
Auditee :	Vege Land
Audit Date From :	29/04/2017
Audit Date To :	29/04/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	ALGI
Auditor's Name(s) :	Mohamed El-Sayed(Lead)
Auditing Branch (if applicable) :	ALGI Egypt



This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
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<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
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<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
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E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Producer : Vege Land

DBID : 365166 and Audit Id : 77865

Audit Date : 29/04/2017

Audit Type : Follow-up Audit

Main Auditee Information

Name of producer :	Vege Land		
DBID number :	365166		
Audit ID :	77865		
Address :	16 Sahab Street, El Haram, Giza city, Egypt Al Jizah		
Province :	Al Jizah	Country :	Egypt
Management Representative :	Mr. Assem Barakat		
Contact person:	Mr. Assem Barakat	Sector :	Food
Industry Type :	Agriculture	Product group :	Fresh Fruits and Vegetables
Product Type :	Spring Onions, Onions, Sugar Peas, Mangetout and Garlics		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input type="checkbox"/> Main Auditee	<input checked="" type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	Limited extent (follow-up on a few Performance Areas only)		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	A		
Need of follow-up :		If YES, by :	

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
A	A	A	A	A	A	A	A	A	B	A	A	A

Sampled farms (excluding smallholders)

	VEGE LAND
Overall rating	D

Executive summary of audit report

Opening Meeting: An on site follow up audit of VEGE LAND was conducted on semi- announced basis. Upon arrival, the auditor was greeted by Mr. Assem Barakat [General manager] and Mr. Ahmed Sohad [Admin and H&S manager]. After exchanging business cards, the auditor conducted an opening meeting with Mr. Assem Barakat [General manager], Mr. Ahmed Sohad [HR and H&S manager] and Mr. Mohamed Ibrahim [Production manager]. The follow-up audit procedures and the assessment were explained to the auditee team as per BSCI Standards. The facility allowed the auditor to access the company.

There was no changes in the address or the physical entity of the facility from the previous audit. There was no changes in the machine list or the production capabilities. The facility was keen on closing the non-conformities found during the initial audit on January 11-12,2017.The peak season starts from March 15th,2017 till July 15th,2017.

The facility has 52 workers and employees, 24 workers in the pack house (20 permanent workers and 4 seasonal workers) and 28 workers in the farm (26 seasonal workers and 2 permanent supervisors).

The pack house staff works 6 days a week (Saturday to Thursday) and Friday is the weekly day off. The working hours is from 9.00 to 17.00 with one hour for lunch break from 13.00 to 14.00, and they work 2 overtime hours till 19.00 (if needed). Salaries are paid in cash for all the workers. Salaries for the seasonal workers are paid on weekly basis, and the salaries for the permanent workers are paid on monthly basis.

As the facility has less than 50 workers, it is not a mandatory requirement to have official injuries and accidents log, full time nurse, onsite clinic and workers representatives as per article 220 and 222 in the Egyptian labor law 12/2003.

Licenses and permits:
Commercial ID: 229399
Tax ID: 349 – 754 – 373
Exporting license: 75108 exp: 09/15/2020.

The facility has annual training plan and the last updated training are as below:
Fire fighting and civil defense: 08/24/2016.
First aid training: 09/26/2016.
Health and safety: 05/22/2016.

Closing meeting: At the end of the assessment, a closing meeting was held with Mr. Assem Barakat [General manager] and Mr. Ahmed Sohad [Admin and H&S manager]. Mr. Assem Barakat on behalf of the management agreed to sign the CAP. The facility closed the findings found in the previous audit except PA7.3-PA7.16 and PA10.3,Mr. Assem Barakat assured to close the remaining NCs as soon as possible. Mr. Assem Barakat on behalf of the management agreed to sign the CAP. The management had a positive attitude towards the findings and their intent to close the opened findings.

Executive summary of the social performance of farms

The sampled farm is known as VEGE LAND farm. It is located in Abu Sultan - Ismailia City - Egypt. It's total land area is 125 acres, it is specialized in growing onions, spring onions, sugar peas, mangetout and garlics. This farm is rented from the October sixth

for agricultural projects (Egyptian Armed forces' lands), they rent it as per 10 years contract. As known in these area from Egypt are related to the Egyptian armed forces and all the farmers in this area rent from them directly with a 5 years or 10 years contracts.

The farm is 150 km far from the pack house and about 80 km far from the head office in Cairo.

The farm has 28 workers, all of them are Egyptians. It has 26 seasonal workers and 2 permanent supervisors. It works 6 days a week (Saturday to Thursday) and Friday is the weekly day off. The working hours is from 9.00 to 17.00 with one hour for lunch break from 13.00 to 14.00, they work 2 overtime hours till 19.00 (if needed).

Ratings Summary



Auditee's background information			
Auditee's name :	Vege Land	Legal status :	Limited partnership
Local Name :	VEGE LAND	Year in which the auditee was founded :	2010
Address :	16 Sahab Street, El Haram, Giza city, Egypt	Contact person (please select) :	Mr. Assem Barakat
Province :	Al Jizah	Contact's Email :	assemvegeand@gmail.com
City :	Al Jizah	Auditee's official language(s) for written communications :	Arabic
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	English
Country :	Egypt	Website of auditee (if applicable) :	N/A
GPS coordinates :	N/A	Total turnover (in Euros) :	25000.00
Sector :	Food	Of which exports % :	100.00
Industry :	Agriculture	Of which domestic market % :	0.00
If other, please specify :		Production volume :	onions 736 tons / month - Spring onions 264 tons / month
Product Group :	Fresh Fruits and Vegetables	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Spring Onions, Onions, Sugar Peas, Mangetout and Garlics		

Auditee's employment structure at the time of the audit			
Total number of workers :	52	Total number of workers in the production unit to be monitored (if applicable) :	0
		MALE WORKERS	FEMALE WORKERS
Permanent workers		14	6
Temporary workers		7	25
In management positions		3	4
Apprentices		0	0
On probation		0	0
With disabilities		0	0
Migrants (national citizens)		0	0
Migrants (foreign citizens)		0	0
Workers on the permanent payroll		14	6
Production based workers		0	0
With shifts at night		0	0
Unionised		0	0
Pregnant		-	0
On maternity leave		-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee has implemented social management system in order to measure and monitor its performance concerning the social management. Mr. Assem Barakat is assigned to monitor the compliance with the BSCI code of conduct and to follow up with their supply chain. Mr. Assem is communicating the BSCI code of conduct with the workers and with the supply chain. They have internal social policies and procedures relating to the social management system.

GOOD PRACTICES - For sampled farms:

AREAS OF IMPROVEMENT - For sampled farms:

Remarks from Auditee:

Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: A Deadline date:

Good practices

Areas of improvement

The auditee has implemented social management system in order to measure and monitor its performance concerning the social management. Mr. Assem Barakat is assigned to monitor the compliance with the BSCI code of conduct and to follow up with their supply chain. Mr. Assem is communicating the BSCI code of conduct with the workers and with the supply chain. They have internal social policies and procedures relating to the social management system.

Good practices - For sampled farms:

Areas of improvement - For sampled farms:

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The facility has training plan for all his workers and employees. The facility inform and communicate with its workers about the last updates and instructions through the announcement boards and orientation programs. The interviewed samples stated that they are aware about the facility internal policies and procedures.

GOOD PRACTICES - For sampled farms:

AREAS OF IMPROVEMENT - For sampled farms:

Remarks from Auditee:

Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: A Deadline date:

Good practices

Areas of improvement

The facility has training plan for all his workers and employees. The facility inform and communicate with its workers about the last updates and instructions through the announcement boards and orientation programs. The interviewed samples stated that they are aware about the site internal policies and procedures.

Good practices - For sampled farms:

Areas of improvement - For sampled farms:

Remarks from Auditee

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The facility has grievance policies and mechanism which is known by all the workers and employees and shared with them via announcement boards and training programs. This part was marked as N/A because they don't have workers' representatives as they are less than 50 workers. The facility is implementing the open door policy to communicate directly with the workers, and the workers stated that they are free to communicate directly with their supervisors and managers.</p> <p><u>Article # 222:</u> An Establishment where the number of workers is fifty or more shall provide the necessary social and cultural services to its workers, in contribution with the trade union committee (if any) or with representatives for the workers to be elected by the concerned general trade union. A decree shall be issued by the concerned minister - following approval of the general federation of Egyptian trade unions - determining the minimum limit for these services.</p>	
GOOD PRACTICES - For sampled farms:	
AREAS OF IMPROVEMENT - For sampled farms:	
Remarks from Auditee:	
Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The facility has grievance policies and mechanism which is known by all the workers and employees and shared with them via announcement boards and training programs. This part was marked as N/A because they don't have workers' representatives as they are less than 50 workers. The facility is implementing the open door policy to communicate directly with the workers, and the workers stated that they are free to communicate directly with their supervisors and managers.</p> <p><u>Article # 222:</u> An Establishment where the number of workers is fifty or more shall provide the necessary social and cultural services to its workers, in contribution with the trade union committee (if any) or with representatives for the workers to be elected by the concerned general trade union. A decree shall be issued by the concerned minister - following approval of the general federation of Egyptian trade unions - determining the minimum limit for these services.</p>	
<u>Good practices - For sampled farms:</u>	
<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The auditee respects this performance area as they have a "no discrimination policy" in place. No complaint was raised by the interviewed workers. They stated that they are treated on equal basis. It was obvious during the site tour that no kind of discrimination practices was found in the facility.</p>	
GOOD PRACTICES - For sampled farms:	
AREAS OF IMPROVEMENT - For sampled farms:	
Remarks from Auditee:	
Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The auditee respects this performance area as they have a "no discrimination policy" in place. No complaint was raised by the interviewed workers. They stated that they are treated on equal basis. It was obvious during the site tour that no kind of discrimination practices was found in the facility.</p>	
<u>Good practices - For sampled farms:</u>	
<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
The auditee respects the wages and benefits according to legal requirements. The permanent workers are paid on monthly basis, and the seasonal workers are paid on weekly basis. The workers sign payroll prior to salaries are paid. The remuneration policies and procedures are shared with workers through announcement boards and awareness programs.	
GOOD PRACTICES - For sampled farms:	
AREAS OF IMPROVEMENT - For sampled farms:	
Remarks from Auditee:	
Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The auditee respects the wages and benefits according to legal requirements. The permanent workers are paid on monthly basis, and the seasonal workers are paid on weekly basis. The workers sign payroll prior to salaries are paid. The remuneration policies and procedures are shared with workers through announcement boards and awareness programs.	
<u>Good practices - For sampled farms:</u>	
<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	
Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
The auditee respects this performance area as they have their policies and procedures regarding working hours. After reviewing time records and payrolls for February 2017 and March 2017 was found that all interviewed workers did not exceed the legal limits for working hours per day or per week	
GOOD PRACTICES - For sampled farms:	
AREAS OF IMPROVEMENT - For sampled farms:	
Remarks from Auditee:	
Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The auditee respects this performance area as they have their policies and procedures regarding working hours. After reviewing time records and payrolls for April 2016, September 2016 and December 2016 was found that all interviewed workers did not exceed the legal limits for working hours per day or per week.	
<u>Good practices - For sampled farms:</u>	
<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee has established 'health and safety' policies and procedures. The production floor was clean and organised. Work floor is found to be well marked and have emergency exit aisles/arrows leading towards the emergency exits. Sufficient number of fire extinguishers and fire hose reels are found to be installed and are clear and free from any obstacles. Toilets are found to be clean and in sanitary and usable condition. The facility stated that they don't use any chemicals during the production and growing processes but just use (Plant Protection Products). Though the overall health and safety conditions of the facility was found acceptable, 7.10 was marked as N/A as this facility was found less than 50 workers so there is no requirement to have official accident and injuries log, also 7.24 and 7.25 were marked as N/A as they don't provide any kind of housing or dormitories to its workers, also 7.3 and 7.16 are not corrected in this follow up audit.

7.3 - Current follow up was conducted on 04/29/2017:

Not Corrected: It was evident during the management interview and documents review that the facility doesn't have valid and updated OHS risk assessment for the pack house.

. لم يتم تصحيح حالة عدم المطابقة خلال المراجعة الحالية 04/29/2017 بعدم قيام الشركة بعمل تقييم المخاطر الخاصه بالسلامه و الصحة المهنيه بالمكان

7.5 - Current on site follow up was conducted on 04/29/2017:

Corrected: It was evident during the documents review that the facility has conducted the last fire drill on February 15th,2017.

04/29/2017 حيث قامت الشركة باجراء تجربة اخلاء للطوارئ في 15/02/2017. لقد تم تصحيح حالة عدم المطابقة خلال المراجعة الحالية

7.14 - Current on site follow up was conducted on 04/29/2017:

Corrected: It was evident during the facility walkthrough that fire alarm push button has been installed and was functionally working.

لقد تم تصحيح حالة عدم المطابقة من خلال المراجعة الحالية 04/29/2017 حيث قامت الشركة بوضع زر إنذار حريق ينوي بقسم التعبئة وعمل جيدا.

7.16 - Current on site follow up was conducted on 04/29/2017:

Not Corrected: It was evident during the facility walkthrough that the evacuation maps were not posted, however, the evacuation maps were already available in soft copies (computerized - designed) and were waiting the print-house to send them to be posted.

لم يتم تصحيح حالة عدم المطابقة خلال المراجعة الحالية 04/29/2017 وذلك بعدم قيام الشركة بنشر خرائط الاخلاء في حين ان هذه الخرائط يتم الاحتفاظ بها الكترونيا وان الطابعة ترفق ترسل اليهم هذه الخرائط مطبوعة و بناديا يتم نشرها

7.18 - Current on site follow up was conducted on 04/29/2017:

Corrected: It was evident during the facility walkthrough that first aid kit was provided in the pack house.

لقد تم تصحيح حالة عدم المطابقة خلال المراجعة الحالية 29/04/2017 حيث قامت الشركة بتزويد المحطة بعدد كاف من صناديق الإسعافات الأولية

GOOD PRACTICES - For sampled farms:

AREAS OF IMPROVEMENT - For sampled farms:

Remarks from Auditee:

Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: E

Deadline date:

Good practices

Areas of improvement

The auditee has established 'health and safety' policies and procedures. The production floor was clean and organised. Work floor is found to be well marked and have emergency exit aisles/arrows leading towards the emergency exits. Sufficient number of fire extinguishers and fire hose reels are found to be installed and are clear and free from any obstacles. Toilets are found to be clean and in sanitary and usable condition. The facility stated that they don't use any chemicals during the production and growing processes but just use (Plant Protection Products). Though the overall health and safety conditions of the facility was found acceptable, 7.10 was marked as N/A as this facility was found less than 50 workers so there is no requirement to have official accident and injuries log, also 7.24 and 7.25 were marked as N/A as they don't provide any kind of housing or dormitories to its workers, however few deviations identified during the visit in these performance areas: 7.3, 7.5, 7.14, 7.16 and 7.18.

7.3 - Based on the satisfactory evidence the main auditee does not respect this principle because:

It was evident during documents review that the facility does not have valid and updated OHS risk assessment for the pack house.

أثناء مراجعة المستندات الخاصه بالشركة, تلاحظ انه لا يوجد تقييم للمخاطر الخاصه بالسلامه و الصحة المهنيه بالمكان

7.5 - Based on the satisfactory evidence the main auditee does not respect this principle because:

It was evident during documents review and management interview that there was no fire drill records for the last 12 months.

تلاحظ أثناء مراجعة المستندات الخاصه بالشركة و مراجعة الاداره: أنه لا يوجد تقارير تجريبية إخلاء للطوارئ خلال الـ 12 شهر الماضيه

7.14 - Based on the satisfactory evidence the main auditee does not respect this principle because:

It was evident during the site tour that the facility did not install manual fire alarm push buttons in the pack house.

تلاحظ أثناء المرور بالمصنع : انه لا يوجد زر إنذار حريق ينوي بقسم التعبئة

7.16 - Based on the satisfactory evidence the main auditee does not respect this principle because:

It was evident during the site tour that no evacuation maps were posted inside the pack house.

انه تلاحظ أثناء المرور بالمصنع انه لا يوجد خرائط اخلاء للطوارئ معلقه بالمصنع

7.18 - Based on the satisfactory evidence the main auditee does not respect this principle because:

It was evident during the site tour that there was no first aid kit in the pack house.

تلاحظ أثناء المرور بالمصنع انه لا يوجد صندوق إسعافات اوليه بقسم التعبئة

Good practices - For sampled farms:

<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	
Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
The auditee respects this principle, written policies and procedures are shared with the workers through the announcement boards. All interviewed workers stated that no child labor is used in the facility.	
GOOD PRACTICES - For sampled farms:	
AREAS OF IMPROVEMENT - For sampled farms:	
Remarks from Auditee:	
Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The auditee respects this principle, written policies and procedures are shared with the workers through the announcement boards. All interviewed workers stated that no child labor is used in the factory.	
<u>Good practices - For sampled farms:</u>	
<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
The overall conditions show that the auditee respects this performance area and has a policy and procedures for young workers which is posted in the notice board and communicated to the workers through awareness training programs	
GOOD PRACTICES - For sampled farms:	
AREAS OF IMPROVEMENT - For sampled farms:	
Remarks from Auditee:	
Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The overall conditions show that the auditee respects this performance area and has a policy and procedures for young workers which is posted in the notice board and communicated to the workers through awareness training programs	
<u>Good practices - For sampled farms:</u>	
<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: B	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>It was noticed that the auditee respects this performance area and follows all legal requirements related to employment. During the workers' interview, all interviewed workers stated that they sign labor contracts with the facility and they have granted a copy for their reference. Labor contracts were found to be signed by both parties. also, 10.3 was not corrected during the onsite follow-up visit.</p>	
<p>10.3 - Current onsite follow up was conducted on 04/29/2017:</p> <p>Not Corrected: it was evident during the workers interview and documents review that seasonal workers are not provided with awareness training program on the day of employment.</p> <p style="text-align: right;">لم يتم تصحيح حالة عدم المطابقة من خلال المراجعة الحالية 04/29/2017 بعدم قيام الشركة بتدريب العمال الموسمين قبل التعيين على السياسات و التعليمات الخاصة بالشركة</p>	
GOOD PRACTICES - For sampled farms:	
AREAS OF IMPROVEMENT - For sampled farms:	
Remarks from Auditee:	
Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: B	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>It is noticed that the auditee respects this performance area and follows all legal requirements related to employment. During the workers' interview, all interviewed workers stated that they sign labor contracts with the facility and they have granted a copy for their reference. Labor contracts were found to be signed by both parties.</p>	
<p>10.3 - Based on the satisfactory evidence the main auditee does not respect this principle because:</p> <p>It was evident during the documents review that the facility did not provide seasonal workers with awareness training on the day of employment.</p> <p style="text-align: right;">تلاحظ أثناء مراجعة الأوراق و المستندات الخاصة بالشركة: انه لا يتم تدريب العمال الموسمين قبل التعيين على السياسات و التعليمات الخاصة بالشركة</p>	
<u>Good practices - For sampled farms:</u>	
<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee respects the said performance area. The employees are free to leave the factory when they resign from the services with payment. There is no restriction on workers' movement within the premises. The interviewed employees reported that there are no restrictions for the use of toilets and drinking water facilities. They stated that they are free to work overtime hours and are free to leave the facility after regular working hours finish.</p>	
GOOD PRACTICES - For sampled farms:	
AREAS OF IMPROVEMENT - For sampled farms:	
Remarks from Auditee:	
Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee respects the said performance area. The employees are free to leave the factory when they resign from the services with payment. There is no restriction on workers' movement within the premises. The interviewed employees reported that there are no restrictions for the use of toilets and drinking water facilities. They stated that they are free to work overtime hours and are free to leave the facility after regular working hours finish.</p>	
<u>Good practices - For sampled farms:</u>	
<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The facility is monitoring its environmental performance internally. They have no hazardous releases, Mr. Ahmed Suhad is responsible to monitor, communicate and deploy the environmental legal requirements with the workers and supervisors. The facility has corrected the non-conformity which detected in the initial audit.</p>	
<p>12.1 - Current onsite follow up was conducted on 04/29/2017:</p> <p>Corrected: It was evident during the documents review that the environmental impact and environmental measurements records were conducted in February 2017.</p> <p style="text-align: right;">لقد تم تصحيح حالة عدم المطابقة خلال المراجعة الحالية 04/29/2017 حيث قامت الشركة بعمل سجل قياسات و اثر بيئي طبقا للصناعة الخاصه بهم في فبراير 2017</p>	
GOOD PRACTICES - For sampled farms:	
AREAS OF IMPROVEMENT - For sampled farms:	
Remarks from Auditee:	
Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: B	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The facility is monitoring its environmental performance internally. They have no hazardous releases, Mr. Ahmed Suhad is responsible to monitor, communicate and deploy the environmental legal requirements with the workers and supervisors. Though they have some deviation in this principle regarding some missing environmental measurements.</p>	
<p>12.1 - Based on the satisfactory evidence the main auditee does not respect this principle because:</p> <p>It was evident during the documents review that the facility does not have environmental impact and environmental measurements records which is associated to its activity.</p> <p style="text-align: right;">تلاحظ انشاء مراجعة الاوراق و المستندات الخاصه بالشركه انهم لا يملكون سجل قياسات و اثر بيئي طبقا للصناعة الخاصه بهم</p>	
<u>Good practices - For sampled farms:</u>	
<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 77865] Audit Date: 29/04/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The facility has well organised record keeping system. They have written policies and procedures related to business ethics. The business and operating licenses, industrial licenses, exporting and importing cards and all needed permits are valid and up to date.	
GOOD PRACTICES - For sampled farms:	
AREAS OF IMPROVEMENT - For sampled farms:	
Remarks from Auditee:	
Full Audit [Audit Id - 73354] Audit Date: 11/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> The factory has well organised record keeping system. They have written policies and procedures related to business ethics. The business and operating licenses, industrial licenses, exporting and importing cards and all needed permits are valid and up to date.	
<u>Good practices - For sampled farms:</u>	
<u>Areas of improvement - For sampled farms:</u>	
<u>Remarks from Auditee</u>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	29/04/2017	77865	A	A	A	A	A	A	A	A	A	B	A	A	A	A
Full Audit	11/01/2017	73354	A	A	A	A	A	A	E	A	A	B	A	B	A	D

Producer Photos

