

Sedex Members Ethical Trade Audit Report

Version 7



Contents

[Audit content](#)

[Audit and site details](#)

[Audit parameters](#)

[Audit attendance](#)

[SMETA declaration](#)

[Summary of findings](#)

[Management systems](#)

[Site details and data points](#)

[Site details](#)

[Worker analysis](#)

[Worker interviews](#)

[Measure workplace impact](#)

[0. Enabling accurate assessment](#)

[1. Employment is freely chosen](#)

[1.A. Responsible recruitment and entitlement to work](#)

[2. Freedom of association and right to collective bargaining are respected](#)

[3. Working conditions are safe and hygienic](#)

[4. Child labour shall not be used](#)

[5. Legal wages are paid](#)

[5.A. Living wages are paid](#)

[6. Working hours are not excessive](#)

[7. No discrimination is practiced](#)

[8. Regular employment is provided](#)

[8.A. Sub-contracting and homeworkers are used responsibly](#)

[9. No harsh or inhumane treatment is allowed](#)

[10.A. Environment 2-Pillar](#)

[Attachments](#)

Audit content

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Minimum Requirements were applied and the SMETA Auditor Manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the following Code Areas:

Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
 - 0: Enabling accurate Assessment
 - 1: Employment is Freely Chosen
 - 1.A: Responsible Recruitment & Entitlement to Work
 - 2: Freedom of Association and Right to Collective Bargaining are Respected
 - 4: Child Labour Shall Not be Used
 - 5: Legal Wages are Paid
 - 5.A: Living Wages are Paid
 - 6: Working Hours are Not Excessive
 - 7: No Discrimination is Practiced
 - 8: Regular Employment is Provided
 - 8.A: Sub-contracting and Homeworkers are Used Responsibly
 - 9: No Harsh or Inhumane Treatment is Allowed
2. Health & Safety Code Area:
 - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
 - 10.A: Environment 2-Pillar

Included in a 4-Pillar audit:

1. Labour Standards Code Areas
 - As 2-pillar
2. Health & Safety Code Area
 - As 2-pillar
3. Environment Code Area:
 - 10.A: Environment 2-Pillar
 - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
 - 10.C: Business Ethics

- (2) Where appropriate, non-compliances or non-conformances were raised where either local law or the Base Code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.
- (3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit and site details

Audit details

Sedex company reference	ZC1034305	Auditor company name	Intertek Bulgaria
Date of audit	2024-12-11	Audit conducted by	Sedex member
Audit pillars	Labour Standards Health and safety		

Site details

Sedex site reference	ZS1080495	Site name	Miriam Shoham LTD
Business name	Miriam Shoham LTD	Site address	12935 Sea of Galilee, Sea of Galilee, IL
Site phone	972 4 6737350	Site email	rena@mshoham.com

Audit parameters

Time in and out	Day 1		
	In	09:00	
	Out	17:00	
Audit type	Full initial		
Was the audit announced?	Announced		
Was the Sedex SAQ available for review?	Yes		
Who signed and agreed CAPR?	Noa Ben Gera / HR Manager		
Any conflicting information SAQ/Pre-Audit Info	No		
Is further information available?	No		

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	No	No
B: Present at the audit?	Yes	No	No
C: Present at the closing meeting?	Yes	No	No
Reason for absence at the opening meeting	There is no worker or union committees on the site		
Reason for absence during the audit	There is no worker or union committees on the site		
Reason for absence at the closing meeting	There is no worker or union committees on the site		

SMETA declaration

Auditor team

SMETA declaration	<p>I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.</p> <p>1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.</p> <p>2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.</p> <p>This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.</p>		
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	None		
Lead auditor	ROMAN BASKIN	APSCA Number	21701018
Additional auditor	ALEX KORMAN	APSCA Number	32200063
Date of declaration	2024-12-11		

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Noa Ben Gera
Title	HR Manager
Date of declaration	2024-12-11





































Summary of findings

Code area	Workplace requirement	Local law	Finding
3. Working conditions are safe and hygienic	3.N Maintain a log of all hazardous substance...	§1	NC ZAF600741310
	3.G Provide sufficient first-aid supplies ons...		GE ZAF600741311
	3.H Where identified as necessary to reduce r...	§2	NC ZAF600741312
	3.M Ensure all machinery is installed, mainta...	§3	NC ZAF600741313
	3.S Ensure that any accommodation which the s...		GE ZAF600741314
10.A. Environment 2-Pillar	10.A.B Comply with relevant local, regional a...		GE ZAF600741315
5. Legal wages are paid	5.B Ensure that workers receive the insurance...		GE ZAF600741316

Local law issues

§1	<p>In accordance with Work Safety Ordinance (New Version), 5730-1970, art. 140 there are shall be provided and maintained for the use of the employed persons adequate and suitable facilities for washing...</p> <p>In according to recommendation of Israel Institution of Occupational Safety and Hygiene: emergency showers and eye washing units have to be installed in each work place where workers' eyes/skin can be exposed to the harmful substances. Distance – about 8 meters (15 seconds of walking); eyes washing units: supply of water – at least 9.5 liters/min; water pressure – less than 0.36 bar.</p>
§2	<p>In accordance with Work Safety Ordinance (Personal Protective Equipment) – 1997. Article 7: protection of feet; 7.15. For employees working in Transportation and Storage – safety work boots should be provided.</p>
§3	<p>Labor Supervision Organization Regulations (Provision of Information and Training of Workers), 1999. Ar. 8.</p> <p>A workplace holder shall ensure that hazardous materials, equipment, and work processes in the workplace are marked with an appropriate and understandable warning label or sign, and shall also install instructional signs for the use of personal protective equipment. The holder shall ensure that the content of said labels and signs is explained to the employee in a language he understands if he does not speak the language in which they are written.</p>

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen				
1.A. Responsible recruitment and entitlement to work				
2. Freedom of association and right to collective bargaining are respected				
3. Working conditions are safe and hygienic				
4. Child labour shall not be used				
5. Legal wages are paid				
6. Working hours are not excessive				
7. No discrimination is practiced				
8. Regular employment is provided				



Not addressed



Fundamental improvements required



Some improvements recommended



Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✔	✔	✔	✔
9. No harsh or inhumane treatment is allowed	ⓘ	✔	ⓘ	ⓘ
10.A. Environment 2-Pillar	ⓘ	✔	ⓘ	ⓘ

- ✖

Not addressed
- ⚠

Fundamental improvements required
- ⓘ

Some improvements recommended
- ✔

Robust management systems

Site details

Company and site details

Sedex company reference	ZC1034305	
Sedex site reference	ZS1080495	
Company name	Miriam Shoham LTD	
Business ownership type	GOODS	
Site name	Miriam Shoham LTD	
Site name in local language		
GPS location	GPS address	El Al, 1294900 Golan Regional Council, Israel, as per https://www.gps-coordinates.net/
	Coordinates	Latitude: 32.8567244; Longitude: 35.66245310
Is the worksite in a remote location, far from habitation?	Yes	
	Industrial area of Ramot Village	
Site contact	Contact name	Noa Ben Gera
	Job title	HR Manager
	Phone number	972 4 6737350
	Email	rena@mshoham.com
Applicable business and other legally required business license numbers and documents	Business license#21454, issued by Glan Municipal Counsel on 06/06/2024 and valid until June 05th, 2025. Manufacturer License# 66631, issued on August 21st, 2022 and valid until May 31st, 2025.	

Site activities

Site function	Pack house
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Site activities

Site activities	Primary	Processing and preserving of fruit and vegetables
	Secondary	
	Other	
Product type	Pack house for mango, pomegranate, avocado and citrus fruits	
Process overview	Miriam Shoham LTD is a pack house for mango, pomegranate, avocado and citrus fruits, which located at Sea of Galilee. The total pack house area occupied was approx. 23,000 square meters. The site occupies one building with 4 production halls for fruits packaging, 25 cooling rooms, 11 electrical and 2 diesel forklifts, various auxiliary equipment.	
What level of mechanization best describes the work at this site?	Fair mechanisation / manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes	
What is the area of audited site to its boundary?	23000m ²	
Building 1	Last construction works on site	2021
	If building is shared, provide details	N/A
	Number of floors	2
	Description of floor activities	Ground floor: 4 Production halls, canteens, maintenance department, cooling rooms, facilities and offices. Second floor: Offices, cardboard folding gallery, dormitories.
Building 2	Last construction works on site	2024
	If building is shared, provide details	N/A
	Number of floors	1
	Description of floor activities	Accommodation of Thai workers

Site scope

Is there any difference between the site scope of the audit and the Sedex site profile? No

Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site? No

Is any activity conducted onsite not included within the scope of the audit? No

Worker accommodation and transport

Are there any site-provided worker accommodation buildings? Yes

Is the accommodation within the perimeter of the site audited? Both
The accommodation of Thai workers is located in Ramot village, at a distance of about 2 km from the site. Accommodation for foreign students is located on the 2nd story of the production building.

Is the accommodation contractually mandated for workers? Optional

Who provides the accommodation? Site

Was all accommodation (whether directly or via third parties, off or onsite) included in this audit? Partial
Accommodation of Thai workers were under maintenance works: disinfection and maintenance of auxiliary premises. It was not available for visit in the time of audit.

Do children also live in the accommodation? No

Does the site organise worker transport to the worksite? Site provided
The Thai workers are provided with transportation by minibuses and club carts

Work patterns

Approximate workers on site per month (% of peak)	January	90-95%	February	95-100%
	March	95-100%	April	95-100%
	May	25-50%	June	25-50%
	July	75-90%	August	95-100%
	September	95-100%	October	50-75%
	November	50-75%	December	90-95%

Is there any night or back shift work at the site? No

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact? Other certification, Other social audit
ISO 9001:2015, BRC, GlobalG.A.P COC

Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community? Yes
As a part of preparation to certifications for SMETA, GlobalG.A.P, and BRC audits

Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site? No
N/A

Worker analysis

Gender disaggregated data available

Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	107 (34.6%)	202 (65.4%)	- -	309 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	60 (19.4%)	1 (0.3%)	- -	61 (19.7%)
Temporary or fixed term employees	53 (17.2%)	8 (2.6%)	- -	61 (19.7%)
Agency or subcontracted workers	0 (0%)	33 (10.7%)	- -	33 (10.7%)
Seasonal workers	4 (1.3%)	150 (48.5%)	- -	154 (49.8%)
Self-employed workers	0 (0%)	0 (0%)	- -	0 (0%)
Informal workers including home workers	0 (0%)	0 (0%)	- -	0 (0%)
Apprentices, trainees or interns	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 (0%)	0 (0%)	- -	0 (0%)
International migrant workers	78 (25.2%)	8 (2.6%)	- -	86 (27.8%)
Total migrant workers	78 (25.2%)	8 (2.6%)	- -	86 (27.8%)

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from

N/A

Workers by age

	Men	Women	Other	Total
18 - 24 years old	36 (11.7%)	75 (24.3%)	- -	111 (35.9%)
15 - 17 years old	0 (0%)	0 (0%)	- -	0 (0%)
Under 15 years old	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

Is the worker analysis data relevant for peak season and current to the audit?	Yes
Please list the nationalities of all workers, with the three most common nationalities listed first	Israeli Thai Filipino Malawian

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Filipino	17%	3%	-	20%
Israeli	27%	45%	-	72%
Thai	7%	0%	-	7%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	0 (0%)	0 (0%)	- -	0 (0%)
Workers paid based on a mix of 'piece work' and hourly rate	0 (0%)	0 (0%)	- -	0 (0%)
Workers paid hourly / daily rate	107 (34.6%)	202 (65.4%)	- -	309 (100%)
Salaried workers	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 (0%)	0 (0%)	- -	0 (0%)
Paid weekly	0 (0%)	0 (0%)	- -	0 (0%)
Paid monthly	107 (34.6%)	202 (65.4%)	- -	309 (100%)
Other	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details

N/A

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	7 (2.3%)	5 (1.6%)	- -	12
Supervisors or team leaders	5 (1.6%)	11 (3.6%)	- -	16
Administrative staff	7 (2.3%)	12 (3.9%)	- -	19

Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Individual interviews Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?	
Was the interview sample representative of all types of nationality and employment types of workers?	Yes
Was the interview sample representative of the gender composition of the workforce?	Yes
Number and size of group interviews	4 groups x 5 workers in each group
Did workers understand the purpose of the audit?	Yes
Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?	Yes
Was there any indication that workers had been 'coached' in how they should respond to questions?	No
What was the general attitude of the workers towards their workplace?	Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?	Other (provide details) Not common claims have been arose
What did the workers like the most about working at this site?	Equal opportunities Grievance mechanisms Connectivity (e.g. Wi-Fi) Work environment – comfort (e.g. temperature, noise or dust levels) Freedom of movement Pay Overtime Social activities and events
Additional comments	None
Attitude of workers' committee/union representatives	Not common claims have been arose
Attitude of managers	The attitude of managers during the audit was cooperative and favorable

Workers interviewed by type

	Total
Permanent workers	7
Temporary or fixed-term employees	5
Agency or subcontracted workers	3
Seasonal workers	11
Other workers	0
Total number of workers interviewed	26

Workers interviewed by group/individual

	Men	Women	Other	Total
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Workers interviewed by group/individual

Workers interviewed in groups	5	15	-	20
Workers interviewed individually	4	2	-	6

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	7	2	-	9
Total migrant workers interviewed	7	2	-	9

Measuring workplace impact

Gender disaggregated data available Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	-	-	-	-
Last full calendar year (2023)	-	-	-	-
Previous full calendar year (2022)	-	-	-	-

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.0%	12.0%	-	13.0%
Last full calendar year (2023)	1.0%	13.0%	-	14.0%
Previous full calendar year (2022)	-	-	-	-

* Number of days lost through job absence in the year, calculated as (the number of employees on 1st day of the year + number employees on the last day of the year) / 2)* number available workdays in the year*100

Are accidents recorded? Yes
0

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
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Annual number of work related accidents and injuries (per 100 workers)*

Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2023)	8.0%	5.0%	-	13.0%
Previous full calendar year (2022)	-	-	-	-

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2023)	-	-	-	-
Previous full calendar year (2022)	-	-	-	-

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2023)	0.0%	0.0%	-	0.0%
Previous full calendar year (2022)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 standard hours in a given week

Last full calendar year (2023)	0.0%	0.0%	-	0.0%
Previous full calendar year (2022)	0.0%	0.0%	-	0.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			
Systems and evidence examined to validate this code section	The facility works according to the ETI based Ethical Declaration and which is available on-site in Hebrew, Thai, English and Arabic. Full access to the workers, facility, pack house, and the on-site dormitory was granted. Required documents were submitted. Management welcomed the audit and made efforts to assist its progress in all stages. Mr. Guy Shoham, the CEO, the responsible persons for implementing the Ethical Declaration on the site.		

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Yes The documents of the workers employed by the contractor were submitted

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility operates as per its Ethical Declaration, which is based on the ETI Base Code. The person in charge of the code is Guy Shoham, the CEO. Ms. Noa Ben Gera, the HR Manager is responsible for implementing the code in daily operations. The training with the workers was organized in October 2024. Orientation training was conducted with workers who started to work later. The facility uses frontal talks to check the effectiveness of the training.

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	No prison labor contractors are used. Part of the workers are employed via the local labor agencies such as Maof Ltd and L. M. Ltd for the harvest period. Migrant workers and foreign students are directly employed by the company. Workers are free to leave the workplace at the end of a workday or in any emergency. No guards are posted at the entrance to the facility. No personal ID certificates and documents are maintained by a facility on hiring. Thai workers and foreign students sign formal work contracts approved by the government.		

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>The facility operates as per its Ethical Declaration, which is based on the ETI Base Code.</p> <p>Guy Shoham, the CEO, is in charge of the code. Ms. Noa Ben Gera, the HR Manager, is responsible for implementing it in daily operations.</p> <p>The company acts as per the Hiring procedure, which contains a detailed explanation of the hiring process. The company has contracts with the state-recognized labor and recruitment agencies. The workers are informed of their rights via training. The declaration is posted on the notice boards at the packing house and dormitory of workers. The facility's activity, including social aspects, is annually assessed by auditors according to BRC and GlobalG.A.P standards. The training with the workers was organized in October 2024. Orientation training was conducted with workers who started to work later.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

Part of the workers are employed via the local labor agencies Maof Ltd (state registration number 512777368), Job Place Ltd (513546291), and L.M. Ltd (514127570) for the harvest period. All agencies have state registration and are well-noted providers of manpower with good business reputations. The contracts with the agencies were found signed and valid. Migrant workers and foreign students are directly employed by the company. Thai workers sign formal work contracts approved by the government. The contract is multi-lingual and written in Thai, English, and Hebrew. The contracts of the students are issued in Hebrew and English. The contracts are detailed and summarize all local regulations related to the workers' social rights. Among covered issues are work hours limits, breaks, holidays, work termination, wages, hourly rate, overtime rates, allowed deductions from wages, orders for payment of flights from Thailand to Israel and back, accommodation and work conditions, discrimination and abuse, sexual harassment, and more. The contract also provides grievance channels for workers.

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	<p>Workers are recruited by a labour provider or recruitment agent and selected and hired by us</p> <p>Workers are recruited and hired by licensed labour providers</p> <p>Workers are recruited, selected, and hired directly by our company</p> <p>The pack house utilizes local employees from local labor agencies for harvest period. All migrant workers from Thailand and foreign students are directly employed by the company</p>
Provide business names for all labour providers and programmes used	<p>Local labor agencies: Maof Ltd, Job Place Ltd, L.M. Ltd</p> <p>Recruitment agencies: LEEBAR-MANPOWER SERVICES COMPANY LTD (State registration No 513108670), Agrostudies Ltd (570058412)</p>
How do the labour providers recruit and hire workers?	Directly
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	1
Are there any subcontracted workers (including dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Yes
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Yes

Migrant workers

Do any workers migrate across international borders to work at this site?	Yes
List the sending countries	Thailand, Filipine, Walawi

Percentage of workers that are migrant 27%

Do any workers migrate from other states, provinces or regions within the country to work at this site? No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process? No
No recruitment fees and costs were detected.

Were recruitment fees or costs identified during worker interviews? No
The migrant workers stated that they did not pay recruitment fee

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>The facility operates as per its Ethical Declaration, which is based on the ETI Base Code.</p> <p>Guy Shoham, the CEO, is in charge of the code. Ms. Noa Ben Gera, the HR Manager, is responsible for implementing it in daily operations. The training was conducted in October 2024 and included the basic provisions set out in the code of ethics, such as adopting open access to the activities of trade unions or associations, executive representatives should not be discriminated against, and should be reasonable access to perform their representative function. Suppliers should make it easier, not harder the right to freedom of association and the development of parallel means for independent and free association. There is no worker/union committee on the site, but the workers are aware of their right to be members of the union. There are workers representatives on the site. Their appointment was initiated by the management.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

Freedom of Association is allowed by local law and respected by the facility ETI Code of Conduct is established in the facility. Thai workers and foreign students (further in the report, they are combined into one category: migrant workers) sign formal work contracts approved by the government. The contracts are multi-lingual and written in Thai, English, and Hebrew English and Hebrew (for the students). There is no union committee on the site, but national union representatives are free to visit the facility. Despite the absence of a trade union organization at the packing house, all workers are covered by the General Collective Bargain Agreement and Collective Bargain Agreement in the Agricultural branch between the Federation of Trade Unions of Israel and the Organization of Manufacturers. There are representatives of local and migrant workers whose appointment was initiated by the company's management. The factory also practices an open-door policy. Workers can freely apply to representatives. Grievance boxes are posted at the facility and dormitories. Hotline phone numbers are listed on the notice boards and in the migrant workers' contract.

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Yes
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	No worker representative bodies
Are the worker representatives freely elected by the workforce as a whole?	Not Applicable
Does union/worker committee membership reflect the gender composition of the workforce?	Not Applicable
Does the membership reflect the nationality composition of the workforce?	Not Applicable
Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	<p>The facility operates as per its Ethical Declaration, which is based on the ETI Base Code. In part of H&S, the company undertakes to provide employees with a safe workplace with basic hygiene requirements according to Israeli law relating to health and safety in the workplace. Employees should be involved in appropriate procedures and overall responsibility for health and safety, including training.</p> <p>Mr. Guy Shoham, the CEO, acts as responsible personnel for EHS issues. The packing house has an agreement with Mr. Avi Avitan, the certified H&S Supervisor. Safety Committee acts on the site. The supplier has a written annual Safety Program, which includes a Job Safety Assessment (JSA) for all typical workstations. The facility performs periodic inspections, tests, and training to maintain a work environment safe and hygienic. The open-door policy is broadly used at the facility. The grievance boxes and templates of the applications are available for all workers on the site. There were a few claims during the last years relevant to the section. All of them were managed and solved. During the audit three findings in the H&S section were noted, please refer to the Workplace Requirements part of the report. This indicates certain shortcomings in terms of training and checking compliance with safety requirements at the farm. Providing of necessary PPE, installation of eye-wash stations and warning boards, as well as additional training are recommended.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
3. Working conditions are safe and hygienic	3.N Maintain a log of all hazardous substance...	§1	NC ZAF600741310
	3.G Provide sufficient first-aid supplies ons...		GE ZAF600741311
	3.H Where identified as necessary to reduce r...	§2	NC ZAF600741312
	3.M Ensure all machinery is installed, mainta...	§3	NC ZAF600741313
	3.S Ensure that any accommodation which the s...		GE ZAF600741314

Systems and evidence examined to validate this code section



Mr. Guy Shoham, the CEO, acts as responsible personnel for EHS issues. The packing house has an agreement with Mr. Avi Avitan, the certified H&S Supervisor. A safety committee acts on the site. Eight meetings were conducted in 2024. The supplier has a written annual Safety Program, which includes a Job Safety Assessment (JSA) for all typical workstations. The facility performs periodic inspections, tests, and training to maintain a work environment safe and hygienic. Emergency Drills including Fire, Rocket Attack, and Environment scenarios were conducted on 20/11/2024.

Four employees received 22-hour First Aid training in September 2024, valid for two years. The close hospital is located in Poria, about a 30-minute drive from the facility. All firefighting equipment was inspected in November 2024. The alarm system was inspected on 09/08/2024; smoke, and fire detection - on 23/05/2024, and sprinkler systems were inspected on 01/11/2024. Emergency lighting, and electrical systems - August 2024.

Annual general health & safety training, renewal training of forklift drivers, and emergency team drills were organized as per the 2024 annual training plan. Well-maintained toilets and a fully equipped dining room (with microwave, refrigerator, and other kitchen appliances) are provided to employees in the packing house. Accommodations for Thai workers are provided on a campus out of the site. Accommodation for foreign students is located on the second floor and was found in a state worthy of all praise. Rooms are equipped with beds, cabinets, basic furniture, and air conditioning, as was confirmed by workers and the management. Each room is provided with a lock and is regarded as the workers' private area. The workers are provided with several indoor and outdoor communal areas, a laundry room, refrigerators, and a shared kitchen.

The evidence examined includes the facility's valid Business Registration certificate, BRC certificate, and chemicals list stored, H&S training and drills records, periodic inspection certificates of equipment, and certificates of First Aiders.

Findings: non-compliances

ZAF600741310	Non-compliance	Due 2025-01-18
Code area 3 Working conditions are safe and hygienic	Status Open*	
Workplace requirement 3.N Maintain a log of all hazardous substances (e.g. chemicals and pesticides) on site. Ensure that these are managed appropriately at all times in line with safety instructions, including storage, use and disposal.	Time given to resolve 30 days	
Issue title 242 - No/inadequate eye wash/shower station in hazardous environments including chemical areas	Verification method Desktop audit	
Description During the tour, it was noted that no an eye-wash station was installed near the washing unit in the production hall where chemicals are stored. The close eye-wash station is on the premises, near the chemicals warehouse. The finding is relevant to 5 operators of the line.	Area of non-compliance/non-conformance Local law Base code	
Corrective and preventative actions To install the eye-wash station close the cabinet with chemicals		
Local law reference In accordance with Work Safety Ordinance (New Version), 5730-1970, art. 140 there are shall be provided and maintained for the use of the employed persons adequate and suitable facilities for washing... In according to recommendation of Israel Institution of Occupational Safety and Hygiene: emergency showers and eye washing units have to be installed in each work place where workers' eyes/skin can be exposed to the harmful substances. Distance – about 8 meters (15 seconds of walking); eyes washing units: supply of water – at least 9.5 liters/min; water pressure – less than 0.36 bar.		
Evidence		
<div><div>20241211_095014.jpg</div></div> <div><div>Storage of chemicals in the production.jpg</div></div>		

* PDF generated at 06:42 (UTC) on 19 Dec 2024. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600741312

Non-compliance

Due 2025-01-18

Code area

3 Working conditions are safe and hygienic

Status

Open*

Workplace requirement

3.H Where identified as necessary to reduce residual risk, provide (without charge to workers) and ensure the use of appropriate personal protective equipment (PPE).

Time given to resolve

30 days

Issue title

277 - Workers are not issued with Personal Protective Equipment, or it is not appropriate to the risk - isolated

Verification method

Desktop audit

Description

During the tour and the interviews, it was noted that two female workers involved in works in the cartons gallery were not provided with suitable safe boots and did not use it. The finding is relevant to 8 foreign students.

Area of non-compliance/non-conformance

Local law

Base code

Corrective and preventative actions

To provide all workers involved in storage and transportation works with suitable safe boots and to ensure it using.

Local law reference

In accordance with Work Safety Ordinance (Personal Protective Equipment) – 1997. Article 7: protection of feet; 7.15. For employees working in Transportation and Storage – safety work boots should be provided.

Evidence



[PPE safety boots was not used.jpg](#)



* PDF generated at 06:42 (UTC) on 19 Dec 2024. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600741313

Non-compliance

Due 2025-03-19

Code area

3 Working conditions are safe and hygienic

Status

Open*

Workplace requirement	Time given to resolve
3.M Ensure all machinery is installed, maintained, and used in a safe manner.	90 days
Issue title	Verification method
864 - Isolated failures of machinery safety processes not causing an immediate or significant risk of injury	Desktop audit
Description	Area of non-compliance/non-conformance
During the site tour and the interviews, it was noted the warning boards on the cooling rooms are written in Italian, English, and German only. Interviewed workers confirmed that they were trained and understood the safety rules. The finding is relevant to about 30 forklift drivers and warehouse keepers.	Local law Base code
Corrective and preventative actions	
To provide the door of the cooling rooms with warning boards in languages understandable by all workers involved in the operation in the cooling warehouses.	

Local law reference

Labor Supervision Organization Regulations (Provision of Information and Training of Workers), 1999, Ar. 8.

A workplace holder shall ensure that hazardous materials, equipment, and work processes in the workplace are marked with an appropriate and understandable warning label or sign, and shall also install instructional signs for the use of personal protective equipment. The holder shall ensure that the content of said labels and signs is explained to the employee in a language he understands if he does not speak the language in which they are written.

Evidence



[Isolcell Board on the cooling rooms.JPG](#)



[Cooling room door.jpg](#)



[Warning instructions on the cooling rooms.JPG](#)

* PDF generated at 06:42 (UTC) on 19 Dec 2024. [View this finding on the Sedex platform](#) for live updates and closure details.

Findings: good examples

ZAF600741311

Good example

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.G Provide sufficient first-aid supplies onsite, and ensure that adequately trained personnel are available during all shifts.

Description

The facility possesses a cardio defibrillator and trained employees to use it in emergencies

Evidence



[GE- cardio defibrillator.jpg](#)



ZAF600741314

Good example

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.S Ensure that any accommodation which the site provides poses no risk to worker health and safety, and is assessed to ensure it meets local housing and safety requirements by someone suitably qualified. This includes accommodation provided by a contracted third party or any labour agencies engaged by the site.

Description

During the tour, it was noted that the accommodation of foreign students is equipped with industrial washing machines and dryers, a large number of refrigerators, and gas stoves. The premises are kept in a very clean condition, all lighting fixtures are in good working order, and are made in a protected design. Notice boards contain all the necessary information, which is presented in a cheerful, friendly manner.

Evidence

ZAF600741314

Good example



[20241211_103612.jpg](#)



[20241211_103016.jpg](#)



[20241211_102735.jpg](#)



[20241211_102723.jpg](#)



[20241211_102719.jpg](#)



[20241211_101636.jpg](#)



[20241211_101545.jpg](#)



[20241211_101517_02.jpg](#)



3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner Yes, qualified safety officer
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	Yes
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes The facility holds the valid State Hazardous Materials Permit. Most used chemicals are designed for processing fruits and disinfecting production lines at the end of the working day
Who organises accommodation for workers?	The company owns or operates worker accommodation (onsite) The company owns or operates worker accommodation (offsite)
Who organises worker transportation between accommodation and worksite?	Site owned transport
Who organises worker transportation while at work?	Not applicable
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Not Applicable No additions were made in the building
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No
Does the site have a structural engineer evaluation?	Yes

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>The facility operates as per its Ethical Declaration, which is based on the ETI Base Code. Guy Shoham, the CEO, is in charge of the code. Ms. Noa Ben Gera, the HR Manager, is responsible for implementing it in daily operations. The training with the workers was organized in October 2024. Orientation training was conducted with workers who started to work later.</p> <p>The fundamental principle of children protection is included in the code of the company: Following the relevant ILO conventions, children can only be employed in circumstances that fully protect them from potential exploitation, which will protect them from physical or moral hazard and long-term health damage that will not disrupt their education.</p> <p>The site does not employ minors. The photocopy of each worker's ID card is stored for verification of his/her age together with fiscal documents.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		

Systems and evidence examined to validate this code section	<p>No child, minor, or juvenile worker is employed in the facility. ETI Code and facility human resource policies are established to cover the issue. No night shift is organized.</p> <p>The process includes age verification. Copy of workers' Visa and Work Permit is documented in employees' files kept at supplier's premises. Recruitment of migrant workers from Thailand is done only through regulated recruiting companies working under the supervision of the State Population and Immigration Authorities of Israel. The youngest worker in place is 18 years old. No historical child labor was noted during the document review. Employees' files include photocopied ID cards or visas and work permits for migrant workers. Examined evidence: Facility hiring procedure, personnel files of employees, workers' employment contracts, original ID cards, driver's licenses, and visas submitted by interviewed workers.</p>
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4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	35%
Enter the legal age of employment	15
Enter the age of the youngest worker identified	18
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	No

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	<p>The facility operates as per its Ethical Declaration, which is based on the ETI Base Code. In part of wages and benefits the company undertakes to comply with the local legislation. The declaration and ETI Base Code are posted on the notice boards, throughout the facility and dormitory. The notice of the minimum wage informs employees about the hourly and monthly Ms. Noa Ben Gera, the HR Manager, is responsible for implementing it in daily operations. During the document review, it was noted that the company made a comparison of the paid living wage with the recommended by a reliable source. it was recommended formalize these calculations as official documents include them in the training program.</p> <p>The site does not employ minors. The training with employees is organized annually. The training records dated October 2024 were submitted during the audit. Wage stubs with detailed explanations are posted in the foreign students' accommodation. During the interviews, employees confirmed they were aware of their rights. No findings in the sections were noted during the audit.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
5. Legal wages are paid	5.B Ensure that workers receive the insurance...		GE ZAF600741316

Systems and evidence examined to validate this code section

The lowest work rate paid to employees meets the legal minimum wage rates and meets the local living wage. There are no disciplinary fines or illegal deductions from employees' wages. Benefits such as social insurance, annual leave, and illness leave are provided to workers. Employees are paid on time (noted during interviews) no later than the 9th of the month. Payment is done by direct bank transfer to the employee's bank account. Each migrant worker is issued with his account in the local bank. Migrant workers sign formal work contracts approved by the government. The contract is multi-lingual and written in Thai, English, and Hebrew. The contract is detailed and provides among other things information about minimum wage, hourly rate, overtime rates, allowed deductions from wage, accommodation, and work conditions.

Evidence examined: established ETI Code of Conduct, Wage and Benefits procedures. Social Policy, Personnel files of employees, labor contracts, and working conditions notices.

Timesheets and wage records of the three sampled periods.

Findings: good examples

ZAF600741316

Good example

Code area

5 Legal wages are paid

Workplace requirement

5.B Ensure that workers receive the insurances and benefits (including leave entitlements) they are legally or contractually entitled to.

Description

The workers are granted gifts for holidays and family events. They are invited to various corporate events. In 2024 the workers rested in Sahkne nature reserve and visited Daliat Hacarmel village with dinner, all free of charge. Bonuses are paid based on the results of the financial year. Coffee, tea, milk are provided on the rest/dinner rooms of the packing house for all workers.

Evidence



[Coffee corners - free of charge.jpg](#) 

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	Wages are based on job skills and experience The legal minimum wage Wages are defined by a legally recognised collective bargaining agreement (CBA) Wages meet a living wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	Between 10% and 30%

Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable
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Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly	
Is actual wage data available on site for any of these options?	Monthly	
Maximum legal working hours	Max hours per day	9.0
	Max hours per week	42.0
	Max hours per month	Non applicable
Actual required working hours	Required hours per day	8.0
	Required hours per week	42.0
	Required hours per month	Non applicable

Maximum legal overtime hours	Max hours per day	5.0
	Max hours per week	16.0
	Max hours per month	Non applicable
Actual overtime hours	Max hours per day	3.1
	Max hours per week	14.0
	Max hours per month	55.0
Minimum legal wage	Min per hour	32.3
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum wage	Actual per hour	32.3
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable
Minimum legal overtime wage	Min per hour	40.37
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum overtime wage	Actual per hour	40.37
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	26
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Provide the date and details of the records	Attendance records and wage payrolls for the last year (from December 2023 to November 2024) were available for review. Wage stubs and time sheets of 26 employees were sampled from the following three months: November 2024 (the last paid/recent period), July 2024 (peak period), and September 2024 (non-peak with holidays of most workers).
Are there different legal minimum/ legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	Nobody from workers is paid below the legal minimum wage
Are there any bonus schemes used?	Yes As per personal efforts of the workers
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			
Systems and evidence examined to validate this code section	The packing house conducted estimates of the living wage for workers based on publications in open sources in Israel. The calculations were made for three categories of workers: migrant workers, workers employed through an employment agency, and permanent workers. For all categories of workers, it was established that working full month they achieve a living wage, taking into account wages and various payments, such as pension savings, gifts for the holidays, subsidized meals, and other benefits. The option to work overtime hours was not taking in the calculation and was considered as a not obligated source of income.		

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The facility operates as per its Ethical Declaration, which is based on the ETI Base Code. Regarding working hours, the facility declares that the company will make sure that all its employees act and work following the laws and procedures and will make sure that the working and rest hours of the employees are normal. The company expects its managers and employees to follow the law, act according to procedures, and strive for balanced work and rest hours. During the document reviews, it was noted that the Declaration does not contain numbers of allowed regular and overtime hours. It was recommended to include numeric values in the declaration and organize training for workers on the matter. Guy Shoham, the CEO, is in charge of the code. Ms. Noa Ben Gera, the HR Manager, is responsible for implementing it in daily operations. The training with the workers was organized in October 2024. Orientation training was conducted with workers who started to work later. No findings in the sections were noted during the audit.

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

Employees register working hours by using electronic clocks with biometrical (fingerprint) scanners or magnetic chips. Employees are voluntary to work overtime hours (noted during interviews). Employees receive their wage stubs monthly. The minimum rate for overtime hours is 125% of the standard wage. Migrant workers sign formal work contracts approved by the government. The contract is multi-lingual and written in Thai, English, and Hebrew. The contract is detailed and provides information about Work hours limits, breaks, holidays, work termination, wages, hourly rates, and overtime rates among other things. Local work hour limits of 42 regular hours / 16 overtime hours per week are maintained for most employees. The facility works 6 days per week: from Sunday to Thursday, 5:00 - 14:00 with two 30-minute breaks for lunch and breakfast and small breaks for workers' needs. Friday is a short workday and work is organized for 4-5 hours only by load. Saturday is a day off. The evidence examined includes the personnel files of the employees, Working Hours, wages, and benefits internal procedures, notices on the employees' notice boards, attendance records, and wage payrolls.

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	125%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	N/A
Excluding overtime, what are the regular working hours per week for workers at this site?	42.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	46.34
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	56.0
Maximum number of days worked without a day off in sample	6

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility operates according to its Ethical Declaration, which is based on the ETI Base Code. Regarding human rights, respect, equality and non-discrimination, Miriam Shoham Ltd will encourage the employment of a wide variety of workers from all sectors of the population. The company prohibits discrimination of any kind, such as: gender, sexual orientation, personal status, race, age, marital status, parentage, religion, nationality, country of origin, political affiliation or reserve service . Guy Shoham, the CEO, is in charge of the code. Ms. Noa Ben Gera, the HR Manager, is responsible for implementing it in daily operations. The training with the workers was organized in October 2024. Orientation training was conducted with workers who started to work later. The open-door policy is broadly used at the facility. The grievance boxes and templates of the applications are available for all workers on the site and in the dormitory. There are no claims of discrimination.

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

No claims of any discrimination were raised during interviews or documents review. No evidence of discrimination was found in the procedures of suppliers for hiring, compensation, entitlement for training, promotion, work termination, or retirement. Migrant workers sign formal work contracts approved by the government. The contract is multi-lingual and written in Thai, English, and Hebrew. The contract is detailed and provides a summary of all local regulations related to the workers' social rights. Among covered issues: Allowed deductions from wage, accommodation and work conditions, discrimination and abuse, sexual harassment, and more. The contract also provides grievance channels for migrant workers. Supplier conduct periodic open interviews with migrant workers using translators to hear complaints or queries and verify their understanding of work procedures.
Evidence examined: ETI Code of Conduct, Personnel files of employees, labor contracts, working conditions notices, Claims of workers - the procedure and records of the claims

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	11%
Representation of women in managerial roles (ratio of women workers to women managers)	2%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	5%
Three most common nationalities in managerial and supervisory roles	Israeli

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility operates according to its Code of Conduct, which is based on the ETI Base Code. The company adopts the requirements of the social standards of SEDEX, BRC, and GlobalG.A.P in part of regular employment. The company employs migrant workers as permanent employees. Most of the packaging work is conducted by labor agency workers who are invited on their daily needs. The facility operates as per its Ethical Declaration, which is based on the ETI Base Code. Guy Shoham, the CEO, is in charge of the code. Ms. Noa Ben Gera, the HR Manager, is responsible for implementing it in daily operations. The training with the workers was organized in October 2024. The company holds agreements with labor and recruitment agencies and reviews the conditions of employment of the workers. Each agency went through the approval process and signed its obligation to work as per the requirements of GlobalG.A.P., local legislation, and ETI Code requirements. No violation was found in the section.

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

Most of the packager workers are employed through local labor agencies such as L.M. Labor Agency Ltd, Job Place and Maof Ltd. All permanent workers, including migrants on site, are directly employed by the company. The facility signs labor contracts with employees. Recruitment of migrant workers from Thailand and foreign students from Philipine is done only through regulated recruiting companies working under the supervision of state authorities. The facility employs workers under labor laws (noted in document review and interviews). Every new employee is automatically covered by the CBA of the branch, based on his job description. All social payments required from the employer are paid and specified on the wage slip. Employees are free to terminate their employment whenever they decide. Evidence examined included ETI Code of Conduct, Hiring and Termination Procedures, Contracts with the labor agencies, workers' work contracts, and personnel files of employees.

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	39.48%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	60.52%
Percentage of workers employed as apprentices, trainees or interns	0.0%

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The adopts the requirements of the social standards of SEDEX, and GRASP in part of authorized subcontracting. There are no subcontractors on the site. The management was aware of the requirement of cooperation with service providers and subcontractors.

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	The supplier has all facilities and measures needed for the production. No subcontractors or homeworkers. Observation during the tour, production records, quality control records were exanimated.		

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent?

Not applicable

Gender disaggregated data available

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homeworker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers?

No

N/A

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity?

No

No subcontracting work was utilized on the day of the audit.

Are any sub-contractors used?

No

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	<p>As part of the fair treatment of employees, the company guarantees the prohibition of physical abuse or threats of physical abuse, sexual harassment verbal abuse, or other forms of intimidation. The declaration about it is included in the Code of Conduct, approved by the CEO. Ms. Noa Ben Gera, the HR Manager, is responsible for implementing it in daily operations.</p> <p>The posters with extraction of the Prevention of Sexual Harassment are posted on the notice boards. The workers are trained on their rights. The last training took place in October 2024. The grievance boxes are posted on the site. Employees have worker representatives (initiated by the management) and can apply to them or directly to managers. No claims of inhumane behavior or other violations arose during the audit. During the audit, it was noted that 11 claims have arisen in the last years. It was recommended that analyses of the claims be conducted, meetings with workers' representatives should be organized, and workers should be informed about decisions taken in the part where they do not violate employees' privacy.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	No evidence of inhumane or harsh treatment was noted during the audit or reported during interviews. The grievance box is posted on the facility. Open door policy is broadly used. The workers can have a talk with managers during the day. Supplier conduct periodic open interviews with migrant workers using translators to hear complaints or queries they have and verify their understanding of work procedures. Evidence examined during the audit included ETI Code of Conduct, personnel files of employees, work orders, documents, and internal rules on the notice boards, attendance records and wage payroll.		

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process The grievance process is available to all workers The grievance process is available to members of the local community
What type of grievance mechanism(s) are available?	Grievance boxes are present, hotline phone numbers are present on the notice boards, open-door policy
Number of grievances raised in the last 12 months	11
Number of grievances resolved in the last 12 months	11

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The facility operates as per its Ethical Declaration, which is based on the ETI Base Code. As a part of the protection of the environment Miriam Shoham Ltd, an agricultural company that is directly affected by the quality of the environment, believes that they must behave in an environmentally responsible manner. The company will work to reduce the impact of environmental damage and will work to raise awareness among its employees and business partners. During the document review, it was noted that SHOHAM's Environment Policy is dated 27/05/2021. It is recommended to update the policy and conduct additional training if needed. Mr. Guy Shoham, the CEO, is in charge of the code. Ms. Noa Ben Gera, the HR Manager, is responsible for implementing it in daily operations. The training with the workers was organized in October 2024. Employees are involved in various drills.

Summary of findings

Code area	Workplace requirement	Local law	Finding
10.A. Environment 2-Pillar	10.A.B Comply with relevant local, regional a...		GE ZAF600741315

Systems and evidence examined to validate this code section	Supplier holds valid Business Registration and State Hazardous Substances Permit No 642103 issued by the Environmental Ministry of Israel and valid until 23/10/2026 The packing house has the MSDS in Hebrew for the used materials. The facility receives water from the state water net and conducts quality tests of water used for washing. All diesel engines of tractors and forklifts are inspected annually, including exhaust gas emissions. Mrs. Rena Russo, the QA manager, acts as responsible for the environmental issue follow-up on all new environmental requirements related to the facility. The main chemicals stored are the treatment of the fruits and cleaning of the production equipment. Evidence examined included a Business Registration certificate a valid BRC certificate, the State Hazardous Substances Permit, MSDS sheets, training and drill records, certificates, and test records of machinery with diesel engines.
-------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Findings: good examples

ZAF600741315

Good example

Code area
10.A Environment 2-Pillar

Workplace requirement
10.A.B Comply with relevant local, regional and national laws or regulations, and have the correct documentation or permits, including for resource use (e.g. water, energy, material) and waste disposal.

Description
During the tour, it was noted that solar panels for production of green electricity are installed on the roof of the production building

Evidence



[Loading terminal.jpg](#)

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	No
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC))?	No
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	Yes Air conditioning systems are installed in all production halls. Each living room of migrant workers is provided with an air conditioner. Ventilation fans are installed throughout the packing house. Employees are provided by coolers with drinking water

Attachments



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accommodation.jpg](#)



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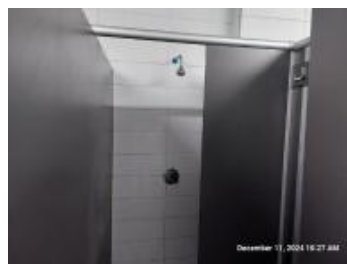




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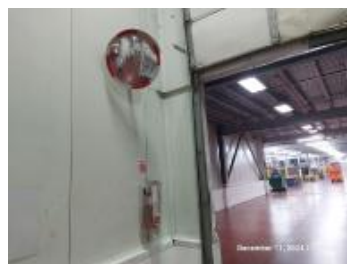
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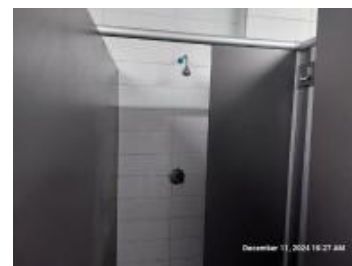
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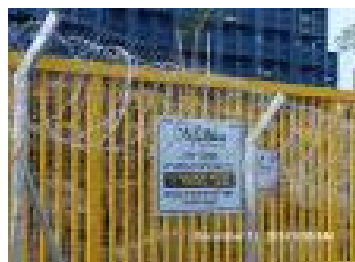


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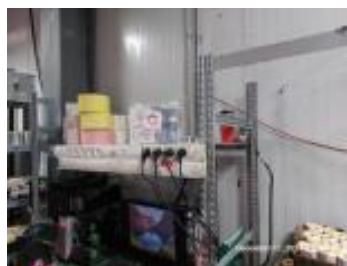
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