week the day off is Saturday weekly employment hours are 43 There is daily paid brake of 30 minutes The maximum allowed hours a day is 12 and no more than 12 OT hours a week. After 8.5 hours the first 2 OT hours paid 125% rate, above 2 OT hours the payment is 150%-hour rate The permanent workers employed (daily for local) & hour rate for Migrate There is written log of the daily employment hours and days approved by the worker and farm manager. For harvest There is use of Shoham Harvest Groups the payment is by piece rate (no less than daily minimum wage ) the sub contractors employed daily or by piece rate.						
Corrective Actions: None						

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).	  	4	0	1
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		4	0	1
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		4	0	1
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	1
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		4	0	1
<b>COMPLIANCE LEVEL CONTROL POINT 11:</b> <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: Miriam Shoam Grower Group is a group of 17 small family farms, most of the farms don't have permanent workers (0-4) the farm employees employed 6 days a week the day off is Saturday  weekly employment hours are 43  There is daily paid brake of 30 minutes  The maximum allowed hours a day is 12 and no more than 12 OT hours a week  After 8.5 hours the first 2 OT hours paid 125% rate, above 2 OT hours the payment is 150%-hour rate  The permanent workers employed (daily for local) &amp; hour rate for Migrate There is written log of the daily employment hours and days approved by the worker and farm manager  For harvest  There is use of Shoham Harvest Groups the payment is by piece rate (no less than daily minimum wage )  the sub contractors employed daily or by piece rate</p>					
Corrective Actions: None					

**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: Miriam Shoham Grower Group is a group of 17 small family farms, most of the farms don't have permanent workers (0-4) All the farms operate in Israel under the Israeli law <a href="http://www.economy.gov.il/Employment/WorkRights/Pages/workrights.aspx">http://www.economy.gov.il/Employment/WorkRights/Pages/workrights.aspx</a> and are independent to employ workers local foreigner and sub contractors all the farms work with Accountant for guidance on working hiring, employment and compensation guidelines The farm owners can receive guidance of Miriam Shoham HR at Miriam Shoham QMS there are procedures, self-declaration, compliant updated yearly and verified at the growers during the internal audit					
Corrective Actions: None					

## 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: Miriam Shoham Grower Group organize local employment of harvest groups payed piece rate no less than the minimum wage with grate benefit for the growers and local Israeli employees with recourses by Shoham HR on Shoham expenses.	

**ANNEX for GGN 4049928605818**

**Producer Group Members:**

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Mangoes	4049928331731	Berghous Philip, Almagor, Almagor, 12922, Israel
Mandarins	4049929649804	Toib Roie, Migdal, Sea of Galilee, 14950, Israel
Mangoes	4049929649804	Toib Roie, Migdal, Sea of Galilee, 14950, Israel
Mangoes	4049928104854	Hochfeld Guy, Migdal , Sea Of Galilee, 14950, Israel
Mangoes	4049929191921	Havshush Aharon, Almagor , Sea Of Galilee , 12922, Israel
Mangoes	4049928415462	Shechter Yoram, Almagor , Sea Of Galilee, 12922, Israel
Pomegranates	4050373254100	Avrahami Yeshua Chay, Moshav Zarchia, M.P Sade Gat, 79520, Israel
Mangoes	4052852258500	Katz Ilan , Moshav Almagor , Moshav Almagor , 12922, Israel
Mandarins	4056186054784	Mor Avraham, Kfar Yuval , Kfar Yuval , 12215, Israel
Mandarins	4059883384475	Shmuel lieess, Moshav Beit Halevi , Moshav Beit Halevi , 4287000, Israel
Mandarins	4063061576149	Daniel Krichman, Hasharon, Beit Halevi, 4287000, Israel