




Sedex Members Ethical Trade Audit Report

Version 6.1



Audit Details			
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC: 1046679	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS: 407376976
Business name (Company name):	Interfruit Alimentos Ltda		
Site name:	Agropecuária Vacaro Eireli – Field / campo Interfruit Alimentos Ltda - packing		
Site address: <i>(Please include full address)</i>	Sítio Olho Dagua, Zona Rural, Felipe Guerra – campo Sítio baixa da Aroeira Barauno RN- packing	Country:	Brazil
Site contact and job title:	Francisco Luciano da Silva Dias – Manager / Gerente Daniel de Carvalho Galvão – Quality Coordinator / Coordenador de qualidade		
Site phone:	55 84 99971 5209	Site e-mail:	gerentern@papaya.com.br
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input type="checkbox"/> Environment 4-pillar <input type="checkbox"/> Business Ethics
Date of Audit:	Oct. 23, 2020		

Audit Company Name & Logo: 	Report Owner (payer): <i>(If paid for by the customer of the site please remove for Sedex upload)</i> Interfruit Alimentos Ltda
------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input checked="" type="checkbox"/>	Combined Audit (select all that apply)			

Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 was applied. 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.

(2) The audit scope was against the following reference documents

2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
 - Universal rights covering UNGP
 - Management systems and code implementation,
 - Responsible Recruitment
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,

4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Any exceptions to this must be recorded here (e.g. different sample size): N/A

Auditor Team (s) (please list all including all interviewers):

Lead auditor: Márcia Nobre	APSCA number: 21701505
Lead auditor APSCA status:	Registered APSCA
Team auditor: Márcia Nobre	APSCA number: 21701505
Interviewers: Márcia Nobre	APSCA number: 21701505

Report writer: Márcia Nobre

Report reviewer: Claudia Machado

Date of declaration: Oct. 23th, 2020

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

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.

Summary of Findings

Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause) Note to auditor, please ensure that when issuing the audit report, hyperlinks are retained.</i>	Area of Non-Conformity <i>(Only check box when there is a non-conformity, and only in the box/es where the non-conformity can be found)</i>				Record the number of issues by line*:			Findings <i>(note to auditor, summarise in as few words as possible NCs, Obs and GE)</i>
	ETI Base Code	Local Law	Additional Elements	Customer Code	NC	Obs	GE	
0A Universal Rights covering UNGP			<input type="checkbox"/>	<input type="checkbox"/>				None
0B Management systems and code implementation		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				None
1. Freely chosen Employment	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None
2. Freedom of Association	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	1			NC1. There is no workers' committee. / Não tem comitê de trabalhadores.
3. Safety and Hygienic Conditions	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	3			NC2. It has no noise and temperature assessment and measurements. / Não tem avaliação e medições de ruído e temperatura. NC3. Use of inadequate glove when cutting papaya stalk. / Utilização de luva inadequada no corte do pedúnculo do mamão. NC4. The mats have no protection for moving parts. / As esteiras não têm proteção das partes móveis.
4. Child Labour	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None
5. Living Wages and Benefits	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None

6	<u>Working Hours</u>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None
7	<u>Discrimination</u>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None
8	<u>Regular Employment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				None
8A	<u>Sub-Contracting and Homeworking</u>		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				<p>NC5. There is no subcontract policy. / Não tem política de sub contratados.</p> <p>NC6. There is no analysis of the farm's drinking water. / Não tem análise da água potável da fazenda.</p> <p>NC7. They did not present the PGSSMATR, that is the health and safety management program in the rural work environment. / Não apresentou PGSSMATR, programa de gestão saúde e segurança no meio ambiente do trabalho rural.</p> <p>NC8. Tractor 280 number 05 doesn't have the rear sensor, horn, rear light, PTO protection, and alternator belt protection. / Trator 280 número 05 sem sensor de ré, buzina, sem farol traseiro, sem proteção da tomada de força, e sem proteção da correia do alternador.</p> <p>NC9. Employees do not wear a suitable PPE and a cap with ear neck flaps. / Os funcionários não usam EPI adequado, Boné Árabe.</p> <p>NC10. The signs with the accident and emergency procedures were not legible at the syrup station. / As placas com os procedimentos de acidente e emergencia não estavam legíveis na estação de calda.</p> <p>NC11. There is no fire extinguisher at the syrup station. / Não tem extintor na estação de calda.</p>

										<p>NC12. Tractor number 283 without belt protection, without rear lights, without PTO protection. / Trator número 283 sem proteção da correia, sem faróis traseiros, sem proteção da tomada de força.</p> <p>NC13. Sprayer without any cardan protection. /Pulverizador sem proteção do cardan.</p> <p>NC14. Green brush cutter without belt protection. / Roçadeira verde sem proteção da correia.</p> <p>NC15. Red brush cutter without cardan protection. / Roçadeira vermelha sem proteção do cardan.</p>
9	<u>Harsh or Inhumane Treatment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					None
10A	<u>Entitlement to Work</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					None
10B2	<u>Environment 2-Pillar</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					None
10B4	<u>Environment 4-Pillar</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					None
10C	<u>Business Ethics</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					None

General observations and summary of the site:

The company has a good infrastructure.
 The owners respect workers fairly. The workers are satisfied with the company, with the owners.
 Salaries are paid on time.
 Workers are satisfied with working hours
 Audit was carried out with smoothly. 10 interviews were done, in private and in good climate.
 There are 04 sub-contracted male employees working on the farm, all four sub-contracted workers were interviewed.

**Please note the table above records the total number of Non-compliances (NC), Observations (Obs) and Good Examples (GE). This gives the reviewer an indication of problem areas but does not detail severities of each issue – Reviewers need to check audit results by clause.*

Site Details

Site Details					
A: Company Name:	Interfruit Alimentos Ltda				
B: Site name:	Agrovacaro – campo Interfruit Alimentos Ltda – packing				
C: GPS location: (If available)	<table border="1"> <tr> <td>GPS Address: Sitio Olho Dagua, Zona Rural, Felipe Guerra – campo</td> <td>Latitude: 05°36'07" Longitude: 37°42'41"</td> </tr> <tr> <td>GPS Address: Sitio baixa da Aroeira Barauno RN- packing</td> <td>Latitude: 05°04'07" Longitude: 37°38'34"</td> </tr> </table>	GPS Address: Sitio Olho Dagua, Zona Rural, Felipe Guerra – campo	Latitude: 05°36'07" Longitude: 37°42'41"	GPS Address: Sitio baixa da Aroeira Barauno RN- packing	Latitude: 05°04'07" Longitude: 37°38'34"
GPS Address: Sitio Olho Dagua, Zona Rural, Felipe Guerra – campo	Latitude: 05°36'07" Longitude: 37°42'41"				
GPS Address: Sitio baixa da Aroeira Barauno RN- packing	Latitude: 05°04'07" Longitude: 37°38'34"				
D: Applicable business and other legally required licence numbers and documents, for example, business license number, liability insurance, any other required government inspections	CNPJ: 04.051.054/0003-07				
E: Products/Activities at site, for example, garment manufacture, electricals, toys, grower, cutting, sewing, packing etc	Production and packing of papaya (irrigated) <i>/Produção e embalagem de mamão (irrigado)</i>				
F: Site description: (Include size, location, and age of site. Also, include structure and number of buildings)	<p>Farm infrastructure Agrovacaro</p> <ul style="list-style-type: none"> • Agrochemical warehouse / armazém de agroquímicos • Fertilizer deposit /Depósitos de fertilizantes • Irrigation stations /Estações irrigações • Machinery and equipment /maquinário e equipamento • Papaya 50,0 ha <p>Farm infrastructure Interfruit Alimentos</p> <ul style="list-style-type: none"> • Packing house with eight production lines (deposit and toilets) for papaya / Casa de embalagem com uma linha de produção (depósito e banheiros) para mamão. • Cardboard storage facility / instalação de armazenamento do caixa • Offices /Escritórios • Motorcycles and vehicles /motocicletas e veículos <p>For below, please add any extra rows if appropriate.</p> <p>F1: Visible structural integrity issues (large cracks) observed? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>F2: Please give details: All facilities are in perfect condition. When there is a need for maintenance, the company hires a company to carry out the work. / Todas as instalações estão em perfeitas condições. Quando ha necessida de</p>				

	<p><i>manutenção a empresa contrata uma empresa para a realização da obra.</i></p> <p>F3: Does the site have a structural engineer evaluation? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>F4: Please give details: The facilities do not have the evaluation of an engineer. /As instalações não possui a avaliação de sum engenheiro.</p>
<p>G: Site function:</p>	<input type="checkbox"/> Agent <input type="checkbox"/> Factory Processing/Manufacturer <input type="checkbox"/> Finished Product Supplier <input checked="" type="checkbox"/> Grower <input type="checkbox"/> Homeworker <input type="checkbox"/> Labour Provider <input checked="" type="checkbox"/> Pack House <input type="checkbox"/> Primary Producer <input type="checkbox"/> Service Provider <input type="checkbox"/> Sub-Contractor
<p>H: Month(s) of peak season: (if applicable)</p>	<p>Jan. to Dec.</p>
<p>I: Process overview: <i>(Include products being produced, main operations, number of production lines, main equipment used)</i></p>	<p>Products being produced: papaya Main operations:</p> <ul style="list-style-type: none"> • Soil tillage • Installation of irrigation system • Placement munch • Product protection (agrochemical applications) • Fertilization • Weed control. • Harvest • Packing of papaya
<p>J: What form of worker representation / union is there on site?</p>	<input checked="" type="checkbox"/> Union (Union of workers of the fruit production companies of Rio Grande do Norte and National confederation of salaried workers and rural wage earners / Sindicato dos trabalhadores das empresas de Fruticultura do Rio Grande do Norte e confederação Nacional dos trabalhadores assalariados e assalariadas rurais) <input type="checkbox"/> Worker Committee <input type="checkbox"/> Other (specify) <input type="checkbox"/> None
<p>K: Is there any night production work at the site?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<p>L: Are there any on site provided worker accommodation buildings e.g. dormitories</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No L1: If yes, approx. % of workers in on site accommodation

<p>M: Are there any off site provided worker accommodation buildings</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No M1: If yes, approx. % of workers</p>
<p>N: Were all site-provided accommodation buildings included in this audit</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No N1: If no, please give details</p>

Audit Parameters			
A: Time in and time out	A1: Day 1 Time in: 8:45 am A2: Day 1 Time out: 6:30 pm		
B: Number of auditor days used:	1 days, one auditor		
C: Audit type:	<input type="checkbox"/> Full Initial <input checked="" type="checkbox"/> Periodic <input type="checkbox"/> Full Follow-up <input type="checkbox"/> Partial Follow-Up <input type="checkbox"/> Partial Other If other, please define		
D: Was the audit announced?	<input checked="" type="checkbox"/> Announced <input type="checkbox"/> Semi – announced: Window detail: weeks <input type="checkbox"/> Unannounced		
E: Was the Sedex SAQ available for review?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: If No, why not?		
F: Any conflicting information SAQ/Pre-Audit Info to Audit findings?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes , please capture detail in appropriate audit by clause		
G: Who signed and agreed CAPR (Name and job title)	Francisco Luciano da Silva Dias – Financial Administrative Coordinator / Coordenador Administrativo financeiro Daniel de Carvalho Galvão – Quality coordinator / Coordenador de qualidade		
H: Is further information available (If yes, please contact audit company for details)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
I: Previous audit date:	Jul. 17, 2019		
J: Previous audit type:	Smeta Pilar 2		
K: Were any previous audits reviewed for this audit	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A		

Audit attendance	Management		Worker Representatives			
	Senior management		Worker Committee representatives		Union representatives	
A: Present at the opening meeting?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
B: Present at the audit?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

C: Present at the closing meeting?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
D: If Worker Representatives were not present please explain reasons why (only complete if no worker reps present)	N/A					
E: If Union Representatives were not present please explain reasons why: (only complete if no union reps present)	<p>The union representative didn't come at the audit day. The headquarters of the Union are located in the city of Mossoró 38 km from the company. / O representante do sindicato não compareceu no dia da auditoria. A sede do Sidicato está localizada na cidade de Mossoró a 38 Km da empresa.</p>					

Worker Analysis

The term "migrant worker" refers to a person who is engaged or has been engaged in a remunerated activity in a country of which they are not a national or permanent resident or has purposely migrated on a temporary basis to another in-country region to seek and engage in a remunerated activity.

Worker Analysis								
	Local			Migrant*			Home workers	Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency		
Worker numbers – Male	33	0	0	0	0	0	0	33
Worker numbers – female	11	0	0	0	0	0	0	11
Total	44	0	0	0	0	0	0	44
Number of Workers interviewed – male	09	0	0	0	0	0	0	09
Number of Workers interviewed – female	01	0	0	0	0	0	0	01
Total – interviewed sample size	10	0	0	0	0	0	0	10



A: Nationality of Management	Brazilian	
<p>B: Please list the nationalities of all workers, with the three most common nationalities listed first.</p> <p><i>Please add more nationalities as applicable to site. Add more rows if required.</i></p>	<p>Nationalities: B1: Nationality 1: Brazilians</p>	<p>Was the list completed during peak season? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If no, please describe how this may vary during peak periods:</p>
C: Please provide more information for the three most common nationalities.	C: approx. 100 % total workforce: Nationality 1 Brazilians	
D: Worker remuneration (management information)	<p>D: _____% workers on piece rate D1: _____% hourly paid workers D2: 100% salaried workers</p> <p>Payment cycle: D3: _____% daily paid D4: _____% weekly paid D5: 100% monthly paid D6: _____% other D7: If other, please give details</p>	



Worker Interview Summary	
A: Were workers aware of the audit?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
B: Were workers aware of the code?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
C: Number of group interviews: <i>(Please specify number and size of groups. Please see SMETA Best Practice Guidance and Measurement Criteria. If the auditor was not able to follow the BPG, please state within the declaration)</i>	1 group of 2 1 group of 3
D: Number of individual interviews <i>(Please see SMETA Best Practice Guidance and Measurement Criteria)</i>	D1: Male: 05 D2: Female: 0
E: All groups of workers are included in the scope of this audit such as; Direct employees, Casual and agency workers, Workers employed by service providers such as security and catering staff as well as workers supplied by other contractors. <i>Note to auditor: please record details of migrant /agency/contractor workers in section 8 – Regular Employment, under Responsible Recruitment</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If no, please give details
F: Interviews were done in private and the confidentiality of the interview process was communicated to the workers?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
G: In general, what was the attitude of the workers towards their workplace?	<input checked="" type="checkbox"/> Favourable <input type="checkbox"/> Non-favourable <input type="checkbox"/> Indifferent
H: What was the most common worker complaint?	None
I: What did the workers like the most about working at this site?	The work environment is very good, owners respect workers /O ambiente de trabalho e muito bom, o proprietário respeita os trabalhadores
J: Any additional comment(s) regarding interviews:	None
K: Attitude of workers to hours worked:	There are no complaints about hours worked. /Não há reclamações sobre horas trabalhadas.
L. Is there any worker survey information available?	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No L1: If yes, please give details:	
M: Attitude of workers:	

(Include their attitude to management, workplace, and the interview process. Both positive and negative information should be included) Note: Do not document any information that could put workers at risk

Everyone involved with the audit, even during the interviews, showed active, hospitable and transparent behaviour. Most workers appear to be satisfied and accepting their working conditions.
Todos os envolvidos com a auditoria, mesmo durante as entrevistas, mostraram um comportamento ativo, hospitaleiro e transparente. A maioria trabalhadores parecem estar satisfeitos e aceitam suas condições de trabalho.

N: Attitude of worker's committee/union reps:

(Include their attitude to management, workplace, and the interview process. Both positive and negative information should be included) Note: Do not document any information that could put workers at risk

There is no workers' committee. / Não tem comitê de trabalhadores.

O: Attitude of managers:

(Include attitude to audit, and audit process. Both positive and negative information should be included)

Everyone involved with the audit, even during the interviews, showed active, hospitable and transparent behaviour. The factory managers were very collaborative during the audit and willing to improve any issue identified during the audit and at the closing meeting.
Todos os envolvidos com a auditoria, mesmo durante as entrevistas, mostrou um comportamento ativo, hospitaleiro e transparente. Os gerentes da fazenda colaboraram muito durante a auditoria e estavam dispostos a melhorar qualquer problema identificado durante a auditoria e na reunião de encerramento.

Audit Results by Clause

0A: Universal Rights covering UNGP

[\(Click here to return to summary of findings\)](#)

0.A. Guidance for Observations

0.A.1 Businesses should have a policy, endorsed at the highest level, covering human rights impacts and issues, and ensure it is communicated to all appropriate parties, including its own suppliers.

0.A.2 Businesses should have a designated person responsible for implementing standards concerning Human rights

0.A.3 Businesses shall identify their stakeholders and salient issues.

0.A.4 Businesses shall measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.

0.A.5 Where businesses have an adverse impact on human rights within any of their stakeholders, they shall address these issues and enable effective remediation.

0.A.6 Businesses shall have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter.

Note for auditors and readers. This is not a full Human Rights Assessment, but instead a check on the business's implementation of processes to meet their Universal rights covering UNGP responsibilities.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Entrevistas/ Interviews
- Manual do colaborador / Employee manual
- Código de Ética / Code of ethics
 - Cumprimento legal / Legal compliance
 - Liberdade de associação a sindicatos e direitos a negociação coletiva / Freedom of association to unions and rights to collective bargaining
 - Proibição de discriminação / Prohibition of discrimination
 - Compensação / Compensation
 - Horas de trabalho / Work hours
 - Saúde e segurança no trabalho / Health and safety at Work
 - Política de prevenção ao trabalho infantil / Child labor prevention policy
 - Trabalho forçado / Forced labour
 - Questões ambientais / Environmental issues
 - Relacionamento externo / External relationship
 - Política anti suborno / Anti bribery policy
 - Assédio e abuso de poder / Harassment and abuse of power
 - Ambiente de trabalho / Desktop
 - Uso de álcool, drogas, porte de armas e comercialização de mercadorias / Use of alcohol, drugs, possession of arms and commercialization of goods
 - Uso de recursos da empresa / Use of company resources
 - Praticas disciplinares / Disciplinary practices
 - Cumprimento das leis / Compliance with laws
- Política Ética técnica, comercial e trabalhista / Technical, commercial and labor ethics policy
- Política de direitos humanos / Human rights policy

Description of Current Status:

Responsibility for complying with legal and code requirements is shared between the farm owner and the Packing Manager. Together, they are responsible for ensuring the Code's standards.

All Policies were signed by Francisco Luciano da Silva Dias on August 17, 2020. / Responsabilidade pelo cumprimento dos requisitos legais e de código é compartilhado entre a proprietário da fazenda e a Gerencia do packing Juntos, eles são responsáveis para assegurar os padrões do Código.

Todas as Políticas foram assinadas por Francisco Luciano da Silva Dias em 17 de agosto de 2020.

<p>A: Policy statement that expresses commitment to respect human rights?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>A1: Please give details: The company's human rights policy is committed to respecting the human rights of employees, with the aim of achieving uniform application throughout the world of the relevant aspects contained in the Internacional Declaration of Human Rights. The company is committed to training employees to know, respect and protect human rights in the workplace. / A Política de direitos humanos da empresa tem o compromisso de respeitar os direitos humanos dos empregados, tem como objetivo alcançar a aplicação uniforme em todo o mundo dos aspectos relevantes contido na declaração Internacional de Direitos humanos. A empresa tem o compromisso de treinar os empregados para conhecerem, respeitarem e protegerem os direitos humanos no ambiente de trabalho.</p>
<p>B: Does the business have a designated person responsible for implementing standards concerning Human Rights?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Name: Francisco Luciano da Silva Dias Job title: Manager / Gerente</p>
<p>C: Does the business have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>C1: Please give details: There is 1 box of suggestions in the packing house, where workers can register their complaints and suggestions. / Existe 01 caixas de sugestoes no packing, local onde os trabalhadores pode registrar as suas reclamações, sugestoes.</p>
<p>D: Does the grievance mechanism meet UNGP expectations? (Legitimate, Accessible, Predictable, Equitable, Transparent, Rights-compatible, a source of continuous learning and based on stakeholder engagement)</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>D1: If no, please give details All workers' information is stored in the personal sector, which has restricted access. All documentation related to taxes and worker's payment is generated in the accounting company. The company's accounting is done at the Espírito Santo unit. / Todas as informações de funcionários</p>

	<p><i>estão armazenadas no setor pessoal, que possui acesso restrito.</i></p> <p><i>Toda a documentação referente a impostos, pagamento de trabalhador e feita por Jose Lidivanio de Araujo Costa.</i></p> <p><i>A contabilidade da empresa e feita na unidade do Espírito Santo.</i></p>
<p>E: Does the business demonstrate effective data privacy procedures for workers' information, which is implemented?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>E1: Please give details: There is a procedure for suggestions and complaints. The boxes are opened monthly and complaints are handled. /Existe um procedimento para sugestoes e reclamações, a cada mês as caixas são abertas e as queixas são tratadas.</p>

Findings		
<p>Finding: Observation <input type="checkbox"/></p> <p>Description of observation: None observed</p> <p>Local law or ETI/Additional elements / customer specific requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Company NC <input type="checkbox"/></p>	<p>Objective evidence observed: Not applicable</p>

Good examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Description of Good Example (GE): None observed</p>

Measuring Workplace Impact

Workplace Impact		
A: Annual worker turnover: Number of workers leaving in last 12 months as a % of average total number of workers on site over the year (annual worker turnover)	A1: Last year: 16%	A2: This year 23%
B: Current % quarterly (90 days) turnover: Number of workers leaving from the first day of the 90 days period through to the last day of the 90 day period / [(number of employees on the 1 st day of 90 day period + number of employees on the last day of the 90 day period) / 2]	17%	
C: Annual % absenteeism: Number of days lost through job absence in the year / [(number of employees on 1 st day of the year + number employees on the last day of the year) / 2] * number available workdays in the year	C1: Last year: 0,087%	C2: This year 0,47%
D: Quarterly (90 days) % absenteeism: Number of days lost through job absence in the period / [(Number of employees on 1 st of the period + Number of employees on the last day of the period) / 2] * Number of available workdays in the month	0,60%	
E: Are accidents recorded?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: Please describe:	
F: Annual Number of work related accidents and injuries per 100 workers: [(Number of work related accidents and injuries * 100) / Number of total workers]	F1: Last year: 0% Number: 0	F2: This year: 0% Number: 0
G: Quarterly (90 days) number of work related accidents and injuries per 100 workers: [(Number of work related accidents and injuries * 100) / Number of total workers]	2%	
H: Lost day work cases per 100 workers: [(Number of lost days due to work accidents and work related injuries * 100) / Number of total workers]	H1: Last year: 0%	H2: This year: 0%
I: % of workers that work on average more than 48 standard hours / week in the last 6 / 12 months:	I1: 6 months 52% workers	I2: 12 months 61% workers
J: % of workers that work on average more than 60 total hours / week in the last 6 / 12 months:	J1: 6 months 0% workers	J2: 12 months 18% workers

0B: Management system and Code Implementation

[\(Click here to return to summary of findings\)](#)

- 0.B.1 Suppliers are expected to implement and maintain systems for delivering compliance to this Code.
- 0.B.2 Suppliers are expected to be operating legally in premises with the correct business licenses and permissions and to have systems to ensure that all relevant land rights have been complied with
- 0.B.3 Suppliers shall appoint a senior member of management who shall be responsible for compliance with the Code.
- 0.B.4 Suppliers are expected to communicate this Code to all employees.
- 0.B.5 Suppliers should communicate this code to their own suppliers and, where reasonably practicable, extend the principles of this Ethical Code through their supply chain.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Entrevistas/ Interviews
- Manual do colaborador / Employee manual
- Código de Ética / Code of ethics
 - Cumprimento legal / Legal compliance
 - Liberdade de associação a sindicatos e direitos a negociação coletiva / Freedom of association to unions and rights to collective bargaining
 - Proibição de discriminação / Prohibition of discrimination
 - Compensação / Compensation
 - Horas de trabalho / Work hours
 - Saúde e segurança no trabalho / Health and safety at Work
 - Política de prevenção ao trabalho infantil / Child labor prevention policy
 - Trabalho forçado / Forced labour
 - Questões ambientais / Environmental issues
 - Relacionamento externo / External relationship
 - Política anti suborno / Anti bribery policy
 - Assédio e abuso de poder / Harassment and abuse of power
 - Ambiente de trabalho / Desktop
 - Uso de álcool, drogas, porte de armas e comercialização de mercadorias / Use of alcohol, drugs, possession of arms and commercialization of goods
 - Uso de recursos da empresa / Use of company resources
 - Praticas disciplinares / Disciplinary practices
 - Cumprimento das leis / Compliance with laws
- Política Ética técnica, comercial e trabalhista / Technical, commercial and labor ethics policy
- Política de direitos humanos / Human rights policy

Description of Current Status:

The systems for compliance to the Code rely on the several documents mentioned above. / O Sistema para a observância do código conta com diversos documentos mencionados acima.

The responsables for implementation and maintenance of the Code is Mr. Francisco Luciano da Silva Dias. A responsável pela implementação e manutenção do Código é Francisco Luciano da Silva Dias.

During the interviews with employees it was evidenced that the company has communicated the requirements of the Code. / Durante a entrevista com os funcionários ficou evidenciado que a empresa tem comunicado os requisitos do Código.

There is a manual created by the company, that includes the required documents and all the proper procedures for code meetings with clients, of conduct and the legal requirements. *Existe um manual criado pela empresa, que continha todos os documentos exigidos e todos os procedimentos adequados para reunião de código de conduta do cliente e os requisitos legais.*
The company has GlobalG.A.P certification.

Management Systems:	
<p>A: In the last 12 months, has the site been subject to any fines/prosecutions for non-compliance to any regulations?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>A1: Please give details: In the last 12 months there was no labor process. /<i>Nos últimos 12 meses não houve nem processo trabalhista.</i></p>
<p>B: Do policies and/or procedures exist that reduce the risk of forced labour, child labour, discrimination, harassment & abuse?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>B1: Please give details: <i>Existem varios cartazes espalhados pela fazenda com a proibição de trabalho infantil, trabalho forçado, discriminação e assedio. Acontece tambem periodicamente conversas com os colaboradores sobre essas praticas citadas acima. / There are several posters scattered around the farm with the prohibition of child labor, forced labor, discrimination and harassment. It also happens periodically conversations with employees about these practices cited above.</i></p> <p>A empresa possui um código de conduta e uma pasta onde constam todos os procedimentos da empresa como por exemplo: / The company has a code of conduct and a folder which contains all company procedures such as:</p> <ul style="list-style-type: none"> • Manual do colaborador / Employee manual • Código de Ética / Code of ethics <ul style="list-style-type: none"> -Cumprimento legal / Legal compliance -Liberdade de associação a sindicatos e direitos a negociação coletiva / Freedom of association to unions and rights to collective bargaining -Proibição de discriminação / Prohibition of discrimination -Compensação / Compensation -Horas de trabalho / Work hours -Saúde e segurança no trabalho / Health and safety at Work -Política de prevenção ao trabalho infantil / Child labor prevention policy -Trabalho forçado / Forced labour -Questões ambientais / Environmental issues

	<ul style="list-style-type: none"> -Relacionamento externo / External relationship -Política anti suborno / Anti bribery policy -Assédio e abuso de poder / Harassment and abuse of power -Ambiente de trabalho / Desktop -Uso de álcool, drogas, porte de armas e comercialização de mercadorias / Use of alcohol, drugs, possession of arms and commercialization of goods -Uso de recursos da empresa / Use of company resources -Práticas disciplinares / Disciplinary practices -Cumprimento das leis / Compliance with laws • Política Ética técnica, comercial e trabalhista / Technical, commercial and labor ethics policy • Política de direitos humanos / Human rights policy
<p>C: If Yes, is there evidence (an indication) of effective implementation? Please give details.</p>	<p>The company has a procedure that prevents the hiring of children under 18 years. It requests all the applicant's documentation and hiring is only made after the presentation of all the requested documentation.</p> <p>In all places there are information signs about company policy against forced labor, child labor, discrimination, harassment and abuse. Some trainings on the topics above were verified. /</p> <p><i>A empresa possui um procedimento que previne a contratação de crianças menores de 18 anos. Toda a documentação do requerente é solicitada e a contratação é feita apenas após a apresentação de toda a documentação requisitada. Em todas as partes, há informações sobre a política da empresa contra trabalho forçado, trabalho infantil, discriminação, assédio e abuso. Foram analisados alguns treinamentos sobre os tópicos acima.</i></p>
<p>D: Have managers and workers received training in the standards for forced labour, child labour, discrimination, harassment & abuse?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>D1: Please give details: Last Training was in Aug. 05, 2020, ministered by Luiz Carlos de Lima – Técnica em segurança no trabalho with participation of some workers. / <i>Ultimo treinamento em 05 de agosto de 2020 ministrado por Luiz Carlos de Lima – Técnica em segurança no trabalho com a participação de alguns funcionários.</i></p>

<p>E: If Yes, is there evidence (an indication) that training has been effective e.g. training records etc.? Please give details</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: Please give details: Last Training was in Aug. 05, 2020, ministered by Luiz Carlos de Lima – Técnica em segurança no trabalho with participation of some workers. / <i>Ultimo treinamento em 05 de agosto de 2020 ministrado por Luiz Carlos de Lima – Técnica em segurança no trabalho com a participação de alguns funcionários.</i></p>
<p>F: Does the site have any internationally recognised system certifications e.g. ISO 9000, 14000, OHSAS 18000, SA8000 (or other social audits). Please detail (Number and date).</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No F1: Please give details: The farm has no other social certification. / <i>A fazenda não possui nenhuma outra certificação social.</i></p>
<p>G: Is there a Human Resources manager/department? If Yes, please detail.</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No G1: Please give details: <i>Jose Lidivanio de Araujo Costa</i> is person of the human resource sector with the function to check the time sheet, verification of payroll information, verify overtime pay, control payments and vacation, admissions and dismissals, etc. Jose Lidivanio de Araujo Costa é a pessoa de recursos humanos com a função de conferir folha de ponto, verificação das informações da folha de pagamento, verificar pagamento de horas extras, controlar pagamento e período de férias, admissões e demissões etc.</p>
<p>H: Is there a senior person / manager responsible for implementation of the code</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No H1: Please give details: <i>Francisco Luciano da Silva Dias</i> is the person responsible for the fulfilment of the company's code. / <i>Francisco Luciano da Silva Dias é a pessoa responsável pela implementação do código na empresa.</i></p>
<p>I: Is there a policy to ensure all worker information is confidential?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No I1: Please give details: The company does not keep personal documents of the workers, the numbers of documents are stored in system with restricted access. / <i>A empresa não guarda documento pessoal dos trabalhadores, o número dos documentos são armazenados em sistema com acesso restrito.</i></p>
<p>J: Is there an effective procedure to ensure confidential information is kept confidential?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No J1: Please give details: All workers have a briefcase and their information is kept in the</p>

	<p>human resources sector where only the manager and directors have access.</p> <p>There is a registration form and the number of the documents of the workers in this document, are stored in a folder, work contract, receipts of payments, health exams, receipt of delivery of the work certificate, certificates and others.</p> <p><i>/Todos os trabalhadores possuem uma pasta e seus informações são mantidas no setor de recursos humanos onde apenas a gerente e diretores possuem acesso.</i></p> <p><i>Existe uma ficha de registro e o número dos documentos dos trabalhadores esta neste documento, são armazenados em pasta, contrato de trabalho, recibos de pagamentos, exames de saúde, recibo de entrega da carteira de trabalho, atestados e outros.</i></p>
<p>K: Are risk assessments conducted to evaluate policy and procedure effectiveness?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>K1: Please give details: Workers demonstrate knowledge of procedures within the company.</p> <p><i>/Os funcionários demonstram conhecimento dos procedimentos dentro da empresa.</i></p>
<p>L: Does the facility have a process to address issues found when conducting risk assessments, including implementation of controls to reduce identified risks?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>L1 Please give details: Trainings, lectures, mandatory use of protective equipment, identification of all hazardous sites found in the company, proper signage of the dangers, sizing extinguishers, quantitative risk assessment.</p> <p><i>/Treinamentos, palestras, obrigatoriedade do uso dos equipamentos de proteção, identificação de todos os locais perigosos encontrados na empresa, sinalização adequada dos perigos, dimensionamento dos extintores, avaliação quantitativa dos riscos.</i></p>
<p>M: Does the facility have a policy/code which require labour standards of its own suppliers?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>M1: Please give details: Suppliers were informed that the company works on ethical codes.</p> <p><i>/Os fornecedores foram informados que a empresa trabalha sobre Códigos Éticos.</i></p>
<p>Land rights</p>	
<p>N: Does the site have all required land rights licenses and permissions (see SMETA Measurement Criteria)?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>N1: Please give details: Private rural property lease for fruit growing, dated December 16, 2019. License for operating license valid December 31, 2020.</p>

	<p>Sanitary permit number 023/2020, with vegetation date until December 31, 2020. Operation regularization license number 2019-132871 / TEC / LRO-0067, dated January 3, 2020.</p> <p>Contrato particular de arrendamento de imóvel rural para cultivo de fruticultura, com data de 16 de dezembro de 2019. Alvará de licença para funcionamento com validade 31 de dezembro de 2020. Alvará sanitária número 023/2020, com data de vigencia ate 31 de dezembro de 2020. Licença de regularização de operação número 2019-132871/TEC/LRO-0067, com data de 03 de janeiro de 2020.</p>
<p>O: Does the site have systems in place to conduct legal due diligence to recognize and apply national laws and practices relating to land title?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>O1: Please give details: Private rural property lease for fruit growing, dated December 16, 2019. License for operating license valid December 31, 2020. Sanitary permit number 023/2020, with vegetation date until December 31, 2020. Operation regularization license number 2019-132871 / TEC / LRO-0067, dated January 3, 2020.</p> <p>Contrato particular de arrendamento de imóvel rural para cultivo de fruticultura, com data de 16 de dezembro de 2019. Alvará de licença para funcionamento com validade 31 de dezembro de 2020. Alvará sanitária número 023/2020, com data de vigencia ate 31 de dezembro de 2020. Licença de regularização de operação número 2019-132871/TEC/LRO-0067, com data de 03 de janeiro de 2020.</p>
<p>P: Does the site have a written policy and procedures specific to land rights. If yes, does it include any due diligence the company will undertake to obtain free, prior and informed consent, (FPIC) even if national/local law does not require it</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>P1: If yes, how does the company obtain FPIC:</p>
<p>Q: Is there evidence that facility / site compensated the owner/lessor for the land prior to the facility being built or expanded.</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Q1: Please give details: Private rural property lease for fruit growing, dated December 16, 2019. License for operating license valid December 31, 2020. Sanitary permit number 023/2020, with vegetation date until December 31, 2020.</p>

	<p>Operation regularization license number 2019-132871 / TEC / LRO-0067, dated January 3, 2020.</p> <p>Contrato particular de arrendamento de imóvel rural para cultivo de fruticultura, com data de 16 de dezembro de 2019.</p> <p>Alvará de licença para funcionamento com validade 31 de dezembro de 2020.</p> <p>Alvará sanitária número 023/2020, com data de vigencia ate 31 de dezembro de 2020.</p> <p>Licença de regularização de operação número 2019-132871/TEC/LRO-0067, com data de 03 de janeiro de 2020.</p>
<p>R: Does the facility demonstrate that alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>R1: Please give details: Private rural property lease for fruit growing, dated December 16, 2019. License for operating license valid December 31, 2020. Sanitary permit number 023/2020, with vegetation date until December 31, 2020. Operation regularization license number 2019-132871 / TEC / LRO-0067, dated January 3, 2020.</p> <p>Contrato particular de arrendamento de imóvel rural para cultivo de fruticultura, com data de 16 de dezembro de 2019.</p> <p>Alvará de licença para funcionamento com validade 31 de dezembro de 2020.</p> <p>Alvará sanitária número 023/2020, com data de vigencia ate 31 de dezembro de 2020.</p> <p>Licença de regularização de operação número 2019-132871/TEC/LRO-0067, com data de 03 de janeiro de 2020.</p>
<p>S: Is There any evidence of illegal appropriation of land for facility building or expansion of footprint.</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>S1: Please give details: Private rural property lease for fruit growing, dated December 16, 2019. License for operating license valid December 31, 2020. Sanitary permit number 023/2020, with vegetation date until December 31, 2020. Operation regularization license number 2019-132871 / TEC / LRO-0067, dated January 3, 2020.</p> <p>Contrato particular de arrendamento de imóvel rural para cultivo de fruticultura, com data de 16 de dezembro de 2019.</p> <p>Alvará de licença para funcionamento com validade 31 de dezembro de 2020.</p>

	Alvará sanitária número 023/2020, com data de vigencia ate 31 de dezembro de 2020. Licença de regularização de operação número 2019-132871/TEC/LRO-0067, com data de 03 de janeiro de 2020.
--	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None observed Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i> Not applicable</p>

Observation:	
<p>Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

1: Freely Chosen Employment <i>(Click here to return to summary of findings)</i>
<p>ETI</p> <p>1.1 There is no forced, bonded or involuntary prison labour. 1.2 Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.</p>

Current Systems and Evidence Examined
<p><i>To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.</i></p>
<p>Documents checked & comments:</p> <ul style="list-style-type: none"> Dismissal records / Registros de demissão

- Company rules / Regras de empresa
- Employer manual/ Manual do funcionário

Description of current status:

During the interviews with employees it was evidenced that there is no forced labour. Workers mentioned there is a very good working environment. /Durante as entrevistas com os funcionários, foi evidenciado que não há trabalho forçado. Os trabalhadores possuem um ambiente de trabalho muito bom. Workers have been informed they can leave the employment after reasonable notice. /Os trabalhadores têm sido informados que eles podem deixar o emprego após aviso prévio. The company has a manual time clock at the farm entrance and an electronic one on the packing house entrance. / Existe na empresa um relógio de ponto manual na fazenda e eletrônico na entrada do packing. At the hiring process, the workers must present their ID to prove their age. Only copies are kept at the personal file and the original is given back to the workers. / No processo de contratação, os trabalhadores devem apresentar o seu documento de identidade comprovando a sua idade, apenas cópias são mantidos nos arquivos de pessoal e o original é devolvido para os trabalhadores. The workers don't pay anything for the company to hire them. / Os trabalhadores não pagam nenhuma quantia a empresa para serem contratados. The company has a policy that prohibits slave work, and it was available for evaluation. / A empresa tem uma política que proíbe o trabalho forçado e isso estava disponível para avaliação.

<p>A: Is there any evidence of retention of original documents, e.g. passports/ID's</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No A1: If yes, please give details and category of workers affected:</p>
<p>B: Is there any evidence of a loan scheme in operation</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No B1: If yes, please give details and category of worker affected:</p>
<p>C: Is there any evidence of retention of wages /deposits</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No C1: If yes, please give details and category of worker affected:</p>
<p>D: Are there any restrictions on workers' freedom to terminate employment?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No D1: Please describe finding: The workers can quit and if they do so they need to serve the previous notice period or pay for this period. This decision is taken by the worker or through a deal with the company. / Os trabalhadores podem pedir demissão e ao fazerem devem cumprir um período de aviso prévio ou pagar este aviso, esta decisão fica a critério do funcionário ou mediante acordo com a empresa.</p>
<p>E: If any part of the business is UK based or registered there & has a turnover over £36m, is there a published a 'modern day slavery statement'?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not applicable E1: Please describe finding:</p>
<p>F: Is there evidence of any restrictions on workers' freedoms to leave the site at the end of the work day?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No F1: Please describe finding: There is no armed guard during daytime at the property concierge, all workers reported in interview that</p>

	they are free to leave the property when they consider due. / Não há guarda armada na portaria da propriedade durante o dia, todos os trabalhadores relataram em entrevista que eles estão livres para deixar a propriedade quando consideram devida.
G: Does the site understand the risks of forced / trafficked / bonded labour in its supply chain	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not applicable G1: If yes, please give details and category of workers affected:
H: Is the site taking any steps taking to reduce the risk of forced / trafficked labour?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No H1: Please describe finding: Workers know their rights and the region has an active Labor Ministry. / Os trabalhadores conhecem seus direitos e a região possui um Ministerio do trabalho ativo.

Non-compliance:	
1. Description of non-compliance: <input checked="" type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None observed Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable	Objective evidence observed: (where relevant please add photo numbers) Not applicable

Observation:	
Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable	Objective evidence observed: Not applicable

Good Examples observed:	
Description of Good Example (GE): None observed	Objective evidence observed: Not applicable

2: Freedom of Association and Right to Collective Bargaining are Respected

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

- 2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- 2.3 Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Workers Interviews / Entrevista com trabalhadores
- Interview with the members of the workers committee / Entrevista com os membros da comissão trabalhadores
- Interview with the managers / Entrevistacom os gestores
- Collective Labour Agreement 2019/2020 ("Convenção Coletiva de Trabalho 2019/2020")

Description of current status:

There are some unions in the region, but they are not active. / Existem alguns sindicatos na região, porém não são atuantes.
 The Ministry of Labor auditors regularly inspect the farm and the packing house, verifying compliance with mandatory actions /Os auditores do Ministério do Trabalho fazem inspeções regulares à fazenda e ao packing, verificando o cumprimento das ações obrigatórias. Workers reported that they have easier access to the management and human resources sector. / Os Trabalhadores informaram que têm acesso fácil à gerência e ao setor de recursos humanos.

<p>A: What form of worker representation/union is there on site?</p>	<p><input checked="" type="checkbox"/> Union (Union of workers of the fruit production companies of Rio Grande do Norte and National confederation of salaried workers and rural wage earners / Sindicato dos trabalhadores das empresas de Fruticultura do Rio Grande do Norte e confederação Nacional dos trabalhadores assalariados e assalariadas rurais)</p> <p><input type="checkbox"/> Worker Committee</p> <p><input type="checkbox"/> Other (specify)</p> <p><input type="checkbox"/> None</p>
<p>B: Is it a legal requirement to have a union?</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>
<p>C: Is it a legal requirement to have a worker's committee?</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>

<p>D: Is there any other form of effective worker/management communication channel? (Other than union/worker committee e.g. H&S, sexual harassment)</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Describe: Monthly, meetings are held between management and workers, in addition to the workers' union. There is 1 suggestion box located in the packing. <i>Existem na empresa 1 caixa de sugestoes localizada no packing. Existe um procedimento das reclamações ou sugestões.</i> Is there evidence of free elections? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>E: Does the supplier provide adequate facilities to allow the Union or committee to conduct related business?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Details: The trainings and meetings are held at the point of support of the company. / <i>Os treinamentos e reunioes são realizadas no ponto de apoio da empresa.</i></p>	
<p>F: Name of union and union representative, if applicable:</p>	<p>Union of workers of the fruit production companies of Rio Grande do Norte and National confederation of salaried workers and rural wage earners / Sindicato dos trabalhadores das empresas de Fruticultura do Rio Grande do Norte e confederação Nacional dos trabalhadores assalariados e assalariadas rurais</p>	<p>F1: Is there evidence of free elections? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A</p>
<p>G: If there is no union, is there a parallel means of consultation with workers e.g. worker committees?</p>	<p>There is no workers' commission. / Não tem comissão de trabalhadores</p>	<p>G1: Is there evidence of free elections? <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A</p>
<p>H: Are all workers aware of who their representatives are?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>I: Were worker representatives freely elected?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>I1: Date of last election:</p>
<p>J: Do workers know what topics can be raised with their representatives?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>K: Were worker representatives/union representatives interviewed?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No If Yes, please state how many:</p>	

L: Please describe any evidence that union/worker's committee is effective? <i>Specify date of last meeting; topics covered; how minutes were communicated etc.</i>	None	
M: Are any workers covered by Collective Bargaining Agreement (CBA)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
If Yes , what percentage by trade Union/worker representation	100% workers covered by Union CBA	M2: ____% workers covered by worker rep CBA
M3: If Yes , does the Collective Bargaining Agreement (CBA) include rates of pay?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

Non-compliance:	
<p>1. Description of non-compliance: <input checked="" type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: There is no workers' committee. / Não tem comitê de trabalhadores.</p> <p>Local law and/or ETI requirement 2.7</p> <p>Recommended corrective action: Form a workers' committee. / Formar uma comissão de trabalhadores.</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i></p> <p>Evidenced in interviews / Evidenciado em entrevistas</p>

Observation:	
<p>Description of observation: None observed</p> <p>Local law or ETI requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Objective evidence observed:</p> <p>Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

3: Working Conditions are Safe and Hygienic

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

- 3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2 Workers shall receive regular and recorded Health & Safety training, and such training shall be repeated for new or reassigned workers.
- 3.3 Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- 3.4 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- 3.5 The company observing the code shall assign responsibility for Health & Safety to a senior management representative.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Records of training and certificates / Os registros de treinamento e certificados
- Records of fire combat equipments maintenance / Registros de manutenção de equipamentos de incêndio
- Govern licenses and noise level control / Licenças do governo e controles de nível de ruído
- Chemicals list and technical file for each chemical products / Lista de química e ficha técnica para cada produto químico

Description of current status:

Water analysis made by Nutec dated October 16, 2020 by Nutec, Escherichia Coli and total coliforms <1.0 NMP / 100mL. There is a written communication that identifies Daniel de Carvalho Galvão as responsible for workers' health, safety and well-being problems. / Análise de água feita por Nutec com data de 16 de Oct. de 2020 por Nutec, Escherichia Coli e coliformes totais <1.0 NMP / 100mL. Existe uma comunicação escrita que identifica Daniel de Carvalho Galvão como responsável pelos problemas de saúde dos trabalhadores, segurança e bem-estar.

Drinking water is available for free in all the areas of the company, and test certificates were presented. / A água potável esta disponível gratuitamente em todas as áreas e certificados de teste foram apresentados.

Bathrooms clean enough and separated by sex are available for the workers in all moments. / Banheiros limpos suficientes separadas por sexo estavam disponíveis em todos os momentos para os trabalhadores

Equipment for firefighting is proper. / Equipamento de combate de incêndio adequada

All the chemical products were correctively identified and stored. / Todos os produtos químicos foram corretamente identificados e armazenados.

Safety files were available. / Fichas de Segurança estavam disponíveis.

There were proper first aid kits in every area of production and they were well supplied. / Havia kits adequados de primeiros socorros em cada área de produção e eles foram bem abastecido.

Workers have access to clean facilities. The packing has emergency exits. Occupational health certificate - ASO dated November 30, 2019, issued by Joaquim da S. Borges Neto CRM / RN 3151. / Os trabalhadores possuem acesso a instalações limpas. O packing possui saídas de emergência. Atestado de saúde ocupacional – ASO com data de 30 de novembro de 2019, emitido por Joaquim da S. Borges Neto CRM/RN 3151.

<p>A: Does the facility have general and occupational Health & Safety policies and procedures that are fit for purpose and are these communicated to workers?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No A1: Please give details: There is an Environmental Risk Prevention program (PPRA) made in Jun. 2020 by Geraldo Reinaldo de Oliveira M.T.E/SSST number 39/00166-6 (Safety at work Technician) and Occupational health and medical control program (PCMSO) made in Jun. 2020 by Aldo Coutinho CRM 1.325 (Work Doctor). The document evaluates all functions of farm, risks, the necessity of trainings, as well as the safety equipments for individual or collective use.</p>
<p>B: Are the policies included in workers' manuals?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No B1: Please give details: All workers are aware of the company's health and safety risk policy and assessment. <i>Todos os trabalhadores conhecem a Política e avaliação de risco de saúde e segurança da empresa.</i></p>
<p>C: Are there any structural additions without required permits/inspections (e.g. floors added)?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No C1: Please give details: The company has all the necessary licenses. <i>/A empresa possui todas as licenças necessárias.</i></p>
<p>D: Are visitors to the site informed on H&S and provided with personal protective equipment</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No D1: Please give details: There is a sign at the entrance informing the company's policy for visitors regarding personal hygiene and safety. <i>/Há um placa na entrada informando a política da empresa para os visitantes sobre higiene pessoal e segurança.</i></p>
<p>E: Is a medical room or medical facility provided for workers? If yes, do the room(s) meet legal requirements and is the size/number of rooms suitable for the number of workers.</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No E1: Please give details: There is no medical room in the company for health examinations. The exams are carried out at the Lab. Eighth Rosado. When periodic, admission and dismissal examinations are required, workers are referred to the occupational physician at the Oitou Rosado clinic, located in the city of Barauna. <i>/ Não existe uma sala médica na empresa, para os exames de saúde. O exames são feitos no Lab. Oitava Rosado, quando há necessidade de realização de exames periódicos, admissional e demissional os trabalhadores são encaminhados ao médico do trabalho da clínica Oitava Rosado, localizada na cidade de Barauna.</i></p>
<p>F: Is there a doctor or nurse on site or there is easy access to first aider/trained medical aid?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No F1: Please give details: There is a car in the company that is available. When it is necessary, the worker is referred to the hospital that is about 3km away from the farms and from the packing house. If it is a serious accident, the company contacts SAMU- (Emergency mobile care service), phone number 192. <i>/Tem um carro na empresa que fica à disposição, quando há necessidade o trabalhador é encaminhado ao hospital que esta a uns 3 Km de distância da fazenda e do packing. Se for um acidente grave a</i></p>

	<p>empresa entra em contato com o SAMU-Servico de Atendimento Móvel de Urgência, número de telefone 192.</p>
<p>G: Where the facility provides worker transport - is it fit for purpose, safe, maintained and operated by competent persons e.g. buses and other vehicles?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No G1: Please give details: N/A. The company does not provide transportation for workers. All workers come to the company in their own transport. / A empresa não fornece transporte para os trabalhadores. Todos os trabalhadores vêm a empresa em transporte próprio.</p>
<p>H: Is secure personal storage space provided for workers in their living space and is fit for purpose?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No H1: Please give details: The personal objects of the workers are stored in an appropriate place. / Os objetos pessoais dos trabalhadores são armazenadas em local adequado.</p>
<p>I: Are H&S Risk assessments are conducted (including evaluating the arrangements for workers doing overtime e.g. driving after a long shift) and are there controls to reduce identified risk?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No I1: Please give details: There is an Environmental Risk Prevention program (PPRA) made in Jun. 2020 by Geraldo Reinaldo de Oliveira M.T.E/SSST number 39/00166-6 (Safety at work Technician) and Occupational health and medical control program (PCMSO) made in Jun. 2020 by Aldo Coutinho CRM 1.325 (Work Doctor). The document evaluates all functions of farm, risks, the necessity of trainings, as well as the safety equipments for individual or collective use.</p>
<p>J: Is the site meeting its legal obligations on environmental requirements including required permits for use and disposal of natural resources?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No J1: Please give details: There is an environmental conservation plan. / Existe um plano de conservação ambiental.</p>
<p>K: Is the site meeting its customer requirements on environmental standards, including the use of banned chemicals?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No K1: Please give details: The company applies only products homologated in the country of origin, uses AGROFIT updated in Oct. of 2020 and pest monitoring to decide whether or not pesticides are applied in the crop. All applications are registered and the indications of use of the label of each product are respected. / A empresa aplica apenas produtos homologados no país de origem, utiliza o AGROFIT atualizado em outubro de 2020 e o monitoramento de pragas para a tomada de decisão da necessidade ou não de aplicação de defensivos na lavoura. Todas as aplicações são registradas e são respeitadas as indicações de uso do rotulo de cada produto.</p>

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

It has no noise and temperature assessment and measurements. / Não tem avaliação e medições de ruído e temperatura.

Local law and/or ETI requirement NR 31

Recommended corrective action:

Objective evidence observed:

(where relevant please add photo numbers)

Evidenced on field visit / Evidenciado em visita a campo

<p>Perform assessments of noise and temperature measurements. / Realizar avaliações de medições ruído e temperatura.</p> <p>2. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: Use of inadequate glove when cutting papaya stalk. / Utilização de luva inadequada no corte do pedúnculo do mamão.</p> <p>Local law and/or ETI requirement NR 6</p> <p>Recommended corrective action: Provide adequate personal protective equipment.</p> <p>3. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: The mats have no protection for the moving parts. / As esteiras não têm proteção das partes móveis.</p> <p>Local law and/or ETI requirement NR 12</p> <p>Recommended corrective action: Install protection on the moving parts mats. / Instalar proteção nas esteiras das partes móveis.</p>	
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--

Observation:	
<p>Description of observation: None observed</p> <p>Local law or ETI requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

4: Child Labour Shall Not Be Used

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

- 4.1 There shall be no new recruitment of child labour.
- 4.2 Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.
- 4.3 Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- 4.4 These policies and procedures shall conform to the provisions of the relevant ILO Standards.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Interviews/ Entrevistas;
- Work Contracts /Contratos de trabalho

Description of current status:

During interviews with employees and through documentation, it was evidenced that minors are not hired. Workers mentioned during interviews that in order to be employed at the farm, the minimum age is necessarily 18 years. /Durante entrevistas com funcionários e através de documentos, foi evidenciado que menores de idade não são contratados. Os trabalhadores mencionados durante entrevistas que, a fim de ser empregado na fazenda, a idade mínima é necessariamente 18 anos.

A: Legal age of employment:	18 years
B: Age of youngest worker found:	18 years
C: Are there children present on the work floor but not working at the time of audit?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
D: % of under 18's at this site (of total workers)	0 %
E: Are workers under 18 subject to hazardous work assignments? (Go to clause 3 – Health and Safety)	<input type="checkbox"/> Yes <input type="checkbox"/> No E1: If yes, give details N/A

Non-compliance:

<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: (where relevant please add photo numbers) Not applicable</p>
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------

Observation:	
<p>Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

5: Living Wages are Paid

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key information\)](#)

ETI

5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

5.2 All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

5.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

- Payslips
- Interviews/ Entrevistas

Description of current status:

The legal minimum wage in January 2020 was BRL 1.045.00. In the rural area, according to a collective agreement, the minimum wage is 1,063.00. The company pays BRL 1,149.00. / O salário mínimo legal em janeiro de 2020 foi de BRL 1.045,00. Na área rural segundo convenção coletiva o salário mínimo é de 1.063,00. A empresa paga BRL 1.149,00.

The human resources is well organized, with good control of the procedures, which are well understood by all employers. / O setor pessoal é bem organizado, com um bom controle conjunto de processos que são compreendidas por todos funcionários.

All the workers have written informations and understanding of his job conditions in regard to salary, before they start the job, and regarding his wage particularities during the payment periods. / Todos os trabalhadores tem informações por escrito e compreensíveis sobre as suas condições de emprego com respeito aos salários, antes de entrarem emprego e sobre as particularidades de seus salários durante o período pagamento.

Benefits like the annual vacation, are given to all the workers. / Benefícios como férias anuais, foi dada a todos os trabalhadores.

All the payments of social security were given to the competent authorities at a proper way. / Todos os pagamentos de seguro social foram transmitidos às autoridades competentes de forma oportuna.

All workers were paid fortnightly into their bank account and each worker was given a salary receipt which shows all the discounts and earnings. / Todos os trabalhadores foram pagos quinzenalmente em conta bancaria a cada trabalhador foi dado um recibo onde consta todos os proventos e descontos.

The wages were registered in accordance with all the verified documents. / Os salários foram registrados de acordo com documentos verificados.

Salaries are updated once a year, as determined by national legislation. Workers confirmed they receive their payment on time. The payslip is very detailed and includes all deductions, ordinary and overtime hours, as well as hours worked on holidays and Sundays, which are paid in double. It is not common for employees to work on holidays or Sundays, but the company pays those days as determined by law. / Os salários são atualizados uma vez ao ano, como determinado pela legislação nacional. Trabalhadores

confirmaram que eles recebem seus pagamentos em dia. A folha de pagamento é muito detalhada e inclui todas as deduções, horas normais e extras, bem como horas trabalhadas nos feriados e Domingos, que são pagas em dobro. Não é comum para os funcionários trabalhar nos feriados ou Domingos, mas a empresa paga estes dias como determinado por lei.

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:

Description of observation:

None observed

Local law or ETI requirement:

Not applicable

Comments:

Not applicable

Objective evidence observed:

Not applicable

Good Examples observed:

Description of Good Example (GE):

None observed

Objective evidence observed:

Not applicable

Summary Information

Criteria	Local Law <i>(Please state legal requirement)</i>	Actual at the Site <i>(Record site results against the law)</i>	Is this part of a Collective Bargaining Agreement?
A: Standard/Contracted work hours: <i>(Maximum legal and actual required working hours excluding overtime, please state if possible per day, week, and month)</i>	Legal maximum: 8 hour/day	8 hours/day de Monday to Friday and 4 hours/day on Friday	A2: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
B: Overtime hours: <i>(Maximum legal and actual overtime hours, please state if possible per day, week, and month)</i>	Legal maximum: 2 hour/day	B1: 2 hour/day	B2: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
C: Wage for standard/contracted hours: <i>(Minimum legal and actual minimum wage at site, please state if possible per hr, day, week, and month)</i>	Legal minimum: BRL 1.045.00 /	C1: BRL 1.149.00 / month - Rural worker	C2: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

	month – Nacional		
D: Overtime wage: <i>(Minimum legal and actual minimum overtime wage at site, please state if possible per hr, day, week, and month)</i>	Legal minimum: 150% Mínimo por lei: 150% and 200% at sundays and holidays	D1: 150% first 2 hours 200% at sundays and holidays	D2: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Wages analysis:
[\(Click here to return to Key Information\)](#)

A: Were accurate records shown at the first request?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
A1: If No , why not?	NA		
B: Sample Size Checked <i>(State number of worker records checked and from which weeks/months – should be current, peak, and random/low. Please see SMETA Best Practice Guidance and Measurement Criteria)</i>	10		
C: Are there different legal minimum wage grades? If Yes , please specify all.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	C1: If Yes , please give details:	
D: If there are different legal minimum grades, are all workers graded and paid correctly?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	D1: If No , please give details:	
E: For the lowest paid production workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum?	<input type="checkbox"/> Below legal min <input checked="" type="checkbox"/> Meet <input checked="" type="checkbox"/> Above	E1: Lowest actual wages found: <i>Note: full time employees and please state hour / week / month etc.</i>	
F: Please indicate the breakdown of workforce per earnings:	F1: 0% of workforce earning under minimum wage F2: 0% of workforce earning minimum wage F3: 100% of workforce earning above minimum wage		
G: Bonus Scheme found: Please specify details:	Bonus Scheme found: <i>Note: type of employee (e.g. full time, temp, etc.) and please state which units e.g. /hour /week /month etc.</i>		
H: What deductions are required by law e.g. social insurance? Please state all types:	Social Security ("INSS - Instituto Nacional de Seguridade Social") Income Tax ("Imposto de Renda")		
I: Have these deductions been made?	<input type="checkbox"/> Yes <input type="checkbox"/> No	I1: Please list all deductions that have been made.	1. 2.

			Please describe:
		I2: Please list all deductions that have not been made.	1. 2. Please describe:
J: Were appropriate records available to verify hours of work and wages?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
K: Were any inconsistencies found? (if yes describe nature)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	K1: Type <input type="checkbox"/> Poor record keeping <input type="checkbox"/> Isolated incident <input type="checkbox"/> Repeated occurrence:	
L: Do records reflect all time worked? (For instance, are workers asked to attend meetings before or after work but not paid for their time)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No L1: Please give details: Some employees from 8:00 a.m. to 11:00 p.m. and from 12:30 p.m. to 5:30 p.m. Monday to Friday and 7:00 a.m. to 11:00 p.m. on Saturday. They do not work on Sunday		
M: Is there a defined living wage: <i>This is <u>not normally</u> minimum legal wage. If answered yes, please state amount and source of info: Please see SMETA Best Practice Guidance and Measurement Criteria.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No M1: Please specify amount/time: N/A		
M2: If yes, what was the calculation method used.	<input type="checkbox"/> ISEAL/Anker Benchmarks <input type="checkbox"/> Asia Floor Wage <input type="checkbox"/> Figures provided by Unions <input type="checkbox"/> Living Wage Foundation UK <input type="checkbox"/> Fair Wear Wage Ladder <input type="checkbox"/> Fairtrade Foundation Other – please give details:		
N: Are there periodic reviews of wages? If Yes give details (include whether there is consideration to basic needs of workers plus discretionary income).	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No N1: Please give details: Anually the minimum wage is revised by the government and the unions. /Anualmente o salário mínimo e revisado pelo governo e pelos sindicatos.		
O: Are workers paid in a timely manner in line with local law?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
P: Is there evidence that equal rates are being paid for equal work:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No P1: Please give details: All the rural workers have the same wage. /Todos os trabalhadores rurais recebem o mesmo salário.		
Q: How are workers paid:	<input type="checkbox"/> Cash <input type="checkbox"/> Cheque		

	<input checked="" type="checkbox"/> Bank Transfer <input type="checkbox"/> Other Q1: If other, please explain:
--	----------------------------------------------------------------------------------------------------------------------

6: Working Hours are not Excessive

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

6.1 Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. Sub-clauses 6.2 to 6.6 are based on international labour standards.

6.2 Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week.

6.3 All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.

6.4 The total hours worked in any 7-day period shall not exceed 60 hours, except where covered by clause 6.5 below.

6.5 Working hours may exceed 60 hours in any 7-day period only in exceptional circumstances where **all** of the following are met:

- this is allowed by national law;
- this is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce;
- appropriate safeguards are taken to protect the workers' health and safety; and
- The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.

6.6 Workers shall be provided with at least one day off in every 7-day period or, where allowed by national law, 2 days off in every 14-day period.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Payslips (Folhas de pagamento)
- Working hours ("Horário de trabalho")

Description of current status:

According to the records and the interviews with the workers, the working hours were 8 hours per day and maximum of 44 hours per week. / De acordo com registros de tempo e entrevista trabalhador horário de trabalho de base e de 8 horas por dia e um máximo de 44 horas por semana.

A empresa não trabalha no domingo. / The company doesn't have work on Sunday.

According to the workers interviews, it was verified that overtime is voluntary. / Através de entrevista dos trabalhadores, verificou que as horas extras são voluntárias.

During the inspection of payslips (10) it was evidenced that working hours comply with the requirements of the Code. All overtime hours are duly paid, as evidenced during the inspection of payslips and interviews with workers. Workers mentioned that the payslip are very clear and detailed. / Durante a inspeção dos recibos de vencimento (10) foi constatado que o horário de trabalho está de acordo com os requisitos do Código. Todas as horas extras são devidamente pagas, conforme comprovado durante a vistoria de contracheques e entrevistas com os trabalhadores. Os trabalhadores mencionaram que o recibo de vencimento é muito claro e detalhado.

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None observed Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: (where relevant please add photo numbers)</p> <p>Not applicable</p>

Observation:	
<p>Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable</p>	<p>Objective evidence observed:</p> <p>Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

Working hours' analysis					
Please include time e.g. hour/week/month (Go back to Key information)					
Systems & Processes					
A. What timekeeping systems are used: time card etc.	Describe: Eletronic check point / Ponto Eletronico				
B: Is sample size same as in wages section?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No B1: If no, please give details				
C: Are standard/contracted working hours defined in all contracts/employment agreements?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	C1: If NO, please give details including % and which type of workers do NOT have standard hours defined in contracts/employment agreements. Please give details:			
D: Are there any other types of contracts/employment agreements used?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	D1: If YES, please complete as appropriate:			
		<input type="checkbox"/> 0 hrs	<input type="checkbox"/> Part time	<input type="checkbox"/> Variable hrs	<input type="checkbox"/> Other

		If "Other", Please define:
E. Do any standard/contracted working hours defined in contracts/employment agreements exceed 48 hours per week?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<i>E1: If yes, please detail hours, %, types of workers affected and frequency</i> Please give details:
F: Are workers provided with at least 1 day off in every 7-day-period, or 2 in 14-day-period?	F2: Please select all applicable: <input checked="" type="checkbox"/> 1 in 7 days <input checked="" type="checkbox"/> 2 in 14 days <input type="checkbox"/> No If 'No', please explain:	F3: Is this allowed by local law? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Maximum number of days worked without a day off (in sample):	
	6 days	
Standard/Contracted Hours worked		
G: Were standard working hours over 48 hours per week found?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	G1: If yes, % of workers & frequency:
H: Any local waivers/local law or permissions which allow averaging/annualised hours for this site?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	H1: If yes, please give details:
Overtime Hours worked		
I: Actual overtime hours worked in sample (State per day/week/month)	Highest OT hours: 17:59 hours a week / horas na semana	
J: Combined hours (standard or contracted + overtime hours = total) over 60 found? Please give details:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
K: Approximate percentage of total workers on highest overtime hours:	66%	
L: Is overtime voluntary?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	L1: Please detail evidence e.g. Wording of contract / employment agreement / handbook / worker interviews /

	<input type="checkbox"/> Conflicting Information	<p><i>refusal arrangements: Interviews show that overtime work is voluntarily and not excessive. The request to carry out the overtime is done verbally to workers and no worker feels obliged to work overtime in the company.</i></p> <p><i>As entrevistas comprovam que as horas extras são feitas voluntariamente, não são feitas muitas horas extras quando ocorrem. A solicitação para a realização das horas extras é feita verbalmente ao trabalhador e nenhum trabalhador se sente obrigado a fazer horas extras na empresa.</i></p>
Overtime Premiums		
<p>M: Are the correct legal overtime premiums paid?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A – there is no legal requirement to OT premium	<p><i>M1: Please give details of normal day overtime premium as a % of standard wages: 50% over standard hourly wage on weekdays (150%) and 100% on Sundays and holidays (as determined by collective bargaining agreement) (200%).</i></p> <p><i>50% em relação salário-hora normal em dias de semana (150%) e 100% aos domingos e feriados (conforme determinado pelo acordo coletivo) (200%)</i></p>
<p>N: Is overtime paid at a premium?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<p><i>N1: If yes, please describe 100% of workers & frequency:</i></p> <p><i>As horas extras são realizadas ao longo do ano. / As horas extras são realizadas ao longo do ano.</i></p>
<p>O: If the site pays less than 125% OT premium and this is allowed under local law, are there other considerations? Please complete the boxes where relevant.</p>	<input type="checkbox"/> No <input type="checkbox"/> Consolidated pay (May be standard wages above minimum legal wage, with no/low overtime premium) <input type="checkbox"/> Collective Bargaining agreements <input type="checkbox"/> Other	<p>O1: Please explain any checked boxes above e.g. detail of consolidated pay / CBA or Other</p>
<p>P: If more than 60 total hours per week and this is legally allowed, are there other considerations? Please complete the boxes where relevant.</p>	<input type="checkbox"/> Overtime is voluntary <input type="checkbox"/> Onsite Collective bargaining allows 60+ hours/week <input type="checkbox"/> Safeguards are in place to protect worker's health and safety <input type="checkbox"/> Site can demonstrate exceptional circumstances <input type="checkbox"/> Other reasons (please specify)	<p>P1: Please explain any checked boxes above e.g. detail of consolidated pay / CBA or other:</p>
<p>Q: Is there evidence that overtime hours are being used for extended periods to make up for labour shortages or increased order volumes?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <p>Q1: If yes, please give details:</p>	

<p>R: If sufficient workers cannot be hired, are new working time arrangements explored to ensure that overtime is the exception rather than the rule.</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------

7: No Discrimination is Practiced

[\(Click here to return to summary of findings\)](#)

ETI

7.1 There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or Political affiliation.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Política de contratação e promoção de funcionários/ Hiring policy and promotion of employees;
- Procedimento medidas disciplinares na empresa/ Procedure of disciplinary measures in the company;

Description of current status:

Workers mentioned during interviews that there is no discrimination in hiring, promotions or personnel trainings. All workers have equal rights. Women can achieve high positions at the farm. / Os trabalhadores mencionaram que durante as entrevistas que não há discriminação na contratação, promoção ou treinamento do pessoal. Todos os trabalhadores possuem direitos iguais. As mulheres podem alcançar posições elevadas na fazenda.

There were no differences of wages for workers with the same function. Men and women work together without discrimination and do activities compatible with their qualifications. Workers that go to the company looking for work are instructed to fill out a form. Managers are female and male. / Não foram encontradas divergências de salários para trabalhadores com a mesma função. Os trabalhadores vêm a empresa procurar trabalho, ou são indicados pelos outros funcionários que já trabalham na empresa, são orientados a preencher uma ficha, são contratados.

A: Gender breakdown of Management + Supervisors (Include as one combined group)	A1: Male: 50% A2: Female: 50%
B: Number of women who are in skilled or technical roles e.g. where specific qualifications are needed i.e. machine engineer / laboratory analyst:	0
C: Is there any evidence of discrimination based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or Political affiliation?:	<input type="checkbox"/> Hiring <input type="checkbox"/> Compensation <input type="checkbox"/> Access to training <input type="checkbox"/> Promotion <input type="checkbox"/> Termination or retirement <input type="checkbox"/> No evidence of discrimination found C1: Please give details:

Professional Development

<p>A: What type of training and development are available for workers?</p>	<ul style="list-style-type: none"> All workers exposed to risks of accidents and injuries at work were trained on Aug. 03, 2020, by Luiz Carlos de Lima MTE-0002960/RN (technician in safety at work). There are records of a basic training in hygiene, with the participation of management and employees on Aug. 06, 2020, by Luiz Carlos de Lima (technician in safety at work). The farm employees were trained in First Aid on August 04th of 2020 by Luiz Carlos de Lima M.T.E. 0002960 / RN- Work Safety Technician. All workers who deal with disinfectants were trained in Aug. 05, 2020 by Luiz Carlos de Lima. Fire fighting instructions on August 04th of 2020 by Luiz Carlos de Lima M.T.E. 0002960 / RN- Work Safety Technician. Covid Instructions and Protocols 19 on August 05th of 2020 by Luiz Carlos de Lima M.T.E. 0002960 / RN- Work Safety Technician and civilian firefighter.
----------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>B: Are HR decisions e.g. promotion, training, compensation based on objective, transparent criteria?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If no, please give details:</p>
-------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None observed Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: (where relevant please add photo numbers) Not applicable</p>

Observation:	
<p>Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

8: Regular Employment Is Provided

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

Additional Elements: Responsible Recruitment

8.3 Suppliers have full understanding of the entire recruitment process and assess all labour recruiters and intermediaries against legal and/or ethical requirements.

8.4 There are effective management systems in place to identify and monitor the hiring and management of all migrant workers, contract workers, agency workers, temporary or casual labour. The supplier shall implement processes to enable adequate control over agencies with regards the above points and related legislation.

8.5 Employment agencies must only supply workers registered with them.

8.6 Workers pay no recruitment fee at any stage of the recruitment process.

8.7 Worker contracts accurately reflect the agreed payment and terms in the recruitment process and are understood and signed by workers.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Worker files: Work contracts and payslips

Description of current status:

All employees are hired directly by the company. During the inspection of worker files, it was evidenced that all legal documents for hiring workers are kept in the files. / Todos os funcionários são contratados diretamente pela companhia. Durante a inspeção dos arquivos dos trabalhadores, ficou evidenciado que todos os documentos legais para contratação dos trabalhadores são armazenados nos arquivos. There are 04 subcontracted employees. / Existe 04 funcionários sub contratados.

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:	
Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable	Objective evidence observed: Not applicable

Good Examples observed:	
Description of Good Example (GE): None observed	Objective evidence observed: Not applicable

Responsible Recruitment

All Workers	
A: Were all workers presented with terms of employment at the time of recruitment, did they understand them and are they same as current conditions?	<input checked="" type="checkbox"/> Terms & Conditions presented <input checked="" type="checkbox"/> Understood by workers <input checked="" type="checkbox"/> Same as actual conditions A1: If any are unchecked, please describe finding and specific category(ies) of workers affected:
B: Did workers' pay any fees, taxes, deposits or bonds for the purpose of recruitment/placement?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No B1: If yes, please describe details and specific category(ies) of workers affected:
C: If yes, check all that apply:	<input type="checkbox"/> Recruitment / hiring fees <input type="checkbox"/> Service fees <input type="checkbox"/> Application costs <input type="checkbox"/> Recommendation fees <input type="checkbox"/> Placement fees <input type="checkbox"/> Administrative, overhead or processing fees <input type="checkbox"/> Skills tests <input type="checkbox"/> Certifications <input type="checkbox"/> Médical screenings <input type="checkbox"/> Passports/ID's <input type="checkbox"/> Work / resident permits <input type="checkbox"/> Birth certificates <input type="checkbox"/> Police clearance fees <input type="checkbox"/> Any transportation and lodging costs after employment offer <input type="checkbox"/> Any transport costs between work place and home <input type="checkbox"/> Any relocation costs after commencement of employment <input type="checkbox"/> New hire training / orientation fees <input type="checkbox"/> Médical exam fees <input type="checkbox"/> Deposit bonds or other deposits <input type="checkbox"/> Any other non-monetary assets <input type="checkbox"/> Other – C1: If other, please give details:

D: If any checked, give details:	
----------------------------------	--

Migrant Workers: NOT APPLICABLE		
<i>The term "migrant worker" refers to a person who is engaged or has been engaged in a remunerated activity in a country of which they are not a national or permanent resident or has purposely migrated on a temporary basis to another in-country region to seek and engage in a remunerated activity</i>		
A: Type of work undertaken by migrant workers:		
B: Please give details about recruitment agencies for migrant workers:	B1: Total number of (in country recruitment agencies) used: B2: Total number of (outside of local country) recruitment agencies used:	
C: Are migrant workers' voluntary deductions (such as for remittances) confirmed in writing by the worker and is evidence of the transaction supplied by the facility to the worker?	<input type="checkbox"/> Yes <input type="checkbox"/> No C1: Please describe finding:	C2: Observations:
D: Are Any migrant workers in skilled, technical, or management roles <i>Migrant Workers (this should include all migrant workers including permanent workers, temporary and/or seasonal workers)</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No D1: If yes, number and example of roles:	

NON-EMPLOYEE WORKERS

Recruitment Fees:	
A: Are there any fees?	<input type="checkbox"/> Yes <input type="checkbox"/> No
B: If yes, check all that apply:	<input type="checkbox"/> Recruitment / hiring fees <input type="checkbox"/> Service fees <input type="checkbox"/> Application costs <input type="checkbox"/> Recommendation fees <input type="checkbox"/> Placement fees <input type="checkbox"/> Administrative, overhead or processing fees <input type="checkbox"/> Skills tests <input type="checkbox"/> Certifications <input type="checkbox"/> Médical screenings <input type="checkbox"/> Passports/ID's <input type="checkbox"/> Work / resident permits <input type="checkbox"/> Birth certificates <input type="checkbox"/> Police clearance fees <input type="checkbox"/> Any transportation and lodging costs after employment offer <input type="checkbox"/> Any transport costs between work place and home <input type="checkbox"/> Any relocation costs after commencement of employment <input type="checkbox"/> New hire training / orientation fees <input type="checkbox"/> Médical exam fees <input type="checkbox"/> Deposit bonds or other deposits <input type="checkbox"/> Any other non-monetary assets

	<input type="checkbox"/> Other B1 – If other, please give details:
C: If any checked, give details:	

Agency Workers (if applicable) NOT APPLICABLE <i>(workers sourced from a local agent who are not directly paid by the site, but paid by the agency, Usually the agencies are paid by the site and the wages of the individual workers are paid by the agency.)</i>	
A: Number of agencies used (average):	A1: Names if available:
B: Were agency workers' age / pay / hours included within the scope of this audit?	<input type="checkbox"/> Yes <input type="checkbox"/> No
C: Were sufficient documents for agency workers available for review?	<input type="checkbox"/> Yes <input type="checkbox"/> No
D: Is there a legal contract / agreement with all agencies?	<input type="checkbox"/> Yes <input type="checkbox"/> No D1: Please give details:
E: Does the site have a system for checking labour standards of agencies? If yes, please give details.	<input type="checkbox"/> Yes <input type="checkbox"/> No E1: Please give details:

Contractors: <i>Note: contractors in this context are generally individuals who supply several workers to a site. Usually the contractors are paid by the site and the wages of the workers are paid by the contractor. Common terms include, gang bosses, labor provider,</i>	
A: Any contractors on site?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No A1: If yes, how many contractors are present, please give details: Four employees were interviewed at the harvest, who are registered with the subcontractor responsible for field labor. / Foram entrevistados quatro colaboradores na colheita que são registrados na empresa sub contratada responsável pela mão de obra do campo.
B: If Yes , how many workers supplied by contractors?	Four employees were interviewed at the harvest, who are registered with the subcontractor responsible for field labor. / Foram entrevistados quatro colaboradores na colheita que são registrados na empresa sub contratada responsável pela mão de obra do campo.
C: Do all contractor workers understand their terms of employment?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No C1: Please describe finding: The four employees were interviewed, their working conditions were satisfied, they know their rights and duties.

	<p>All received training on the company's Code of Conduct. / Os quatros empregados foram entrevistados, estavam satisfeitos suas condições de trabalho, conhecem seus direitos e deveres. Todos receberam treinamento sobre o Código de conduta da empresa.</p>
<p>D: If Yes, please give evidence for contractor workers being paid per law:</p>	<p>Checks were checked, workers 'time sheets, the company Interfruit monitors all the workers' rights of the subcontracted company, the company Intefruit provided training to everyone. / Foram verificados os contra cheques, folhas de ponto dos trabalhadores, a empresa Interfruit monitora todos os direitos dos trabalhadores da empresa sub contratada, a empresa Intefruit forneceu treinamento a todos.</p>

8A: Sub-Contracting and Homeworking

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

8A.1 There should be no sub-contracting unless previously agreed with the main client.

8A.2 Systems and processes should be in place to manage sub-contracting, homeworking and external processing.

Note to auditor on homeworking:

Report on whether it is direct or via agents. How many workers, relationship with site and what control systems are in place.

Note to auditor on subcontracting: auditor should use this section for subcontractors of part made or wholly made finished goods, this section should not be used for raw material manufacturers unless instructed otherwise by customers

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

- Point Sheet /Folha de ponto
- Paycheck /Contra cheque

Details:

Subcontracted company Agropecuária Vacaro Eireli: CNPJ 31.396.110 / 0001-48 Sit Juazeiro number 77 CEP 59.700-000 rural area, Municipality of Apodi RN.

Four harvest workers were interviewed, Interfruit sub hired four employees.

All workers register the point manually, receive against check, wages are paid on time.

The voluntary checks carried out by employees dealing with plant protection products were carried out by Climeg Lab.

All workers used PPE at the time of the audit.

Interfruit conducts training with all field employees.

Operation regularization license number 2019-147688 / TEC / LRO-0383, with expiration date August 21, 2022.

Receipt of registration of the property in the car with registration date November 22, 2019.

Rural environmental register sicard alerts dated July 31, 2020.

Granting the right to use water resources number 5921286.

Operation regularization license number 2019-147688 / TEC / LRO-0383 with expiration date August 21, 2022.

The chemical products storage workers confirmed they were trained on the procedures to handle chemical products and what to do in case of emergency. All the chemical products were correctively identified and stored.

Safety files were available. There were proper first aid kits in every area of production and they were well supplied.

Workers have access to clean facilities.

Legal concessions for the use of water for irrigation were presented to the auditor.

2019/2020 collective bargaining agreement.

Empresa sub contratada Agropecuária Vacaro Eireli: CNPJ 31.396.110/0001-48 Sit Juazeiro número 77 CEP 59.700-000 zona rural, Município de Apodi RN.

Foram entrevistados quatro trabalhadores na colheita, a Interfruit sub contratou quatro empregados.

Todos os trabalhadores registram o ponto manualmente, recebem contra cheque, os salários são pagos em dia.

As verificações voluntárias realizadas pelos funcionários que lidam com produtos fitossanitários foram realizadas pela Climeg Lab.
 Todos trabalhadores usavam EPI no momento da auditoria.
 A Interfruit realiza os treinamentos com todos os funcionários de campo.
 Licença de regularização de operação número 2019-147688/TEC/LRO-0383, com data de validade 21 de Agosto de 2022.
 Recibo de inscrição do imóvel no car com data de cadastro 22 de novembro de 2019.
 Cadastro ambiental rural alertas do sicard com data de emissão 31 de julho de 2020.
 Outorga do direito de uso dos recursos hídricos número 5921286.
 Licença de regularização de operação número 2019-147688/TEC/LRO-0383 com data de validade 21 de Agosto de 2022.
 Os trabalhadores do depósito de produtos químicos confirmaram que tinham sido treinados sobre os procedimentos de manipulação e como proceder em caso de emergência.
 Todos os produtos químicos foram corretamente identificados e armazenados.
 Fichas de Segurança estavam disponíveis.
 Havia kits adequados de primeiros socorros em cada área de produção e eles foram bem abastecidos.
 Os trabalhadores possuem acesso a instalações limpas.
 Concessões legais para o uso de água para irrigação foram apresentados à auditora.
 Convenção coletiva de trabalho 2019/2020.

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

There is no subcontract policy. / Não tem política de sub contratados.

Local law and/or ETI requirement 8A2

Recommended corrective action:

Write and implement a Policy for subcontractors. / Escrever e implementar uma Política para sub contratados.

2. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

There is no analysis of the farm's drinking water. / Não tem análise da água potável da fazenda.

Local law and/or ETI requirement Resolution / Resolução A/RES/64/292

Recommended corrective action:

3. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

They did not present the PGSSMATR, that is the health and safety management program in the rural work environment. / Não apresentou PGSSMATR, programa de gestão saúde e segurança no meio ambiente do trabalho rural

Local law and/or ETI requirement NR 31

Recommended corrective action:

Objective evidence observed:

(where relevant please add photo numbers)

Evidenced on field visit/
Evidenciado em visita a campo

Develop and implement PGSSMATR, a health and safety management program in the rural work environment / Elaborar e implementar PGSSMATR, programa de gestão saúde e segurança no meio ambiente do trabalho rural

4. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

Tractor 280 number 05 doesn't have the rear sensor, horn, rear light, PTO protection, and alternator belt protection. / Trator 280 número 05 sem sensor de re, buzina, sem farol traseiro, sem proteção da tomada de força, e sem proteção da correia do alternador.

Local law and/or ETI requirement NR 12

Recommended corrective action:

Carry out maintenance on Tractor 280 number 05 which doesn't the rear sensor, horn, rear light, PTO protection, and alternator belt protection. / Realizar manutenção no Trator 280 número 05 que esta sem sensor de re, buzina, sem farol traseiro, sem proteção da tomada de força, e sem proteção da correia do alternador.

5. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

Employees do not wear a suitable PPE and a cap with ear neck flaps. / Os funcionário não usam EPI adequado, Boné Árabe.

Local law and/or ETI requirement NR 6

Recommended corrective action:

Provide and train the employee in the proper use of PPE. / Fornecer e treinar o empregado no uso adequado do EPI.

6. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

The signs with the accident and emergency procedures were not legible at the syrup station. / As placas com os procedimento de acidente e emergencia não estavam legíveis na estação de calda.

Local law and/or ETI requirement NR 31

Recommended corrective action:

Installing legible signs with accident and emergency procedures, since they were not legible at the spray station. / Instalar placas legíveis com os procedimentos de acidente e emergencia não estavam legíveis na estação de calda.

7. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

There is no fire extinguisher at the syrup station. / Não tem extintor na estação de calda.

Local law and/or ETI requirement NR 23

Recommended corrective action:

Install fire extinguishers at the farm's spray station. / Instalar extintores na estação de calda da fazenda.

8. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

Tractor number 283 without belt protection, without rear lights, without PTO protection. / Trator número 283 sem proteção da correia, sem faróis traseiros, sem proteção da tomada de força

Local law and/or ETI requirement NR 12**Recommended corrective action:**

Carry out maintenance on Tractor number 283 which doesn't have the belt protection, the rear lights and the power take-off protection. / Realizar manutenção no Trator número 283 que esta sem proteção da correia, sem faróis traseiros, sem proteção da tomada de força

9. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

Sprayer without any cardan protection. /Pulverizador sem proteção do cardan.

Local law and/or ETI requirement NR 12**Recommended corrective action:**

Perform maintenance on the sprayer that is not protected by the cardan. / Realizar manutenção no Pulverizador que esta sem proteção do cardan.

10. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

Green brush cutter without belt protection. / Roçadeira verde sem proteção da correia.

Local law and/or ETI requirement NR 12**Recommended corrective action:**

Perform maintenance on the green brush cutter that is not protected by the cardan. / Realizar manutenção no Roçadeira verde que esta sem proteção da correia.

11. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

Red brush cutter without cardan protection. / Roçadeira vermelha sem proteção do cardan.

Local law and/or ETI requirement NR 12**Recommended corrective action:**

Perform maintenance on the red brush cutter that is not protected by the cardan. / Realizar manutenção no Roçadeira vermelha que esta sem proteção do cardan.	
---------------------------------------------------------------------------------------------------------------------------------------------------------------	--

Observation:	
Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable	Objective evidence observed: Not applicable

Good Examples observed:	
Description of Good Example (GE): None observed	Objective evidence observed: Not applicable

Summary of sub-contracting – if applicable	
<input type="checkbox"/> Not Applicable please x	
A: Has the auditor made a simple calculation to compare capacity with workers' work load in order to identify possible unrecorded work or undeclared sub-contracting	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No A1: Please describe: All workers receive the minimum wage established by law. / Todos os trabalhadores recebem o salário mínimo estabelecido por lei.
B: If sub-contractors are used, is there evidence this has been agreed with the main client?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No B1: If Yes , summarise details:
C: Number of sub-contractors/agents used:	One subcontractor company: Agropecuária Vacaro Eireli. / Uma empresa sub contratada, Agropecuária Vacaro Eireli.
D: Is there a site policy on sub-contracting?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No D1: If Yes , summarise details:
E: What checks are in place to ensure no child labour is being used and work is safe?	All the documents of the workers were presented, there is no child labor. The company team is formed by rural workers. / Foram apresentados todos os documentos dos trabalhadores, não ha trabalho infantil. A equipe da empresa e formada por trabalhadores rurais

Summary of homeworking – if applicable <input checked="" type="checkbox"/> Not Applicable please x			
A: If homeworking is being used, is there evidence this has been agreed with the main client?	<input type="checkbox"/> Yes <input type="checkbox"/> No A1: If Yes , summarise details:		
B: Number of homeworkers	B1: Male:	B2: Female:	Total:
C: Are homeworkers employed direct or through agents?	<input type="checkbox"/> Directly <input type="checkbox"/> Through Agents		C1: If through agents, number of agents:
D: Is there a site policy on homeworking?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
E: How does the site ensure worker hours and pay meet local laws for homeworkers?			
F: What processes are carried out by homeworkers?			
G: Do any contracts exist for homeworkers?	<input type="checkbox"/> Yes <input type="checkbox"/> No G1: Please give details:		
H: Are full records of homeworkers available at the site?	<input type="checkbox"/> Yes <input type="checkbox"/> No		

9: No Harsh or Inhumane Treatment is Allowed
[\(Click here to return to summary of findings\)](#)

ETI

9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.
 Additional elements:
 9.2 companies should provide access to a confidential grievance mechanism for all workers

<p>A: Are there published, anonymous and/or open channels available for reporting any violations of Labour standards and H&S or any other grievances to a 3rd party?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No A1: Please give details: Every month, meetings are held between management and workers. /<i>Reunioes a cada mes entre a gerencia e os trabalhadores.</i> There is 1 suggestion box located in the field. /<i>Existem na empresa 1 caixa de sugestoes localizada campo.</i></p>
<p>B: If Yes, are workers aware of these channels and have access? Please give details.</p>	<p>In an interview it was verified that workers are aware of the suggestion boxes and how to proceed to make their complaints and that everything that is reported will be confidential. / <i>Em entrevista foi verificado que os trabalhadores têm conhecimento das caixas de sugestoes e como proceder para fazer suas queixas e reclamações e que tudo que for relatado sera confidencial.</i></p>
<p>C: If yes, what type of mechanism is used e.g. hotline, whistle blowing mechanism, comment box etc. Please give details.</p>	<p>Caixa de sugestoes Suggestion box</p>
<p>D: Which of the following groups is there a grievance mechanism in place for?</p>	<p><input checked="" type="checkbox"/> Workers <input type="checkbox"/> Communities <input type="checkbox"/> Suppliers <input type="checkbox"/> Other D1: Please give details: The procedure of complaints is known only by workers. /<i>O procedmento de reclamações e de conhecimento apenas dos funcionários.</i></p>
<p>E: Are there any open disputes?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No E1: If yes, please give details</p>
<p>F: Does the site encourage its business partners (e.g. suppliers) to provide individuals and communities with access to effective grievance mechanisms (e.g. helplines or whistle blowing mechanism)</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No F1: If no, please give details</p>
<p>G: Is there a published and transparent disciplinary procedure?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No G1: If no, please explain</p>
<p>H: If yes, are workers aware of these the disciplinary procedure?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No H1: If no, please give details</p>

I: Does the disciplinary procedure allow for deductions from wages (fines) for disciplinary purposes (see wages section)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No I1: If yes, please give details
---------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

- Code of conduct of the Company/Código De Conduta Da Empresa;
- Interviews/Entrevistas

Description of current status:

Workers mentioned that the treatment from some superiors and managers is very respectful. Many of the workers mentioned being very satisfied with their work.
 Os trabalhadores mencionaram que o tratamento de alguns superiores e gerentes é muito respeitoso. Muitos dos trabalhadores referiram estar muito satisfeitos com o seu trabalho.

Non-compliance:	
<p>1. Description of non-compliance:</p> <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None observed Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable	<p>Objective evidence observed: (where relevant please add photo numbers)</p> <p>Not applicable</p>

Observation:	
<p>Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable</p>	<p>Objective evidence observed:</p> <p>Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

10. Other Issue areas: 10A: Entitlement to Work and Immigration

[\(Click here to return to NC-table\)](#)

Additional Elements

10A.1 Only workers with a legal right to work shall be employed or used by the supplier.

10A.2 All workers, including employment agency staff, must be validated by the supplier for their legal right to work by reviewing original documentation.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

- Código De Conduta /Code of conduct;

Description of current status:

The company only hires workers with all legal rights to work.

All workers are hired directly by the company.

There are 04 subcontracted people, and all their rights have been respected.

A empresa contrata somente trabalhadores com todos os direitos legais para trabalhar.

Todos os trabalhadores são contratados diretamente pela a empresa.

Existe 04 pessoas sub contratadas, e foram respeitados todos os seus direitos.

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:

Description of observation:

None observed

Local law or ETI requirement:

Not applicable

Comments:

Not applicable

Objective evidence observed:

Not applicable

Good Examples observed:

Description of Good Example (GE): None observed	Objective evidence observed: Not applicable
----------------------------------------------------	-------------------------------------------------------

10. Other issue areas 10B2: Environment 2–Pillar

[\(Click here to return to summary of findings\)](#)

To be completed for a 2–Pillar SMETA Audit, and remove the following page which is 10B4 environment 4 pillar

10B2.1 Suppliers must comply with the requirements of local and international laws and regulations including having necessary permits.

10B2.2 The supplier should be aware of and comply with their end clients' environmental requirements. Note for auditors and readers, this is not a full environmental assessment but a check on basic systems and management approach.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Environmental licenses / Licenças ambientais

Description of current status:

During the document inspection, it was evidenced that the company has a commitment to comply with the legal regulations regarding the protection of the environment. Legal requirements and procedures are well documented and implemented on the company.

Legal concessions for the use of water for irrigation were presented the audit.

Durante a inspeção da documentação evidenciou-se que a empresa tem um compromisso de cumprimento das normas legais em matéria de proteção do ambiente. Requisitos e procedimentos legais estão bem documentados e implementados na empresa.

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:

Description of observation:

None observed

Local law or ETI requirement:

Not applicable

Comments:

Not applicable

Objective evidence observed:

Not applicable

Good Examples observed:

Description of Good Example (GE): None observed	Objective evidence observed: Not applicable
----------------------------------------------------	-------------------------------------------------------

Other findings

Other Findings Outside the Scope of the Code
None

Community Benefits <i>(Please list below any specific community benefits that the site management stated that they were involved in, for example, HIV programme, education, sports facilities)</i>
None



For more information visit: Sedexglobal.com

Your feedback on your experience of the SMETA audit you have observed is extremely valuable. It will help to make improvements to future versions.

You can leave feedback by following the appropriate link to our questionnaire:

[Click here for Buyer \(A\) & Buyer/Supplier \(A/B\) members:](#)

http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3Inq5lw_3d_3d

[Click here for Supplier \(B\) members:](#)

http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRgIY_2brg_3d_3d

[Click here for Auditors:](#)

<https://www.surveymonkey.co.uk/r/BRTVCKP>




Sedex Members Ethical Trade Audit Report

Version 6.1



Audit Details			
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC: 1046679	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS: 1009591
Business name (Company name):	Interfruit Alimentos Ltda		
Site name:	Fazenda Canto escuro- campo Interfruit Alimentos Ltda - packing		
Site address: <i>(Please include full address)</i>	Patrimônio da Lagoa S/N, Sooretama-ES – campo Avenida Conceição da Barra, 2002, Bairro Shell, Linhares-ES- packing	Country:	Brazil /Brasil
Site contact and job title:	Jose Eugenio Fontes – Agronomist engineer /Engenheiro Agrônomo		
Site phone:	55 27 99619-1618	Site e-mail:	qualidade@papaya.com.br
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input type="checkbox"/> Environment 4-pillar <input type="checkbox"/> Business Ethics
Date of Audit:	Nov. 20, 2020		

Audit Company Name & Logo: 	Report Owner (payer): <i>(If paid for by the customer of the site please remove for Sedex upload)</i> Interfruit Alimentos Ltda
-------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input checked="" type="checkbox"/>				

Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 was applied. 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.

(2) The audit scope was against the following reference documents

2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
 - Universal rights covering UNGP
 - Management systems and code implementation,
 - Responsible Recruitment
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,

4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Any exceptions to this must be recorded here (e.g. different sample size): N/A

Auditor Team (s) (please list all including all interviewers):

Lead auditor: Marcia Nobre

Lead auditor APSCA status:

Team auditor: Marcia Nobre/Luana Carvalho

Interviewers: Marcia Nobre/Luana Carvalho

APSCA number:21701505

Registered APSCA

APSCA number: 21701505

APSCA number: 21701505

Report writer: Marcia Nobre

Report reviewer: Claudia Machado

Date of declaration: Nov. 20th, 2020

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

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.

Summary of Findings

Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause) Note to auditor, please ensure that when issuing the audit report, hyperlinks are retained.</i>	Area of Non-Conformity <i>(Only check box when there is a non-conformity, and only in the box/es where the non-conformity can be found)</i>				Record the number of issues by line*:			Findings <i>(note to auditor, summarise in as few words as possible NCs, Obs and GE)</i>
	ETI Base Code	Local Law	Additional Elements	Customer Code	NC	Obs	GE	
0A Universal Rights covering UNGP			<input type="checkbox"/>	<input type="checkbox"/>				None / Nenhum
0B Management systems and code implementation		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				None / Nenhum
1. Freely chosen Employment	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None / Nenhum
2. Freedom of Association	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None / Nenhum
3. Safety and Hygienic Conditions	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	06			<p>NC1. There is no second skin for the pesticide applicator (Fazenda Canto Escuro). / Não tem segunda pele para o aplicador de defensivos (Fazenda Canto Escuro).</p> <p>NC2. There is no escape route sign in the Cold Chamber / Não tem sinalização de Rota de Fuga na Câmara-Fria</p> <p>NC3. There is no protection for moving parts on the packing conveyor / Não tem proteção das partes móveis das esteiras do Packing</p>

									<p>NC4. There is no enclosure and safety signs on the compressor / Não tem enclausuramento e sinalização de segurança do compressor</p> <p>NC5. There is no AET - Ergonomic Analysis of Work / Não tem AET- Análise Ergonômica do Trabalho</p> <p>NC6. There is no sailor-style ladder (ladder with protection cage) and guardrail in the bathroom water tanks / Não tem guarda corpo e escada tipo marinheiro nas caixas d`água do banheiro</p>
4	<u>Child Labour</u>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None / Nenhum
5	<u>Living Wages and Benefits</u>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None / Nenhum
6	<u>Working Hours</u>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None / Nenhum
7	<u>Discrimination</u>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>				None / Nenhum
8	<u>Regular Employment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				None / Nenhum
8A	<u>Sub-Contracting and Homeworking</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				None / Nenhum
9	<u>Harsh or Inhumane Treatment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				None / Nenhum
10A	<u>Entitlement to Work</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				None / Nenhum
10B2	<u>Environment 2-Pillar</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				None / Nenhum
10B4	<u>Environment 4-Pillar</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				None / Nenhum

10C	<u>Business Ethics</u>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				None / Nenhum
General observations and summary of the site:									
<p>The company has a good infrastructure. / A empresa possui uma boa infraestrutura.</p> <p>The owners respect workers. The workers are satisfied with the company, with the owners. / Os proprietários respeitam os trabalhadores. Os trabalhadores estão satisfeitos com a empresa, com os proprietários.</p> <p>Salaries are paid on time. / Os salários são pagos em dia.</p> <p>Workers are satisfied with working hours. / Os trabalhadores estão satisfeitos com o horário de trabalho.</p> <p>Audit was carried out with smoothly, 15 interviews were done, in private and in good climate. / A auditoria foi realizada com fluidez, foram realizadas 15 entrevistas, em privado e em bom clima.</p>									

**Please note the table above records the total number of Non-compliances (NC), Observations (Obs) and Good Examples (GE). This gives the reviewer an indication of problem areas but does not detail severities of each issue – Reviewers need to check audit results by clause.*

Site Details

Site Details			
A: Company Name:	Interfruit Alimentos Ltda		
B: Site name:	Fazenda Canto escuro– Field / <i>Campo</i> Interfruit Alimentos Ltda – packing		
C: GPS location: (If available)	<table border="1"> <tr> <td>GPS Address: Patrimônio da Lagoa S/N, Sooretama-ES – campo Avenida Conceição da Barra, 2002, Bairro Shell, Linhares-ES- packing</td> <td>Latitude: 19°10'39" Longitude: 40°3'17" Latitude: 19°23'29" Longitude: 40°3'40"</td> </tr> </table>	GPS Address: Patrimônio da Lagoa S/N, Sooretama-ES – campo Avenida Conceição da Barra, 2002, Bairro Shell, Linhares-ES- packing	Latitude: 19°10'39" Longitude: 40°3'17" Latitude: 19°23'29" Longitude: 40°3'40"
GPS Address: Patrimônio da Lagoa S/N, Sooretama-ES – campo Avenida Conceição da Barra, 2002, Bairro Shell, Linhares-ES- packing	Latitude: 19°10'39" Longitude: 40°3'17" Latitude: 19°23'29" Longitude: 40°3'40"		
D: Applicable business and other legally required licence numbers and documents, for example, business license number, liability insurance, any other required government inspections	Interfruit Alimentos Ltda: CNPJ.: 04.051.054/0001-37		
E: Products/Activities at site, for example, garment manufacture, electricals, toys, grower, cutting, sewing, packing etc	Production and packing of papaya (irrigated) <i>/ Produção e embalagem de mamão (irrigado)</i>		
F: Site description: (Include size, location, and age of site. Also, include structure and number of buildings)	<p>Farm infrastructure Interfruit Alimentos</p> <ul style="list-style-type: none"> • Packing house (deposit, reception and toilets) for papaya / Casa de embalagem (depósito, recepção e banheiros) para mamão • Cardboard storage facility / instalação de armazenamento do caixa • Agrochemical warehouse / armazém de agroquímicos • Fertilizer deposit / Depósitos de fertilizantes • Machinery and equipment / Maquinário e equipamento <p>For below, please add any extra rows if appropriate.</p> <p>F1: Visible structural integrity issues (large cracks) observed? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>F2: Please give details: All facilities are in perfect condition. When maintenance is needed, the company hires a company to carry out the work. / <i>Todas as instalações estão em perfeitas condições. Quando há necessidade de manutenção a empresa contrata uma empresa para a realização da obra.</i></p> <p>F3: Does the site have a structural engineer evaluation? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>		

	F4: Please give details: The facilities are not evaluated by an engineer. / As instalações não possuem a avaliação de um engenheiro.
G: Site function:	<input type="checkbox"/> Agent <input type="checkbox"/> Factory Processing/Manufacturer <input type="checkbox"/> Finished Product Supplier <input checked="" type="checkbox"/> Grower <input type="checkbox"/> Homeworker <input type="checkbox"/> Labour Provider <input checked="" type="checkbox"/> Pack House <input type="checkbox"/> Primary Producer <input type="checkbox"/> Service Provider <input type="checkbox"/> Sub-Contractor
H: Month(s) of peak season: (if applicable)	Jan. to Dec.
I: Process overview: (Include products being produced, main operations, number of production lines, main equipment used)	<p>Products being produced: Papaya / Mamão</p> <p>Main operations:</p> <ul style="list-style-type: none"> • Soil tillage / Preparo do solo • Installation of irrigation system / Instalação de sistema de irrigação • Placement munch / Colocação de manta • Product protection (agrochemical applications) / Proteção do produto (aplicações de agroquímicos) • Fertilization / Fertilização • Weed control / Controle de ervas daninhas • Harvest / Colheita • Packing of papaya / Embalagem de mamão
J: What form of worker representation / union is there on site?	<input checked="" type="checkbox"/> Union (Union of rural workers in Rio Bananal, Linhares and Sooretama - ES / Sindicato dos trabalhadores rurais assalariados de Rio Bananal, Linhares e Sooretama - ES) <input checked="" type="checkbox"/> Worker Committee <input type="checkbox"/> Other (specify) <input type="checkbox"/> None
K: Is there any night production work at the site?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
L: Are there any on site provided worker accommodation buildings e.g. dormitories	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No L1: If yes, approx. % of workers in on site accommodation
M: Are there any off site provided worker accommodation buildings	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No M1: If yes, approx. % of workers
N: Were all site-provided accommodation buildings included in this audit	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No N1: If no, please give details

Audit Parameters	
A: Time in and time out	A1: Day 1 Time in: 7:15 am / Dia 1, entrada: 7:15h A2: Day 1 Time out: 7:20 pm / Dia 2, entrada: 19:20h
B: Number of auditor days used:	1 day, one auditor
C: Audit type:	<input type="checkbox"/> Full Initial <input checked="" type="checkbox"/> Periodic <input type="checkbox"/> Full Follow-up <input type="checkbox"/> Partial Follow-Up <input type="checkbox"/> Partial Other If other, please define
D: Was the audit announced?	<input checked="" type="checkbox"/> Announced <input type="checkbox"/> Semi – announced: Window detail: weeks / semanas <input type="checkbox"/> Unannounced
E: Was the Sedex SAQ available for review?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: If No, why not?
F: Any conflicting information SAQ/Pre-Audit Info to Audit findings?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes , please capture detail in appropriate audit by clause
G: Who signed and agreed CAPR (Name and job title)	Jose Eugenio Fontes Carvalho – Agronomist / <i>Engenheiro Agrônomo</i> Adriely Firme – Personnel department coordinator / <i>coordenadora de departamento Pessoal</i>
H: Is further information available (If yes, please contact audit company for details)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
I: Previous audit date:	Aug. 26, 2019 / 26 de agosto de 2019
J: Previous audit type:	Smeta Pilar 2
K: Were any previous audits reviewed for this audit	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

Audit attendance	Management		Worker Representatives			
	Senior management		Worker Committee representatives		Union representatives	
A: Present at the opening meeting?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
B: Present at the audit?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

C: Present at the closing meeting?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
D: If Worker Representatives were not present please explain reasons why (only complete if no worker reps present)	N/A		
E: If Union Representatives were not present please explain reasons why: (only complete if no union reps present)	<p>The union representative didn't appear on the day of the audit. / O representante do sindicato não compareceu no dia da auditoria.</p> <p>The Sidicato's headquarters is located in the city of Linhares, 3 km from the packing. / A sede do Sidicato está localizada na cidade de Linhares a 3 Km do packing.</p>		

Worker Analysis

The term "migrant worker" refers to a person who is engaged or has been engaged in a remunerated activity in a country of which they are not a national or permanent resident or has purposely migrated on a temporary basis to another in-country region to seek and engage in a remunerated activity.

Worker Analysis								
	Local			Migrant*			Home workers	Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency		
Worker numbers – Male	53	0	0	0	0	0	0	53
Worker numbers – female	37	0	0	0	0	0	0	37
Total	90	0	0	0	0	0	0	90
Number of Workers interviewed – male	09	0	0	0	0	0	0	09
Number of Workers interviewed – female	06	0	0	0	0	0	0	06
Total – interviewed sample size	15	0	0	0	0	0	0	15



A: Nationality of Management	Brazilian	
<p>B: Please list the nationalities of all workers, with the three most common nationalities listed first.</p> <p><i>Please add more nationalities as applicable to site. Add more rows if required.</i></p>	<p>Nationalities: B1: Nationality 1: Brazilians / Nacionalidade 1: brasileiros</p>	<p>Was the list completed during peak season? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If no, please describe how this may vary during peak periods:</p>
C: Please provide more information for the three most common nationalities.	C: approx. 100 % total workforce: Nationality 1 Brazilians / aproximadamente 100% da força de trabalho total: Nacionalidade 1 Brasileiros	
D: Worker remuneration (management information)	<p>D: _____% workers on piece rate D1: _____% hourly paid workers D2: 100% salaried workers</p> <p>Payment cycle: D3: _____% daily paid D4: _____% weekly paid D5: 100% monthly paid D6: _____% other D7: If other, please give details</p>	



Worker Interview Summary	
A: Were workers aware of the audit?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
B: Were workers aware of the code?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
C: Number of group interviews: <i>(Please specify number and size of groups. Please see SMETA Best Practice Guidance and Measurement Criteria. If the auditor was not able to follow the BPG, please state within the declaration)</i>	2 groups of 5 / 2 grupos de 5 1 group of 2 / 1 grupo de 2
D: Number of individual interviews <i>(Please see SMETA Best Practice Guidance and Measurement Criteria)</i>	D1: Male / Homem: 02 D2: Female / Mulher: 01
E: All groups of workers are included in the scope of this audit such as; Direct employees, Casual and agency workers, Workers employed by service providers such as security and catering staff as well as workers supplied by other contractors. <i>Note to auditor: please record details of migrant /agency/contractor workers in section 8 – Regular Employment, under Responsible Recruitment</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If no, please give details
F: Interviews were done in private and the confidentiality of the interview process was communicated to the workers?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
G: In general, what was the attitude of the workers towards their workplace?	<input checked="" type="checkbox"/> Favourable <input type="checkbox"/> Non-favourable <input type="checkbox"/> Indifferent
H: What was the most common worker complaint?	None / Nenhum
I: What did the workers like the most about working at this site?	The workplace is good, the owner respects the workers / O ambiente de trabalho é muito bom, o proprietário respeita os trabalhadores
J: Any additional comment(s) regarding interviews:	None / Nenhum
K: Attitude of workers to hours worked:	There are no complaints about hours worked. / Não há reclamações sobre horas trabalhadas.
L. Is there any worker survey information available?	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No L1: If yes, please give details:	
M: Attitude of workers: <i>(Include their attitude to management, workplace, and the interview process. Both positive and negative information should be included) Note: Do not document any information that could put workers at risk</i>	

Everyone involved in the audit, even during the interviews, showed an active, hospitable and transparent behaviour. Most workers seem to be satisfied and accept their working conditions. /
Todos os envolvidos com a auditoria, mesmo durante as entrevistas, mostraram um comportamento ativo, hospitaleiro e transparente. A maioria dos trabalhadores parece estar satisfeitos e aceitam suas condições de trabalho.

N: Attitude of worker's committee/union reps:

(Include their attitude to management, workplace, and the interview process. Both positive and negative information should be included) Note: Do not document any information that could put workers at risk

Everyone involved in the audit, even during the interviews, showed an active, hospitable and transparent behaviour. Most workers seem to be satisfied and accept their working conditions. /
Todos os envolvidos com a auditoria, mesmo durante as entrevistas, mostraram um comportamento ativo, hospitaleiro e transparente. Os trabalhadores parecem estar satisfeitos e aceitam suas condições de trabalho.

O: Attitude of managers:

(Include attitude to audit, and audit process. Both positive and negative information should be included)

Everyone involved in the audit, even during the interviews, showed an active, hospitable and transparent behaviour. Farm managers collaborated extensively during the audit and were willing to improve any problems identified during the audit and during the closing meeting. /
Todos os envolvidos com a auditoria, mesmo durante as entrevistas, mostraram um comportamento ativo, hospitaleiro e transparente. Os gerentes da fazenda colaboraram muito durante a auditoria e estavam dispostos a melhorar qualquer problema identificado durante a auditoria e durante a reunião de encerramento.

Audit Results by Clause

0A: Universal Rights covering UNGP
[\(Click here to return to summary of findings\)](#)

0.A. Guidance for Observations

0.A.1 Businesses should have a policy, endorsed at the highest level, covering human rights impacts and issues, and ensure it is communicated to all appropriate parties, including its own suppliers.

0.A.2 Businesses should have a designated person responsible for implementing standards concerning Human rights

0.A.3 Businesses shall identify their stakeholders and salient issues.

0.A.4 Businesses shall measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.

0.A.5 Where businesses have an adverse impact on human rights within any of their stakeholders, they shall address these issues and enable effective remediation.

0.A.6 Businesses shall have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter.

Note for auditors and readers. This is not a full Human Rights Assessment, but instead a check on the business's implementation of processes to meet their Universal rights covering UNGP responsibilities.

Current Systems and Evidence Examined

To complete 'current systems' Auditor examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is / are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Interviews / Entrevistas
- Worker Handbook / Manual do colaborador
- Code of ethics / Código de Ética
- Legal compliance / Cumprimento legal
- Freedom of association with unions and rights to collective bargaining / Liberdade de associação a sindicatos e direitos a negociação coletiva
- Prohibition of discrimination / Proibição de discriminação
- Compensation / Compensação
- Work hours / Horas de trabalho
- Health and safety at Work / Saúde e segurança no trabalho
- Politics for prevention of child labor / Política de prevenção ao trabalho infantil
- Forced labour / Trabalho forçado
- Environmental issues / Questões ambientais
- External relationship / Relacionamento externo
- Anti-bribery policy / Política anti-suborno
- Assessment and abuse of power / Assédio e abuso de poder
- Workplace / Ambiente de trabalho
- Use of alcohol, drugs, possession of arms and commercialization of goods / Uso de álcool, drogas, porte de armas e comercialização de mercadorias
- Use of company resources / Uso de recursos da empresa
- Disciplinary practices / Práticas disciplinares
- Compliance with laws / Cumprimento das leis
- Technical, commercial and labor ethics policy / Política de Ética técnica, comercial e trabalhista
- Human rights policy / Política de direitos humanos

Description of Current Status:

Responsibility for complying with legal requirements and the code is shared between the farm owner and the Packing Manager together, they are responsible for ensuring the code standards.
 All policies were signed by Anizio Moreno in October 2020. / *Responsabilidade pelo cumprimento dos requisitos legais e do código é compartilhado entre o proprietário da fazenda e a Gerencia do packing juntos, eles são responsáveis por assegurar os padrões do código.*
Todas as políticas foram assinadas por Anizio Moreno em outubro de 2020.

<p>A: Policy statement that expresses commitment to respect human rights?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>A1: Please give details: The company's human rights policy is committed to respecting the human rights of employees; aims to achieve uniform application in all relevant aspects contained in the Internacional Declaration of Human Rights. The company is committed to training employees to know, respect and protect human rights in the workplace. / <i>A política de direitos humanos da empresa tem o compromisso de respeitar os direitos humanos dos empregados; tem como objetivo alcançar a aplicação uniforme em todos os aspectos relevantes contido na declaração Internacional de Direitos humanos. A empresa tem o compromisso de treinar os empregados para conhecerem, respeitarem e protegerem os direitos humanos no ambiente de trabalho.</i></p>
<p>B: Does the business have a designated person responsible for implementing standards concerning Human Rights?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Name: Jose Eugenio Fontes Carvalho Job title Agronomist / <i>Engenheiro Agrônomo</i></p>
<p>C: Does the business have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>C1: Please give details: There is 01 box of suggestions in the packing, where workers can register their complaints and suggestions. / <i>Existe 01 caixa de sugestões no packing, onde os trabalhadores podem registrar suas reclamações e sugestões.</i></p>
<p>D: Does the grievance mechanism meet UNGP expectations? (Legitimate, Accessible, Predictable, Equitable, Transparent, Rights-compatible, a source of continuous learning and based on stakeholder engagement)</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>D1: If no, please give details: All employee information is stored in the personal sector, which has restricted access. All documentation regarding taxes, workers' payments is made by Jose Lidivanio de Araujo Costa. The company's accounting is done at the Espírito Santo. / <i>Todas as informações dos funcionários estão armazenadas no setor pessoal, que possui acesso restrito.</i></p>

	<p>Toda a documentação referente a impostos, pagamentos dos trabalhadores é feita por Jose Lidivanio de Araujo Costa. A contabilidade da empresa e feita na unidade do Espírito Santo.</p>
<p>E: Does the business demonstrate effective data privacy procedures for workers' information, which is implemented?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: Please give details: There is a procedure for suggestions and complaints, the boxes are opened every month and complaints are dealt with. / Existe um procedimento para sugestões e reclamações, a cada mês as caixas são abertas e as queixas são tratadas.</p>

Findings		
<p>Finding: Observation <input type="checkbox"/></p> <p>Description of observation: None observed</p> <p>Local law or ETI/Additional elements / customer specific requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Company NC <input type="checkbox"/></p>	<p>Objective evidence observed: Not applicable</p>

Good examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Description of Good Example (GE): None observed</p>

Measuring Workplace Impact

Workplace Impact		
A: Annual worker turnover: Number of workers leaving in last 12 months as a % of average total number of workers on site over the year (annual worker turnover)	A1: Last year / ano passado: 33%	A2: This year / esse ano: 32%
B: Current % quarterly (90 days) turnover: Number of workers leaving from the first day of the 90 days period through to the last day of the 90 day period / [(number of employees on the 1 st day of 90 day period + number of employees on the last day of the 90 day period) / 2]	38%	
C: Annual % absenteeism: Number of days lost through job absence in the year / [(number of employees on 1 st day of the year + number employees on the last day of the year) / 2] * number available workdays in the year	C1: Last year / ano passado: 0,58%	C2: This year / esse ano: 1,7 %
D: Quarterly (90 days) % absenteeism: Number of days lost through job absence in the period / [(Number of employees on 1 st of the period + Number of employees on the last day of the period) / 2] * Number of available workdays in the month	1,41%	
E: Are accidents recorded?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: Please describe:	
F: Annual Number of work related accidents and injuries per 100 workers: [(Number of work related accidents and injuries * 100) / Number of total workers]	F1: Last year / ano passado: 3,75% Number / número: 3	F2: This year / esse ano: 3,75% Number / número: 3
G: Quarterly (90 days) number of work related accidents and injuries per 100 workers: [(Number of work related accidents and injuries * 100) / Number of total workers]	0,02%	
H: Lost day work cases per 100 workers: [(Number of lost days due to work accidents and work related injuries * 100) / Number of total workers]	H1: Last year / ano passado: 0,13%	H2: This year / esse ano: 0,10%
I: % of workers that work on average more than 48 standard hours / week in the last 6 / 12 months:	I1: 6 months 0,1% workers / 6 meses 0,1% trabalhadores	I2: 12 months 0,58% workers / 12 meses 0,58% trabalhadores
J: % of workers that work on average more than 60 total hours / week in the last 6 / 12 months:	J1: 6 months 0% workers / 6 meses 0% trabalhadores	J2: 12 months 0% workers / 12 meses 0% trabalhadores

OB: Management system and Code Implementation

[\(Click here to return to summary of findings\)](#)

- 0.B.1 Suppliers are expected to implement and maintain systems for delivering compliance to this Code.
 0.B.2 Suppliers are expected to be operating legally in premises with the correct business licenses and permissions and to have systems to ensure that all relevant land rights have been complied with
 0.B.3 Suppliers shall appoint a senior member of management who shall be responsible for compliance with the Code.
 0.B.4 Suppliers are expected to communicate this Code to all employees.
 0.B.5 Suppliers should communicate this code to their own suppliers and, where reasonably practicable, extend the principles of this Ethical Code through their supply chain.

Current Systems and Evidence Examined

To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresinconjunction withrelevantmanagers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Interviews / Entrevistas
- Worker Handbook / Manual do colaborador
- Code of ethics / Código de Ética
- Legal compliance / Cumprimento legal
- Freedom of association with unions and rights to collective bargaining / Liberdade de associação a sindicatos e direitos a negociação coletiva
- Prohibition of discrimination / Proibição de discriminação
- Compensation / Compensação
- Work hours / Horas de trabalho
- Health and safety at Work / Saúde e segurança no trabalho
- Politics for prevention of child labor / Política de prevenção ao trabalho infantil
- Forced labour / Trabalho forçado
- Environmental issues / Questões ambientais
- External relationship / Relacionamento externo
- Anti-bribery policy / Política anti-suborno
- Assessment and abuse of power / Assédio e abuso de poder
- Workplace / Ambiente de trabalho
- Use of alcohol, drugs, possession of arms and commercialization of goods / Uso de álcool, drogas, porte de armas e comercialização de mercadorias
- Use of company resources / Uso de recursos da empresa
- Disciplinary practices / Práticas disciplinares
- Compliance with laws / Cumprimento das leis
- Technical, commercial and labor ethics policy / Política de Ética técnica, comercial e trabalhista
- Human rights policy / Política de direitos humanos

Description of Current Status:

The Code Compliance System has several documents mentioned above. / O Sistema para a observância do código conta com diversos documentos mencionados acima.

The responsible for implementation and maintenance of the Code is Mr. Jose Eugenio Fontes. / O responsável pela implementação e manutenção do código é Jose Eugenio Fontes.

During the interviews with workers it was evidenced that the company has communicated the requirements of the Code. / Durante a entrevista com os funcionários ficou evidenciado que a empresa tem comunicado os requisitos do Código.

There is a manual created by the company, which contains all the required documents and all the appropriate procedures for meeting the client's code of conduct and legal requirements. / Existe um manual criado pela empresa, que contém todos os documentos exigidos e todos os procedimentos adequados para reunião de código de conduta do cliente e os requisitos legais.

The company has GlobalG.A.P certification. / A empresa tem o certificado GlobalG.A.P

Management Systems:

A: In the last 12 months, has the site been subject to any fines/prosecutions for non-compliance to any regulations?

- Yes
 No

A1: Please give details: In the past 12 months there have been no labor claims. / Nos últimos 12 meses não houve nenhum processo trabalhista.

B: Do policies and/or procedures exist that reduce the risk of forced labour, child labour, discrimination, harassment & abuse?

- Yes
 No

B1: Please give details: There are several posters spread around the farm with the prohibition of child labor, forced labor, discrimination and harassment. Conversations with employees about the practices mentioned above also take place periodically. / Existem vários cartazes espalhados pela fazenda com a proibição de trabalho infantil, trabalho forçado, discriminação e assédio. Acontece também periodicamente conversas com os colaboradores sobre as práticas citadas acima.

The company has a code of conduct and a folder containing all the company's procedures, such as: / A empresa possui um código de conduta e uma pasta onde constam todos os procedimentos da empresa como, por exemplo:

- Interviews / Entrevistas
- Worker Handbook / Manual do colaborador
- Code of ethics / Código de Ética
- Legal compliance / Cumprimento legal
- Freedom of association with unions and rights to collective bargaining / Liberdade de associação a sindicatos e direitos a negociação coletiva
- Prohibition of discrimination / Proibição de discriminação
- Compensation / Compensação
- Work hours / Horas de trabalho

	<ul style="list-style-type: none"> • Health and safety at Work / Saúde e segurança no trabalho • Politics for prevention of child labor / Política de prevenção ao trabalho infantil • Forced labour / Trabalho forçado • Environmental issues / Questões ambientais • External relationship / Relacionamento externo • Anti-bribery policy / Política anti-suborno • Assessment and abuse of power / Assedio e abuso de poder • Workplace / Ambiente de trabalho • Use of alcohol, drugs, possession of arms and commercialization of goods / Uso de álcool, drogas, porte de armas e comercialização de mercadorias • Use of company resources / Uso de recursos da empresa • Disciplinary practices / Práticas disciplinares • Compliance with laws / Cumprimento das leis • Technical, commercial and labor ethics policy / Política de Ética técnica, comercial e trabalhista • Human rights policy / Política de direitos humanos
<p>C: If Yes, is there evidence (an indication) of effective implementation? Please give details.</p>	<p>The company has a procedure that prevents the hiring of children under 18 years old. All the applicant's documentation is requested and the hiring is done only after the presentation of all the requested documentation. Everywhere, there is information about the company's policy against forced labor, child labor, discrimination, harassment and abuse. Some training on the topics above was analyzed. / A empresa possui um procedimento que previne a contratação de crianças menores de 18 anos. Toda a documentação do requerente é solicitada e a contratação é feita apenas após a apresentação de toda a documentação requisitada. Em todas as partes, há informações sobre a política da empresa contra trabalho forçado, trabalho infantil, discriminação, assédio e abuso. Foram analisados alguns treinamentos sobre os tópicos acima.</p>
<p>D: Have managers and workers received training in the standards for forced labour, child labour, discrimination, harassment & abuse?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>D1: Please give details: The workers were trained on 16 November 2020 by Adriele Firme and Jose Eugenio Fontes. / Os trabalhadores foram</p>

	<p>treinados em 16 de Novembro de 2020 por Adriele Firme and Jose Eugenio Fontes.</p>
<p>E: If Yes, is there evidence (an indication) that training has been effective e.g. training records etc.? Please give details</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: Please give details: The workers were trained on 16 November 2020 by Adriele Firme and Jose Eugenio Fontes. / Os trabalhadores foram treinados em 16 de Novembro de 2020 por Adriele Firme and Jose Eugenio Fontes.</p>
<p>F: Does the site have any internationally recognised system certifications e.g. ISO 9000, 14000, OHSAS 18000, SA8000 (or other social audits). Please detail (Number and date).</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No F1: Please give details: The farm has no other social certification. / A fazenda não possui nenhuma outra certificação social.</p>
<p>G: Is there a Human Resources manager/department? If Yes, please detail.</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No G1: Please give details: Adriele Firme é a responsável por conferir a folha de ponto, verificar as informações da folha de pagamento, verificar o pagamento das horas extras, controlar os pagamentos e período de férias, admissões e demissões etc. / Adriele Firme é a responsável por conferir a folha de ponto, verificar as informações da folha de pagamento, verificar o pagamento das horas extras, controlar os pagamentos e período de férias, admissões e demissões etc.</p>
<p>H: Is there a senior person /manager responsible for implementation of the code</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No H1: Please give details: Jose Eugenio Fontes is responsible for implementing the code in the company, conducting training, communicating the code and audits to employees, etc. / Jose Eugenio Fontes é o responsável pela implementação do código na empresa, realizar os treinamentos, comunicar o código e as auditorias aos funcionários, etc</p>
<p>I: Is there a policy to ensure all worker information is confidential?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No I1: Please give details: The company does not keep workers' personal documents, the number of documents is stored in a system with restricted access. / A empresa não guarda documento pessoal dos trabalhadores, o número dos documentos são armazenados em sistema com acesso restrito.</p>
<p>J: Is there an effective procedure to ensure confidential information is kept confidential?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>

	<p>J1: Please give details: All workers have a folder and their information is kept in the human resources sector, where only the manager and directors have access.</p> <p>There is a registration form and the number of workers' documents is in this document, the employment contract, payment receipts, health exams, receipt of delivery of the work card, certificates and others are stored in a folder. / <i>Todos os trabalhadores possuem uma pasta e suas informações são mantidas no setor de recursos humanos, onde apenas a gerente e os diretores possuem acesso.</i></p> <p><i>Existe uma ficha de registro e o número dos documentos dos trabalhadores está neste documento, são armazenados em pasta os contrato de trabalho, recibos de pagamentos, exames de saúde, recibo de entrega da carteira de trabalho, atestados e outros.</i></p>
<p>K: Are risk assessments conducted to evaluate policy and procedure effectiveness?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>K1: Please give details: Workers demonstrate knowledge of procedures within the company. / <i>Os funcionários demonstram conhecimento dos procedimentos dentro da empresa.</i></p>
<p>L: Does the facility have a process to address issues found when conducting risk assessments, including implementation of controls to reduce identified risks?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>L1 Please give details: Trainings, lectures, mandatory use of protective equipment, identification of all hazardous sites found in the company, proper signage of the dangers, sizing extinguishers, quantitative risk assessment. / <i>Treinamentos, palestras, obrigatoriedade do uso dos equipamentos de proteção, identificação de todos os locais perigosos encontrados na empresa, sinalização adequada dos perigos, dimensionamento dos extintores, avaliação quantitativa dos riscos.</i></p>
<p>M: Does the facility have a policy/code which require labour standards of its own suppliers?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>M1: Please give details: The suppliers were informed that the company works with ethical codes. / <i>Os fornecedores foram informados que a empresa trabalha com códigos éticos.</i></p>
<p>Land rights</p>	
<p>N: Does the site have all required land rights licenses and permissions (see SMETA Measurement Criteria)?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>N1: Please give details: Municipal license of regularization number 32/2018, issued on September 17th, 2018 and valid for 1460 days.</p>

	<p>Grant ordinance number 55 of November 17, 2016. / <i>Licença municipal de regularização número 32/2018, emitida em 17 de setembro de 2018 e com validade de 1460 dias.</i> Portaria de outorga número 55 de 17 de novembro de 2016.</p>
<p>O: Does the site have systems in place to conduct legal due diligence to recognize and apply national laws and practices relating to land title?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No O1: Please give details: Municipal license of regularization number 32/2018, issued on September 17th, 2018 and valid for 1460 days. Grant ordinance number 55 of November 17, 2016. / <i>Licença municipal de regularização número 32/2018, emitida em 17 de setembro de 2018 e com validade de 1460 dias.</i> Portaria de outorga número 55 de 17 de novembro de 2016.</p>
<p>P: Does the site have a written policy and procedures specific to land rights. If yes, does it include any due diligence the company will undertake to obtain free, prior and informed consent, (FPIC) even if national/local law does not require it</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No P1: If yes, how does the company obtain FPIC:</p>
<p>Q: Is there evidence that facility / site compensated the owner/lessor for the land prior to the facility being built or expanded.</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Q1: Please give details: Municipal license of regularization number 32/2018, issued on September 17th, 2018 and valid for 1460 days. Grant ordinance number 55 of November 17, 2016. / <i>Licença municipal de regularização número 32/2018, emitida em 17 de setembro de 2018 e com validade de 1460 dias.</i> Portaria de outorga número 55 de 17 de novembro de 2016.</p>
<p>R. Does the facility demonstrate that alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No R1: Please give details: Municipal license of regularization number 32/2018, issued on September 17th, 2018 and valid for 1460 days. Grant ordinance number 55 of November 17, 2016. / <i>Licença municipal de regularização número 32/2018, emitida em 17 de setembro de 2018 e com validade de 1460 dias.</i> Portaria de outorga número 55 de 17 de novembro de 2016.</p>
<p>S: Is There any evidence of illegal appropriation of land for facility building or expansion of footprint.</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No S1: Please give details: Municipal license of regularization number 32/2018, issued on September 17th, 2018 and valid for 1460 days.</p>

	Grant ordinance number 55 of November 17, 2016. / Licença municipal de regularização número 32/2018, emitida em 17 de setembro de 2018 e com validade de 1460 dias. Portaria de outorga número 55 de 17 de novembro de 2016.
--	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None observed Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i> Not applicable</p>

Observation:	
<p>Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

1: Freely Chosen Employment
[\(Click here to return to summary of findings\)](#)

ETI

- 1.1 There is no forced, bonded or involuntary prison labour.
- 1.2 Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

Current Systems and Evidence Examined

To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresin conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Dismissal records / Registros de demissão
- Company rules / Regras de empresa
- Worker manual / Manual do funcionário
- Interview / Entrevista

Description of current status:

During the interviews with workers it was evidenced that there is no forced labour. Workers have a very good working environment. / Durante as entrevistas com os funcionários, foi evidenciado que não há trabalho forçado. Os trabalhadores possuem um ambiente de trabalho muito bom.

Workers have been informed they can leave the employment after reasonable notice. / Os trabalhadores tem sido informados que eles podem deixar o emprego após aviso prévio.

There is in the company an electronic time clock in the entrance of the packing. / Existe na empresa um relógio de ponto eletrônico na entrada do packing.

In the hiring process, workers must present their identity document proving their age, only copies are kept in personnel files and the original is returned to workers. / No processo de contratação, os trabalhadores devem apresentar o seu documento de identidade comprovando a sua idade, apenas cópias são mantidas nos arquivos de pessoal e o original é devolvido para os trabalhadores.

The workes don't pay anything for the company to hire them. / Os trabalhadores não pagam nenhuma quantia a empresa para serem contratados.

The company has a policy that prohibits slave work, and it was available for evaluation. / A empresa tem uma política que proíbe o trabalho forçado e estava disponível para avaliação.

<p>A: Is there any evidence of retention of original documents, e.g. passports/ID's</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No A1: If yes, please give details and category of workers affected:</p>
<p>B: Is there any evidence of a loan scheme in operation</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No B1: If yes, please give details and category of worker affected:</p>
<p>C: Is there any evidence of retention of wages /deposits</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>

	C1: If yes, please give details and category of worker affected:
D: Are there any restrictions on workers' freedom to terminate employment?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No D1: Please describe finding: Workers can resign, but when doing so they must comply with a period of notice or pay this notice, this decision is at the discretion of the employee or by agreement with the company. / Os trabalhadores podem pedir demissão, mas ao fazerem devem cumprir um período de aviso prévio ou pagar este aviso, esta decisão fica a critério do funcionário ou mediante acordo com a empresa.
E: If any part of the business is UK based or registered there & has a turnover over £36m, is there a published a 'modern day slavery statement'?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not applicable E1: Please describe finding:
F: Is there evidence of any restrictions on workers' freedoms to leave the site at the end of the work day?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No F1: Please describe finding: There is no armed guard at the property's concierge. All workers reported in an interview that they are free to leave the property when deemed necessary. / Não há guarda armada na portaria da propriedade durante o dia, todos os trabalhadores relataram em entrevista que eles estão livres para deixar a propriedade quando consideraram necessário.
G: Does the site understand the risks of forced / trafficked / bonded labour in its supply chain	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not applicable G1: If yes, please give details and category of workers affected:
H: Is the site taking any steps taking to reduce the risk of forced / trafficked labour?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No H1: Please describe finding: Workers know their rights and the region has an active Labor Ministry. / Os trabalhadores conhecem seus direitos e a região possui um Ministério do trabalho ativo.

Non-compliance:	
<p>1. Description of non-compliance: <input checked="" type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None observed Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: (where relevant please add photo numbers) Not applicable</p>

Observation:	
<p>Description of observation: None observed</p>	<p>Objective evidence observed:</p>

<p>Local law or ETI requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Not applicable</p>
-----------------------------------------------------------------------------------------------------------	-----------------------

<p>Good Examples observed:</p>	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

2: Freedom of Association and Right to Collective Bargaining are Respected

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

- 2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- 2.3 Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

Current Systems and Evidence Examined

To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresin conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Workers' Interviews / Entrevista com trabalhadores
- Interview with the managers /Entrevista com os gestores
- Collective Labour Agreement 2020/2021 / Convenção Coletiva de Trabalho 2020/2021

Description of current status:

Meeting minute of work committee. / Ata da reunião da comissão

The CIPATR workers' commission - Internal Commission for Accident Prevention, was formed some years ago and every 2 years elections are held to vote for new members. / A comissão de trabalhadores CIPATR – Comissão Interna de Prevenção de Acidentes foi formada há alguns anos e a cada 2 anos são realizadas eleições para votação de novos membros.

In the interview, workers confirmed that the members of the workers committee were elected by coworkers. / A entrevista com os trabalhadores confirmou que os membros da comissão de trabalhadores tinham sido eleitos por colegas de trabalho.

There are a few labor unions at the region. / Existem alguns sindicatos na região.

The Ministry of Labor auditors regularly inspect the farm, verifying compliance with mandatory actions / Os auditores do Ministério do Trabalho fazem inspeções regulares à fazenda, verificando o cumprimento das ações obrigatórias.

Workers reported that they have easy access to the management and human resources sector. / Os Trabalhadores informaram que têm acesso fácil à gerência e ao setor de recursos humanos.

A: What form of worker representation/union is there on site?

- Union (Union of rural workers in Rio Bananal, Linhares and Sooretama – ES / Sindicato dos trabalhadores rurais assalariados de Rio Bananal, Linhares e Sooretama - ES)
- Worker Committee

	<input type="checkbox"/> Other (specify) <input type="checkbox"/> None	
B: Is it a legal requirement to have a union?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
C: Is it a legal requirement to have a worker's committee?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
D: Is there any other form of effective worker/management communication channel? (Other than union/worker committee e.g. H&S, sexual harassment)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Describe: There is a suggestion box in the company located in the packing. There is a procedure for complaints or suggestions. / Existe na empresa 1 caixa de sugestões localizada no packing. Existe um procedimento para as reclamações ou sugestões. Is there evidence of free elections? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
E: Does the supplier provide adequate facilities to allow the Union or committee to conduct related business?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Details: Training and meetings are held at the company's support point. / Os treinamentos e reuniões são realizados no ponto de apoio da empresa.	
F: Name of union and union representative, if applicable:	Union of rural workers in Rio Bananal, Linhares and Sooretama – ES / Sindicato dos trabalhadores rurais assalariados de Rio Bananal, Linhares e Sooretama - ES	F1: Is there evidence of free elections? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A
G: If there is no union, is there a parallel means of consultation with workers e.g. worker committees?	There is also Workers committee elected by the co-workers	G1: Is there evidence of free elections? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
H: Are all workers aware of who their representatives are?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
I: Were worker representatives freely elected?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	I1: Date of last election: November 10, 2020 / 10 de Novembro de 2020
J: Do workers know what topics can be raised with their representatives?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
K: Were worker representatives/union representatives interviewed?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If Yes , please state how many: 04	

L: Please describe any evidence that union/worker's committee is effective? <i>Specify date of last meeting; topics covered; how minutes were communicated etc.</i>	Geny Moura Siqueira Arthur dos Santos Nunes Fabricio Machado Fraga Adilson Alves do Nascimento	
M: Are any workers covered by Collective Bargaining Agreement (CBA)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
If Yes , what percentage by trade Union/worker representation	100% workers covered by Union CBA	M2: ____% workers covered by worker rep CBA
M3: If Yes , does the Collective Bargaining Agreement (CBA) include rates of pay?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

Non-compliance:	
1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None observed Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable	Objective evidence observed: <i>(where relevant please add photo numbers)</i> Not applicable

Observation:	
Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable	Objective evidence observed: Not applicable

Good Examples observed:	
Description of Good Example (GE): None observed	Objective evidence observed: Not applicable

3: Working Conditions are Safe and Hygienic

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

- 3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2 Workers shall receive regular and recorded Health & Safety training, and such training shall be repeated for new or reassigned workers.
- 3.3 Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- 3.4 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- 3.5 The company observing the code shall assign responsibility for Health & Safety to a senior management representative.

Current Systems and Evidence Examined

To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresinconjuction withrelevantmanagers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Management Program for Health, Safety and Environment in Rural Labour ("PGSSMATR - Programa de Gestão em Saúde, Segurança e Meio Ambiente no Trabalho Rural)"
- Records of training and certificates / Os registros de treinamento e certificados
- Records of fire combat equipments maintenance / Registros de manutenção de equipamentos de incêndio
- Chemicals list and technical file for each chemical products / Lista de química e ficha técnica para cada produto químico

Description of current status:

Water analysis dated July 29, 2020 by Fullin, Escherichia Coli and total coliforms absent in 100mL and heterotrophic bacteria 300 CFU / mL Est. There is a written communication that identifies Daniel Venturine and Alef Machado as responsible for the care of health problems safety, security and well-being. / *Análise da água com data de 29 de julho de 2020 por Fullin, Escherichia Coli e coliformes totais ausência em 100mL e bactérias heterotróficas 300 UFC / mL Est. Existe uma comunicação escrita que identifica Daniel Venturine e Alef Machado como responsáveis pelos cuidados dos problemas de saúde dos trabalhadores, segurança e bem-estar.*

Drinking water is available for free in all the areas of the company, and test certificates were presented. / *A água potável está disponível gratuitamente em todas as áreas e certificados de teste foram apresentados*

Sufficient clean toilets, separated by sex, were available to workers at all times. / *Banheiros limpos suficientes e separados por sexo, estavam disponíveis em todos os momentos para os trabalhadores*

Ventilation, temperature and illumination were adequate to the production process. / *Ventilação, temperatura e iluminação foram adequados para os processos de produção.*

T The minutes of the meetings show that there are meetings every 2 months between the health and safety commission CIPATR and the management, requests for problems are discussed. / *As atas das*

reuniões mostram que há reuniões a cada 2 meses entre a comissão de saúde e segurança CIPATR e a gerencia, as solicitações para os problemas são discutidas.

Equipment for fire fighting is proper. / Equipamento de combate a incêndio adequado

All the chemical products were correctively identified and stored. / Todos os produtos químicos foram corretamente identificados e armazenados.

Safety files were available. / Fichas de Segurança estavam disponíveis.

The chemical products storage workers confirmed that they were trained on the procedures to handle chemical products and what to do in case of emergency. / Os trabalhadores do depósito de produtos químicos confirmaram que tinham sido treinados sobre os procedimentos de manipulação e como proceder em caso de emergência.

There were proper first aid kits in every area of production and they were well supplied. / Havia kits adequados de primeiros socorros em cada área de produção e eles foram bem abastecido.

There were some rescuers, and during the interview, they confirmed they received proper training. / Havia alguns socorristas e quando uma seleção foi entrevistado, eles confirmaram que tinha sido treinado.

Workers have access to clean facilities. / Os trabalhadores possuem acesso a instalações limpas.

The packing has emergency exits. / O packing possui saídas de emergência.

Emergency evacuation and fire fighting simulation dated February 28, 2020 / Simulado de evacuação de emergência e combate a incêndio com data de 28 de fevereiro de 2020

A: Does the facility have general and occupational Health & Safety policies and procedures that are fit for purpose and are these communicated to workers?

Yes

No

A1: Please give details: There is a program of actions on health and safety "Program for the Prevention of Environmental Risks" (PPRA) in Dec. 2019 by Carlos Helder da Silva Ferraz Reg. 210/94 – Occupational Safety Engineer. The document evaluates all the functions of the packaging and the Rural Work Environment Management and Safety Program (PGSSMATR) in Jun. of 2020, by Marcio Nunes Reg. M.T.E. 000459 - Safety at work Technician. The document evaluates all the functions of the farm.

The document evaluates all functions of the company and the Medical Occupational Health Control Program (PCMSO) in May of 2020 by Helio Salla Batista CRM 4776 - Occupational physician – packaging and Jun. of 2020 by Reinaldo Bezerra Sarmiento CRM 4001 - Occupational physician – field. / Existe um programa de ações de saúde e segurança "Programa de Prevenção de Riscos Ambientais" (PPRA) em dez. 2019 pelo Reg. Carlos Helder da Silva Ferraz. 210/94 - Engenheiro de Segurança do Trabalho. O documento avalia todas as funções das embalagens e do Programa de Gestão e Segurança do Meio Ambiente do Trabalho Rural (PGSSMATR) em junho de 2020, do Reg. Marcio Nunes. M.T.E. 000459 -

	<p>Técnico de Segurança do Trabalho. O documento avalia todas as funções da fazenda.</p> <p>O documento avalia todas as funções da empresa e do Programa de Controle Médico de Saúde Ocupacional (PCMSO) maio de 2020 por Helio Salla Batista CRM 4776 - Médico do trabalho - embalagens e junho de 2020 por Reinaldo Bezerra Sarmento CRM 4001 - Médico ocupacional - campo.</p>
<p>B: Are the policies included in workers' manuals?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>B1: Please give details: All workers are aware of the company's health and safety risk policy and assessment. / Todos os trabalhadores conhecem a política e avaliação de risco de saúde e segurança da empresa.</p>
<p>C: Are there any structural additions without required permits/inspections (e.g. floors added)?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>C1: Please give details: The company has all the necessary licenses. / A empresa possui todas as licenças necessárias.</p>
<p>D: Are visitors to the site informed on H&S and provided with personal protective equipment</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>D1: Please give details: There is a sign at the entrance informing the company's policy for visitors regarding personal hygiene and safety. / Há um placa na entrada informando a política da empresa para os visitantes sobre higiene pessoal e segurança.</p>
<p>E: Is a medical room or medical facility provided for workers?</p> <p>If yes, do the room(s) meet legal requirements and is the size/number of rooms suitable for the number of workers.</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>E1: Please give details: The examinations are carried out at the Lab. Climeb, when there is a need for periodic examinations, admission and dismissal, workers are referred to the labor doctor at Climeb, located in the city of Linhares. / Os exames são feitos no Lab. Climeb, quando há necessidade de realização de exames periódicos, admissional e demissional, os trabalhadores são encaminhados ao médico do trabalho da Climeb, localizada na cidade de Linhares.</p>
<p>F: Is there a doctor or nurse on site or there is easy access to first aider/trained medical aid?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>F1: Please give details: There is a car in the company that is available, when needed the worker is referred to the hospital that is about 3 km away from the farm and packing. If it is a serious accident, the company contacts SAMU-Service Emergency Mobile, telephone number 192. / Tem um carro na empresa que fica à disposição, quando há necessidade o trabalhador é encaminhado ao hospital que está a uns 3 Km de distância do packing. Se for um acidente grave a empresa entra em contato com o SAMU - Serviço de Atendimento Móvel de Urgência, número de telefone 192.</p>
<p>G: Where the facility provides worker transport - is it fit for purpose, safe, maintained and operated by competent persons e.g. buses and other vehicles?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>G1: Please give details: N/A. The company does not provide transportation for workers. All workers go to the company in their own transport. / A empresa não fornece transporte para</p>

	<p>os trabalhadores. Todos os trabalhadores vão para a empresa em transporte próprio.</p>
<p>H: Is secure personal storage space provided for workers in their living space and is fit for purpose?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No H1: Please give details: Workers' personal objects are stored in an appropriate place. / Os objetos pessoais dos trabalhadores são armazenadas em local adequado.</p>
<p>I: Are H&S Risk assessments are conducted (including evaluating the arrangements for workers doing overtime e.g. driving after a long shift) and are there controls to reduce identified risk?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No I1: Please give details: There is a program of actions on health and safety "Program for the Prevention of Environmental Risks" (PPRA) in Dec. 2019 by Carlos Helder da Silva Ferraz Reg. 210/94 – Occupational Safety Engineer. The document evaluates all the functions of the packaging and the Rural Work Environment Management and Safety Program (PGSSMATR) in Jun. of 2020, by Marcio Nunes Reg. M.T.E. 000459 - Safety at work Technician. The document evaluates all the functions of the farm. The document evaluates all functions of the company and the Medical Occupational Health Control Program (PCMSO) in May of 2020 by Helio Salla Batista CRM 4776 - Occupational physician – packaging and Jun. of 2020 by Reinaldo Bezerra Sarmiento CRM 4001 - Occupational physician – field. / Existe um programa de ações de saúde e segurança "Programa de Prevenção de Riscos Ambientais" (PPRA) em dez. 2019 pelo Reg. Carlos Helder da Silva Ferraz. 210/94 - Engenheiro de Segurança do Trabalho. O documento avalia todas as funções das embalagens e do Programa de Gestão e Segurança do Meio Ambiente do Trabalho Rural (PGSSMATR) em junho de 2020, do Reg. Marcio Nunes. M.T.E. 000459 - Técnico de Segurança do Trabalho. O documento avalia todas as funções da fazenda. O documento avalia todas as funções da empresa e do Programa de Controle Médico de Saúde Ocupacional (PCMSO) maio de 2020 por Helio Salla Batista CRM 4776 - Médico do trabalho - embalagens e junho de 2020 por Reinaldo Bezerra Sarmiento CRM 4001 - Médico ocupacional - campo.</p>
<p>J: Is the site meeting its legal obligations on environmental requirements including required permits for use and disposal of natural resources?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No J1: Please give details: There is an environmental conservation plan. / Existe um plano de conservação ambiental.</p>
<p>K: Is the site meeting its customer requirements on environmental standards, including the use of banned chemicals?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No K1: Please give details: The company applies only products homologated in the country of origin, uses AGROFIT updated in Oct. of 2020 and pest monitoring to decide whether or not pesticides are applied in the crop. All applications are registered and the indications of use of the label of each product are respected. / A empresa aplica apenas produtos homologados no país de origem, utiliza o AGROFIT atualizado em outubro de 2020 e o monitoramento de pragas para a tomada de decisão da necessidade ou não de aplicação de defensivos na lavoura. Todas as aplicações são registradas e</p>

	<p>são respeitadas as indicações de uso do rotulo de cada produto.</p>
--	------------------------------------------------------------------------

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: There is no second skin for the pesticide applicator (Fazenda Canto Escuro). / Não tem segunda pele para o aplicador de defensivos (Fazenda Canto Escuro).</p> <p>Local law and/or ETI requirement NR 31</p> <p>Recommended corrective action: Provide second skin for the pesticide applicator (Fazenda Canto Escuro). / Fornecer segunda pele para o aplicador de defensivos (Fazenda Canto Escuro).</p> <p>2. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: There is no escape route sign in the Cold Chamber / Não tem sinalização de Rota de Fuga na Câmara-Fria</p> <p>Local law and/or ETI requirement NR 23</p> <p>Recommended corrective action: Install signs on the Escape Route in the Cold Room / Instalar sinalização de Rota de Fuga na Câmara-Fria</p> <p>3. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: There is no protection for moving parts on the packing conveyor / Não tem proteção das partes móveis das esteiras do Packing;</p> <p>Local law and/or ETI requirement NR 12</p> <p>Recommended corrective action: Install protection of moving parts of the Packing belts / Instalar proteção das partes móveis das esteiras do Packing</p> <p>4. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: There is no enclosure and safety signs on the compressor / Não tem enclausuramento e Sinalização de Segurança do Compressor;</p> <p>Local law and/or ETI requirement NR 13</p> <p>Recommended corrective action:</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i></p> <p>Evidenced on field visit / Evidenciado em visita a campo</p>

<p>Enclose and signal the compressor / Enclausurar e Sinalizar o Compressor</p> <p>5. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: There is no AET - Ergonomic Analysis of Work; / Não tem AET- Análise Ergonômica do Trabalho;</p> <p>Local law and/or ETI requirement NR 17</p> <p>Recommended corrective action: Perform Ergonomic Work Analysis / Realizar Análise Ergonômica do Trabalho</p> <p>6. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: There is no sailor-style ladder (ladder with protection cage) and guardrail in the bathroom water tanks / Não tem guarda corpo e escada tipo marinho nas caixas d` água do banheiro</p> <p>Local law and/or ETI requirement NR 26</p> <p>Recommended corrective action: Install sailor-style ladder (ladder with protection cage) and guardrail in the bathroom water tanks / Instalar guarda corpo e escada tipo marinho nas caixas d` água do banheiro.</p>	
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--

Observation:	
<p>Description of observation: None observed</p> <p>Local law or ETI requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Objective evidence observed:</p> <p>Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

4: Child Labour Shall Not Be Used

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

4.1 There shall be no new recruitment of child labour.

4.2 Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.

4.3 Children and young persons under 18 shall not be employed at night or in hazardous conditions.

4.4 These policies and procedures shall conform to the provisions of the relevant ILO Standards.

Current Systems and Evidence Examined

To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresinconjuction withrelevantmanagers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Interviews / Entrevistas;
- Work Contracts / Contratos de trabalho

Description of current status:

During interviews with employees and through analyzed documents, it was shown that minors are not hired. The workers mentioned during the interviews that, in order to be employed on the farm, the minimum age is necessarily 18 years old. / Durante as entrevistas com os funcionários e através da análise de documentos, foi evidenciado que menores de idade não são contratados. Os trabalhadores mencionados durante entrevistas que, a fim de ser empregado na fazenda, a idade mínima é necessariamente 18 anos.

The company has 4 young apprentices and were hired according to the law. The Apprentice Law, also known as Minor Apprentice, Legal Apprentice or Young Apprentice, is a Brazilian law passed in 2000 and regulated in 2005. It determines that every large or medium-sized company must have 5% to 15% of apprentices among its employees. / A empresa possui 4 jovens aprendizes e foram contratados segundo determina a lei. A Lei do Aprendiz, também conhecida como Menor Aprendiz, Aprendiz Legal ou Jovem Aprendiz, é uma lei do Brasil aprovada em 2000 e regulamentada em 2005. Ela determina que toda empresa de grande ou médio porte deve ter de 5% a 15% de aprendizes entre seus funcionários.

Law 10,097 / 2000 states that medium and large companies must hire young people between the ages of 14 and 24 as apprentices. The employment contract can last up to two years and, during this period, the young person is trained in the training institution and in the company, combining theoretical and practical training. / A Lei 10.097/2000 afirma que empresas de médio e grande porte devem contratar jovens com idade entre 14 e 24 anos como aprendizes. O contrato de trabalho pode durar até dois anos e, durante esse período, o jovem é capacitado na instituição formadora e na empresa, combinando formação teórica e prática.

A: Legal age of employment:	18 years / 18 anos
B: Age of youngest worker found:	17 years / 17 anos
C: Are there children present on the work floor but not working at the time of audit?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

D: % of under 18's at this site (of total workers)	2 %
E: Are workers under 18 subject to hazardous work assignments? (Go to clause 3 – Health and Safety)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No E1: If yes, give details

Non-compliance:	
1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable	Objective evidence observed: <i>(where relevant please add photo numbers)</i> Not applicable

Observation:	
Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable	Objective evidence observed: Not applicable

Good Examples observed:	
Description of Good Example (GE): None observed	Objective evidence observed: Not applicable

5: Living Wages are Paid

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key information\)](#)

ETI

5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

5.2 All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

5.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

Current Systems and Evidence Examined

To complete 'current systems' Auditor examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

- Paycheck / Folha de pagamento
- Interviews / Entrevistas

Description of current status:

The current minimum wage is 1.045.00 reais. Minimum wages in the rural sector is 1.069.00 reais. The company pays 1.069.00 reais. / O salário mínimo atual é de 1.045,00 reais. O salário mínimo no setor rural é de R \$ 1.069,00. A empresa paga R \$ 1.069,00.

The personal sector is well organized, with good joint control of processes that are understood by all employees. / O setor pessoal é bem organizado, com um bom controle conjunto de processos que são compreendidos por todos os funcionários.

All workers have written and understandable information about their employment conditions, with respect to wages, before entering employment, and about the particularities of their wages during the pay period. / Todos os trabalhadores tem informações por escrito e compreensíveis sobre as suas condições de emprego, com respeito aos salários, antes de entrarem no emprego, e sobre as particularidades de seus salários durante o período pagamento.

Benefits like the annual vacation, is given to all the workers. / Benefícios como férias anuais, foi dada a todos os trabalhadores.

All the payments of social security were given to the competent authorities at a proper way. / Todos os pagamentos de seguro social foram transmitidas às autoridades competentes de forma oportuna.

All workers were paid biweekly into a bank account, each worker was given a receipt containing all earnings and discounts. / Todos os trabalhadores foram pagos quinzenalmente em conta bancaria, a cada trabalhador foi dado um recibo onde constam todos os proventos e descontos.

The wages were registered in accord with all the verified documents. / Os salários foram registrados de acordo com documentos verificados.

Salaries are updated once a year, as determined by national legislation. / Os salários são atualizados uma vez ao ano, como determinado pela legislação nacional.

Workers confirmed they receive their payment on time. The paycheck is very detailed and includes all deductions, ordinary and overtime hours, as well as hours worked on holidays and Sundays, which are paid in double. It is not common for workers to work on holidays or Sundays, but the company pays those days as determined by law. / Trabalhadores confirmaram que eles recebem seus pagamentos em dia. A folha de pagamento é muito detalhada e inclui todas as deduções, horas normais e extras, bem como horas trabalhadas nos feriados e Domingos, que são pagas em dobro. Não é comum para os funcionários trabalhar nos feriados ou Domingos, mas a empresa paga estes dias como determinado por lei.

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:

Description of observation:

None observed

Local law or ETI requirement:

Not applicable

Comments:

Not applicable

Objective evidence observed:

Not applicable

Good Examples observed:

Description of Good Example (GE):

None observed

Objective evidence observed:

Not applicable

Summary Information

Criteria	Local Law <i>(Please state legal requirement)</i>	Actual at the Site <i>(Record site results against the law)</i>	Is this part of a Collective Bargaining Agreement?
A: Standard/Contracted work hours: <i>(Maximum legal and actual required working hours excluding overtime, please state if possible per day, week, and month)</i>	Legal maximum: 8 hour/Day 8 horas/dia	A1: 8 hours/day de Monday to Friday and 4 hours/day on Friday /	A2: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

		8 horas / dia de segunda a sexta e 4 horas / dia na sexta	
B: Overtime hours: <i>(Maximum legal and actual overtime hours, please state if possible per day, week, and month)</i>	Legal maximum: 2 hour/day 2 horas/dia	B1: 2 hour/Day 2 horas/dia	B2: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
C: Wage for standard/contracted hours: <i>(Minimum legal and actual minimum wage at site, please state if possible per hr, day, week, and month)</i>	Legal minimum: BRL 1.045.00 / month – Nacional / R \$ 1.045,00 / mês - Nacional	C1: several / diversos	C2: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
D: Overtime wage: <i>(Minimum legal and actual minimum overtime wage at site, please state if possible per hr, day, week, and month)</i>	Legal minimum: 150% Mínimo por lei: 150% and 200% at sundays and holidays / aos domingos e feriados	D1: 150% first 2 hours 200% at sundays and holidays / 150% nas primeiras 2 horas 200% aos domingos e feriados	D2: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Wages analysis: (Click here to return to Key Information)		
A: Were accurate records shown at the first request?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
A1: If No , why not?	NA	
B: Sample Size Checked <i>(State number of worker records checked and from which weeks/months – should be current, peak, and random/low. Please see SMETA Best Practice Guidance and Measurement Criteria)</i>	15	
C: Are there different legal minimum wage grades? If Yes , please specify all.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	C1: If Yes , please give details:
D: If there are different legal minimum grades, are all workers graded and paid correctly?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	D1: If No , please give details:
E: For the lowest paid production workers, are wages paid for standard/contracted hours	<input type="checkbox"/> Below legal min <input checked="" type="checkbox"/> Meet	E1: Lowest actual wages found: <i>Note: full time employees and please state hour / week / month etc.</i>

(excluding overtime) below or above the legal minimum?	<input checked="" type="checkbox"/> Above		
F: Please indicate the breakdown of workforce per earnings:	<p>F1: 0% of workforce earning under minimum wage / 0% da força de trabalho ganhando menos do que um salário mínimo</p> <p>F2: 80% of workforce earning minimum wage / 80% da força de trabalho ganha um salário mínimo</p> <p>F3: 20% of workforce earning above minimum wage / 20% da força de trabalho ganhando acima do salário mínimo</p>		
G: Bonus Scheme found: Please specify details:	<p>Bonus Scheme found:</p> <p>Note: type of employee (e.g. full time, temp, etc.) and please state which units e.g. /hour /week/month etc.</p>		
H: What deductions are required by law e.g. social insurance? Please state all types:	<p>Social Security ("INSS - Instituto Nacional de Seguridade Social")</p> <p>Income Tax ("Imposto de Renda")</p>		
I: Have these deductions been made?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Please list all deductions that have been made.	<p>1. Social Security ("INSS - Instituto Nacional de Seguridade Social")</p> <p>2. Income Tax ("Imposto de Renda")</p> <p>Please describe:</p>
		I2: Please list all deductions that have not been made.	<p>1.</p> <p>2.</p> <p>Please describe:</p>
J: Were appropriate records available to verify hours of work and wages?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
K: Were any inconsistencies found? (if yes describe nature)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<p>K1: Type</p> <input type="checkbox"/> Poor record keeping <input type="checkbox"/> Isolated incident <input type="checkbox"/> Repeated occurrence:	
L: Do records reflect all time worked? (For instance, are workers asked to attend meetings before or after work but not paid for their time)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<p>L1: Please give details: On the farm, employees work from Monday to Saturday. The farm does not operate on Sundays. The packing works from 8 am to 11 am and from 12 pm to 5 pm from Monday to Friday and on Saturday from 7 am to 11 am. The company does not operate on Sundays. / Na fazenda os funcionários trabalham de segunda a sábado. A fazenda não funciona aos domingos. O packing trabalha 8:00 as 11:00 e das 12:00 as 17:00 de segunda feira a sexta e no sábado das 7:00 as 11:00 A empresa não funciona aos domingos.</p>	
M: Is there a defined living wage:	<input type="checkbox"/> Yes <input type="checkbox"/> No <p>M1: Please specify amount/time: N/A</p>		

<p>This is <u>not normally</u> minimum legal wage. If answered yes, please state amount and source of info: Please see SMETA Best Practice Guidance and Measurement Criteria.</p>	
<p>M2: If yes, what was the calculation method used.</p>	<p><input type="checkbox"/> ISEAL/Anker Benchmarks <input type="checkbox"/> Asia Floor Wage <input type="checkbox"/> Figures provided by Unions <input type="checkbox"/> Living Wage Foundation UK <input type="checkbox"/> Fair Wear Wage Ladder <input type="checkbox"/> Fairtrade Foundation Other – please give details:</p>
<p>N: Are there periodic reviews of wages? If Yes give details (include whether there is consideration to basic needs of workers plus discretionary income).</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No N1: Please give details: Anually the minimum wage is revised by the government and the unions. / <i>Anualmente o salário mínimo e revisado pelo governo e pelos sindicatos.</i></p>
<p>O: Are workers paid in a timely manner in line with local law?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>P: Is there evidence that equal rates are being paid for equal work:</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No P1: Please give details: All the rural workers have the same wage. / <i>Todos os trabalhadores rurais recebem o mesmo salário.</i></p>
<p>Q: How are workers paid:</p>	<p><input type="checkbox"/> Cash <input type="checkbox"/> Cheque <input checked="" type="checkbox"/> Bank Transfer <input type="checkbox"/> Other Q1: If other, please explain:</p>

6: Working Hours are not Excessive

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

6.1 Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. Sub-clauses 6.2 to 6.6 are based on international labour standards.

6.2 Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week.

6.3 All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.

6.4 The total hours worked in any 7-day period shall not exceed 60 hours, except where covered by clause 6.5 below.

6.5 Working hours may exceed 60 hours in any 7-day period only in exceptional circumstances where **all** of the following are met:

- this is allowed by national law;
- this is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce;
- appropriate safeguards are taken to protect the workers' health and safety; and
- The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.

6.6 Workers shall be provided with at least one day off in every 7-day period or, where allowed by national law, 2 days off in every 14-day period.

Current Systems and Evidence Examined

To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresin conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Paychecks / Folhas de pagamento
- Working hours / Horário de trabalho

Description of current status:

According to the records and the interviews with the workers, the working hours were 8 hours per day and maximum of 44 hours per week. / De acordo com os registros de tempo e em entrevista com os trabalhadores, o horário de trabalho eram 8 horas por dia e um máximo de 44 horas por semana.

All overtime hours are duly paid, as evidenced during the inspection of paychecks and interviews with workers.

Workers mentioned that the payslips are very clear and detailed. / Todas as horas extras são devidamente pagas, conforme comprovado durante a vistoria de contracheques e entrevistas com os trabalhadores.

Os trabalhadores mencionaram que os recibos de pagamento são muito claros e detalhados.

The company doesn't operate on Sundays. / A empresa não funciona os domingos.

Through interviews with workers, it was found that overtime is voluntary. / *Através de entrevista com os trabalhadores, verificou-se que as horas extras são voluntárias.*

During the inspection of payslips (15) it was evidenced that working hours comply with the requirements of the Code. / *Durante a inspeção dos recibos de vencimento (15) foi constatado que o horário de trabalho está de acordo com os requisitos do Código.*

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:

Description of observation:

None observed

Local law or ETI requirement:

Not applicable

Comments:

Not applicable

Objective evidence observed:

Not applicable

Good Examples observed:

Description of Good Example (GE):

None observed

Objective evidence observed:

Not applicable

Working hours' analysis

Please include time e.g. hour/week/month

[\(Go back to Key information\)](#)

Systems & Processes

A. What timekeeping systems are used: time card etc.

Describe: Time card and electronic point / cartão de ponto e ponto eletrônico

B: Is sample size same as in wages section?

Yes
 No

B1: If no, please give details

<p>C: Are standard/contracted working hours defined in all contracts/employment agreements?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<p>C1: If NO, please give details including % and which type of workers do NOT have standard hours defined in contracts/employment agreements. Please give details:</p>			
<p>D: Are there any other types of contracts/employment agreements used?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<p>D1: If YES, please complete as appropriate:</p>			
		<input type="checkbox"/> 0 hrs	<input type="checkbox"/> Part time	<input type="checkbox"/> Variable hrs	<input type="checkbox"/> Other
		<p>If "Other", Please define:</p>			
<p>E. Do any standard/contracted working hours defined in contracts/employment agreements exceed 48 hours per week?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<p>E1: If yes, please detail hours, %, types of workers affected and frequency Please give details:</p>			
<p>F: Are workers provided with at least 1 day off in every 7-day-period, or 2 in 14-day-period?</p>	<p>F2: Please select all applicable: <input checked="" type="checkbox"/> 1 in 7 days <input checked="" type="checkbox"/> 2 in 14 days <input type="checkbox"/> No If 'No', please explain:</p>	<p>F3: Is this allowed by local law? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>			
	<p>Maximum number of days worked without a day off (in sample):</p>				
	<p>6 days</p>				
<p>Standard/Contracted Hours worked</p>					
<p>G: Were standard working hours over 48 hours per week found?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<p>G1: If yes, % of workers & frequency:</p>			
<p>H: Any local waivers/local law or permissions which allow averaging/annualised hours for this site?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<p>H1: If yes, please give details:</p>			
<p>Overtime Hours worked</p>					
<p>I: Actual overtime hours worked in sample (State per day/week/month)</p>	<p>Highest OT hours: 42.18 hours in the month / 42,18 horas no mês</p>				

<p>J: Combined hours (standard or contracted + overtime hours = total) over 60 found? Please give details:</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>
<p>K: Approximate percentage of total workers on highest overtime hours:</p>	<p>1,2%</p>
<p>L: Is overtime voluntary?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Conflicting Information</p> <p><i>L1: Please detail evidence e.g. Wording of contract/employment agreement/handbook/worker interviews/refusal arrangements:</i></p> <p>The interviews showed that overtime is done voluntarily, but when it occurs, not much overtime is done. The request for the realization of overtime is made verbally to the worker and none of the workers feel obliged to work overtime in the company. / <i>As entrevistas comprovam que as horas extras são feitas voluntariamente, não são feitas muitas horas extras quando estas ocorrem. A solicitação para a realização das horas extras é feita verbalmente ao trabalhador e nenhum trabalhador se sente obrigado a fazer horas extras na empresa.</i></p>
<p>Overtime Premiums</p>	
<p>M: Are the correct legal overtime premiums paid?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A – there is no legal requirement to OT premium</p> <p><i>M1: Please give details of normal day overtime premium as a % of standard wages:</i></p> <p>50% over standard hourly wage on weekdays (150%) and 100% on Sundays and holidays (as determined by collective bargaining agreement) (200%). / <i>50% em relação salário-hora normal em dias de semana (150%) e 100% aos domingos e feriados (conforme determinado pelo acordo coletivo) (200%)</i></p>
<p>N: Is overtime paid at a premium?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><i>N1: If yes, please describe 100% of workers & frequency:</i></p> <p>Overtime is performed throughout the year. / <i>As horas extras são realizadas ao longo do ano.</i></p>
<p>O: If the site pays less than 125% OT premium and this is allowed under local law, are there other considerations? Please complete the boxes where relevant.</p>	<p><input type="checkbox"/> No <input type="checkbox"/> Consolidated pay (May be standard wages above minimum legal wage, with no/low overtime premium) <input type="checkbox"/> Collective Bargaining agreements <input type="checkbox"/> Other</p> <p><i>O1: Please explain any checked boxes above e.g. detail of consolidated pay / CBA or Other</i></p>

<p>P: If more than 60 total hours per week and this is legally allowed, are there other considerations? Please complete the boxes where relevant.</p>	<p><input type="checkbox"/> Overtime is voluntary</p> <p><input type="checkbox"/> Onsite Collective bargaining allows 60+ hours/week</p> <p><input type="checkbox"/> Safeguards are in place to protect worker's health and safety</p> <p><input type="checkbox"/> Site can demonstrate exceptional circumstances</p> <p><input type="checkbox"/> Other reasons (please specify)</p> <hr/> <p>P1: Please explain any checked boxes above e.g. detail of consolidated pay / CBA or other:</p>
<p>Q: Is there evidence that overtime hours are being used for extended periods to make up for labour shortages or increased order volumes?</p>	<p><input type="checkbox"/> Yes</p> <p><input checked="" type="checkbox"/> No</p> <p>Q1: If yes, please give details:</p>
<p>R: If sufficient workers cannot be hired, are new working time arrangements explored to ensure that overtime is the exception rather than the rule.</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>

7: No Discrimination is Practiced
[\(Click here to return to summary of findings\)](#)

ETI

7.1 There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Current Systems and Evidence Examined

To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresinconjuction withrelevantmanagers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Interviews / Entrevistas
- Trainings / Treinamentos
- Paycheck / Folha de pagamento

Description of current status:

W The workers mentioned during the interviews that there is no discrimination in hiring, promoting or training staff. All workers have equal rights. Women can achieve high positions on the farm. / Os trabalhadores mencionaram durante as entrevistas que não há discriminação na contratação, promoção ou treinamento do pessoal. Todos os trabalhadores possuem direitos iguais. As mulheres podem alcançar posições elevadas na fazenda.

There were no differences of wages for workers with the same function. / Não foram encontradas divergências de salários para trabalhadores com a mesma função

Men and women work together without discrimination and do activities compatible with their qualifications. / Homens e mulheres trabalham juntos sem discriminação e realizam atividades compatíveis com suas qualificações.

Workers come to the company looking for work, or are appointed by other employees who already work at the company, are instructed to complete a form and are hired. / Os trabalhadores vem à empresa procurando trabalho, ou são indicados por outros funcionários que já trabalham na empresa, são orientados a preencher uma ficha e são contratados.

A: Gender breakdown of Management + Supervisors (Include as one combined group)	A1: Male / homem: 80% A2: Female / mulher: 20%
B: Number of women who are in skilled or technical roles e.g. where specific qualifications are needed i.e. machine engineer / laboratory analyst:	3
C: Is there any evidence of discrimination based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation?:	<input type="checkbox"/> Hiring <input type="checkbox"/> Compensation <input type="checkbox"/> Access to training <input type="checkbox"/> Promotion <input type="checkbox"/> Termination or retirement <input checked="" type="checkbox"/> No evidence of discrimination found

	C1: Please give details:
--	--------------------------

Professional Development	
<p>A: What type of training and development are available for workers?</p>	<ul style="list-style-type: none"> • Training of Brigadist as NBR 14276 dated Aug. 17 and 18, 2020 by Rogerio de Souza Caldeira. • All workers exposed to risks of accidents and injuries at work were trained on Sep. 14, 2020, by Daiane de Almeida Q. da Silva Reg. MTE-0004375/ES (technician in safety at work). • There are records of a basic training in hygiene, with the participation of management and employees on Aug. 10, 2020, by Jose Eugenio Fontes. • The farm employees were trained in First Aid on Sep. 01, 2020 by Jose Apolonio dos Reis Neto. • All workers who handle pesticides have been trained; the last training session was held by SENAR on Sep.08 to 10, 2020. • Training in the operation and maintenance of agricultural tractors by SENAR from 15 to 19 October 2018. <ul style="list-style-type: none"> • Treinamento do Brigadista conforme NBR 14276 de 17 e 18 de agosto de 2020 por Rogério de Souza Caldeira. • Todos os trabalhadores expostos a riscos de acidentes e lesões no trabalho foram treinados no dia 14 de setembro de 2020, pela Daiane de Almeida Q. da Silva Reg. MTE-0004375 / ES (técnico em segurança do trabalho). • Há registro de um treinamento básico em higiene, com a participação da direção e funcionários, no dia 10/08/2020, por José Eugenio Fontes. • Os funcionários da fazenda foram treinados em Primeiros Socorros no dia 01/09/2020 por José Apolônio dos Reis Neto. • Todos os trabalhadores que manuseiam agrotóxicos foram treinados; o último treinamento foi realizado pelo SENAR nos dias 08 a 10 de setembro de 2020. • Treinamento na operação e manutenção de tratores agrícolas pelo SENAR no período de 15 a 19 de outubro de 2018.

<p>B: Are HR decisions e.g. promotion, training, compensation based on objective, transparent criteria?</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p>If no, please give details:</p>
-------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None observed Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: (where relevant please add photo numbers) Not applicable</p>

Observation:	
<p>Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

8: Regular Employment Is Provided

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

Additional Elements: Responsible Recruitment

8.3 Suppliers have full understanding of the entire recruitment process and assess all labour recruiters and intermediaries against legal and/or ethical requirements.

8.4 There are effective management systems in place to identify and monitor the hiring and management of all migrant workers, contract workers, agency workers, temporary or casual labour The supplier shall implement processes to enable adequate control over agencies with regards the above points and related legislation.

8.5 Employment agencies must only supply workers registered with them.

8.6 Workers pay no recruitment fee at any stage of the recruitment process.

8.7 Worker contracts accurately reflect the agreed payment and terms in the recruitment process and are understood and signed by workers.

Current Systems and Evidence Examined

To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresinconjuction withrelevantmanagers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Worker files: Work contracts and paychecks / Arquivos dos trabalhadores: contratos de trabalho e folhas de pagamento

Description of current status:

All workers are hired directly by the company. During the inspection of worker files, it was evidenced that all legal documents for hiring workers are kept in the files. / Todos os funcionários são contratados diretamente pela companhia. Durante a inspeção dos arquivos dos trabalhadores, ficou evidenciado que todos os documentos legais para contratação dos trabalhadores são armazenados nos arquivos.

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:	
Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable	Objective evidence observed: Not applicable

Good Examples observed:	
Description of Good Example (GE): None observed	Objective evidence observed: Not applicable

Responsible Recruitment

All Workers	
A: Were all workers presented with terms of employment at the time of recruitment, did they understand them and are they same as current conditions?	<input checked="" type="checkbox"/> Terms & Conditions presented <input checked="" type="checkbox"/> Understood by workers <input checked="" type="checkbox"/> Same as actual conditions A1: If any are unchecked, please describe finding and specific category(ies) of workers affected:
B: Did workers' pay any fees, taxes, deposits or bonds for the purpose of recruitment/placement?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No B1: If yes, please describe details and specific category(ies) of workers affected:
C: If yes, check all that apply:	<input type="checkbox"/> Recruitment / hiring fees <input type="checkbox"/> Service fees <input type="checkbox"/> Application costs <input type="checkbox"/> Recommendation fees <input type="checkbox"/> Placement fees <input type="checkbox"/> Administrative, overhead or processing fees <input type="checkbox"/> Skills tests <input type="checkbox"/> Certifications <input type="checkbox"/> Medical screenings <input type="checkbox"/> Passports/ID's <input type="checkbox"/> Work / resident permits <input type="checkbox"/> Birth certificates <input type="checkbox"/> Police clearance fees <input type="checkbox"/> Any transportation and lodging costs after employment offer <input type="checkbox"/> Any transport costs between work place and home <input type="checkbox"/> Any relocation costs after commencement of employment <input type="checkbox"/> New hire training / orientation fees <input type="checkbox"/> Medical exam fees <input type="checkbox"/> Deposit bonds or other deposits <input type="checkbox"/> Any other non-monetary assets <input type="checkbox"/> Other – C1: If other, please give details:

D: If any checked, give details:	
----------------------------------	--

Migrant Workers: NOT APPLICABLE		
<i>The term "migrant worker" refers to a person who is engaged or has been engaged in a remunerated activity in a country of which they are not a national or permanent resident or has purposely migrated on a temporary basis to another in-country region to seek and engage in a remunerated activity</i>		
A: Type of work undertaken by migrant workers:		
B: Please give details about recruitment agencies for migrant workers:	B1: Total number of (in country recruitment agencies) used: B2: Total number of (outside of local country) recruitment agencies used:	
C: Are migrant workers' voluntary deductions (such as for remittances) confirmed in writing by the worker and is evidence of the transaction supplied by the facility to the worker?	<input type="checkbox"/> Yes <input type="checkbox"/> No C1: Please describe finding:	C2: Observations:
D: Are Any migrant workers in skilled, technical, or management roles <i>Migrant Workers (this should include all migrant workers including permanent workers, temporary and/or seasonal workers)</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No D1: If yes, number and example of roles:	

NON-EMPLOYEE WORKERS NOT APPLICABLE

Recruitment Fees:	
A: Are there any fees?	<input type="checkbox"/> Yes <input type="checkbox"/> No
B: If yes, check all that apply:	<input type="checkbox"/> Recruitment / hiring fees <input type="checkbox"/> Service fees <input type="checkbox"/> Application costs <input type="checkbox"/> Recommendation fees <input type="checkbox"/> Placement fees <input type="checkbox"/> Administrative, overhead or processing fees <input type="checkbox"/> Skills tests <input type="checkbox"/> Certifications <input type="checkbox"/> Medical screenings <input type="checkbox"/> Passports/ID's <input type="checkbox"/> Work / resident permits <input type="checkbox"/> Birth certificates <input type="checkbox"/> Police clearance fees <input type="checkbox"/> Any transportation and lodging costs after employment offer <input type="checkbox"/> Any transport costs between work place and home <input type="checkbox"/> Any relocation costs after commencement of employment <input type="checkbox"/> New hire training / orientation fees <input type="checkbox"/> Medical exam fees <input type="checkbox"/> Deposit bonds or other deposits <input type="checkbox"/> Any other non-monetary assets

	<input type="checkbox"/> Other B1– If other, please give details:
C: If any checked, give details:	

Agency Workers (if applicable) NOT APPLICABLE <i>(workers sourced from a local agent who are not directly paid by the site, but paid by the agency, Usually the agencies are paid by the site and the wages of the individual workers are paid by the agency.)</i>	
A: Number of agencies used (average):	A1: Names if available:
B: Were agency workers' age/pay/hours included within the scope of this audit?	<input type="checkbox"/> Yes <input type="checkbox"/> No
C: Were sufficient documents for agency workers available for review?	<input type="checkbox"/> Yes <input type="checkbox"/> No
D: Is there a legal contract / agreement with all agencies?	<input type="checkbox"/> Yes <input type="checkbox"/> No D1: Please give details:
E: Does the site have a system for checking labour standards of agencies? If yes, please give details.	<input type="checkbox"/> Yes <input type="checkbox"/> No E1: Please give details:

Contractors: <i>Note: contractors in this context are generally individuals who supply several workers to a site. Usually the contractors are paid by the site and the wages of the workers are paid by the contractor. Common terms include, gang bosses, labor provider,</i>	
A: Any contractors on site?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No A1: If yes, how many contractors are present, please give details: Five employees were interviewed in the harvest, who are registered with the subcontracted company, responsible for field labor. / <i>Foram entrevistados cinco colaboradores na colheita que são registrados na empresa subcontratada, responsável pela mão de obra do campo.</i>
B: If Yes , how many workers supplied by contractors?	Five employees were interviewed in the harvest, who are registered with the subcontracted company, responsible for field labor. / <i>Foram entrevistados cinco colaboradores na colheita que são registrados na empresa subcontratada responsável pela mão de obra do campo.</i>
C: Do all contractor workers understand their terms of employment?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

	<p>C1: Please describe finding: The seven employees were interviewed, all were satisfied with their working conditions, are aware of their rights and duties. All received training on the company's code of conduct. / Os sete empregados foram entrevistados, todos estavam satisfeitos com suas condições de trabalho, conhecem seus direitos e deveres. Todos receberam treinamento sobre o código de conduta da empresa.</p>
<p>D: If Yes, please give evidence for contractor workers being paid per law:</p>	<p>Workers' paychecks and time sheets were checked; Interfruit monitors all workers' rights of the subcontracted company. The company Intefruit provided training to everyone, as well as PPE. / Foram verificados os contra cheques e as folhas de ponto dos trabalhadores; a empresa Interfruit monitora todos os direitos dos trabalhadores da empresa sub contratada. A empresa Intefruit forneceu treinamento a todos, bem como EPI.</p>

8A: Sub-Contracting and Homeworking
[\(Click here to return to summary of findings\)](#)
[\(Click here to return to Key Information\)](#)

8A.1 There should be no sub-contracting unless previously agreed with the main client.
 8A.2 Systems and processes should be in place to manage sub-contracting, homeworking and external processing.
Note to auditor on homeworking:
 Report on whether it is direct or via agents. How many workers, relationship with site and what control systems are in place.
Note to auditor on subcontracting: auditor should use this section for subcontractors of part made or wholly made finished goods, this section should not be used for raw material manufacturers unless instructed otherwise by customers

Current Systems and Evidence Examined

To complete 'current systems' Auditor examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

- Point Sheet / Folha de ponto
- Paycheck / Contra cheque

Details:

Subcontractor Geraldo Cesar Cava: 923.790.107-66, Córrego Alegre ES. / Empresa subcontratada Geraldo Cesar Cava: 923.790.107-66, Córrego Alegre ES.
 Five workers were interviewed at the harvest. / Foram entrevistados cinco trabalhadores na colheita.

All workers register the electronic point card, receive a paycheck, wages are paid on time. / Todos os trabalhadores registram o ponto eletrônico, recebem contracheque, os salários são pagos em dia.

The voluntary checks carried out by workers dealing with phytosanitary products were carried out. / As verificações voluntárias realizadas pelos funcionários que lidam com produtos fitossanitários foram realizadas.

All workers used PPE at the time of the audit. / Todos trabalhadores usavam EPI no momento da auditoria.

Interfruit conducts training with all field workers. / A interfruit realiza os treinamentos com todos os funcionários de campo.

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:	
Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable	Objective evidence observed: Not applicable

Good Examples observed:	
Description of Good Example (GE): None observed	Objective evidence observed: Not applicable

Summary of sub-contracting – if applicable <input type="checkbox"/> Not Applicable please x	
A: Has the auditor made a simple calculation to compare capacity with workers' work load in order to identify possible unrecorded work or undeclared sub-contracting	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No A1: Please describe: The farm pays the minimum established by law. / <i>A fazenda paga o minimo estabelecido por lei.</i>
B: If sub-contractors are used, is there evidence this has been agreed with the main client?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No B1: If Yes , summarise details:
C: Number of sub-contractors/agents used:	01 subcontracted company / 01 empresa sub contratada
D: Is there a site policy on sub-contracting?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No D1: If Yes , summarise details:
E: What checks are in place to ensure no child labour is being used and work is safe?	All the documents of the workers were presented, there is no child labor. The company team is formed by rural workers. / <i>Foram apresentados todos os documentos dos trabalhadores, não há trabalho infantil. A equipe da empresa é formada por trabalhadores rurais</i>

Summary of homeworking – if applicable <input checked="" type="checkbox"/> Not Applicable please x			
A: If homeworking is being used, is there evidence this has been agreed with the main client?	<input type="checkbox"/> Yes <input type="checkbox"/> No A1: If Yes , summarise details:		
B: Number of homeworkers	B1: Male:	B2: Female:	Total:

<p>C: Are homeworkers employed direct or through agents?</p>	<p><input type="checkbox"/> Directly <input type="checkbox"/> Through Agents</p>	<p>C1: If through agents, number of agents:</p>
<p>D: Is there a site policy on homeworking?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>E: How does the site ensure worker hours and pay meet local laws for homeworkers?</p>		
<p>F: What processes are carried out by homeworkers?</p>		
<p>G: Do any contracts exist for homeworkers?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No G1: Please give details:</p>	
<p>H: Are full records of homeworkers available at the site?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	

9: No Harsh or Inhumane Treatment is Allowed

[\(Click here to return to summary of findings\)](#)

ETI

9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Additional elements:

9.2 companies should provide access to a confidential grievance mechanism for all workers

<p>A: Are there published, anonymous and/or open channels available for reporting any violations of Labour standards and H&S or any other grievances to a 3rd party?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No A1: Please give details: Meetings are held every month between management and workers. / São realizadas Reuniões a cada mês entre a gerencia e os trabalhadores. There is 1 suggestion box located in the field. / Existe na empresa 1 caixa de sugestões localizada campo.</p>
<p>B: If Yes, are workers aware of these channels and have access? Please give details.</p>	<p>In an interview it was verified that workers are aware of the suggestion boxes and how to proceed to make their complaints and complaints and that everything that is reported will be confidential. / Em entrevista foi verificado que os trabalhadores têm conhecimento das caixas de sugestões e como proceder para fazer suas queixas e reclamações, e que tudo que for relatado será confidencial.</p>
<p>C: If yes, what type of mechanism is used e.g. hotline, whistle blowing mechanism, comment box etc. Please give details.</p>	<p>Suggestion Box / Caixa de sugestões</p>
<p>D: Which of the following groups is there a grievance mechanism in place for?</p>	<p><input checked="" type="checkbox"/> Workers <input type="checkbox"/> Communities <input type="checkbox"/> Suppliers <input type="checkbox"/> Other D1: Please give details: The procedure of complaints is known only by workers. / O procedimento de reclamações é de conhecimento apenas dos funcionários.</p>
<p>E: Are there any open disputes?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No E1: If yes, please give details</p>
<p>F: Does the site encourage its business partners (e.g. suppliers) to provide individuals and communities with access to effective grievance mechanisms (e.g. helplines or whistle blowing mechanism)</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No F1: If no, please give details</p>
<p>G: Is there a published and transparent disciplinary procedure?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No G1: If no, please explain</p>
<p>H: If yes, are workers aware of these the disciplinary procedure?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>

	H1: If no, please give details
I: Does the disciplinary procedure allow for deductions from wages (fines) for disciplinary purposes (see wages section)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No I1: If yes, please give details

Current Systems and Evidence Examined <i>To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresinconjunction withrelevantmanagers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.</i>	
Current systems: <ul style="list-style-type: none"> Code of conduct of the Company / Código De Conduta Da Empresa; Interviews / Entrevistas Description of current status: Workers mentioned that the treatment from some superiors and managers is very respectful. Many of the workers mentioned being very satisfied with their work. / Os trabalhadores mencionaram que o tratamento de alguns superiores e gerentes é muito respeitoso. Muitos dos trabalhadores referiram estar muito satisfeitos com o seu trabalho.	

Non-compliance:	
1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None observed Local law and/or ETI requirement Not applicable Recommended corrective action: Not applicable	Objective evidence observed: (where relevant please add photo numbers) Not applicable

Observation:	
Description of observation: None observed Local law or ETI requirement: Not applicable Comments: Not applicable	Objective evidence observed: Not applicable

Good Examples observed:	
Description of Good Example (GE): None observed	Objective evidence observed: Not applicable

10. Other Issue areas: 10A: Entitlement to Work and Immigration

[\(Click here to return to NC-table\)](#)

Additional Elements

10A.1 Only workers with a legal right to work shall be employed or used by the supplier.

10A.2 All workers, including employment agency staff, must be validated by the supplier for their legal right to work by reviewing original documentation.

Current Systems and Evidence Examined

To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresin conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

- Work Contract / Contrato de Trabalho

Description of current status:

The company only hires workers with all legal rights to work. / A empresa contrata somente trabalhadores com todos os direitos legais para trabalhar.

All workers are hired directly by the company. / Todos os trabalhadores são contratados diretamente pela a empresa.

There are no foreign workers in the company. / Não há trabalhadores estrangeiros na empresa.

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:

Description of observation:

None observed

Local law or ETI requirement:

Not applicable

Comments:

Not applicable

Objective evidence observed:

Not applicable

Good Examples observed:	
Description of Good Example (GE): None observed	Objective evidence observed: Not applicable

10. Other issue areas 10B2: Environment 2–Pillar

[\(Click here to return to summary of findings\)](#)

To be completed for a 2–Pillar SMETA Audit, and remove the following page which is 10B4 environment 4 pillar

10B2.1 Suppliers must comply with the requirements of local and international laws and regulations including having necessary permits.

10B2.2 The supplier should be aware of and comply with their end clients' environmental requirements. Note for auditors and readers, this is not a full environmental assessment but a check on basic systems and management approach.

Current Systems and Evidence Examined

To complete 'current systems' Auditorsexaminepoliciesandwrittenproceduresin conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Documents checked & comments:

- Environmental Conservation Policy / Política de Conservação do meio ambiente
- Environmental licenses / Licenças ambientais

Description of current status:

During the inspection of the documentation it became evident that the company has a commitment to comply with the legal norms regarding environmental protection. Legal requirements and procedures are well documented and implemented in the company. / Durante a inspeção da documentação evidenciou-se que a empresa tem um compromisso de cumprimento das normas legais em matéria de proteção do ambiente. Requisitos e procedimentos legais estão bem documentados e implementados na empresa.

Legal concessions for the use of irrigation water were presented to the auditor. / Concessões legais para o uso de água para irrigação foram apresentados à auditora.

Proof of return of empty pesticide packaging delivered to Assoagre dated September 18, 2020. / Comprovante de devolução de embalagens vazias de agrotóxicos, entregues a Assoagre com data de 18 de setembro de 2020.

Control of delivery of waste, paper, cardboard, metal, wood and others. / Controle de entrega de resíduos, papel, papelão, metal, madeira e outros.

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:

<p>Description of observation: None observed</p> <p>Local law or ETI requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Objective evidence observed:</p> <p>Not applicable</p>
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------

Good Examples observed:	
<p>Description of Good Example (GE): None observed</p>	<p>Objective evidence observed: Not applicable</p>

Other findings

Other Findings Outside the Scope of the Code
None

Community Benefits <i>(Please list below any specific community benefits that the site management stated that they were involved in, for example, HIV programme, education, sports facilities)</i>
None



For more information visit: Sedexglobal.com

Your feedback on your experience of the SMETA audit you have observed is extremely valuable. It will help to make improvements to future versions.

You can leave feedback by following the appropriate link to our questionnaire:

[Click here for Buyer \(A\) & Buyer/Supplier \(A/B\) members:](#)

http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3Inq5lw_3d_3d

[Click here for Supplier \(B\) members:](#)

http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRgIY_2brg_3d_3d

[Click here for Auditors:](#)

<https://www.surveymonkey.co.uk/r/BRTVCKP>