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| **GRASP Statement**  |
| Company |  | GRASP | General Rules |
| P&C GRASP | 1, 2, 3, 4, 5, 6.2, 8, 9, 11, 12, 13 |
| Management |  | Date | .. / .. / 202. |

* On this farm, work is done according to the GLOBALG.A.P. GRASP version 2 social module.
* On-farm compliance with GRASP version 2 requirements is externally assessed annually by a specialized certification body.
* The producer shall verbally notify all worker members of the date of the external review two working days prior to the review.
* The next announced review is scheduled for \_\_ / \_\_ / 20\_\_.

GRASP version 2 includes requirements regarding

1. Right of association and representation
2. GRASP worker representation
3. Complaint Procedure
4. Human Rights
5. Access to legal labor and social provisions
6. Employment documents and forced labor
7. Payouts of wages
8. Wages
9. Age of employment, child labor and underage personnel
10. Compulsory education and access to schools
11. Working time registration
12. Working Hours
13. Disciplinary procedure
* Further information on GRASP version 2 can be accessed at any time at [www.globalgap.org](http://www.globalgap.org).
* The Belgian interpretation to GRASP version 2, with references to the applicable legal provisions, can be consulted at any time on the website of the producer organization \_\_\_ or \_\_\_. (P&C 5)
* The human rights statement (see below) can be consulted at any time in the company's social space or \_\_\_. (P&C 4)
* If there are differences between the requirements of GRASP and applicable local laws, the producer shall apply the rules that provide the most protection to workers. (P&C 5.2)

The undersigned declares that for all personnel of the company, and in particular for the activities covered by GLOBALG.A.P. IFA-SMART version 6, the following principles are put into practice.

* If a person who enters the farm, including contractors and visitors cannot agree to the below and/or the producer finds violations against the listed elements, the producer will immediately proceed to terminate the professional relationship with the person who enters the farm in question.
* Workers have the right to establish or join an organization of their own choosing. Management shall permit collective bargaining. (P&C 1.1)
* There is no discrimination - discrimination, exclusion or preference - based on membership in a union or other form of worker association or representation. (P&C 1.3)
* Trade union members or other representatives of worker associations are guaranteed access to the company, at least outside regular working hours. (P&C 1.4)
* Workers can contact management at any time for consultation on GRASP related topics. (P&C 2.5)
* The producer provides for monthly consultations with the worker representation,

viz. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ .

Workers may freely and without negative consequences submit agenda items through the worker representation until no later than \_\_\_\_ working days before the consultation. (P&C 2.5)

* Workers may use the complaints and suggestions procedure at any time. This procedure is available to them at \_\_\_\_\_\_ . (P&C 3.4, 3.5)
* With respect to human rights, the producer declares that for all workers of the company (including family members), and in particular for activities covered by GLOBALG.A.P. IFA (P&C 4)

The producer complies with applicable laws and regulations.

* The producer respects the rights of workers, as contained in the ILO Core Labor Conventions and Recommendations, namely 29, 105 and Recommendation 35 (forced and compulsory labor), 87 (freedom of association), 98 (right to organize and collective bargaining), 100, 111 and Recommendations 90 and 111 (equal pay for male and female workers for work of equal value; discrimination in employment and occupation), 138 and Recommendation 146 (minimum age), 182 and Recommendation 190 (worst forms of child labor), 81 (labor inspection), 122 (employment policy), and as incorporated into applicable law.
* The producer respects human rights, as contained in the UN Guiding Principles on Business and Human Rights, specifically regarding dignity, fairness, equality, respect and independence.
* The producer avoids and does not engage, defend or tolerate discrimination in employment. There is no discrimination - distinction, exclusion or preference - on the basis of race, caste, nationality, religion, disability, gender, sexual orientation, maternity, age, political opinion, union or party membership. Workers are not forced to be tested for pregnancy or HIV.
* Producer neither defends nor tolerates the use or threat of corporal punishment, mental or physical abuse, insults, scolding or any abuse.
* There is no forced labor. Family members and dependents of workers have the right to work off the farm. No worker is forced to live on the company. Workers who do not live on the company are not discriminated against.
* The procedure for hiring workers is fair and transparent and does not discriminate against anyone who wants to work at the company because of any of the above reasons. Potential workers are not pressured, coerced or intimidated. There are no recruitment fees. Potential workers are not asked, directly or indirectly, for compensation or to pay related expenses to be hired, or to make monetary deposits, financial guarantees or deposits of personal property to be hired.
* The producer verifies to the extent possible that no worker is bound by debt bondage or forced to work for an employer, recruitment agency or other organization to pay off debt.
* The producer prohibits any involvement in any act of corruption, extortion, embezzlement, as well as any form of bribery, direct or indirect.
* All workers may file complaints regarding compliance with this statement at any time, in accordance with the provided complaints and suggestions procedure (including anonymous complaints). Workers may address management and/or worker representatives regarding complaints. No sanctions will be imposed on workers for filing complaints. The producer will ensure timely handling of complaints. The producer declares his willingness to resolve any problems in consultation and cooperation.
* All workers performing work of equal value are given comparable rights, social benefits, working conditions and training opportunities. Comparable work is rewarded with comparable wages.
* Remuneration is based on legal minimum wages. No unfair deductions shall be made from wages. The employer shall refrain from withholding any portion of workers' wages, regardless of the reason, without the express written consent of the worker.
* No minors - according to the legal provisions - are employed. In case of doubt, the age of workers is verified by the producer before the start of employment. Children who are family members and who help with activities are not involved in work that may endanger their health, safety or development, and their access to education is guaranteed. Without exception, the school-age children of workers living on the farm also have access to education. The workers concerned are hereby informed that there is a statutory compulsory education in Belgium (from the age of 5 to 18).
* High-risk groups, such as workers under 18 years of age (if legally permitted to be employed), workers with impaired mental abilities or illnesses, pregnant women, lactating women, shall not be assigned to work that may endanger their health, safety or development or the safety of others. They shall not work in the administration of plant protection products. See also GLOBALG.A.P. IFA health and safety risk assessment, and procedures and instructions.
* In accordance with legal provisions, the working hours of young workers (under 18 years of age) are limited, they do not do night work or overtime, and they can fulfill their compulsory education at any time.
* If the producer and/or a supervising worker identifies violations regarding the employment of juvenile personnel, immediate action is taken according to the established procedure.
* Arrangements are made for maternity leave, sick leave or retirement. At a minimum, these arrangements shall comply with applicable social security legislation.
* Adequate breaks are provided during working hours - see labor regulations or \_\_\_\_\_ .

Taking these breaks will be respected, including during peak periods. Workers are verbally informed of the hours of work and the working time record used at the start of work.

* Overtime is voluntary; workers are not forced to work overtime. In the case of overtime, measures may be taken to ensure the health and safety of workers at all times. See also GLOBALG.A.P. IFA health and safety risk assessment, and procedures and instructions.
* In case of a serious accident on company premises, the worker will be provided with transportation to the nearest center for medical treatment.
* In case of violations against GRASP requirements and/or inadequate performance of work, the producer will initiate the disciplinary procedure. See also Disciplinary Procedure.
* No disciplinary practices such as corporal punishment, mental or physical abuse, insulting or scolding are used at the company. If disciplinary practices are used, they are fair and transparent.
* The producer may use relevant worker data as evidence of compliance with GRASP requirements. The producer applies the legal provisions on data privacy (General Data Protection Regulation) when processing workers' personal data. The producer shall ask each worker's consent for such use of personal data.

Any relevant change in applicable law and/or the BNIG will be immediately incorporated into the above statement. (P&C 4.5)

We ensure that anything indicating a violation of these principles is immediately reported to the certification body and corrective action is taken.

A copy of this statement is available at all times to all workers and persons who enter the farm - namely:

* hung out in accessible place for workers or
* Attached to employment contract or regulations or
* other - specify: \_\_\_\_\_\_\_\_

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| --- | --- | --- | --- |
|  | Name | Date | Signature |
| Supervisory worker |
|  |  |  |  |
|  |  |  |  |
| Wage work - labor shifts |
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|  | Initial formatting | Revision 01 | Revision 02 | Revision 03 |
| Changes from previous version? |
| Yes / No | Yes / No | Yes / No |
| If YES: Make changes and additions clearly identifiable on document or use new document if necessary. |
| Producer |  |  |  |  |
| Date |  |  |  |  |
| Signature |  |  |  |  |