



PROOF OF ASSESSMENT GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE (GRASP)

Assessment No. 213321-2017-GLOBALGAP-NOR- DNV	Date of Assessment 2022-12-13	Date of Upload 2023-01-31	Valid until 2023-12-12
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Registration No.: DNV CERT10292013GGNORACCREDIA GGN Number: 4052852550901

Issued to
Lerøy Aurora AS
Kystens Hus, Stortorget 1, 9001 Tromsø, **Norway**

GLOBALG.A.P.

OPT 1-Individual Producer
According to GRASP General Regulations V1.3-1-i July 2020

The Annex contains details of the GRASP results (GRASP Check List)
DNV Business Assurance Italy S.r.l. declares that the producer mentioned on this proof has been assessed according to the
GLOBALG.A.P. Risk Assessment on Social Practice V1.3-1-i July 2020

Assessment Number	Product handling	Remote assessment
00116-CTVXC-0003	Yes	N/A

Overall compliance level: Fully compliant

Assessment result in detail:
Control Point 1: Fully compliant
Control Point 2: Fully compliant
Control Point 3: Fully compliant
Control Point 4: Fully compliant

Place and date:
Vimercate (MB), 2023-01-31



For the issuing office:
DNV - Business Assurance
Via Energy Park, 14 - 20871 Vimercate (MB) - Italy

Sabrina Bianchini
Management Representative



GGN: 4052852550901

Registration number of producer/
producer group (from CB): DNV
CERT10292013GGNORACCREDIA

GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE (GRASP)

PROOF OF ASSESSMENT

According to

GRASP General Rules V1.3-1-i July 2020

Option 1

Issued to

Producer Lerøy Aurora AS

Kystens Hus, Stortorget 1, 9001 TROMSØ, Norway



The Annex contains details of the GRASP results.

The Certification Body DNV Business Assurance Italy Srl declares that the producer group mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice Version 1.3-1-i July 2020.

GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE (GRASP) - PROOF OF ASSESSMENT

Product Handling	Remote Assessment	Employee Interview
Yes	N/A	Yes

Overall assessment result: Fully compliant

GGN: 4052852550901

Assessment result in detail:

Control Point 1	Fully compliant
Control Point 2	Fully compliant
Control Point 3	Fully compliant
Control Point 4	Fully compliant
Control Point 5	Fully compliant
Control Point 6	Fully compliant
Control Point 7	Fully compliant
Control Point 8	Fully compliant
Control Point 9	Not applicable
Control Point 10	Fully compliant
Control Point 11	Fully compliant

Date of Assessment: 13-12-2022

Date of Upload: 31-01-2023

Validity: 13-12-2022 - 12-12-2023 (depending on GLOBALG.A.P. certificate validity)

The actual status of this proof is always displayed at: <https://database.globalgap.org>

GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE

GRASP Checklist - Version 1.3-1-i

Checklist Producer Group (Option 2)

Valid from: July 2020

Mandatory from: October 2020



1. CERTIFICATE HOLDER REGISTRATION DATA																																							
Producer Group GGN/GLN:*	4052852550901			Registration N°:																																			
Company name:*	Lerøy Aurora AS			Address:*	Kystens Hus, Stortorget 1, 9001 Tromsø, Norway																																		
Telephone:*	4777609300																																						
Email:	post@leroyaurora.no			Fax:																																			
Assessment date:*	13/12/2022			Contact person:*	Gudrun Gunnarsdottir																																		
Previous assessment date(s):	10/12/2021																																						
Does the producer group have any other external audits or certification covering social practices? If yes, which?																																							
Standard 1: ASC Salmon Standard Valid to:	Standard 2: IKEA IWAY Valid to:			Standard 3: Valid to:	Standard 4: Valid to:																																		
Has the Certification Body detected any significant breach of legal requirements concerning labor conditions?																																							
					<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO																															
Has the Certification Body reported this finding to the local/national responsible and competent authority?																																							
					<input type="checkbox"/>	YES	<input type="checkbox"/>	NO																															
Comments:																																							
Company description: Lerøy Aurora AS is fish farming company. The company has 26 licenses for production of salmon in Troms and Finnmark. The company has one smolt site in Finnmark and one Slaughterhouse / Processinghouse Skjervøy. Headoffice in Tromsø. Harvest facility is GlobalG.A.P. certified under the company certificate and is also BRC and ASC CoC certified. Most sites are also ASC Salmon certified.																																							
<table border="1"> <thead> <tr> <th></th> <th>YEAR</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Total number of producer group members participating in GRASP:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total number of externally assessed GRASP producer group members:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>									YEAR							Total number of producer group members participating in GRASP:								Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:								Total number of externally assessed GRASP producer group members:							
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Total number of externally assessed GRASP producer group members:																																							
* Mandatory field																																							

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:									
4052852550901									

Are produce handling (PH) facilities included in the GRASP assessment?				<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Is produce handling sub-contracted?		<input type="checkbox"/> YES		<input checked="" type="checkbox"/> NO	
Does the produce handling facility(ies) have any social standards implemented?		<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	If yes, which?	IWAY(IKEA Code of Conduct)
		If yes:	Name of the PH company:		Lerøy Aurora Skjervøy AS
			GGN/GLN of the PH company (if applicable):		4052852550901

Name and location of the assessed PH Facilities:			
PH Facility 1	Lerøy Aurora AS. Prosessanlegget. Strandveien 4. 9180 Skjervøy.	PH Facility 4	
PH Facility 2		PH Facility 5	
PH Facility 3		PH Facility 6	

Does the company subcontract any other activities?		<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
If yes, which one?		Are the subcontracted activities included in the GRASP assessment?	
<input checked="" type="checkbox"/>	Pest and rodent control	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
<input type="checkbox"/>	Crop protection	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
<input type="checkbox"/>	Harvest	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
<input checked="" type="checkbox"/>	Others (please specify): Wellboat, vaccination, divers, cleaning company.	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	NA. Production all 12 months of the year.						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	Norsk, Rumensk, Thai, Filippinsk, Somalsk, Eritreisk, Ukrainsk, Finsk, Polsk, Indonesisk, Russisk, Syrisk, Albansk, Islandsk, Bulgarsk, Svensk, Tyrkisk, Portugisisk, Engelsk (Storbritannia)									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	203	22	0	0	0	0	0	0	0	225
in product handling facility(ies)	150	48	0	0	0	0	0	0	0	198
Total	353	70	0	0	0	0	0	0	0	423

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :						
Present at the opening meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Present at the assessment?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the closing meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO

OVERALL ASSESSMENT RESULT: *(Calculated automatically based on the results per sub-controlpoint)*

Fully compliant

Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO		
Name of certification body:	DNV GL	Duration of the assessment:	8 hours (includes headoffice - PMUs - PHU)	
Name of assessor:	Kim-Andre Karlsen			
Name of company management:	Gudrun Gunnarsdottir			

¹ Only mention the names if the persons have agreed to release their personal data to be uploaded with the checklist to the GLOBALG.A.P. Database.

GRASP CHECKLIST

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
EMPLOYEES' REPRESENTATIVE(S)						
1	<p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. This employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and management occur at accurate frequency. The dialogue <u>taking place in such meetings is duly documented</u>. If a producer group member has less than 5 employees, it is allowed to have an employees' representative at the level of the producer group.</p>					
1.1	The election/nomination procedure has been defined and communicated to all employees.	  	1	0	0	
1.2	Documentation shows that the election and the counting of votes were carried out fairly and openly. In case of representative(s) not elected but nominated, there is a document justifying why elections could not take place.	 	1	0	0	
1.3	The results of the election (name of employees' representative(s) or in case of council composition of the council) were communicated to all employees.	 	1	0	0	
1.4	The election/nomination has taken place in the ongoing year or production period. The representation is current (all elected/nominated person(s) according to the list still working for the company).		1	0	0	
1.5	The employees' representative(s) is/are recognized by the management and a job description clearly defines his/her/their role and rights. The employees' representative(s) is/are aware of his/her/their role and rights (in case of an employees' council, all members are interviewed).	 	1	0	0	
1.6	There is documentary evidence of regular meetings at accurate frequency between the employees' representative(s) and the management, where GRASP related issues are addressed.		1	0	0	
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
<p>Evidence/Remarks: Lerøy Aurora AS has several employee's representatives both Union Representatives (UR) and Safety Representatives (SR). Guidelines and legislation for election etc. for UR and SR are available in electronic Personal handbook on intranet QMS. Worker representative (UR) is employee# 116110 was elected 28.02.20 as worker representative for PMU. Safety Representatives (SR) is employee# 5810 elected april 2021. Worker representativ #100112 elected 25.04.22 for PHU processing. Ohter T.U/E.Rs in region are employee# 121511,#18117(Finnmark) and #8(Laksefjord) and #151511 role for trainees. Lerøy Aurora AS has several meetingpoints between management and the employee's representatives. They have a common AMU (Working Enviromental Committee) which meets 4 times a year. Last AMU meeting PMU/PHU dated 14.09.22. The SR and UR are recognized and respected by the management - verified during interviews with employees representatives</p>						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
COMPLAINT PROCEDURE					
2	CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion? CC: A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. <u>The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions.</u> Complaints, suggestions and their follow-up from the last 24 months are documented.				
2.1	A documented complaint and suggestion procedure is available, appropriate to the size of the company.		1	0	0
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	1	0	0
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	1	0	0
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		1	0	0
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	1	0	0
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		1	0	0
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: They have several documents and routines related to this issue; e.g. procedyre for notification in case of not acceptable behaviour or breach of legal issues, poster on the wall with the same purpose; procedure to prevent and eliminate conflicts, etical directive and procedure for anti-discrimination. The procedure for handling conflicts states that the employee's representant are involved, and the timelimit for reply on complaints are max 14 days. Complaints from employees can be done anonymously through system delivered from E&Y. All employees must sign on the etical directive (verified during audit on sites). LSG Ethical guidlince for company and Lerøy Aurora Personel handbok. LSG QMS procedure id 5174 "complaint and notification". Seen exampel of last case where the procedures is used: complaint filled 06.09.21, management follow up and handling started 06.09.21, survey and analysis of the problem done i periode 06.09.21 - 23.09.21. Report with conclusion dated 23.09.21.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
SELF-DECLARATION ON GOOD SOCIAL PRACTICES					
3	<p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		1	0	0
3.2	The declaration has been signed by the management and by the employees' representative(s).		1	0	0
3.3	The declaration is actively communicated to the employees (e.g. displayed on the production site/in the handling unit/management office or attached to the working contract, information at meetings etc.).	  	1	0	0
3.4	The management, the responsible person for the implementation of GRASP and the employees' representative(s) know the content of the declaration and confirm that it is put into practice.	  	1	0	0
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		1	0	0
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	1	0	0
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: The declaration (etical directive) and LSG Ethical Guidline version 4 updated 22.04 2022. Lerøy Aurora Personal Handbok on Intranet. Declaration is complete and contains a referance to relvant national labour regulations (AML) and the ILO core labour conventions. Verified and it contains information according to GRASP requirement.</p> <p>The declaration is complete and contains a referance to relvant national labour regulations (AML) and the ILO core labour conventions.</p> <p>All employees must sign on the etical directive (verified during audit on sites and in employee contracts).</p> <p>The declaration is actively communicated to the employees - verified during interviews</p>					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
ACCESS TO NATIONAL LABOUR REGULATIONS						
4	CP: Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations? CC: The person responsible for implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national labor regulations, such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines.					
4.1	The RGSP provides the employees' representative(s) with the valid labor regulations (e.g. the GRASP National Interpretation Guidelines).	  	1	0	0	
4.2	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.	  	1	0	0	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	1	0	0	
4.4	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.	  	1	0	0	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	1	0	0	
4.6	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.	  	1	0	0	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	1	0	0	
COMPLIANCE LEVEL CONTROL POINT 4: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: Information on labor regulations are available from the QMS system and personal handbook on Internet and also from the different labor organizations. Interview of the representatives and employees confirmed proper knowledge. The employees has access to computers where links to quality system, personal handbook and relevant legislations are easy available						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING CONTRACTS					
5	<p>CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer?</p> <p>CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees <u>their legal status and working permit</u>. The contract does not show contradiction to the self-declaration on good social practices. Records of the employees must be accessible for at least 24 months.</p>				
5.1	Random checks show availability of written contracts for all employees signed by both parties.	 	1	0	0
5.2	There is evidence that the employees have the correct contract according to national legislation and/or collective bargaining agreements (as stipulated in the applicable GRASP National Interpretation Guideline).		1	0	0
5.3	The working contracts include at least basic information on the employee's name, date of birth and nationality according to the applicable GRASP National Interpretation Guideline.		1	0	0
5.4	The working contracts or attachments to the contracts include basic information on the contract period (e.g. permanent, period or day laborer etc.), the wage, working hours, breaks, and a basic job description.		1	0	0
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		1	0	0
5.6	If non-national employees are working for the company, records indicate their legal status for being employed by the company. A respective working permit is available.		1	0	0
5.7	Records of the employees must be accessible for at least 24 months.		1	0	0
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: Verified working contract both in the head office and during interview at the factory and fish farming sites. All contracts were signed by both parties and contained information related to both GRASP and legal requirement. Seen contract for PMU employees #21512, dt.06.10.2016 - #6146, dt.28.06.2022 - #3640, dt.29.05.2017 - #51804, dt.01.05.2015 - #711813, dt.01.09.2022 - PMU Farming, signed by both manager and employee. Seen contract for PHU employees #11117, dt.04.05.2020 - #344105, dt.08.01.2020 - #606105, dt.06.06.2016 - #569105, dt.04.04.2017 - #100112, dt.08.09.2009 - PHU, signed by both manager and employee. Working contracts include all applicable information and are in accordance with national labour legislation. Basic job descriptions are attached to the contracts. All contracts are stored for several years (> 24 months). Agency employees contracts checked by HR manager to be according to tariff-agreement and national labour legislation.</p>					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
PAYSLIPS					
6	CP: Is there documented evidence indicating regular payment of salaries corresponding to the contract clause? CC: The employer shows adequate documentation of the regular salary transfer (e.g. employee's signature on pay slip, bank transfer). Employees sign or receive copies of pay slips/pay register that make the payment transparent and comprehensible for them. Regular payment of the employees during the last 24 months is documented.				
6.1	Documented evidence that the payment is made in defined intervals (e.g. pay slips or pay registers) is available for the employees (random checks).	 	1	0	0
6.2	Pay slips or pay registers indicate that payments are made in accordance with the working contracts (e.g. employee's signature on pay slips, bank transfer etc.).	 	1	0	0
6.3	The records of payments are kept for at least 24 months.		1	0	0
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
<p>Evidence/Remarks Verified pay slips both in the head office and during interview at the factory and fish farming sites. Salaries are paid in the end of the month (20th) with bank transfer. Payslips are sent online and are protected with a password for all workers within Lerøy Aurora.</p> <p>Seen payslips for PMU employees #21512 - #6146 - #3640 - #51804, #711813, Department Lerøy Aurora PMU Farming.</p> <p>Seen payslips for PHU employees #11117- #344105 - #606105 - #569105 - #100112. Department Lerøy Aurora Skjervøy PHU Processing.</p> <p>Payslips verified and in accordance with contract. Interview with employees representatives indicate no problems with payment /payslips.</p> <p>Records in Capitech and Visma.</p> <p>Records are kept for more than 24 months.</p>					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
WAGES						
7	CP: Do pay slips/pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements? CC: Wages and overtime payment documented on the pay slips/pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain <u>at least the legal minimum wage (on average)</u> within regular working hours.					
7.1	Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).	 	1	0	0	
7.2	Wages and overtime payments as shown in the records are according to the contracts and indicate compliance with national labor regulations (minimum wages), and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline.		1	0	0	
7.3	Independently from the calculation unit, pay slips/pay registers document that employees gain in average at least the legal minimum wage within regular working times (especially check when piece-rate is implemented). If there are deductions from salaries and employees are being paid below minimum wage, the deductions must be justified in writing.	 	1	0	0	
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: Verification of pay slips confirmed that the routines were satisfactory and according to legal requirements. Payments according to tariff agreement and working contracts. Overtime work payed premium rate. Payment well above minimum wage calculations for living costs. Seen payslips for PMU employees #21512 - #6146 - #3640 - #51804, #711813, Department Lerøy Aurora PMU Farming. Seen payslips for PHU employees #11117- #344105 - #606105 - #569105 - #100112. Department Lerøy Aurora Skjervøy PHU Processing. Records in Visma payroll system.						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
NON-EMPLOYMENT OF MINORS						
8	CP: Do records indicate that no minors are employed at the company? CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education.					
8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.		1	0	0	
8.2	If children – as core family members – are working at the company, they are not engaged in work that is dangerous to their health and safety (according to the applicable IFA All Farm Base Module), that jeopardizes their development or prevents them from finishing their compulsory school education.	     	0	0	1	
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
<p>Evidence/Remarks: Seen list of all employees in HR system Evolution for both PHU Processing and PMU Farming with no minors employed. No core family members employed, nor living at sites</p> <p>Verified written instructions on how to manage situations where they have young workers (not minors) typically as part of school education program. These were according to legislation; e.g. not work with dangerous equipment etc.</p> <p>Requirements related to young workers Leroy Aurora presented in personal handbook. Ethical guidelines has amendmend with policy for employees under 18 in appendix 3.</p> <p>Procedure ID QMS 0003094 "Work performed by young workers " if this situation should occurre (15-18 years age).</p>						
Corrective Actions:						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
ACCESS TO COMPULSORY SCHOOL EDUCATION					
9	CP: Do the children of employees living on the company's production/handling sites have access to compulsory school education? CC: There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.				
9.1	There is a list of all children in the age of compulsory schooling age living on the company's production/handling sites, with sufficient indications on name, name of parents, date of birth, school attendance, etc. Children of management may be excluded.	 	0	0	1
9.2	There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to GRASP National Interpretation Guideline).	    	0	0	1
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	1
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable		
Evidence/Remarks: No such issues relevant. No children living on the sites, offices or PHU.					
Corrective Actions:					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
TIME RECORDING SYSTEM						
10	CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees? CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by <u>the employees and accessible for the employees' representative(s)</u> .					
10.1	A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.).	  	1	0	0	
10.2	The records indicate the regular working time for employees on a daily basis.		1	0	0	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		1	0	0	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		1	0	0	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	1	0	0	
10.6	Access to these records is provided to the employees' representative(s).	  	1	0	0	
10.7	The records are kept for at least 24 months.		1	0	0	
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
<p>Evidence/Remarks: PMU and PHU are using Capitec Time; an electronic system for recording working time. Changes and historical data are traceable. Overtime is recorded in this system and the records are available for both the Site Managers (approves), the employee and the employee's representant. Mobile APP can be used for registration of hours. Access to records of working time are granted to workers representatives on request. Records are kept for more than 24 months. Seen payslips and time records for PMU employees #21512 - #6146 - #3640 - #51804, #711813, Department Lerøy Aurora PMU Farming. Seen payslips and time records for PHU employees #11117- #344105 - #606105 - #569105 - #100112. Department Lerøy Aurora Skjervøy PHU Processing. Verified during interviews with employees representatives. Time records from Capitech system.</p> <p>Corrective Actions:</p>						

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
WORKING HOURS & BREAKS						
11	CP: Do working hours and breaks documented in the time records comply with applicable legislation and/or collective bargaining agreements? CC: Documented working hours, breaks and rest days are in line with applicable legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours. During peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.					
11.1	Information on valid labor regulation and/or collective bargaining agreements regarding working hours and breaks is available (e.g. in the GRASP National Interpretation Guideline).	  	1	0	0	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		1	0	0	
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		1	0	0	
11.4	If not regulated more strictly by applicable legislation, regular weekly working time does not exceed 48 hours. During peak season (harvest), weekly working time does not exceed 60 hours.	   	1	0	0	
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		1	0	0	
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: Working hours and overtime is recorded in Capitec, and monitored by regional management. Verified that due to their system of 7 days work and 7 days free time; the average working time during normal week is 35,5 hours. Working hours during peak season does normally not exceed overtime limits defined in national legislation and tariff agreements. Last tariff agreement 01.05.2022. Lerøy Aurora and Fellesforbundet local salary agreement for PMU 2022 dt.05.09.22. Lerøy Aurora and NN local salary agreement for PHU 2022 dt.08.08.22. Lerøy Aurora have agreement dt.09.05.22 with tradeunion and employee representatives related to extended overtime in accordance with norwegian labour legislation.						
Corrective Actions:						

ONLY APPLICABLE FOR PRODUCER GROUPS

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
INTEGRATION INTO QMS					
QMS	<p>CP: Does the assessment of the Quality Management System (QMS) of the producer group show evidence of the correct implementation of GRASP for all participating producer group members?</p> <p>CC: The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented and internally assessed. Non-compliances are identified and corrective actions are taken to enable compliance of all participating producer group members.</p>				
QMS1	The implementation of GRASP is included in the Quality Management System of the producer group, based on the respective part of the GLOBALG.A.P. General Regulations for Producer Group Certification.	 	X		
QMS2	There is a system in place to regularly inform and train key staff on GRASP related issues.	 	X		
QMS3	All steps taken in the frame of the QMS to implement GRASP among all participating producer group members are documented.	 	X		
QMS4	There is evidence that the producer group fosters compliance of all participating producer group members with the GRASP requirements and assesses the progresses and problems complying with GRASP every year.	 	X		
QMS5	A register is maintained of all GLOBALG.A.P. producers implementing GRASP. It contains for every producer group member the internal assessment date as well as the compliance level reached, all non-compliances detected in internal and external assessments and corrective actions given to non-compliances.	 	X		
QMS6	There is a procedure to implement corrective actions from previous internal assessments.	 	X		
QMS7	The internal producer group inspector is qualified according to the GRASP General Rules.	 	X		
COMPLIANCE LEVEL CONTROL POINT QMS: <i>(Calculated automatically based on the results per sub-controlpoint)</i>		<input checked="" type="checkbox"/> Fully compliant.	<input type="checkbox"/> Not compliant.		
<p>Evidence/Remarks: QMS1 Common QMS (in QMS) for all sites. Includes procedures, records, NC system, etc. QMS2 Seen meeting appointments for HR regarding GRASP in QMS. QMS3 Common QMS (in EQS) for all sites. QMS4 Common QMS (in EQS) for all sites. QMS5 Seen register with all sites and example of NC recording. GRASP assessment dt.25.11.2022 in QMS and sharepoint. QMS6 QMS procedurs ID 0148; "Prosedyre for avviksbehandling og korrigerende tiltak" and LSG QMS procedure ID 5174 "complaint and notification" describing how complaints and suggestions for improvement are handled. QMS7 Inspectors is qualified.</p>					
Corrective Actions:					

RECOMMENDATIONS FOR GOOD PRACTICE

N°	CONTROL POINT & COMPLIANCE CRITERIA
ADDITIONAL SOCIAL BENEFITS	
R1	What other forms of social benefit does the company offer to employees, their families and/or the community? Please specify (incentives for good and safe working performance, bonus payment, support of professional development, social benefits, child care, improvement of social surroundings etc.).
Evidence/Remarks: Bonus system, cost for excercises paid by the company, discount for buying salmon, subsidized lunch, support to local sports clubs, local organizations and festivals. Education program for workers. Social gatherings several times a year for workers paid by company.	