GRASP ADD-ON
GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE
Committed to Workers’ Health, Safety and Welfare

www.globalgap.org/grasp
A positive working environment has a significant impact on both product quality and the production facilities’ cost efficiency. The value and benefits of well-trained, motivated, and protected workers can be seen all along the supply chain.

Corporate social responsibility is an increasingly important issue in global food supply chains. More and more, stakeholders need to demonstrate that their agricultural products are produced in line with internationally agreed labor requirements as well as relevant legislation.

That is why our members developed GRASP, a GLOBALG.A.P.+ add-on. GRASP stands for GLOBALG.A.P. Risk Assessment on Social Practice:
• It defines the minimum requirements for a good social management system in primary production.
• It helps producers establish good social practices on their farms.
• It offers buyers added assurance.
• It helps protect one of the farm’s most important resources: its people.
Migros wants to ensure that all farms producing fruits and vegetables for its retail business are complying with the principle of decent working conditions. However, labor laws are often not fully complied with in the agricultural sector due to a range of reasons. To ensure the maintenance of compliance with national labor laws and the ILO core labor standards in agriculture, Migros relies on the implementation of the GLOBALG.A.P. GRASP add-on in selected countries and regions, for example in Almería (Spain). GRASP offers producers a practical checklist for implementing decent working conditions.

Migros also has access to assessment reports via the GLOBALG.A.P. Database and can check its farms’ compliance levels.”

André Radlinsky, Social Standards Specialist, Migros

**THE GRASP ADD-ON**

GRASP is a voluntary add-on designed to assess social practices on the farm – globally and for every scope. The add-on consists of 11 standardized requirements and one additional requirement for the producer groups’ quality management systems. GRASP is designed to complement your GLOBALG.A.P. certification with social aspects by addressing specific items of workers’ health, safety, and welfare.

The GRASP voluntary measures can be assessed together with the GLOBALG.A.P. inspection or audit. A GRASP trained GLOBALG.A.P. inspector or auditor conducts the GRASP assessment of your production facilities. The assessment results are then uploaded to the GLOBALG.A.P. Database. These results show your level of compliance and are then visible to industry supply chain partners and buyers who have been granted access.

The GRASP assessment is valid for one year and assessments are conducted annually. You can find detailed information in the GRASP documents available for download on our website.
MORE THAN 200 ORGANIZATIONS FROM 20 COUNTRIES HAVE PARTICIPATED IN THE DEVELOPMENT OF THE GRASP ADD-ON.

GRASP covers every employee on the farm: permanent employees, seasonal workers, piece-rate workers, and day laborers.

GRASP focuses on national legislation and the International Labour Organization’s core labor conventions:
- Worker representation
- Complaint handling procedure

GRASP CONTROL POINTS & COMPLIANCE CRITERIA

- Self-declaration on human rights
- Access to national labor regulations
- Contracts compliant with national laws
- Fair and regular wages
- No child labor
- Schooling for all children living on the farm
- Regulated working hours
- Self-organization and collective bargaining
- No discrimination

FAQs are available to help producers properly implement the GRASP requirements and prepare for the GRASP assessment. You can find the FAQs at www.globalgap.org/grasp
10 REASONS WHY GRASP IS THE RIGHT GLOBALG.A.P.+ ADD-ON FOR YOU!

1. It helps you improve your farm’s social management system.
2. It provides you with information to strengthen your workers’ rights.
3. It guides you to comply with local social and labor regulations through national interpretation guidelines.
4. It supports the creation of communication channels between management and workers.
5. It provides information on the core ILO conventions so that management and workers can work towards a positive working environment.
6. It encourages you to study your risk exposure and helps you innovate in high risk areas.
7. It allows for business transparency showing your strengths and weaknesses in relation to social practices.
8. Through communication and transparency, it helps raise your standing among suppliers and buyers.
9. It provides information to reduce your risk for social legal non-compliances.
10. It can be done at the same time as the GLOBALG.A.P. inspection or audit – so inspection or auditing costs will be reduced!

“GRASP gives us the opportunity to be transparent to our customers and provide more information about the effort that we make concerning our workers’ safety and wellbeing. It gives us a good overview about where we can improve our social risk management. Through GRASP we can demonstrate that we are acting sustainably, with the right balance of people, planet, and profit.”

Jacco Vooijs, Chairman Glastuinbouw Westland
Legal requirements regarding the control points differ from country to country (e.g. minimum wage, age of legal employment, working hours, etc.). Where the requirements are stricter, local legislation overwrites GRASP. Where there is no legislation (or legislation is not so strict), GRASP provides the minimum compliance criteria for a good social management system.

To make these requirements transparent to producers, auditors, and inspectors, local multi-stakeholder groups develop GRASP National Interpretation Guidelines.

Please contact the GLOBALG.A.P. Secretariat if you are interested in a GRASP assessment and there is no Interpretation Guideline for your country available yet.

More than 88,000 producers are GRASP assessed in 87 countries.

47 National Interpretation Guidelines have been developed worldwide.

*Updated June 2019*
3 STEPS TO YOUR GRASP ASSESSMENT

Any GLOBALG.A.P. certified producer may apply for a GRASP assessment.

**STEP 1**
Download the GRASP Checklist and read the FAQs at www.globalgap.org/grasp and use them to prepare for your assessment.

**STEP 2**
Contact a GLOBALG.A.P.-approved certification body to conduct the assessment.

**STEP 3**
Once the assessment is completed, the results are valid for 1 year and are uploaded to the GLOBALG.A.P. Database.

You can find a list of certification bodies with GLOBALG.A.P. approved GRASP auditors/inspectors at www.globalgap.org

HOW TO BECOME A GRASP AUDITOR

The GRASP assessment can be conducted by GLOBALG.A.P.-approved auditors who have successfully:

**STEP 1**
Completed the GRASP online training.

**STEP 2**
Been trained by their GRASP In-house trainer.

**STEP 3**
If there is no GRASP National Interpretation Guideline for the country of the producer, you can apply for GRASP assessments by fulfilling additional requirements. To do this, contact the GLOBALG.A.P. Secretariat.

You can find the dates for the next training workshops at www.globalgap.org

MORE INFO ON GRASP

All the GRASP tools are available for download from the GLOBALG.A.P. website. These are:

- GRASP Module
- GRASP Checklist
- GRASP National Interpretation Guideline

Learn more by reading the FAQs at www.globalgap.org/grasp

You’re a supply chain partner and want to have access to the GRASP results of your supplying producers?

Send an email to our customer support: customer_support@globalgap.org
GLOBALG.A.P. PRODUCTS - BUILT ON A SOLID FOUNDATION

GLOBALG.A.P. Certification is the product of a transparent and independent standard development system that relies on the intensive consultation, contribution and collaboration of our Technical Committees, Focus Groups, members, National Technical Working Groups, certification bodies and the industry.

THE FIRST STEP TOWARD SAFE AND SUSTAINABLE AGRICULTURE

localg.a.p. is the stepping stone toward GLOBALG.A.P. Certification. It offers emerging producers entry-level recognition where GLOBALG.A.P. Certification or the required end goal as set by the localg.a.p. program owner is not immediately possible. By providing an achievable level of assurance and reliability, localg.a.p. helps producers gain access to new local and regional markets.

THE INTERNATIONAL STANDARD FOR SAFE AND SUSTAINABLE AGRICULTURE

GLOBALG.A.P. is the internationally recognized standard for farm production. By complying with a single harmonized global standard for safe and sustainable food production, producers can show their commitment to Good Agricultural Practices.

CUSTOMIZED SOLUTIONS FOR SAFE AND SUSTAINABLE AGRICULTURE

GLOBALG.A.P.+ add-on is the innovative solution for all your specific certification needs. Enhance your GLOBALG.A.P. Standard with customized add-ons that raise your status as a producer and offer buyers specific assurances tailored to their interests and preferences.
GLOBALG.A.P. AT A GLANCE
THE MOST WIDELY ACCEPTED GOOD AGRICULTURAL PRACTICES CERTIFICATION WORLDWIDE

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<tr>
<th>430+ voluntary members</th>
<th>3 main products with 40+ standards and programs</th>
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<tr>
<td>form the GLOBALG.A.P. Community</td>
<td>An extensive worldwide network of consultants to help producers with their certification process</td>
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<td>207,000+ certified producers* in 130+ countries</td>
<td>GLOBALG.A.P. governed by an elected Board</td>
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<td>Capacity building for thousands of people on 5 continents and in 10 languages</td>
<td>2,000+ inspectors and auditors working for 145+ approved certification bodies</td>
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<td>A pioneering integrity system with independent assessments to monitor the performance of our certification bodies</td>
<td>An online consumer portal for transparent farm verification and information</td>
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<td>A consumer label for seafood based on the GLOBALG.A.P. Aquaculture Standard</td>
<td>A secure online certification database to check producers and validate certificates</td>
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<tr>
<td>600+ products available for certification</td>
<td>A consumer label for plants based on the GLOBALG.A.P. Flowers &amp; Ornamentals Standard</td>
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<td>1,000+ international experts active in Technical Committees, National Technical Working Groups and Focus Groups</td>
<td>A harmonization program to benchmark schemes and checklists around the world</td>
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<td>GRASP</td>
<td>GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE</td>
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FIND OUT HOW GLOBALG.A.P. CAN ADD VALUE TO YOUR BUSINESS AT www.globalgap.org
*The term ‘certified products’ refers to those products originating from a GLOBALG.A.P. certified production process.

Since 2015 GLOBALG.A.P. has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption.