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INDUSTRY CHALLENGES
Workers’ well-being in primary production is under scrutiny

- Social and economic issues connected with food and floriculture production such as workers’ health, safety, and welfare, labor exploitation, and human rights are increasingly in the spotlight from media, consumers, and civil society.

- Diligence laws, such as the UK’s Modern Slavery Act, Germany’s Supply Chain Act, and the “Devoir de Vigilance” in France seek to address and prevent human rights abuses in the labor market.

- Research conducted by Oxfam and other stakeholders from civil society places added pressure on supply chains.
INDUSTRY CHALLENGES
Workers’ well-being in primary production is under scrutiny

• Supply chain risk is a major concern for brand owners, retailers and suppliers.

• Stakeholders are looking for cost-effective tools to manage social risks at farm level, including undocumented workers, exploitation, and child labor.

• Voluntary social standards represent a practical resource for producers and lead to trusted certification that facilitates transparency for buyers.

• The increasing range of farm assurance standards that producers are expected to implement results in audit fatigue. The supply chain requires tools that complement rather than compete with existing certification.
THE GLOBALG.A.P. SOLUTION
A GLOBALG.A.P. Risk Assessment on Social Practice (GRASP)

• A **farm-level social/labor management tool** to be used in combination with Integrated Farm Assurance (IFA) for global supply chains

• Applicable to all **production** under IFA

• An **affordable, practical system** for all types of IFA certified farms – including smallholders and family farms – to demonstrate that they are meeting requirements for workers’ well-being
Producers can **assess, improve, and demonstrate** their responsible social practices through a simple but robust evaluation checklist.

- Evaluation is complemented by **national interpretation guidelines** of local legislation to help assessors and producers to understand local compliance systems.

- Covers the main topics of the UN Guiding Principles on Business and Human Rights and the **International Labour Organization (ILO)**’s core labor conventions.
Supports the **UN Global Compact Food and Agribusiness Principles**
Principles 3-6 under labor

Contributes to the **UN Sustainable Development Goals**, including:
- Goal #3: Good health and well-being
- Goal #8: Decent work and economic growth
- Goal #17: Partnerships for the goals

The social assessment tool of choice for over 100,000 producers around the world
<table>
<thead>
<tr>
<th>Year</th>
<th>Number of GRASP Assessed Producers</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>276</td>
</tr>
<tr>
<td>2012</td>
<td>674</td>
</tr>
<tr>
<td>2013</td>
<td>2,684</td>
</tr>
<tr>
<td>2014</td>
<td>8,843</td>
</tr>
<tr>
<td>2015</td>
<td>13,604</td>
</tr>
<tr>
<td>2016</td>
<td>29,454</td>
</tr>
<tr>
<td>2017</td>
<td>62,232</td>
</tr>
<tr>
<td>2018</td>
<td>85,491</td>
</tr>
<tr>
<td>2019</td>
<td>96,272</td>
</tr>
<tr>
<td>2020</td>
<td>103,304</td>
</tr>
<tr>
<td>2021</td>
<td>113,929</td>
</tr>
</tbody>
</table>

Last updated: December 2021
THE GLOBALG.A.P. SOLUTION
GRASP year-over-year growth

Number of workers covered under GRASP
Jan 2014–Jan 2022

*2021 saw restrictions on and shortages of migrant workers, which are reflected in GRASP
GRASP V2 CONTENT
GLOBALG.A.P. standards and add-ons are developed by the industry, for the industry.

To develop GRASP v2, the GRASP Technical Committee reviewed the latest checklist and general rules to adapt GRASP to the social/labor challenges faced by the agricultural sector.

The new draft of GRASP v2 went through two rounds of public consultation in 2021, in which anyone could submit feedback on the proposed changes.

We received over 600 comments on the GRASP v2 documents.

The checklist was approved by the GLOBALG.A.P. Advisory Board in October 2021 and released in September 2022.
HOW IT WORKS
Building on GLOBALG.A.P.'s Integrated Farm Assurance (IFA) standard

IFA v6 for fruit and vegetables:
190 principles and criteria

- Food safety: 43 (44 in GFS edition)
- Production processes: 33
- Legal, management, and traceability: 23
- Workers' health, safety, and welfare: 22
- Environmental sustainability: 69

The IFA standard already contains criteria on workers' health, safety, and welfare.

The GRASP add-on builds on these with 64 principles and criteria in four key topics:

- Workers' Voice
- Human and Labor Rights Information
- Human and Labor Rights Indicators
- Child and Young Workers Protection
HOW IT WORKS
Four key topics, 13 +1 subtopics

WORKERS’ VOICE
• Right of association and representation
• Worker representation
• Complaint process

HUMAN AND LABOR RIGHTS INFORMATION
• Producer’s human rights policies
• Access to labor regulation information
• Disciplinary procedures

HUMAN AND LABOR RIGHTS INDICATORS
• Terms of employment documents
• Payments
• Wages
• Time recording system and working hours
• Forced labor indicators

CHILD AND YOUNG WORKERS PROTECTION
• Working age, child labor, and young workers
• Compulsory school age and school access

+ quality management system check if quality management system in place
Compliant =
→ 100% of Major Must principles and criteria
→ A minimum of 70% of the Minor Must principles and criteria in the initial assessment and compliance with a minimum of 75% of Minor Must principles and criteria in subsequent assessments.
### Checklists Example: Principles and Criteria

<table>
<thead>
<tr>
<th>No.</th>
<th>Principle</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>ACCESS TO LABOR REGULATION INFORMATION</td>
</tr>
</tbody>
</table>

#### 5.1 The workers and the worker representation are provided with easy-to-understand and up-to-date information on minimum wage, working hours, breaks, freedom of association, holidays, labor unions, and local labor authorities contacts.

The information shall also be available to all subcontracted labor. The term 'easy-to-understand' shall require that accessibility and instruction to access is provided if needed. E.g., if access is provided electronically, a device such as a computer shall be always connected and available, and workers shall have received instructions on how to operate the device. If written information such as NIGs or pictogram information is displayed, the information shall be available in the predominant language(s) of the workforce.

The term 'up-to-date' shall require that information is from the latest valid and applicable regulation on the topics of the criteria.

Evidence: The assessor shall use worker interviews, where possible, to check how the information was provided. If no interviews are possible, the assessor shall check compliance with this P&C through document review and interviews with the worker representation. The assessor shall be provided with the relevant documents or pictograms and check that they are always accessible to workers and subcontracted labor (e.g., information is displayed in common resting areas of workers).

<table>
<thead>
<tr>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Major Must</td>
</tr>
</tbody>
</table>
### WHAT’S NEW IN GRASP V2?
Changes to checklist contents

<table>
<thead>
<tr>
<th>Topics</th>
<th>Additions and changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Right of association and representation</td>
<td>A new principle and criteria and specific wording on expectations and duties. Adamant that the expectations and duties are clearly stated.</td>
</tr>
<tr>
<td>Worker representation</td>
<td>Expanded forms of representation. Extended to subcontracted labor.</td>
</tr>
<tr>
<td>Complaint process</td>
<td>Include rules regarding accessibility/confidentiality for all workers, such as being easy-to-understand, used by all workers, free from retaliation, and worker representation has been instructed how to use the process. Subcontracted labor has access to complaint process.</td>
</tr>
<tr>
<td>Producer’s human rights policy</td>
<td>Summary of policies on human rights, discrimination, forced labor, corporal punishment, and debt bondage. Link to complaint procedure.</td>
</tr>
<tr>
<td>Access to labor regulation information</td>
<td>Extended information for subcontracted labor and very short-term contracts.</td>
</tr>
<tr>
<td>Disciplinary procedures</td>
<td>New principle and criteria with specific wording on expectations and duties: Workers are informed about the written terms of the disciplinary procedures, records of disciplinary actions are kept for 24 months, subcontracted labor is included.</td>
</tr>
</tbody>
</table>
## What's New in GRASP V2?

### Changes to Checklist Contents

<table>
<thead>
<tr>
<th>Topics</th>
<th>Additions and changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Terms of employment documents and forced labor indicators</td>
<td>Evidence that all workers have entered work freely and voluntarily. Employment terms and conditions are accessible for all workers. All documents comply with national legislation and collective bargaining agreements. Duty includes checks for forced labor and debt bondage indicators. Subcontracted labor is included in these terms</td>
</tr>
<tr>
<td>Payments</td>
<td>Includes need for clear, accessible information for workers (easy-to-understand).</td>
</tr>
<tr>
<td>Wages</td>
<td>Includes report on forced labor indicators, covers employment agency and subcontracted labor.</td>
</tr>
<tr>
<td>Time recording system and working hours</td>
<td>Appropriate to the type of contract. Recognized hours accumulation per week, overtime voluntary. Includes duty to monitor workers’ health. Includes subcontracted employment.</td>
</tr>
<tr>
<td>No employment of minors</td>
<td>Includes requirement for a remediation plan in case minors are found working, training for workers, and regulations for young workers.</td>
</tr>
<tr>
<td>Young workers</td>
<td>Specific wording on working conditions and monitoring of hours. Cross-check with school attendance when of compulsory school age.</td>
</tr>
<tr>
<td>Access to compulsory school education</td>
<td>Includes principles and criteria for young workers of compulsory school age.</td>
</tr>
</tbody>
</table>
The worker representation shall
• Not be influenced by the management
• Provide information on the complaint process to all workers, meet with workers, and share information from management

Different forms of representation possible
• A person or group of persons
• A representative of a collective labor organization legally active at the farm
• Any other form that provides opportunity to the workers to raise their voice
• Self-representation before management
Producer’s human rights policy

• Commitment of the producer to comply with the ILO conventions and the UN Guiding Principles on Business and Human Rights against forced labor, harassment, discrimination, etc.

Access to labor regulation information

• Empowering workers by ensuring access to labor law information

• Differences between local legislation and GRASP principles and criteria: Producer shall apply the higher level of protection to workers
**GRASP**

Assessment contents

**Payments**
- Records of payment information are accessible to workers
- Payments are made in accordance with the signed documents

**Wages**
- Pay slips show the amount of working time and overtime paid
- At least national minimum/collective bargain wages are paid
- Special attention paid to deductions for loans or debts to avoid debt bondage situations
Evaluation of a system that is implemented

- To provide protective measures for workers
- To avoid unpaid and/or excessive overtime
- To ensure that total working time in peak seasons is documented and the health of workers is monitored if working hours exceed 60* hours per week (*if local legislation permits)
- To ensure breaks comply with national regulations
Working age, child labor, and young workers

- Protect children from work that
  - Harms the child’s well-being
  - Hinders their education, development, and future livelihood.
- Legal minimum age of employment is respected
- No worker under the age of 18 is engaged in hazardous work

Compulsory school age/school access

- Access to school education for children living on the farm premises
- Records of children living on the farm are kept
HOW IT WORKS

Verification methods

- Record verification
- Site inspection
- Questions to the company manager
- Questions to the worker representation
- Questions to the workers
Evidence methods are determined by the **country risk classification** in order to balance **efficiency and flexibility** for buyers with **low costs** for producers (Similar to social standards such as SA 8000 and amfori BSCI)

The GRASP country risk classification uses the **Worldwide Governance Indicators** (WGI) issued by the World Bank

The list of countries assigned to the three categories is **updated yearly**, following the revision periods of the indicators issued by the World Bank
**HOW IT WORKS**

Country risk concept explained

<table>
<thead>
<tr>
<th>WGI rating</th>
<th>Country risk classification</th>
<th>GRASP assessment methodology</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 to 49</td>
<td>High-risk countries</td>
<td>Requires the presence of workers at the farms. Individual and group interviews are cross-checked with a 50% interview sampling of documents.</td>
</tr>
<tr>
<td>50 to 79</td>
<td>Medium-risk countries</td>
<td>Requires the presence of workers at the farms. Group interviews with workers are cross-checked with at least a 50% interview sampling of documents.</td>
</tr>
<tr>
<td>80 to 100</td>
<td>Low-risk countries</td>
<td>Requires the presence of workers at farms only if interviews are requested by the buyer and/or the producer. Required sampling of documents: 50% of the reported workers.</td>
</tr>
</tbody>
</table>

See the [GLOBALG.A.P. website](https://globalgap.org) for a full overview of the country risk classifications
Harmonizing good social practice worldwide

- Legal requirements differ from country to country (e.g., minimum wage, working hours etc.).

- Where the national requirements are stricter, local legislation overrides GRASP. Where there is no legislation (or legislation is not so strict), GRASP provides the minimum compliance criteria for a good social management system. There are no exemptions from GRASP principles and criteria.

- To make these requirements transparent to producers, auditors and assessors, local multi-stakeholder groups develop GRASP national interpretation guidelines (GRASP NIG).

- GRASP can be assessed in any country – even where no GRASP NIG exists.
Who can implement the GRASP add-on?

- Producers with IFA certification (or certification to a benchmarked scheme/checklist) who have achieved full compliance in the workers’ well-being section
- All IFA Options eligible (1–4)
- Farms around the world: GRASP is available in any country where a GLOBALG.A.P. approved certification body (CB) is authorized to conduct an assessment

Which versions of IFA can be combined?

- IFA v6 is combined with GRASP v2
- IFA v5 (v5.2, v5.4-1-GFS) is combined with GRASP v1.3-1-i
THE BENEFITS OF GRASP
For producers

• Improve social risk management on the farm
• Reduce costs with a comprehensive and affordable assessment
• Enjoy recognition from global markets
• Address on-farm realities with a practical assessment also suited to smallholder farms
• Combine GRASP with your IFA audit (or benchmarked scheme/checklist audit) to reduce the audit burden
THE BENEFITS OF GRASP
For the supply chain

- Helps identify **social risks** and the necessary corrective actions in supply chains
- **Improves transparency** and risk monitoring in the supply chain
- Covers the **whole production process** under GLOBALG.A.P. IFA certification
- **Applies globally** to all GLOBALG.A.P. scopes
- **Eases the audit burden** for suppliers while upholding corporate social responsibility pledges
COSTS AND LICENSE FEES
GRASP add-on

The add-on contains three cost elements*
*Note: Each farm is unique, and the final costs depend on a combination of factors (size, location, existing policies and processes, etc.)

1. **Implementation costs**: Incurred by the producer to prepare for the CB audit

2. **CB service fees**: Determined by the CB to cover expenditures, but is combined with the IFA audit

3. **System participation fee**: See the table below for v2 fees

<table>
<thead>
<tr>
<th>Standard</th>
<th>Unit</th>
<th>Base fee (€)</th>
<th>Units to which only the base fee applies</th>
<th>Units to which unit fee 1 applies</th>
<th>Unit fee 1 (€/Unit)</th>
<th>Units to which unit fee 2 applies</th>
<th>Unit fee 2 (€/Unit)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRASP v2</td>
<td>Workers</td>
<td>25.00</td>
<td>≤ 25 workers</td>
<td>&gt; 25 - ≤ 1,000 workers</td>
<td>1.00</td>
<td>&gt; 1,000 workers</td>
<td>0.10</td>
</tr>
</tbody>
</table>
**FIVE STEPS TO GRASP**

1. **Download the documents from the GLOBALG.A.P. website**
   GRASP rules, the GRASP checklist, and other supporting documents

2. **Implement the checklist requirements and perform a self-assessment**
   Registered Trainers can provide assistance during audit preparations

3. **Contact your CB and request an assessment**
   The GRASP assessment will take place together with your IFA audit

4. **CB performs on-site assessment and uploads results to Audit Online Hub**
   All non-compliances must be closed within 28 days and verified by the CB

5. **Receive a letter of conformance**
   Assessment status is visible in the GLOBALG.A.P. IT systems
THE GLOBALG.A.P. SYSTEM

Targeted add-ons upgrade a producer's assurance level.

Add-ons can only be used in combination with a GLOBALG.A.P. standard or a benchmarked scheme/checklist.

GRASP
Part of a portfolio of solutions

- Variety of add-ons:
  - BioDiversity
  - GRASP
  - FSMA PSR

- Additional standards:
  - PRODUCE HANDLING ASSURANCE
  - CHAIN OF CUSTODY

Farm level + Supply chain
TRANSPARENCY
Results of the GRASP add-on

- Producers/Producer groups receive a **letter of conformance**
- Assessment status visible in the **GLOBALG.A.P. IT systems**

<table>
<thead>
<tr>
<th>Certification Body / Producer Group</th>
<th>Name1</th>
<th>Name2</th>
<th>Scheme</th>
<th>Assessment (PDF)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Assessment status**

**Assessment expiration date**

Further information shared according to data access rights
The first program of its kind in food certification, active since 2008
• Designed to ensure consistent implementation of the standards globally
• Promotes trust and transparency throughout the GLOBALG.A.P. system

THE GLOBALG.A.P. INTEGRITY PROGRAM
Building confidence and trust in GLOBALG.A.P. products
Registered Trainers are:

- Farming experts
- Trained by GLOBALG.A.P.
- Authorized to provide trainings on GLOBALG.A.P. standards and add-ons
- Able to support you on your journey to achieving GLOBALG.A.P. certification

Find Registered Trainers using our “Find a Registered Trainer” tool. You can recognize them by their green seal.
INDUSTRY COLLABORATION

GLOBALG.A.P. is working on collaborations with:

- SIZA
- amfori (BSCI)
- SEDEX
- SIFAV
- Red Tractor
- ics

Avoiding audit fatigue
Reducing costs for farm
Championing alignment efforts
Leveraging data
### GLOBALG.A.P. AT A GLANCE

- **530+ voluntary members** form the GLOBALG.A.P. Community
- **206,000+ certified producers** in **130+ countries**
- **GLOBALG.A.P. Academy** training for **2000+ participants** on **5 continents** in **15+ languages**
- A pioneering **integrity system** with independent assessments to monitor the performance of our certification bodies
- **A consumer label** making certified, responsible farming visible
- **GLOBALG.A.P. governed by an elected Advisory Board**
  - 50% **GLOBALG.A.P.**
  - 50% **Advisory Board**
- **3 main products** with **40+ standards and programs**
- An extensive **worldwide network** of consultants to help producers with their certification process
- **2,000+ inspectors and auditors** working for **170+ approved certification bodies**
- An online **consumer portal** for transparent farm verification and information with **600+ farm profiles**
- **1,000+ international experts** active in Technical Committees, National Technical Working Groups and Focus Groups
- **700+ products** available for certification
- A harmonization program to benchmark schemes and checklists around the world
- **A secure online certification database** to check producers and validate certificates
- **Impact Driven Approach** to sustainability
FUTURE AND UPCOMING DEVELOPMENTS
GRASP TRANSITION TIMELINES

December 2020
- Publication of GRASP v1.3-1-i
- Revision of GRASP for GRASP v2

October 2021
- Advisory Board adopts GRASP v2
- CB training for GRASP v2
- GRASP v1.3-1-i assessments take place
- GRASP v1.3-1-i assessment outcome status is valid

26 April 2022
- Publication of GRASP v2 (English*)

1 January 2024
- GRASP v2 and IFA v6 become obligatory
- Update GRASP NIGs

January 2025
- 100% of GRASP assessments are v2
- GRASP v2 assessments take place

*Translations into Spanish, Italian, and German have been confirmed.
Training material, self-guided courses, and face-to-face training will be offered.

**Producer learning opportunities:** Visit the GLOBALG.A.P. Academy or contact a Registered Trainer.

CB training: All auditors wishing to carry out GRASP v2 assessments must undergo in-house CB training and pass the online exam. CB training will take place in spring/summer 2022. Auditors for GRASP assessments must comply with all the auditor requirements for IFA and be a registered IFA auditor. You can find the auditor requirements in the GLOBALG.A.P. general regulations.