



# Sedex Members Ethical Trade Audit Report

**Version 6.1**



Audit Details				
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC402802141	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS402802636	
Business name (Company name):	Van Lipzig Tuinderijen			
Site name:	Van Lipzig Tuinderijen			
Site address:	Nieuw erf 3 Horst 5961MZ NL	Country:	NL	
Site contact and job title:	Mrs. Karin Hermans / Personnel, Organization and Finance			
Site phone:	0621253358	Site e-mail:	karin@vanlipzigtuinderijen.nl	
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input type="checkbox"/> Environment 4-pillar	<input type="checkbox"/> Business Ethics
Date of Audit:	2024-06-24			

Audit Company Name:
SGS CBE Belgium

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 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 (March 2019) 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.

Auditor Team			
Lead Auditor:	Sabine Julsing	APSCA Number:	21702311
Additional Auditors:			
Date of declaration:	2024-06-24		

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.

Site Representation	
Full Name:	Mrs. Karin Hermans
Title:	Personnel, Organization and Finance
Date of declaration:	2024-06-24
<b>Comments:</b> <i>Any exceptions to this must be recorded here (e.g. different sample size): Sampled wage records from the past 5 months were provided for review (5 months only since the operation for digital thermometer just started last Sep 2020). The audit took 2.0 man-days (9AM-6PM per day). Audit time was extended until 8PM due to the extent of documentation; this was agreed upon with the factory representatives</i>	
No comments	

## Summary of Findings

Issue <small>(please click on the issue title to go direct to the appropriate audit results by clause)</small>	Area of Non-Conformity		Number of issues			Findings
	ETI	Local Law	NC	Obs	GE	
<u>0A - Universal rights covering UNGP</u>	0.A.1 0.A.2 0.A.3 0.A.4 0.A.5 0.A.6		0	6	0	Obs - ZAF600456867 Obs - ZAF600456868 Obs - ZAF600456869 Obs - ZAF600456870 Obs - ZAF600456871 Obs - ZAF600456872
<u>0B - Management systems and code implementation</u>			0	0	0	
<u>1 - Freely chosen employment</u>			0	0	0	
<u>2 - Freedom of association and right to collective bargaining are respected</u>			0	0	0	
<u>3 - Working conditions are safe and hygienic</u>			0	0	0	
<u>4 - Child labour shall not be used</u>			0	0	0	
<u>5 - Living wages are paid</u>			0	0	0	
<u>6 - Working hours are not excessive</u>			0	0	0	
<u>7 - No discrimination is practiced</u>			0	0	0	
<u>8 - Regular employment is provided</u>			0	0	0	
<u>8A - Subcontracting and homeworking</u>			0	0	0	
<u>9 - No harsh or inhumane treatment is allowed</u>			0	0	0	
<u>10A - Entitlement to work and immigration</u>			0	0	0	
<u>10B2 - Environment 2-pillar</u>			0	0	0	
<u>10B4 - Environment 4-pillar</u>			0	0	0	
<u>10C - Business ethics 4-pillar</u>			0	0	0	

## Site Details

Site Details			
Company Name	Van Lipzig Tuinderijen		
Site Name	Van Lipzig Tuinderijen		
GPS location (if available)	GPS Address:	Nieuw Erf 3, 5961 MZ Horst, The Netherlands	
	Coordinates:	Latitude: 51°25'55.0"N, Longitude: 6°04'55.4"E	
Applicable business and other legally required licence numbers and documents, for example, business license number, liability insurance, any other required government inspections	Applicable business and other legally required licenses are valid: Chamber of Commerce number: 12064452 VAT number: NL817383359B01.		
Products/Activities at site, for example, garment manufacture, electricals, toys, grower, cutting, sewing, packing etc	Growing and packing cucumbers.		
Site description: (Include size, location, and age of site. Also, include structure and number of buildings)	The total land size is 85.000 m <sup>2</sup> of which 85.000 m <sup>2</sup> has been built. Building is built in 2007 and facility is located since 2007 and operates in one (1) building in which production (growing and packaging) takes place. Building consist of bricks, concrete, metal, glass and wood and appears well maintained and clean. The site in scope contains production area (growing of cucumbers in greenhouse and packaging), offices, canteen, sufficient toilets for both male and female employees, maintenance department, loading docks and warehouse.		
Structure and number of buildings	Building Name:		Building 1
	Floor	Description	Remark
	Ground floor	Greenhouse, packaging area, warehouse, technical department, offices, canteen	No remarks
	1	Office, changing rooms, toilets	No remarks
Visible structural integrity issues (large cracks) observed?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No visible structural integrity issues observed.		
Does the site have a structural engineer evaluation?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Not a mandatory requirement to obtain structural evaluation under local law.		

Site function	<input type="checkbox"/> Agent <input type="checkbox"/> Finished Product Supplier <input type="checkbox"/> Homeworker <input checked="" type="checkbox"/> Pack house <input type="checkbox"/> Service Provider	<input type="checkbox"/> Factory Processing/Manufacturer <input checked="" type="checkbox"/> Grower <input type="checkbox"/> Labour Provider <input type="checkbox"/> Primary Producer <input type="checkbox"/> Sub-contractor
Months of peak season	April to September	
Process overview	Product type is cucumber. Main processes are: growing cucumber, sorting and packaging, storage of cucumbers. Facility has one (1) production line with one (1) machine for sorting, packing cucumbers and a palletiser machine.	
What form of worker representation is there on site?	<input type="checkbox"/> Union <input type="checkbox"/> Other	<input type="checkbox"/> Worker Committee <input checked="" type="checkbox"/> None
Is there any night production work at the site?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Are there any on site provided worker accommodation buildings	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details:	
Are there any off site provided worker accommodation buildings	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Approx. 50 % of workers in on site accommodation	
Were all site provided accommodation buildings included in this audit	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details:	



Audit Parameters			
Time in and time out	Day 1		
	In	09:00	
	Out	17:00	
Audit type:	PERIODIC		
Was the audit announced?	ANNOUNCED		
Was the Sedex SAQ available for review?	Yes		
Any conflicting information SAQ/Pre-Audit Info to Audit findings?	No		
Who signed and agreed CAPR	Mrs. Karin Hermans / Personnel, Organization and Finance		
Is further information available	No		



Audit attendance	Management	Worker Representatives	
		Worker Committee representatives	Union representatives
A: Present at the opening meeting?	Yes	No	No
B: Present at the audit?	Yes	No	No
C: Present at the closing meeting?	Yes	No	No
<i>Reason for absence at the opening meeting</i>	No worker representatives onsite, no legal requirement. No union representative on site since it is not common to have a union (on site) in the Netherlands.		
<i>Reason for absence during the audit</i>	No worker representatives onsite, no legal requirement. No union representative on site since it is not common to have a union (on site) in the Netherlands.		
<i>Reason for absence at the closing meeting</i>	No worker representatives onsite, no legal requirement. No union representative on site since it is not common to have a union (on site) in the Netherlands.		

## 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	6	0	0	3	1	27	0	37
Worker numbers – female	1	0	0	6	0	23	0	30
Total	7	0	0	9	1	50	0	67
Number of Workers interviewed – male	3	0	0	1	0	4	0	8
Number of Workers interviewed – female	0	0	0	0	0	2	0	2
Total – interviewed sample size	3	0	0	1	0	6	0	10

Nationalities Structure		
Nationality of Management	Dutch	
Please list the nationalities of all workers, with the three most common nationalities listed first.	Nationality 1: Polish	approx %: 75%
	Nationality 2: Dutch	approx %: 10%
	Nationality 3: Romanian	approx %: 9%
Was this list completed during peak season?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details:	
Worker remuneration	Workers on piece rate:	0%
	Paid hourly:	10%
	Salaried:	90%
Payment cycle	Paid daily:	0%
	Paid weekly:	10%
	Paid monthly:	90%
	Other:	0%
	Details for other:	N/A

Worker Interview Summary	
Were workers aware of the audit?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Were workers aware of the code?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Number of group interviews:	One (1) group of four (4) employees.
Number of individual interviews:	Male: 5 Female: 1
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.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details:
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
In general, what was the attitude of the workers towards their workplace?	<input checked="" type="checkbox"/> Favorable <input type="checkbox"/> Non-favourable <input type="checkbox"/> Indifferent
What was the most common worker complaint?	No disturbing matters came forward.
What did the workers like the most about working at this site?	Good atmosphere, colleagues, informal communication, tasks, variety.
Any additional comment(s) regarding interviews:	The employees were very open and detailed with giving the needed information.
Attitude of workers to hours worked:	Positive, overtime hours are rare.
Is there any worker survey information available?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details:

Attitude of workers:
Employees interviewed are in general very pleased with their jobs at the facility. Employees were at ease during the interviews and open. Atmosphere in the production area (greenhouse and packaging area) is very pleasant. In case of any issues the employees indicated they know who to address ((line) management, confidants internally and externally).
Attitude of worker's committee/union reps:
No worker representative was interviewed, since facility has less than 50 employees on contract employed or longer employed than two years by agencies; no legal requirement to have a worker's committee and it is not common in the Netherlands to have union representatives onsite. The culture and atmosphere are open; workers address any issues directly to (line) management.
Attitude of managers:
Management was very cooperative and showed constructive help during the audit process.

## 0A - Universal Rights covering UNGP [Summary of Findings]

### 0A: Compliance Requirements

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.*

### Current Systems:

Facility has appointed Mrs. Karin Hermans, Personnel, Organization and Finance for implementing standards concerning Human Rights.

Facility has a grievance mechanism on its website for confidentially reporting, and dealing with Human Rights impacts without fear of reprisals towards the reporter.

#### Findings:

Facility has not implemented a policy regarding Human Rights, endorsed at the highest level, covering Human Rights impacts and issues, and ensured it is communicated to all appropriate parties, including its own suppliers (Obs O.A.1-683)

The facility has not identified their stakeholders and salient issues regarding Human Rights (Obs O.A.3-685)

The facility does not measure their direct, indirect, and potential impacts on stakeholders (rights holders) regarding Human Rights (Obs O.A.4-685)

No system in place to adverse impact on Human Rights within any of their stakeholders as well as address these issues and enable effective remediation (Obs O.A.5-685)

### Evidence examined:

#### Documentary:

Company regulations, Policy statement, Website Van Lipzig Tuinderijen B.V., ETI Base Code poster

Verbal: Management interviews

### Any other comments:

No comments

Policy statement that expresses commitment to respect human rights?

☐ Yes ☒ No

Please give details:

Facility has not implemented a policy regarding Human Rights, endorsed at the highest level, covering Human Rights impacts and issues, and ensured it is communicated to all appropriate parties, including its own suppliers (Obs O.A.1-683)

Are the policies included in workers' manuals?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: N/A	
Does the business have a designated person responsible for implementing standards concerning Human Rights?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Facility has appointed Mrs. Karin Hermans, Personnel, Organization and Finance for implementing standards concerning Human Rights.	
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?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Facility has a grievance mechanism on its website for confidentially reporting, and dealing with Human Rights impacts without fear of reprisals towards the reporter.	
Does the grievance mechanism meet UNGP expectations? (Legitimate, Accessible, Predictable, Equitable, Transparent, Rights-compatible, a source of continuous learning and based on stakeholder engagement)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Does the business demonstrate effective data privacy procedures for workers' information, which is implemented?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Facility has a private policy and personnel information is kept in a secured closet at the HR department and accessible for HR staff only.	
<b>Measuring Workplace Impact</b>		
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))	Last year	10.0%
	This year	10.0%
Current % quarterly (90 days) turnover(Number of workers leaving from the first of the 90 day period through to the last day of the 90 day period / [(number of employees on the 1st day of 90 day period + number of employees on the last day of the 90 day period) / 2])	10.0%	
Annual % absenteeism(Number of days lost through job absence in the year / [(number of employees on 1st day of the year + number employees on the last day of the year) / 2] * number available workdays in the year)	Last year	2.0%
	This year	0.8%



Quarterly (90 days) % absenteeism(Number of days lost through job absence in the period / [(Number of employees on 1st of the period + Number of employees on the last day of the period / 2] * Number of available workdays in the month)	0.1%
Are accidents recorded?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details: A digital format in Excel is available in case of any accidents.
Annual Number of work related accidents and injuries per 100 workers((Number of work related accidents and injuries * 100) / Number of total workers)	<div>Last year 1.0%</div> <div>This year 1.0%</div>
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)	1.0%
Lost day work cases per 100 workers([(Number of lost days due to work accidents and work related injuries * 100) / Number of total workers)	<div>Last year 0.0%</div> <div>This year 4.0%</div>
% of workers that work on average more than 48 standard hours / week in the last 6 / 12 months	<div>6 month 0.0%</div> <div>12 month 0.0%</div>
% of workers that work on average more than 60 total hours / week in the last 6 / 12 months	<div>6 month 0.0%</div> <div>12 month 0.0%</div>

Observation		Evidence																										
<a href="#">[Back to findings summary]</a>																												
<table><tr><th colspan="2">Observation</th></tr><tr><td>Status</td><td>OPEN</td></tr><tr><td>Reference</td><td>ZAF600456867</td></tr><tr><td>Clause</td><td>0A - Universal Rights covering UNGP</td></tr><tr><td>Issue Title</td><td>685 - No / inadequate system to identify relevant stakeholders and assess, prioritise or minimise the negative human rights impact of the site</td></tr><tr><td>Subcategory</td><td>Human rights</td></tr><tr><td>New or carried over?</td><td><input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over</td></tr><tr><td>Raised by audit</td><td>ZAA415175153</td></tr><tr><td>Root cause</td><td><input type="checkbox"/> Training <input type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input checked="" type="checkbox"/> Other</td></tr><tr><td>Root cause - Other</td><td>N/A</td></tr><tr><td>ETI code</td><td>0.A.4 - Businesses shall measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.</td></tr><tr><td>Explanation to the observation</td><td>Human Rights Impacts on stakeholders: The facility does not measure their direct, indirect, and potential impacts on stakeholders (rights holders) regarding Human Rights,</td></tr><tr><td>Actions</td><td>N/A</td></tr></table>			Observation		Status	OPEN	Reference	ZAF600456867	Clause	0A - Universal Rights covering UNGP	Issue Title	685 - No / inadequate system to identify relevant stakeholders and assess, prioritise or minimise the negative human rights impact of the site	Subcategory	Human rights	New or carried over?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over	Raised by audit	ZAA415175153	Root cause	<input type="checkbox"/> Training <input type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input checked="" type="checkbox"/> Other	Root cause - Other	N/A	ETI code	0.A.4 - Businesses shall measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.	Explanation to the observation	Human Rights Impacts on stakeholders: The facility does not measure their direct, indirect, and potential impacts on stakeholders (rights holders) regarding Human Rights,	Actions	N/A
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Root cause - Other	N/A																															
ETI code	0.A.2 - Businesses should have a designated person responsible for implementing standards concerning Human rights																															
Explanation to the observation	Human Rights responsible person: Facility has no responsible person for implementing standards concerning Human Rights is appointed.																															
Actions	N/A																															
Additional comments	Mrs. Karin Hermans, Personnel, Organization and Finance is responsible for implementing standards concerning Human Rights. Facility has appointed Mrs. Karin Hermans, Personnel, Organization and Finance for implementing standards concerning Human Rights.																															

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**0B - Management Systems and code Implementation**  
**[Summary of Findings]**

**0B: Compliance Requirements**

0.B.1 Suppliers are expected to implement and maintain systems for delivering compliance to this Code.  
0.B.2 Suppliers shall appoint a senior member of management who shall be responsible for compliance with the Code.  
0.B.3 Suppliers are expected to communicate this Code to all employees.  
0.B.4 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.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.*

**Current Systems:**

Facility has implemented and is maintaining systems for delivering compliance to the (ETI Base) Code and has communicated all elements of the (ETI Base) Code to all employees.

Facility has appointed a senior member of management who is responsible for compliance with the Code, Mrs. Karin Hermans. Personnel, Organization and Finance.

Facility has implemented a written procedure to monitor the facility's own suppliers against social standards.

Facility has maintained systems for delivering compliance to the (ETI Base) Code and has communicate this (ETI Base) Code to their own suppliers.

No fines/prosecutions have been issued over the last twelve (12) months.

**Evidence examined:**

Documentary:  
Company regulations, Policy statement, Website Van Lipzig Tuinderijen B.V., ETI Base Code poster, Environmental permit  
Verbal: Management interviews, Employee interviews

**Any other comments:**

No comments

**Management Systems**

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

☐ Yes ☒ No

Please give details:

No fines/prosecutions have been issued over the last twelve (12) months.

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

☒ Yes ☐ No

Please give details:

Facility has implemented Company regulations and has communicated all elements of the (ETI Base) Code to all employees.

If Yes, is there evidence (an indication) of effective implementation? Please give details.	All interviewed employees stated that they are aware of the policies and that no issues on discrimination are known within the facility. Facility has communicated the (ETI Base) Code with the Company regulations and information boards.
Have managers and workers received training in the standards for forced labour, child labour, discrimination, harassment & abuse?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details: Management and employees have received (introduction) training on the (ETI Base) Code.
If Yes, is there evidence (an indication) that training has been effective e.g. training records etc.? Please give details	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details: Introduction training and canteen sessions, as stated in employee interviews.
Does the site have any internationally recognised system certifications e.g. ISO 9000, 14000, OHSAS 18000, SA8000 (or other social audits)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details: The following other certifications are in place: GlobalGAP Grasp risk assessment issued by MPS Ecas on 16-04-2023, valid till 15-04-2024 with number GGN: 8718711007707, GlobalGAP certificate issued by IQC on 03-05-2023, valid till 09-05-2024 with number 00119-PTKXH0002, PlanetProof certificate issued by MPS-Ecas on 08-06-2023, valid till 29-09-2024 with number Cer-02557-2023, BRC certificate issued by MPS Ecas on 15-09-2023, valid till 15-10-2024 with number Cer-03861-2023,
Is there a Human Resources manager/department?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No An HR department is available onsite and Mrs. Karin Hermans, Personnel, Organization and Finance.
Is there a senior person /manager responsible for implementation of the code?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details: Personnel, Organisation, Finance, Mrs. Karin Hermans.
Is there a policy to ensure all worker information is confidential?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details: Implementation of local privacy law.
Is there an effective procedure to ensure confidential information is kept confidential?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details: Implementation of local privacy law.
Are risk assessments conducted to evaluate policy and procedure effectiveness?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  Please give details: The facility has not identified their stakeholders and salient issues (risk assessment) regarding Human Rights (Obs O.A.3-685)

Does the facility have a process to address issues found when conducting risk assessments, including implementation of controls to reduce identified risks?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Currently the facility does not measure their direct, indirect, and potential impacts on stakeholders (rights holders) regarding Human Rights (Obs O.A.4-685)
Does the facility have a policy/code which require labour standards of its own suppliers?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Facility has implemented a supplier statement and has communicated the (ETI Base) Code on its website.
<b>Land Rights</b>	
Does the site have all required land rights licenses and permissions (see SMETA Measurement Criteria)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Part of the environmental permit.
Does the site have systems in place to conduct legal due diligence to recognize and apply national laws and practices relating to land title?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: The facility complies with all Dutch legislation regarding land permits and building licenses.
Does the site have a written policy and procedures specific to land rights?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: N/A
Is there evidence that facility/site compensated the owner/lessor for the land prior to the facility being built or expanded?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: N/A, part of local government approval.
Does the facility demonstrate that alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: N/A, part of local government approval.
Is there any evidence of illegal appropriation of land for facility building or expansion of footprint?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Facility operates according to local rules and regulations.

### 1 - Freely chosen Employment [Summary of Findings]

#### 1: Compliance Requirements

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' 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:

No forced, bonded or involuntary prison labour detected at the facility.

All employees interviewed told that they receive the correct wages and that they are not forced to leave any "deposits" or their identity papers with their employer.

After working, they are free to leave the premises and are free to leave their employer after reasonable notice.

#### Evidence examined:

##### Documentary:

Company regulations, Policy statement, Website Van Lipzig Tuinderijen B.V., ETI Base Code poster, Personal files

Verbal: Management interviews, Employee interviews

Facility tour

#### Any other comments:

No comments

Is there any evidence of retention of original documents, e.g. passports/ID' (If yes, please give details and category of workers affected)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details:
Is there any evidence of a loan scheme in operation (If yes, please give details and category of workers affected)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details:
Is there any evidence of retention of wages / deposits (If yes, please give details and category of workers affected)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details:
Are there any restrictions on workers' freedom to terminate employment?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: As stated in the employee interviews.
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 Please give details: N/A
Is there evidence of any restrictions on workers' freedoms to leave the site at the end of the work day?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Stated in the employee interviews.

Does the site understand the risks of forced / trafficked / bonded labour in its supply chain	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable Please give details: The facility has communicated the (ETI Base) Code by a supplier statement and published it on its website.
Is the site taking any steps taking to reduce the risk of forced / trafficked labour?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Facility currently has not taken steps to reduce the risk of forced / trafficked labour.

## 2 - Freedom of Association and Right to Collective Bargaining are Respected

### [Summary of Findings]

#### 2: Compliance Requirements

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.*

#### Current Systems:

The facility has an open attitude towards trade unions and to bargaining. Employees have the right to join or form trade unions of their choice and to bargain collectively.  
Facility adopts open attitude towards the activities of trade unions and their activities.

The right to freedom of association and collective bargaining is not restricted under law.

Currently no Works Council installed at this facility since less than 50 employees are under contract employed or longer employed than two years by agencies; currently it is no legal requirement.

Facility follows the Collective Bargaining Agreement (CBA) for Greenhouse horticulture industry (Dutch: "Glastuinbouw").

#### Evidence examined:

##### Documentary:

Company regulations, Policy statement, Website Van Lipzig Tuinderijen B.V., ETI Base Code poster, CBA for Greenhouse horticulture industry (Dutch: "Glastuinbouw")

Verbal: Management interviews, Employee interviews

#### Any other comments:

No comments

What form of worker representation/union is there on site? (Please add the name of the union or committee in the textbox)

☐ Union

☐ Worker Committee

☐ Other

☒ None

Is it a legal requirement to have a union?

☐ Yes ☒ No

Is it a legal requirement to have a worker's committee?

☐ Yes ☒ No

Is there any other form of effective worker/management communication channel? (Other than union/worker committee e.g. H&S, sexual harassment)

☒ Yes ☐ No

Please give details:

(Daily) canteen sessions, email messages, information boards.

Is there evidence of free elections?

☐ Yes ☒ No

Does the supplier provide adequate facilities to allow the Union or committee to conduct related business?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: N/A
Name of union and union representative, if applicable:	N/A
Is there evidence of free elections?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not Applicable
If there is no union, is there a parallel means of consultation with workers e.g. worker committees?	N/A
Is there evidence of free elections?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not Applicable
Are all workers aware of who their representatives are?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: N/A
Were worker representatives freely elected?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Date of last election:	null
Do workers know what topics can be raised with their representatives?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Were worker representatives/union representatives interviewed?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please describe any evidence that union/worker's committee is effective? Specify date of last meeting; topics covered; how minutes were communicated etc.	N/A
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. 0% workers covered by worker rep CBA.
If Yes, does the Collective Bargaining Agreement (CBA) include rates of pay?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No



### 3 - Working Conditions are Safe and Hygienic [Summary of Findings]

#### 3: Compliance Requirements

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.*

#### Current Systems:

The responsible person for Health & Safety is Mrs. Karin Hermans, Personnel, Organization and Finance.

Facility has a safe and hygienic working environment and is provided with good housekeeping. Adequate steps are 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.

Access to clean toilet facilities, male and female, and to potable water, and sanitary facilities for food storage is provided.

Employees receive regular and recorded Health & Safety (introduction) training, and such training will be repeated for new or reassigned employees.

Reviewed: Training schedule 2024, course group environmental energy reduction (the new growing) Rodent Management IPM-KBA including examination June 2024.

Management system:

An Occupational Risk Inventory & Evaluation (Dutch: "Risico Inventarisatie & Evaluatie (RI&E)") is made up by external party Stigas, dated 26-03-2024 and approved and signed by Mr. Peter Bedius, High Safety Specialist, with SKO certificate Hobéon number 41659, and with the Risk Inventory & Evaluation an Action Plan (Dutch: "Plan van Aanpak") is in place.

Facility tour:

No high noise level noticed during the tour, and use of hearing protection where necessary.

LED light installed, very well illuminated production area and office rooms.

Personal Protective Equipment (PPE) noted during the facility tour.

Drinking water is present for all employees.

Toilet facilities are separated by gender and in clean condition.

No observations about the condition of the electrical system; no loose wires found during the tour.

The emergency route is indicated by lighted signs above the exit doors.

Exit doors and fire equipment free from blockage and easily accessible.

One (1) assembly point is present near the building.

Machines are provided with safeguards, cages, chains.

Aisle markings are clearly marked.

First aid kits are present, marked with a white cross, in good condition with sufficient medical products.

Personal Protective Equipment (PPE):

Clothing and various types of gloves are readily present to all employees and replaced when needed without any charge. Contractors carry their own hearing protection (cucumber cutting work).

PPE requirements are described in the facility's Company regulations and as working instructions in the production area.

Emergency preparedness:

Facility has an emergency preparedness plan in place, including tasks (e.g. special handling of chemicals), evacuation decision trees, telephone numbers and is currently updating the evacuation plot plan; a new hall will be built in the autumn and then the facility will also update the emergency preparedness plan.

Latest evacuation exercise/fire drill was on 19 February 2023 for all employees with scenario and an attendance list is present. Next evacuation exercise is scheduled in July 2024 since management wants to have this training in peak season.

First-aid / intervention:

Currently, five (5) intervention/first-aiders are trained by external party Wijs & van Hoef and Yuverta and known to all employees.

Repeat training intervention and first-aid with scenarios are held once a year, last training was on 26-02-2024 and by Yuverta on 18-03-2024, attendance list and certificates are available.

Fire safety:

Sufficient firefighting equipment is available (three (3) extinguishers and five (5) reels) in production area and under yearly inspection by external party 'Chubb' (latest inspection in August 2023). During the facility tour firefighting equipment was found free from blockage and easily accessible.

Standard one (1) assembly point is at the parking in front of the building.

Evacuation plot plan is in production area, and facility is currently in the process of updating the evacuation plot plan since facility is building a new hall end of the year 2024.

Incidents/accidents:

An accident registration system is in place. All (near) incidents and dangerous situations are reported in the 'Incident register' in Excel. Last accident was on 15-03-2024 (slipping on the floor).

**Maintenance / Machine safety:**

A new employee for maintenance has been hired. Preventive maintenance and inspections are checked and repairs to machines are carried out.

**Inspection rounds:**

Inspection rounds are monitored in the 'Internal audit hygiene production', version 6. Last inspection round was on 05-06-2024. Actions are evaluated and monitored with an action list.

**Chemicals**

Chemicals (e.g. fertilisers and crop protection agents, cleaning chemicals, lubricants and solvents) are foreseen of labels and (when needed) secondary containment and stored in a secured closet. MSDS and instruction cards are readily (digital) available.

**Health**

A legally required preventative medical (Dutch: "Preventief Medisch Onderzoek (PMO)") is offered to all employees.

**Evidence examined:**

**Documentary:**

Company regulations, Policy statement, ETI Base Code poster, Management team meeting minutes, Risk Inventory and evaluation (RI&E), Plan of Action, Environmental permit, Incident/accident registration system, (Preventive) maintenance, MSDS, Inspection report, Emergency preparedness plan, Training system (Introduction and refresh trainings, First aider and first intervention training, Forklift driver induction and refresh trainings), Minutes evacuation exercise/fire drill

Verbal: Management interviews, Employee interviews

Facility tour

**Any other comments:**

No comments

Does the facility have general and occupational Health & Safety policies and procedures that are fit for purpose and are these communicated to workers?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Health & Safety policy is communicated to all employees with the policy statement, information boards, training and directly to the employees.
Are the policies included in workers' manuals?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: An introduction training is given and Company regulations are handed out to each worker containing the Health & Safety policies and work instructions.
Are there any structural additions without required permits/inspections (e.g. floors added)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: N/A, no structural additions.
Are visitors to the site informed on H&S and provided with personal protective equipment?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: All visitors to the site will be informed on Health & Safety issues.

Is a medical room or medical facility provided for workers?(This section is to list evidence to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate))	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:  Medical facilities are provided for workers. A medical room is not a requirement under Dutch law.
Is there a doctor or nurse on site or there is easy access to first aider/ trained medical aid?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:  Facility has intervention/first-aiders trained and there is easy access to medical first-aid.
Where the facility provides worker transport – is it fit for purpose, safe, maintained and operated by competent persons e.g. buses and other vehicles?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:  No transportation provided by facility but by temporary agencies. Transport fit for purpose, safe, maintained and operated by competent persons as stated in the employee interviews.
Is secure personal storage space provided for workers in their living space and is fit for purpose?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:  As stated in the employee interviews, some temporary agency workers have housing of the temporary agency and there is secure personal storage space provided for workers in their living space and is fit for purpose.
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?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:  An Occupational Risk Inventory & Evaluation (Dutch: “Risico Inventarisatie & Evaluatie (RI&E)”) is made up by external party Stigas, dated 26-03-2024 and approved and signed by Mr. Peter Bedius, High Safety Specialist, with SKO certificate Hobéon number 41659, and with the Risk Inventory & Evaluation an Action Plan (Dutch: “Plan van Aanpak”) is in place.
Is the site meeting its legal obligations on environmental requirements including required permits for use and disposal of natural resources?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:  An environmental permit; Part of Governments’ Environmental Management Activities (Dutch: 'Activiteitenbesluit') is present at the facility dated 11-12-2006 with reference 2006/0578 RD. Waste is collected by only certified waste collectors.
Is the site meeting its customer requirements on environmental standards, including the use of banned chemicals?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:  It is covered by external and client audits.

#### 4 - Child Labour Shall Not Be Used [Summary of Findings]

##### 4: Compliance Requirements

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.*

##### Current Systems:

In facility no evidence is found of child labour or of personnel under 18, youngest employee is 20 years old (day of birth: 17 February 2004).

Policies and procedures are conform to the provisions of the relevant ILO standards.

Participating 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.

##### Evidence examined:

Documentary:  
Company regulations, Policy statement, Website Van Lipzig Tuinderijen B.V., ETI Base Code poster, Personal files  
Verbal: Management interviews, Employee interviews  
Facility tour

##### Any other comments:

No comments

Legal age of employment:	15
Age of youngest worker found:	20
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
Percentage of under 18's at this site (of total workers)	0.0%
Are workers under 18 subject to hazardous work assignments?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: N/A

## 5 - Living Wages are Paid [Summary of Findings]

### 5: Compliance Requirements

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:

Wages and benefits paid for the standard working week meet, at a minimum, national legal minimum or higher industry benchmark standards.

All employees received the labour regulation before entering employment.  
No deductions from wages as a disciplinary measure have been noticed.

Working hours are 40 hours per week. Facility has no shift system in place.

Legal maximum: Maximum average working hours - including overtime - is 48/55/60 hours per week or twelve (12) hours per day.

This is to be interpreted as:

- Average of 55 hours over a rolling period of four (4) weeks;
- Average of 48 hours over a rolling period of sixteen (16) weeks;
- Absolute maximum is twelve (12) hours per day or 60 hours per week.

Legal overtime premiums are applicable and found to be paid out correctly: 130% premium after 40 work hours per week according to the annual hours model (Dutch: "Jaarurenmodel").

Responsible management for this item of the code: Mrs. Karin Hermans, Personnel, Organization and Finance.

Sample size checked:

Ten (10) records (wage and time registration records) of each of the following months:

May 2024 (most recent month)

January 2024 (random month)

September 2023 (peak month)

According to the wage scale, the lowest wage is EUR 13.27 per hour. During the audit, the lowest wage was found to be EUR 13.27.

Employees' wages meet or are above the minimum wage

### Evidence examined:

Documentary:

Company regulations, Policy statement, Website Van Lipzig Tuinderijen B.V., ETI Base Code poster, Work regulations, (CBA) for Greenhouse horticulture industry (Dutch: "Glastuinbouw"), Wage slips, Time registrations, Personal files

Verbal: Management interviews, Employee interviews

### Any other comments:

No comments



Summary Information			
Criteria	Local Law	Actual at the Site	Is this part of a Collective Bargaining Agreement?
Standard/Contracted work hours: (Maximum legal and actual required working hours excluding overtime, please state if possible per day, week, and month)	Legal Maximum Per Day: 8.0 Per Week: 40.0 Per Month: 160.0	Actual Per Day: 8.0 Per Week: 40.0 Per Month: 160.0	YES
Overtime hours: (Maximum legal and actual overtime hours, please state if possible per day, week, and month)	Legal Maximum Per Day: 12.0 Per Week: 60.0 Per Month: 240.0	Actual Per Day: 1.0 Per Week: 8.0 Per Month: 13.23	YES
Wage for standard/contracted hours: (Minimum legal and actual minimum wage at site, please state if possible per hr, day, week, and month)	Legal Maximum Per Day: 106.16 Per Week: 530.8 Per Month: 2069.4	Actual Per Day: 106.16 Per Week: 530.8 Per Month: 2069.4	YES
Overtime wage: (Minimum legal and actual minimum overtime wage at site, please state if possible per hr, day, week, and month)	Legal Maximum Per Day: null Per Week: null Per Month: null	Actual Per Day: 30.25 Per Week: 138 Per Month: 228.23	YES
Wages Analysis:			
Were accurate records shown at the first request?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Sample Size Checked (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)	Ten (10) records (wage and time registration records) of each of the following months: May 2024 (most recent month) January 2024 (random month) September 2023 (peak month)		
Are there different legal minimum wage grades? If Yes, please specify all.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
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"/> Not Applicable Please give details:		
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		
Lowest actual wages found: Note: full time employees and please state hour / week / month etc.	According to the wage scale, the lowest wage is EUR 13.27 per hour. During the audit, the lowest wage was found to be EUR 13.27.		
Please indicate the breakdown of workforce per earnings	0.0% of workforce earning under minimum wage 30.0% of workforce earning minimum wage 70.0% of workforce earning above minimum wage		
Bonus Scheme found: Please specify details:	Bonus Scheme found: All employees have the opportunity to earn more money if they do more work than the standard. Note: type of employee (e.g. full time, temp, etc.) and please state which units e.g. /hour /week /month etc.		



What deductions are required by law e.g. social insurance? Please state all types:	Pension, social insurance, tax
Have these deductions been made?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please list all deductions that have been made.	1. Tax (Loonheffing) 2. Pension (Pensioenpremie) 3. Insurance (Ongevallen verzekering)
Please list all deductions that have not been made.	N/A
Were appropriate records available to verify hours of work and wages?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Were any inconsistencies found? (if yes describe nature)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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  Please give details: Facility has a handwritten scheme and is documented and calculated in Excel.
Is there a defined living wage: This is not normally minimum legal wage. If answered yes, please state amount and source of info: Please see SMETA Best Practice Guidance and Measurement Criteria.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  Please give details:
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 <input type="checkbox"/> Other – please give details:
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  Please give details: Wages are yearly reviewed, only upon legal/industry wage re-indexations or on individual basis when someone becomes more qualified.
Are workers paid in a timely manner in line with local law?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is there evidence that equal rates are being paid for equal work:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details: Wages slips, employment contracts.
How are workers paid:	<input type="checkbox"/> Cash <input type="checkbox"/> Cheque <input checked="" type="checkbox"/> Bank Transfer <input type="checkbox"/> Other

## 6 - Working Hours are not Excessive [Summary of Findings]

### 6: Compliance Requirements

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:

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.*

### Current Systems:

Facility's working hours are comply with national laws and collective agreements.  
Facility follows the Collective Bargaining Agreement (CBA) for Greenhouse horticulture industry (Dutch: "Glastuinbouw").

Test work performed and employee interviews show no inconsistencies. The maximum working hours were not exceeded within the sample. Overtime (OT) is allowed but very rare and voluntary. Overtime hours are within the legal limits and no weeks found of more than 60 working hours.

One (1) overtime hour per day, eight (8) overtime hours per week and 13.23 overtime hours per month in May 2024.

### Evidence examined:

Documentary:  
Company regulations, Policy statement, Website Van Lipzig Tuinderijen B.V., ETI Base Code poster, Work regulations, (CBA) for Greenhouse horticulture industry (Dutch: "Glastuinbouw"), Personal files, Wage slips, Time records, Overtime records  
Verbal: Management interviews, Employee interviews

### Any other comments:

No comments

## Working hours' analysis

### Systems & Processes

What timekeeping systems are used?	Facility has a handwritten scheme and is documented and calculated in Excel.
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Is sample size same as in wages section?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:
------------------------------------------	-------------------------------------------------------------------------------------------------

Are standard/contracted working hours defined in all contracts/employment agreements? (If no, please give details including % and which type of workers do NOT have standard hours defined in contracts/employment agreements.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Are there any other types of contracts/employment agreements used?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If Yes, please complete as appropriate:	<input type="checkbox"/> 0 hours <input type="checkbox"/> Part time <input type="checkbox"/> Variable hours <input checked="" type="checkbox"/> Other
Please give details:	Temporary agency worker contracts.
Do any standard/contracted working hours defined in contracts/employment agreements exceed 48 hours per week? (If yes, please detail hours, %, types of workers affected and frequency.)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Are workers provided with at least 1 day off in every 7-day-period, or 2 in 14-day-period?	<input checked="" type="checkbox"/> 1 in 7 days <input type="checkbox"/> 2 in 14 days <input type="checkbox"/> No (please explain)
Is this allowed by local law?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Maximum number of days worked without a day off (in sample):	5
<b>Standard/Contracted Hours worked</b>	
Were standard working hours over 48 hours per week found? (If yes, % of workers & frequency)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No % of workers: null% Frequency:
Any local waivers/local law or permissions which allow averaging/annualised hours for this site? (If yes, please give details.)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Overtime Hours worked</b>	
Actual overtime hours worked in sample (State per day/week/month)	One (1) overtime hour per day, eight (8) overtime hours per week and 13.23 overtime hours per month in May 2024.
Combined hours (standard or contracted + overtime hours = total) over 60 found?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No combined hours over 60 found.
Approximate percentage of total workers on highest overtime hours:	0.5%
Is overtime voluntary? (Please detail evidence e.g. Wording of contract / employment agreement / handbook / worker interviews / refusal arrangements)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Conflicting Information Please give details: Employee interviews, Company regulations, information boards.
<b>Overtime premium</b>	

Are the correct legal overtime premiums paid? (Please give details of normal day overtime premium as a % of standard wages)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A – there is no legal requirement to OT premium  Please give details: Legal overtime premiums are applicable and found to be paid out correctly: 130% premium after 40 work hours per week according to the annual hours model (Dutch: "Jaarurenmodel").
Is overtime paid at a premium?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No 0.5% paid at a premium.
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.	<input checked="" type="checkbox"/> No <input type="checkbox"/> Consolidated pay <input type="checkbox"/> Collective Bargaining agreements  <input type="checkbox"/> Other
Please give details	N/A
If more than 60 total hours per week and this is legally allowed, are there other considerations? Please complete the boxes where relevant. (Please explain any checked boxes above e.g. detail of consolidated pay / CBA or Other)	<input checked="" type="checkbox"/> Overtime is voluntary <input type="checkbox"/> Onsite Collective bargaining allows 60+ hours/week is voluntary <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)
Please explain any checked boxes above e.g. detail of consolidated pay / CBA or other	N/A
Is there evidence that overtime hours are being used for extended periods to make up for labour shortages or increased order volumes?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If sufficient workers cannot be hired, are new working time arrangements explored to ensure that overtime is the exception rather than the rule?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

## 7 - No Discrimination is Practiced [Summary of Findings]

### 7: Compliance Requirements

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.*

#### Current Systems:

No discriminatory practices at the facility. Facility has the ETI Base Code communicated to all employees. Mrs. Karin Hermans, Personnel, Organization and Finance is the main responsible person for implementing standards concerning the Code.

Interviews with Mrs. Karin Hermans, Personnel, Organization and Finance indicate she is aware of the procedure to follow in case of an issue on discrimination. The facility's policy statement is readily available and provided to all employees.

Employees can raise their grievances to the appointed confidants internally and anonymous with the employee post box, extern confidant is from external party Stigas, procedures are described in the Company regulations.

#### Evidence examined:

Documentary:  
Company regulations, Policy statement, Website Van Lipzig Tuinderijen B.V., ETI Base Code poster, Personal files, Wage information of HR department  
Verbal: Management interviews, Employee interviews  
Facility tour

#### Any other comments:

No comments

Gender breakdown of Management + Supervisors (Include as one combined group)	Male: 83.0%Female: 17.0%		
Number of women who are in skilled or technical roles (e.g. where specific qualifications are needed i.e. machine engineer / laboratory analyst)	Zero (0) women are in skilled or technical roles.		
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"/> Promotion	<input type="checkbox"/> Compensation  <input type="checkbox"/> Termination or retirement	<input type="checkbox"/> Access to training  <input checked="" type="checkbox"/> No evidence of discrimination found
Please give details	N/A		
Professional Development			
What type of training and development are available for workers?	Employees have the opportunity to receive training if they indicate they would like to, presuming the training is related to and benefits the work done. Certificates, records and a training plan are available.		

Are HR decisions e.g. promotion, training, compensation based on objective, transparent criteria? (If no, please provide details)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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## 8 - Regular Employment Is Provided [Summary of Findings]

### 8: Compliance Requirements

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.*

### Current Systems:

Any work performed is on basis of recognised employment relationship established through national law and practice.

Employment contracts mention all terms and conditions as per local legislation. It is provided to all the individual employees prior to joining the facility. New employees receive Company regulations with all labour related info (introduction, CBA for Greenhouse horticulture industry (Dutch: "Glastuinbouw"), pension information, sick leave procedure, IT behaviour, privacy data, work instructions, house rules).

No evidence is found of 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.

Facility has responsible recruitment, temporary agencies, in place.

Facility has implemented a procedure to check employment agencies on NEN 4400 certificate (Dutch: "SNA Keurmerk") and social/ethical practices, including hirer's remuneration (Dutch: "inlenersbeloning") and acceptability of wage deductions.

### Evidence examined:

#### Documentary:

Company regulations, Policy statement, Website Van Lipzig Tuinderijen B.V., ETI Base Code poster, Personal files, Contract agencies, Checklist employment agencies

Verbal: Management interviews, Employee interviews

Facility tour

### Any other comments:

No comments

## Responsible Recruitment

### All Workers



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"/> Same as actual conditions <input checked="" type="checkbox"/> Understood by workers
Did workers pay any fees, taxes, deposits or bonds for the purpose of recruitment/placement? (If yes, please describe details and specific category(ies) of workers affected)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Migrant Workers</b>	
Type of work undertaken by migrant workers:	Migrant workers are working in the greenhouse, and in the sorting and packaging department in the period April to September.
Please give details about recruitment agencies for migrant workers:	Number of (in country) recruitment agencies used: 2 Number of (outside of local country) recruitment agencies used: 0
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 checked="" type="checkbox"/> No Please give details: N/A
Is there any observation on this finding?	N/A
Are any migrant workers in skilled, technical or management roles? (This should include all migrant workers including permanent workers, temporary and/or seasonal workers)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Non-employee workers</b>	
<b>Recruitment Fees</b>	
Are there any fees?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Agency Workers (if applicable) (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.)</b>	
Number of agencies used (average):	2
Please provide the names of agencies if applicable	Agencies Contrain and Seba.
Were agency workers' age / pay / hours included within the scope of this audit?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Were sufficient documents for agency workers available for review?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is there a legal contract agreement with all agencies?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: All workers have a signed contract and facility has a contract with the agencies.



Does the site have a system for checking labour standards of agencies?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:  Facility has implemented a procedure to check employment agencies on NEN 4400 certificate (Dutch: "SNA Keurmerk") and social/ethical practices, including hirer's remuneration (Dutch: "inlenersbeloning") and acceptability of wage deductions.
<b>Contractors (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.)</b>	
Any contractors on site?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:  Only for cucumber cutting work activities two (2) contractors present at the facility.
If Yes, how many workers supplied by contractors?	2
Do all contractor workers understand their terms of employment?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Please give details:  Contractual matters defined with contractor company on terms of employment.
If Yes, please give evidence for contractor workers being paid per law	As stated in the management and employee interviews.

### 8A - Sub-Contracting and Homeworking [Summary of Findings]

#### 8A: Compliance Requirements

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

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

### 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:

No home working and/or subcontractors are used for the production process.

#### Evidence examined:

Verbal: Management interviews, Employee interviews  
Facility tour

#### Any other comments:

No comments

### Summary of sub-contracting – if applicable

Is there any sub-contracting at this site? ☐ Yes ☒ No

### Summary of homeworking – if applicable

Is homeworking used at this site? ☐ Yes ☒ No

**9 - No Harsh or Inhumane Treatment is Allowed**  
**[Summary of Findings]**

**9: Compliance Requirements**

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.

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

**Current Systems:**

No signs of physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is found at the facility. Employee interviews supported the view that there is no harsh or inhumane treatment at the facility.

The implemented (ETI Base) Code is communicated directly to all employees and contains the policy against inhumane treatment.

In case of inhumane treatment employees can address the confidants internally and externally (external party Stigas), communicated with the Company regulations and the information boards.

**Evidence examined:**

**Documentary:**

Company regulations, Policy statement, Website Van Lipzig Tuinderijen B.V., ETI Base Code poster, Employee post box, Disciplinary policy

**Verbal:** Management interviews, Employee interviews  
Facility tour

**Any other comments:**

No comments

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?

☒ Yes ☐ No

Please give details:

In case of inhumane treatment employees can address the confidants internally and externally (external party Stigas), communicated with the Company regulations and the information boards.

If yes, are workers aware of these channels and have access? Please give details.

As stated in the employee interviews.

If yes, what type of mechanism is used e.g. hotline, whistle blowing mechanism, comment box etc. Please give details.

Whistleblowing system.

Which of the following groups is there a grievance mechanism in place for?

☒ Worker ☐ Communities  
☐ Suppliers ☐ Other

Please provide grievance mechanism details

The (line) management, confidants internally and externally are available to report at.

Are there any open disputes?

☐ Yes ☒ No

Please give details:

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)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Facility has implemented a whistleblowing procedure but is not communicated to suppliers and third parties.
Is there a published and transparent disciplinary procedure?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details:
If yes, are workers aware of these the disciplinary procedure?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details:
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 Please give details:

## 10A - Entitlement to Work and Immigration [Summary of Findings]

### 10A: Compliance Requirements

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

10.A.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:

Only workers with a legal right to work are employed by the facility. Of all employees there is a copy of ID/passport made upon employment and kept in personal files onsite.

### Evidence examined:

#### Documentary:

Company regulations, Policy statement, CBA for Greenhouse horticulture industry (Dutch: "Glastuinbouw"), Personal files

Verbal: Management interviews, Employee interviews

### Any other comments:

No comments

**10B2 - Environment 2-Pillar**  
**[Summary of Findings]**

**10B2: Compliance Requirements**

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

10.B2.2 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.*

**Current Systems:**

No indication that facility is not be compliant with local and international laws and regulations including having necessary permits.

No indication that facility is not aware/comply with their end clients' environmental requirements.

**Evidence examined:**

**Documentary:**

Company regulations, Policy statement, Environmental permit, Environment and water purification monitoring, MSDS, Waste management, Waste collector contracts, Energy bills

Verbal: Management interviews, Employee interviews

Facility tour

**Any other comments:**

No comments

## Attachments



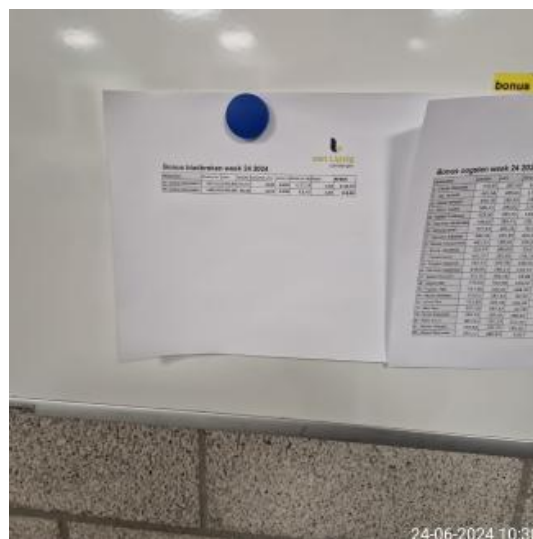
Toilets.jpg



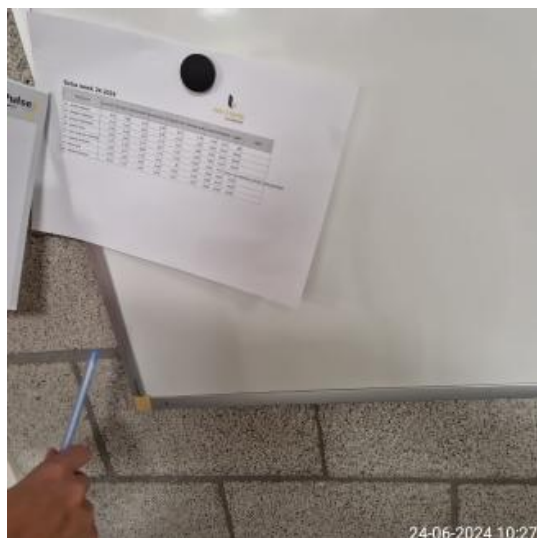
Instructions - Languages.jpg



First aid- Registration.jpg



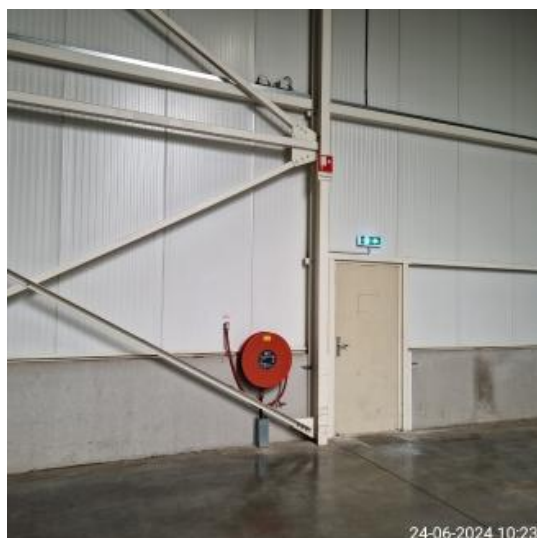
Information board - Bonus system.jpg



Working hours - agency Seba.jpg



Washing machines clothing.jpg



Exit door - Fire equipment.jpg



Evacuation plot plan.jpg





MSDS.jpg



Emergency - eye - shower.jpg



First aid.jpg



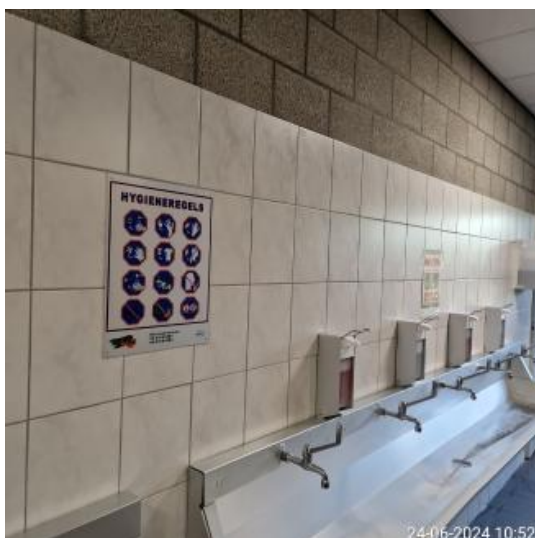
Canteen.jpg



Lockers.jpg



Wash area.jpg



Hygiene work instructions.jpg



Facility - Entrance.jpg



Production entrance.jpg



Information board.jpg

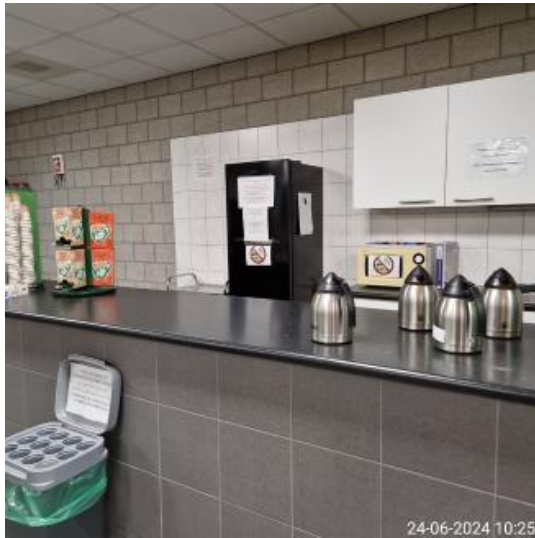


Facility - Front - Name.jpg



Facility - Docks.jpg

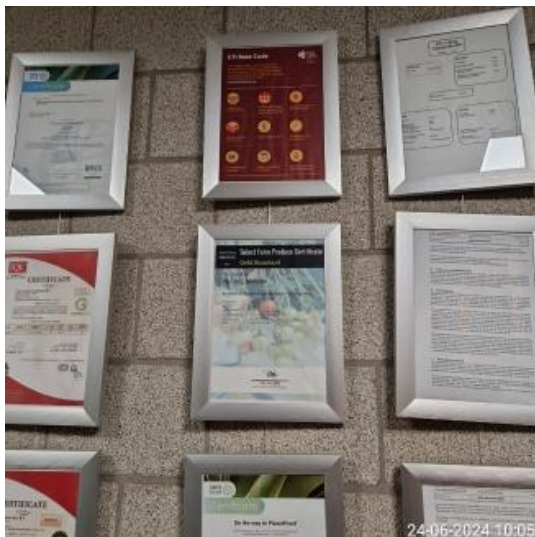




Canteen - Drinks.jpg



Assembly point.jpg



ETI Base Code.jpg



Preparedness plan policy.jpg



Work instructions.jpg



Nearly harvest cucumber.jpg



Greenhouse - young plants cucumber.jpg



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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=riPsbE0PQ52ehCo3lnq5lw_3d_3d)**

[http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3lnq5lw\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3lnq5lw_3d_3d)

**[Click here for Supplier \(B\) members:](http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRglY_2brg_3d_3d)**

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