



منجات
مزيه
mazed

P R O D U C E

ROOTED IN NATURE



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Who We Are

Agricultural investment & development company was established in 2009, currently one of the COUNTRY's leading vertically integrated producers. Providing a wide range of agricultural business practices; marketing, packaging, distribution just to name a few.

Our top selling brand MAZEED has been gaining traction around the FRESH PRODUCE MARKET for its quality, freshness and consistency.

Our products are cultivated with care at our farms located in the Western Cairo-Assiut Road- EGYPT. At A.I.D.C we're dedicated to providing the finest quality, and on-time delivery at a competitive price. We are determined in our commitment to developing our services to best serve our customers wide ranging requirements. As an organization, A.I.D.C strives to engage in long-term relationships, rather than short-term gains and fast profits.

Our farms are managed efficiently to minimize waste and use of natural resources. We invite you to tour our farms to see our products!



OUR VISION:

At A.I.D.C our ultimate goal is to bridge the gap between farmers, distributors, and consumers to the point where consumers get what they want, rather than what is available. Doing so will allow us to elevate our services to better serve the consumers as well as efficiently maximizing profits for our partners and our organization.

OUR MISSION:

A.I.D.C is dedicated to the sustainable agricultural provider and partner, ensuring supply sufficiency, high quality of farming and production operations, affordability of logistical distribution and protection of the environment and natural resources.

OUR VALUES:

Honesty: Ensuring we work & communicate transparently with trust & integrity among our customers, Employees, Stakeholders and Shareholders.

Productivity: Ensuring productivity by means of the protection of close relationship with both customers and suppliers.

Transparency: Ensuring openness, communication, and accountability in our various engagements.

Efficiency: Producing more products with less resource such as efficiency, manpower, plant and equipment and reducing unit costs.

Responsibility for Environment and Nature: Supporting ethical ventures in our communities through environmentally sustainable resources & methods.

OUR STAFF

Corporate Social Responsibility

At A.I.D.C, we believe that Social Responsibility starts at home, and that it is part of our mandate to encourage and nurture the growth and wellbeing of our staff and the communities in which we do business.

Training Programs

Our training programs are intensive and robust, actively helping ambitious employees to advance their careers, and thus improve their standards of living.

Human Resources

As A.I.D.C believes that its human resources are its greatest asset, the Human Resources department is responsible for ensuring that a safe working environment is available to all AIDC employees.

A.I.D.C proudly encourages women in the workplace and helps them to maintain a work-life balance. so that A.I.D.C has joined the CARE project Women leaders at A.I.D.C act as role models for all women employees by mentoring, empowering them and motivating them to develop their skills and succeed in their careers.

IRRIGATION SYSTEMS

DRIP IRRIGATION

Our fruit and vegetable plantations are drip irrigated to conserve water. Studies have shown that vegetable crop production under drip irrigation when compared with other irrigation methods have demonstrated equal or improved crop yield and quality with reduced water and fertilizer inputs. Properly design and installed from the beginning our systems are maintained and monitored vigilantly to ensure proper irrigation throughout the season. A.I.D.C is committed to sustainable agricultural practices and will work to continuously invest in research and development to maximize resource use while minimizing environmental impact.

PIVOT IRRIGATION

A.I.D.C cultivates Hard Spring Wheat, Soybeans, Sugar Beets. These products are cultivated using the Center-Pivot irrigation system. A Pivot system is a method of irrigation that pivots sprinklers across a parcel of land. These overhead sprinklers feed water to the crops in an efficient manner, minimizing water loss and evaporation.

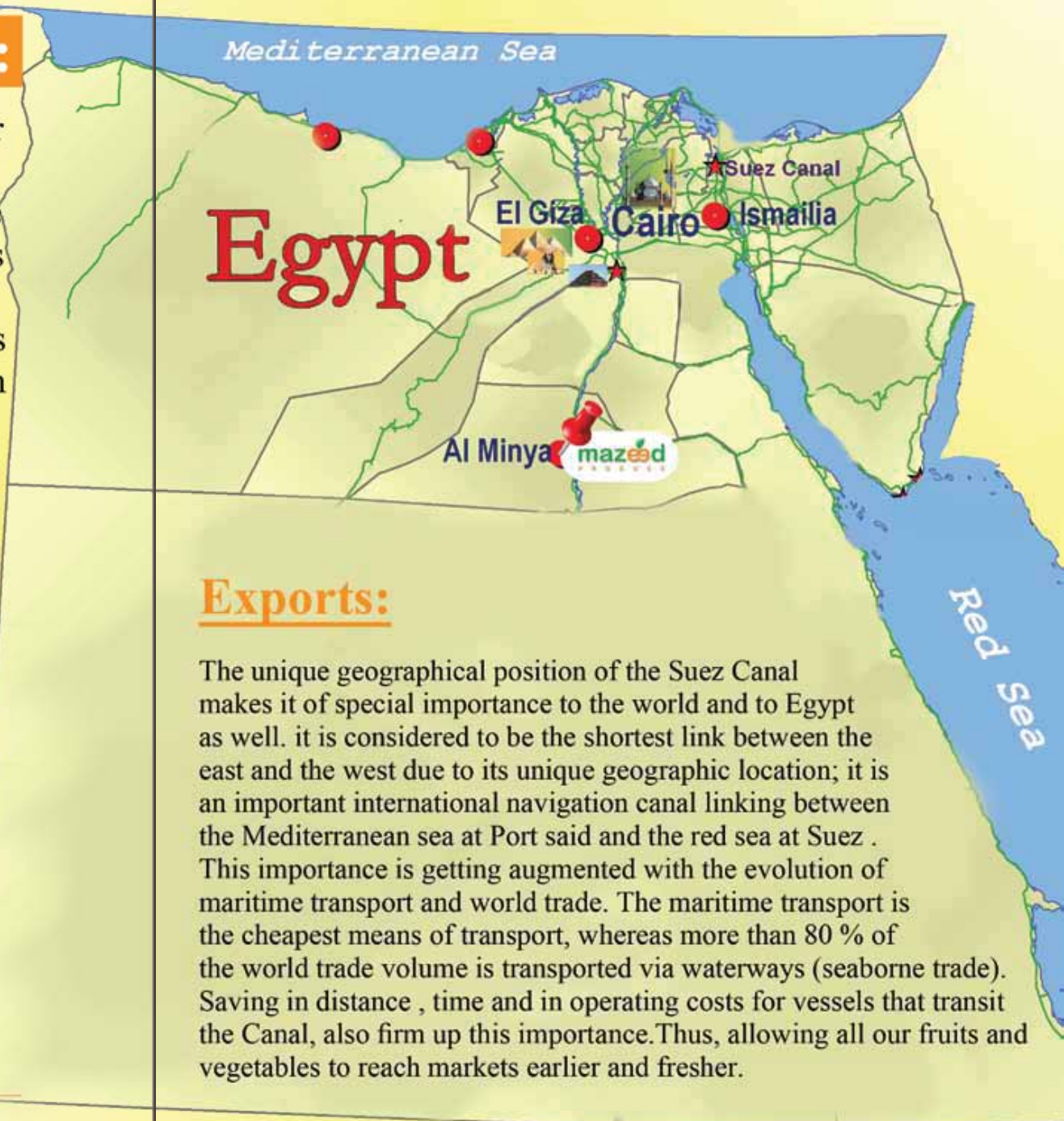


OUR LOCATION:

MAZEED products are cultivated with care at our farm located in 125km Western Cairo - Assiut Road - EL Minya in Egypt. El Minya is called the Bride of Upper Egypt due to its Location which is roughly at the border of Upper and Lower Egypt. it is located on the left bank of the Nile River. it is an important agricultural and industrial area. Such agricultural products grown here are grapes, orange, Pomegranates and Peaches.

The cultivated area is generally flat, with fine to medium textured relatively fertile alluvial soils. The climate is characterized by a cool winter from November to March and a hot summer from May to September.

A.I.D.C farms are spread over 7000 acres of fertile agricultural land. The facility is within close distance to all of the major seaports and airports in Alexandria, Port Said, Suez, and the Red Sea. This logistical advantage allows us to export our fresh products to markets in the Middle East, North Africa, and Europe without sacrificing our product quality and appearance.



Exports:

The unique geographical position of the Suez Canal makes it of special importance to the world and to Egypt as well. it is considered to be the shortest link between the east and the west due to its unique geographic location; it is an important international navigation canal linking between the Mediterranean sea at Port said and the red sea at Suez . This importance is getting augmented with the evolution of maritime transport and world trade. The maritime transport is the cheapest means of transport, whereas more than 80 % of the world trade volume is transported via waterways (seaborne trade). Saving in distance , time and in operating costs for vessels that transit the Canal, also firm up this importance. Thus, allowing all our fruits and vegetables to reach markets earlier and fresher.

CERTIFICATES & AWARDS

Compliance/Technical/Quality

Quality is our first priority as we know about the high standards our customers want to maintain.

AIDC is fully committed to delivering fruits that are safe and of superior quality while conformity with all International Standards and Local Legislation in order to serve the needs of our customers in worldwide.

We operate through setting-up integrated supply chains starting from farms (agriculture) and ending at the customer. This requires the engagement of all employees across the different departments as it covers all aspects of the production (raw & packaging materials, formulation, procurement, manufacturing, storage and transportation)). This allows us to sustainable deliver Safe and High-Quality products.



GLOBALG.A.P.

GLOBALG.A.P. - THE WORLDWIDE STANDARD FOR GOOD AGRICULTURAL PRACTICE.

Our certificate is a testament to our dedication towards agriculture the highest standard of products in an environmentally sustainable fashion.

ACERTA Certificación S.L. ACERTA Certificación S.L. declares that the production of the products mentioned on this certificate has been found to be compliant in accordance with the standard:

Total number of certified products: 4		Total number of pages: 1/1				
Products	GLOBALG.A.P. Product certificate number	Harvest included	Product handling included	Number of production sites	Paralell production	Paralell ownership
PEACHES	00053-VCFL-0002	YES	NO	1	NO	NO
ORANGES	00053-VCFKV-0002	YES	NO	1	NO	NO
MANDARINS	00053-VCFLH-0002	YES	NO	1	NO	NO
GRAPES (TABLE)	00053-VCFKP-0002	YES	NO	1	NO	NO



Product Specifications

Our produce is sold under the brand "MAZZEED", which includes innovative packaging designs, packed for the final consumer. We also provide customized packaging for clients that wish to purchase smaller quantities per package.

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POMEGRANATES

Our Wonderful pomegranate from Egypt is available during the summer season, Pomegranate fruit contains healing qualities known since biblical times. The best known fruiting pomegranate variety produces large deep purple-red fruit with deep crimson juicy flesh, which is very high in antioxidants. Good for juicing and eating fresh. The tree is vigorous and productive, with stunning flowers. Pomegranates grow best in areas with cold Winters and long hot, dry Summers. The fruit may not ripen if the summer season is too cool or too short.

Varieties:

Wonderful Pomegranates

Certificates:



GLOBAL G.A.P.

Nutrition Facts:

For a Serving Size 252grams

Calories	140%
Daily Value	
Sodium 30 milligrams	1.25
Total Carbohydrate 35grams	11.7
Sugars	34grams
Protein	1g
Calcium	4%
Iron	2%



Availability:

Jan.	Feb.	Mar.	Apr.	May.	Jun.
Jul.	Aug.	Sep.	Oct.	Nov.	Dec.

Packing:

The weight is 4.5KG / Carton

White Grapes

Our fresh seedless grapes are in high demand worldwide due to its premium quality & delicious, natural sweet flavor. Our Green superior seedless & Early sweet grapes are cultivated in our own farmlands with a dedication to quality control to guarantee a superb product to our customers. Our brand & label on grapes is the hallmark of guarantee that you are buying grapes of high quality.

Nutrition Facts:

Serving Size 1	1/2 cups (138g)
Calories	90
Fat	1g
Carbohydrates	24g
Fiber	1g
Sugar	23g
Protein	1g
Vitamin A	2%
Vitamin C	25%
Calcium	2%
Iron	2%



Varieties:

Superior Seedless - Early sweet

Certificates:



GLOBAL G.A.P.

Availability:

Jan.	Feb.	Mar.	Apr.	May.	Jun.
Jul.	Aug.	Sep.	Oct.	Nov.	Dec.

Packing:

The first weight is 5KG / box

The second weight is 4.5KG / carton (carton include carry bags)



Red Grapes

Our fresh seedless grapes are in high demand worldwide due to its premium quality & delicious, natural sweet flavor. Our Red Flame, Red Glob grapes are cultivated in our own farmlands with a dedication to quality control to guarantee a superb product to our customers. Our brand & label on grapes is the hallmark of guarantee that you are you buying grapes of high quality.

Nutrition Facts:

Serving Size 1	1/2 cups (138g)
Calories	90
Fat	1g
Carbohydrates	24g
Fiber	1g
Sugar	23g
Protein	1g
Vitamin A	2%
Vitamin C	25%
Calcium	2%
Iron	2%





Varieties:

Flame Seedless - Red Glob

Certificates:



Availability:

Jan.	Feb.	Mar.	Apr.	May.	Jun.
					
Jul.	Aug.	Sep.	Oct.	Nov.	Dec.

Packing:

The first weight is 5KG / box

The second weight is 4.5KG / carton (carton include carry bags)

Oranges

Our Egyptian Fresh Oranges are available most of the year. It is naturally colored due to the growing climate. All varieties are packed in accordance to strict and professional quality control processes. Orange, common name for citrus fruit of several trees. Orange trees are evergreens, seldom exceeding 9 m (30 ft) in height. The leaves are oval and glossy and the flowers are white and fragrant. The Valencia orange is a large orange variety with a smooth and pebbled surface and a semi thick fragrant peel that clings loosely to its segmented and barely seeded flesh. Its flesh, when ripe, is supremely sweet, juicy and tender. Though Valencia oranges' primary usage is for juicing, they are also used for fresh eating as well. Valencia oranges are a good source of vitamin C, fiber and folate.

Nutrition Facts:

For Serving Size of 1 small (121g)

Calories	60
Calories from Fat 0	(0%)%
Daily Value	
Carbohydrates	14g
Net carbs	11g
Fiber	3g
Glucose	11g
Protein	1g
Vitamin C 90mg	151%
Calcium 40mg	4%

Availability:

Jan.	Feb.	Mar.	Apr.	May.	Jun.
					
Jul.	Aug.	Sep.	Oct.	Nov.	Dec.

Packing:

The weight is 15KG / Carton

Varieties:

Valencia Orange

Certificates:



TANGERINES

Tangerines are a variety of citrus fruits and closely related to oranges. They distinguished from oranges by their smaller size, loose, easily peelable skin (pericarp) and more sweeter juicy flesh. The tangerine tree is smaller than oranges with slender branches, and deep-green leaves with pointed ends. The fruit is flat, small compared to “Navel” or “Valencia” oranges. Its loose, deep-orange color skin can be peeled rather easily. Inside, it features extensive fibrous pith, which is loosely attached to the inner skin and edible arils. An average-sized fruit has 8-10 juicy segments.

Varieties:

Murcott

Certificates:



Nutrition Facts:

For a Serving Size of 1 cup (140g)

Calories	60
Calories from Fat 0	(0%)%
Daily Value	
Carbohydrates	16g
Net carbs	13g
Fiber3g	13%
Glucose	12g
Protein	0g
Vitamin C 63mg	105%

Availability:

Jan.	Feb.	Mar.	Apr.	May.	Jun.
Jul.	Aug.	Sep.	Oct.	Nov.	Dec.

Packing:

The weight is 5KG / Plastic



PEACHES

Peach It is enormously rich in vitamin A and potassium and makes the skin healthy and also adds color to the complexion. Use of peaches, on a normal basis, can keep your bowel movements regular and also prevent straining. Intake of peaches helps in the removal of worms from the intestinal tract.

Benefits of Peach Nutrition:

1. Combats Free Radicals ,
2. Fights and Prevents Cancer
3. Prevents Dangerous Heart-Related Conditions
4. Reduces Inflammation ,
5. Treats Gut Disorders
6. Destroys Candida Fungus ,
7. Supports Healthy Eyes

Varieties:

FLORIDA, DESSERT, EARLY-SOLNG PEACHES

Certificates:



GLOBAL G.A.P.

Nutrition Facts:

For a Serving Size of 1 cup (140g)

Calories	60
Calories from Fat	0 (0%)
Daily Value	
Carbohydrates	16g
Net carbs	13g
Fiber	3g 13%
Glucose	12g
Protein	0g
Vitamin A	225mg 26%
Vitamin C	63mg 105%

Availability:

Jan.	Feb.	Mar.	Apr.	May.	Jun.
					
Jul.	Aug.	Sep.	Oct.	Nov.	Dec.

Packing:

The weight is 4.5KG / Carton



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CERTIFICATE

GLOBALG.A.P.

The Certification Body TÜV HELLAS (TÜV NORD) S.A. / Dept. AGRISYSTEMS

Hereby certifies according to the procedures of (TÜV NORD) S.A. and

GLOBALG.A.P.® General Regulation version 5.1_Jul.17 that the company:

Agricultural Investment and Development company "Mazeed"

Office Address: 27 Mohamed Korayem St, Nasr City - Cairo

Farm Address: K 126 Asyut Western Desert Road - Asyut

EGYPT

GGN: 4059883078312 Reg. Number of Producer: TUV-NORD 321692

Cultivates according to the requirements of

GLOBALG.A.P.® Standard Control Points and Compliance Criteria (CPCC)

Integrated Farm Assurance - version 5.1_Jul.17

Option 1 – Individual producer

Products	Product Certificate No	Surface In (Ha)	Harvest Included	Produce Handling	Parallel Production / Ownership
Grapes(Table)	00074- PKNHN-0002	41,6	Yes	Yes	No
Oranges	00074- PKNHT-0002	16,8	Yes	Yes	No
Pomegranates	00077- CXVCK-0003	85,7	Yes	Yes	No

Date of Issuing: 30/8/2019

Date of Certification Decision: 23/5/2019

Valid from: 23/5/2019

Valid to: 22/5/2020

For the certification body



GEORGE F. KRAVVAS
GLOBALGAP Scheme Manager
AGRISYSTEMS Dept.
TÜV HELLAS (TÜV NORD) S.A.



ANNEX I OF THE CERTIFICATE TUV-NORD No. 321692

GGN: 4059883078312
Date of issuing: 30/8/2019

Product Handling Units (PHUs)

Products	GGN / Sub GLN	Facility name and Address
Grapes (Table), Oranges, Pomegranates	4059883078312	Agricultural Investment and Development company "Mazeed" Bani Soliman Village, East of Nile, Bani Swif, Egypt

For the certification body



GEORGE F. KRAVVAS
GLOBALGAP Scheme Manager
AGRISYSTEMS Dept.
TÜV HELLAS (TÜV NORD) S.A.



CERTIFICATE

according BRC

Global Standard for Food Safety

Issue 8, February 2019

In accordance with TÜV NORD CERT procedures, it is hereby certified that

AGRICULTURAL INVESTMENT AND DEVELOPMENT COMPANY "MAZEED"

Bani Soliman Village

East of Nile, Bani Swif

Egypt

BRC Site Code: 1981002

product-category

05 - Fruits, Vegetables and Nuts

for the scope of activities

Sorting, Grading, Cooling and Packing of Table Grapes, Pomegranate and Peach into Cardboard Boxes and Plastic Punnets / Trays / Boxes.

exclusion from scope

None

The demands are fulfilled with the

Grade: C

Audit program

Announced audit

Date of audit: 2019-05-11

Audit Report No. GR-3924/2019

Certificate Registration No. 44 273 19370039

Validity date: 2019-12-21

Date of next audit from 2019-10-14 to 2019-11-11



Athens, 2019-06-21

Certification Body
at TÜV NORD CERT GmbH

This certification was conducted in accordance with the TÜV NORD CERT auditing and certification procedures and is subject to regular re-certification audits. The English Certificate is the original reference document.

This certificate remains the property of TÜV NORD CERT, to whom it must be returned upon request. "If you would like to feedback comments on the BRC Global Standard or the audit process directly to BRC Global Standards, please contact TellUs@brcglobalstandards.com or tel: +44 (0)20 39318148." To verify certificate validity, please visit www.brcdirectory.com.

TÜV NORD CERT GmbH

Langemarckstraße 20

45141 Essen

www.tuev-nord-cert.com



GGN: 4059883078312

Registration number of producer/
producer group (from CB): TUV-NORD 321692

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

PROOF OF ASSESSMENT

According to

GRASP General Rules V1.3 July 2015

Option 1

Issued to

Producer Agricultural Investment and Development company "Mazeed"

27 Mohamed Korayem St, Nasr City - Cairo -k 126 Asyut Western Desert Road - Asyut - Egypt, NA Nasr City, Egypt

The Annex contains details of the GRASP results.

The Certification Body TUV HELLAS (TUV Nord) S.A. declares that the producer group mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice Version 1.3 July 2015.

Overall assessment result: Fully compliant

GGN: 4059883078312

Assessment result in detail:

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

Date of Assessment: 23-02-2019

Date of Upload: 04-03-2019

Validity: 23-02-2019 - 22-02-2020 (depending on GLOBALG.A.P. certificate validity)

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

GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE

GRASP Checklist - Version 1.3

Checklist Individual Producer (Option 1)

Valid from: 1 July 2015

Mandatory from: 1 October 2015



1. CERTIFICATE HOLDER REGISTRATION DATA							
Producer GGN/GLN:*	4059883078312		Registration N°:	ACERTA 2261			
Company name:*	AGRICULTURAL INVESTMENT AND DEVELOPMENT COMPANY "MAZEED"		Address:*	27 Mohamed KorayemSt, NasrCity -Cairo -k 126 AsyutWestern DesertRoad -Asyut-Egypt			
Telephone:*	(202) 227577871						
Email:	export@aidcegypt.com		Fax:	(202) 22757861			
Assessment date:*	23/02/2019		Contact person:*	Belal Fathy			
Previous assessment date(s):							
Does the producer have any other external audits or certification covering social practices? If yes, which?							
Standard 1: Valid to:	Standard 2: Valid to:		Standard 3: Valid to:	Standard 4: Valid to:			
Has the Certification Body detected any significant breach of legal requirement concerning labor conditions?				<input type="checkbox"/>	YES	<input type="checkbox"/>	NO
Has the Certification Body reported this finding to the local/national responsible and competent authority?				<input type="checkbox"/>	YES	<input type="checkbox"/>	NO
Comments:							
Company description: Company main 27 Mohamed KorayemSt, NasrCity -Cairo & its farm located in:k 126 Asyut Western Desert Road -Asyut-Egypt the farm consist of 3 building, administration office, Stores The Farm is growing .Oranges, Grapes,Peaches and Mandarins. Number of permanent employees are 53 and seasonal 30 workers,							
Did the management sign a self-declaration saying that if there were employees GRASP would be implemented?				<input type="checkbox"/>	YES	<input type="checkbox"/>	NO
* Mandatory field							

null		YES	NO
	Is produce handling sub-contracted?	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
	Does the produce handling facility(ies) have any social standards implemented?	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
		If yes:	Name of the PH company:
			GGN/GLN of the PH company (if applicable):
Name and location of the assessed PH Facilities:			
PH Facility 1		PH Facility 4	
PH Facility 2		PH Facility 5	
PH Facility 3		PH Facility 6	
Does the company subcontract any other activities?		<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
If yes, which one?		Are the subcontracted activities included in the GRASP assessment?	
	<input type="checkbox"/> Pest and rodent control	<input type="checkbox"/> YES	<input type="checkbox"/> NO
	<input type="checkbox"/> Crop protection	<input type="checkbox"/> YES	<input type="checkbox"/> NO
	null	YES	NO
	<input type="checkbox"/> Others (please specify): NA	<input type="checkbox"/> YES	<input type="checkbox"/> NO

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	Jan - Dec.						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	Egyptian - South African									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	53	30	0	0	0	0	0	0	0	80
in product handling facility(ies)	0	0	0	0	0	0	0	0	0	0
Total	53	30	0	0	0	0	0	0	0	83

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :	Wael Said		Akrm Abdelmonaem		Omr Salama - Adel Abdalla Attia	
Present at the opening meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the assessment?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the closing meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO










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











Fully compliant











Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Name of certification body:	TUV HELLAS	Duration of the assessment: 1 day
Name of assessor:	Mohamed korany	
Name of company management:	TUV Nord Egypt	

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

GRASP CHECKLIST






















N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
EMPLOYEES' REPRESENTATIVE(S)					
1	<p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. The employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and the management occur at accurate frequency. The dialogue taking place in such meetings is duly documented. N/A if the company employs less than 5 employees.</p>				
1.1	The election/nomination procedure has been defined and communicated to all employees.	 	X		
1.2	Documentation shows that the election and the counting of votes were carried out fairly and openly. In case of representative(s) not elected but nominated, there is a document justifying why elections could not take place.		X		
1.3	The results of the election (name of employees' representative(s) or in case of council composition of the council) were communicated to all employees.	 	X		
1.4	The election/nomination has taken place in the ongoing year or production period. The representation is current (all elected/nominated person(s) according to the list still working for the company).		X		
1.5	The employees' representative(s) is/are recognized by the management and a job description clearly defines his/her/their role and rights. The employees' representative(s) is/are aware of his/her/their role and rights (in case of an employees' council, all members are interviewed).	 	X		
1.6	There is documentary evidence of regular meetings at accurate frequency between the employees' representative(s) and the management, where GRASP related issues are addressed.		X		
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: Management established communication system with the workers committee by admin and HR officers. interview with :R.R- A.A, H. M- W.A -M.S - A.A - M. A- A.A All the interviewed workers reported that they have the right to join any union or organization without any objection from the managements. The election procedure has been defined and communicated to all employees ET1 - The election dated 10/1/2019 -The job description (Form no 3) clearly defines his role and rights and The employees' representative is aware of his role and rights seen his signed on the job description. meetings at accurate frequency between the employees' representative(s) and the management every month.</p>					
Corrective Actions: NA					








N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
COMPLAINT PROCEDURE					
2	CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion? CC: A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions. Complaints, suggestions and their follow-up from the last 24 months are documented.				
2.1	A documented complaint and suggestion procedure is available, appropriate to the size of the company.		X		
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	X		
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.		X		
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		X		
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	X		
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Management established procedure for complaints and suggestions to discuss the complaints and suggestion and find solution within 7 day. Document name: Complaint and suggestion procedure. Issue date 1/1/2019 All the interviewed workers reported that they have the access and free to complaint without any penalized by the managements. interview with : R.R- A.A, H. M- W.A -M.S - A.A - M. A- A.A					
Corrective Actions: NA					




N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
SELF-DECLARATION ON GOOD SOCIAL PRACTICES					
3	<p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		X		
3.2	The declaration has been signed by the management and by the employees' representative(s).		X		
3.3	The declaration is actively communicated to the employees (e.g. displayed on the production site/in the handling unit/management office or attached to the working contract, information at meetings etc.).	 	X		
3.4	The management, the responsible person for the implementation of GRASP and the employees' representative(s) know the content of the declaration and confirm that it is put into practice.	  	X		
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		X		
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	X		
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: Management established Declaration employees</p> <p>The declaration is complete and contains at least all points referred to ILO core labor conventions:</p> <ul style="list-style-type: none"> - Employment freely chosen - Freedom of association - Safety and Hygienic conditions - No child Labour policy - Wages and benefits policy - Working Hours Policy - No discrimination policy - Regular Employments - No Harsh or inhumane treatments. <p>All the interviewed workers are understanding the declaration</p> <p>Document name: ETI Base Code</p> <p>Issue date: 1/1/2019</p>					




interview with R.R- A.A, H. M- W.A -M.S - A.A - M. A- A.A
all workers signed that they have the ETI base code







Corrective Actions: The declaration not signed by the management or by the employees' representative(s).
The corrective action done and received by TUV Nord Egypt in 24/2/2019










N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
ACCESS TO NATIONAL LABOUR REGULATIONS					
4	CP: Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations? CC: The person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national regulations, such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines.				
4.1	The RGSP provides the employees' representative(s) with the valid labor regulations (e.g. the GRASP National Interpretation Guidelines).	  	X		
4.2	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.	  	X		
4.3	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	X		
4.4	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.	  	X		
4.5	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	X		
4.6	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.	  	X		
4.7	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	X		
COMPLIANCE LEVEL CONTROL POINT 4: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: Documents were in place including workplace safety policy and occupational safety and health training records, wages and benefits policy, non-discrimination and forced labour policy, working hour policy, child labour policy and minimum age of working, holidays and maternity leave policy for Ex. RGSP and the employees' representative have knowledge about and access to the valid labor regulations (Egyptian Labour Law No 12/2003) contain: Book1-Definitions And General Previsions Book2-Individual Labour Relationships Book3-Vocational Guidance And Training Book4-Collective Labour Relationships Book5-Vocational Safety And Ensuring Labour Environment security Book6-Inspection On Work And Judicial Police Authority					
Corrective Actions: NA					











N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING CONTRACTS					
5	<p>CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer?</p> <p>CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, job description, date of birth, date of entry, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees their legal status and working permit. The contract does not show any contradiction to the self-declaration on good social practices. Records of the employees must be accessible for at least 24 months.</p>				
5.1	Random checks show availability of written contracts for all employees signed by both parties.		X		
5.2	There is evidence that the employees have the correct contract according to national legislation and/or collective bargaining agreements (as stipulated in the applicable GRASP National Interpretation Guideline).		X		
5.3	The working contracts include at least basic information on the employee's name, date of birth and nationality according to the applicable GRASP National Interpretation Guideline.		X		
5.4	The working contracts or attachments to the contracts include basic information on the contract period (e.g. permanent, period or day laborer etc.), the wage, working hours, breaks, and a basic job description.		X		
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		X		
5.6	If non-national employees are working for the company, records indicate their legal status for being employed by the company. A respective working permit is available.		X		
5.7	Records of the employees must be accessible for at least 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: Employment contracts – company rules and regulations – workers interviews The Facility had staff personal files. - Random checks for contracts of A.A no 27 dated dated 1/8/2018 and signed by both parties I. A. no 29 dated 1/8/2018 and signed by both parties and H. A. no 31 dated 1/8/2018 and signed by both parties the random check show availability of written contracts for all employees signed by both parties - The contract contain according to national legislation 12/2003 and attachments to the contracts include GRASP National Interpretation Guideline). - The working contracts include (Name - date - address - work type - wage - the paying date - working hours, breaks, and a basic job description.)</p>					
Corrective Actions: 2					









N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
PAYSLIPS					
6	CP: Is there documented evidence indicating regular payment of salaries corresponding to the contract clause? CC: The employer shows adequate documentation of the regular salary transfer (e.g. employee's signature on pay slip, bank transfer). Employees sign or receive copies of pay slips/pay register that make the payment transparent and comprehensible for them. Regular payment of the employees during the last 24 months is documented.				
6.1	Documented evidence that the payment is made in defined intervals (e.g. pay slips or pay registers) is available for the employees (random checks).		X		
6.2	Pay slips or pay registers indicate that payments are made in accordance with the working contracts (e.g. employee's signature on pay slips, bank transfer etc.).		X		
6.3	The records of payments are kept for at least 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant	
Evidence/Remarks: All the workers receive their salaries on monthly bases, workers were provided with free transportation from and to the site, Seasonal workers are getting paid on a weekly basis. Ex. Seen the wages list of 1/2019					
Corrective Actions: NA					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WAGES					
7	CP: Do pay slips/pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements? CC: Wages and overtime payment documented on the pay slips/pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain at least the legal minimum wage (on average) within regular working hours.				
7.1	Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).		X		
7.2	Wages and overtime payments as shown in the records are according to the contracts and indicate compliance with national labor regulations (minimum wages), and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline.		X		
7.3	Independently from the calculation unit, pay slips/pay registers document that employees gain in average at least the legal minimum wage within regular working times (especially check when piece-rate is implemented). If there are deductions from salaries and employees are being paid below minimum wage, the deductions must be justified in writing.		X		
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: Wages and overtime payments as shown in the records was according to the contracts and indicate compliance with national labor regulations (minimum wages), and collective bargaining agreements as specified in the GRASP National Interpretation Guideline.					
Corrective Actions: 2					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
NON-EMPLOYMENT OF MINORS					
8	CP: Do records indicate that no minors are employed at the company? CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education.				
8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.		X		
8.2	If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety (according to the applicable IFA All Farm Base Module), that -jeopardizes their development or prevents them from finishing their compulsory school education.	    	X		
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: There were no workers under the age of 18 years were found employed by the facility. The facility requires that when submitting an employment application, prospective employees must submit a copy of the birth certifications and the facility must review the original copy of the same as well in order to verify the workers age. All Seasonal workers have personal files including copy of birth certificate. Workers interview—company rules and regulation policy – workers personal files					
Corrective Actions: NA					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
ACCESS TO COMPULSORY SCHOOL EDUCATION					
9	CP: Do the children of employees living on the company's production/handling sites have access to compulsory school education? CC: There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.				
9.1	There is a list of all children in the age of compulsory schooling age living on the company's production/handling sites, with sufficient indications on name, name of parents, date of birth, school attendance, etc. Children of management may be excluded.				X
9.2	There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to the GRASP National Interpretation Guideline).	   			X
9.3	There is evidence of an on-site schooling system when access to schools is not available.	   			X
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable		
Evidence/Remarks: There were no workers under the age of 18 years were found employed by the facility.					
Corrective Actions: NA					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
TIME RECORDING SYSTEM					
10	CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees? CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by the employees and accessible for the employees' representative(s).				
10.1	A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.).	 	X		
10.2	The records indicate the regular working time for employees on a daily basis.		X		
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		X		
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		X		
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).		X		
10.6	Access to these records is provided to the employees' representative(s).	  	X		
10.7	The records are kept for at least 24 months.				X
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: For permanent workers: Manual signature of employees in the daily attendance register. Time records, overtime payments, harvesting records. The records indicate the breaks days for the employees (on a daily basis). Access to these records is provided to the employees' representative.					
Corrective Actions: 2					

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING HOURS & BREAKS					
11	CP: Do working hours and breaks documented in the time records comply with applicable legislation and/or collective bargaining agreements? CC: Documented working hours, breaks and rest days are in line with applicable legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours. During peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.				
11.1	Information on valid labor regulation and/or collective bargaining agreements regarding working hours and breaks is available (e.g. in the GRASP National Interpretation Guideline).	 	X		
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		X		
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		X		
11.4	If not regulated more strictly by applicable legislation, regular weekly working time does not exceed 48 hours. During peak season (harvest), weekly working time does not exceed 60 hours.	  	X		
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		X		
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: The Facility is not exceeding 48 working hours per week and work for 6 days a week. Time records, overtime payments, harvesting records.					
Corrective Actions: NA					

RECOMMENDATIONS FOR GOOD PRACTICE

N°	CONTROL POINT & COMPLIANCE CRITERIA
ADDITIONAL SOCIAL BENEFITS	
R1	What other forms of social benefit does the company offer to employees, their families and/or the community? Please specify (incentives for good and safe working performance, bonus payment, support of professional development, social benefits, child care, improvement of social surroundings etc.).
Evidence/Remarks: Na	