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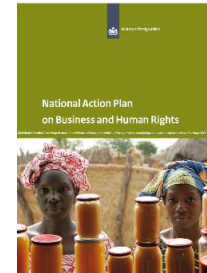
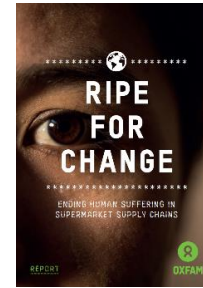




# INDUSTRY CHALLENGES

Workers' well-being in primary production is under scrutiny

- Social and economic issues connected with food and floriculture production such as workers' health, safety, and welfare, labor exploitation, and human rights are increasingly in the spotlight from media, consumers, and civil society.
- Diligence laws, such as the UK's Modern Slavery Act, Germany's Supply Chain Act, and the "Devoir de Vigilance" in France seek to address and prevent human rights abuses in the labor market.
- Research conducted by Oxfam and other stakeholders from civil society places added pressure on supply chains.





## INDUSTRY CHALLENGES

Workers' well-being in primary production is under scrutiny

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- **Supply chain risk** is a major concern for brand owners, retailers and suppliers.
- Stakeholders are looking for **cost-effective tools** to manage social risks at farm level, including undocumented workers, exploitation, and child labor.
- Voluntary social standards represent a practical resource for producers and lead to **trusted certification** that facilitates transparency for buyers.
- The increasing range of farm assurance standards that producers are expected to implement results in **audit fatigue**. The supply chain requires tools that complement rather than compete with existing certification.



# THE GLOBALG.A.P. SOLUTION

A GLOBALG.A.P. Risk Assessment on Social Practice (GRASP)

- A **farm-level social/labor management tool** to be used in combination with Integrated Farm Assurance (IFA) for global supply chains
- Applicable to **all production** under IFA
- An **affordable, practical system** for all types of IFA certified farms – including smallholders and family farms – to demonstrate that they are meeting requirements for workers' well-being







# THE GLOBALG.A.P. SOLUTION

## A GLOBALG.A.P. Risk Assessment on Social Practice (GRASP)

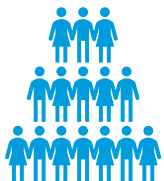
- Producers can **assess, improve, and demonstrate** their responsible social practices through a simple but robust evaluation checklist
- Evaluation is complemented by **national interpretation guidelines** of local legislation to help assessors and producers to understand local compliance systems
- Covers the main topics of the UN Guiding Principles on Business and Human Rights and the **International Labour Organization (ILO)**'s core labor conventions





# THE GLOBALG.A.P. SOLUTION

GRASP industry recognition

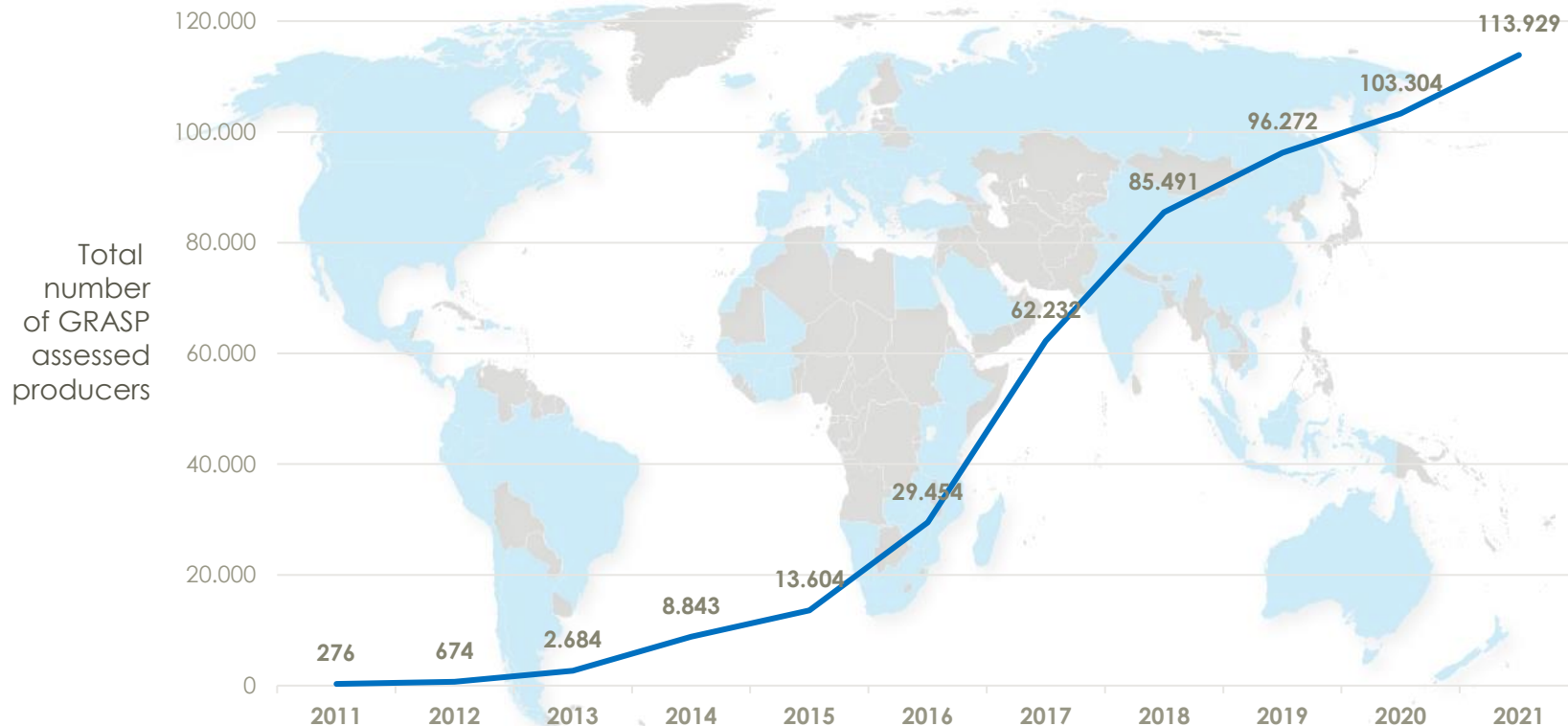


- Supports the **UN Global Compact Food and Agribusiness Principles**  
Principles 3-6 under labor
- Contributes to the **UN Sustainable Development Goals**, including:
  - Goal #3: Good health and well-being
  - Goal #8: Decent work and economic growth
  - Goal #17: Partnerships for the goals
- The social assessment tool of choice for over 100,000 producers around the world



# THE GLOBAL.G.A.P. SOLUTION

## GRASP year-over-year growth





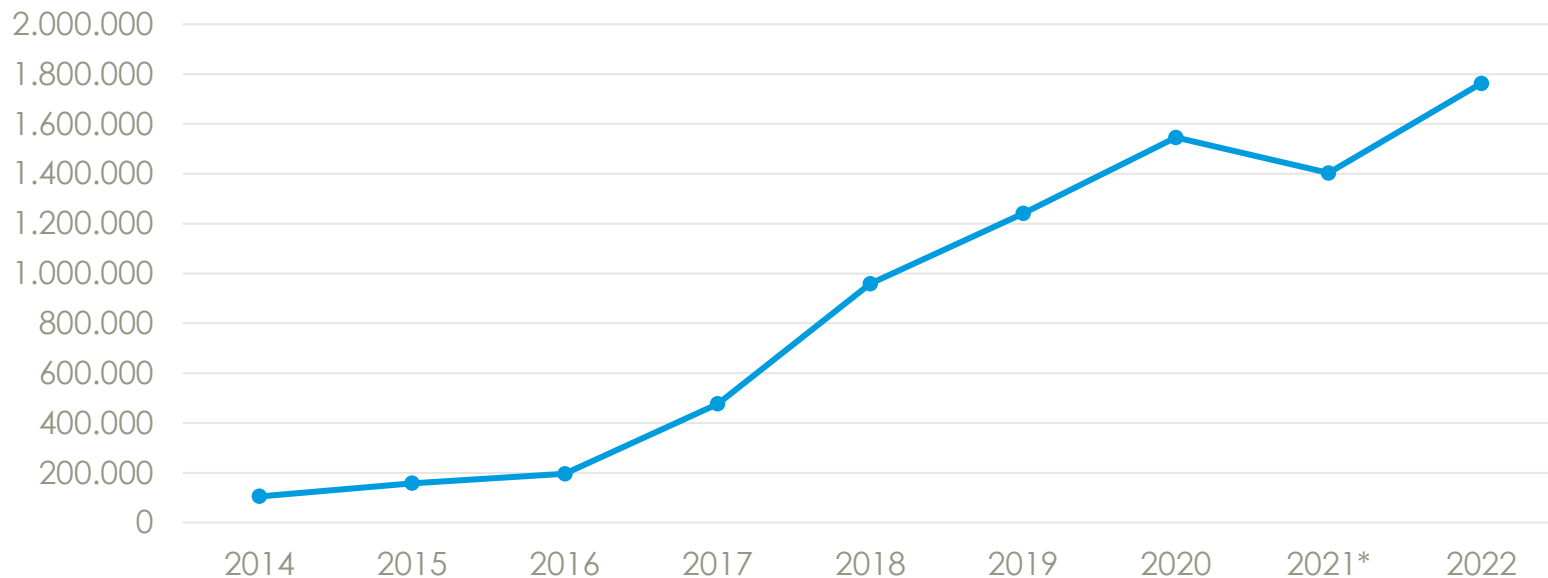


# THE GLOBAL G.A.P. SOLUTION

## GRASP year-over-year growth

### Number of workers covered under GRASP

Jan 2014–Jan 2022



\*2021 saw restrictions on and shortages of migrant workers, which are reflected in GRASP



**GLOBALG.A.P.**

# **GRASP V2 CONTENT**





## GRASP V2

### Development process

GLOBALG.A.P.  
**WCT**  
WORLD | CONSULTATION | TOUR  
2020



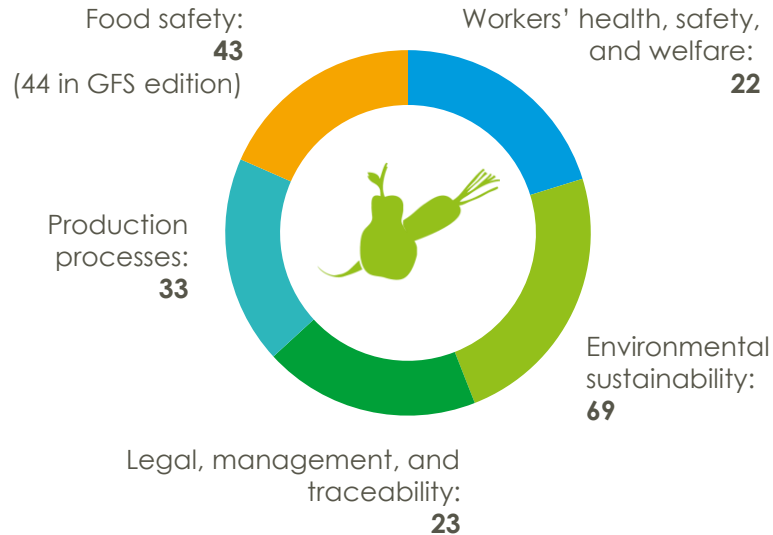
- GLOBALG.A.P. standards and add-ons are developed **by the industry, for the industry.**
- To develop GRASP v2, the **GRASP Technical Committee** reviewed the latest checklist and general rules to adapt GRASP to the social/labor challenges faced by the agricultural sector.
- The new draft of GRASP v2 went through **two rounds of public consultation in 2021**, in which anyone could submit feedback on the proposed changes.
- We received over **600 comments** on the GRASP v2 documents.
- The final checklist was approved by the GLOBALG.A.P. Advisory Board in October 2021 and released **in April 2022.**



# HOW IT WORKS

Building on GLOBALG.A.P.'s Integrated Farm Assurance (IFA) standard

## IFA v6 for fruit and vegetables: 190 principles and criteria



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

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



WORKERS' VOICE



HUMAN AND LABOR RIGHTS INFORMATION



HUMAN AND LABOR RIGHTS INDICATORS



CHILD AND YOUNG WORKERS PROTECTION



# HOW IT WORKS

Four key topics, 13 +1 subtopics



## WORKERS' VOICE

- Right of association and representation
- Worker representation
- Complaint process



## HUMAN AND LABOR RIGHTS INFORMATION

- Producer's human rights policies
- Access to labor regulation information
- Disciplinary procedures



## HUMAN AND LABOR RIGHTS INDICATORS

- Terms of employment documents
- Payments
- Wages
- Time recording system and working hours
- Forced labor indicators



## CHILD AND YOUNG WORKERS PROTECTION

- Working age, child labor, and young workers
- Compulsory school age and school access

+ quality management system check if quality management system in place



## HOW IT WORKS

### Assessment results

64

Principles and  
criteria to be  
assessed



Each rated  
as Major  
Must or  
Minor Must



Assessment  
result:  
Compliant or  
non-compliant



Compliant status  
results in a letter of  
conformance



Assessment status  
visible in  
GLOBALG.A.P.  
IT systems

Compliant =

→ 100% of Major Must principles and criteria

→ A minimum of 70% of the Minor Must principles and criteria in the initial assessment and compliance with a minimum of 75% of Minor Must principles and criteria in subsequent assessments.





# HOW IT WORKS

## Checklist example: Principles and criteria

No.	Principle	Criteria	Level
5	<b>ACCESS TO LABOR REGULATION INFORMATION</b>		
5.1	<b>The workers and the worker representation are provided with easy-to-understand and up-to-date information on minimum wage, working hours, breaks, freedom of association, holidays, labor unions, and local labor authorities contacts.</b>	<p>The information shall also be available to all subcontracted labor. The term 'easy-to-understand' shall require that accessibility and instruction to access is provided if needed. E.g., if access is provided electronically, a device such as a computer shall be always connected and available, and workers shall have received instructions on how to operate the device. If written information such as NIGs or pictogram information is displayed, the information shall be available in the predominant language(s) of the workforce.</p> <p>The term 'up-to-date' shall require that information is from the latest valid and applicable regulation on the topics of the criteria.</p> <p>Evidence: The assessor shall use worker interviews, where possible, to check how the information was provided. If no interviews are possible, the assessor shall check compliance with this P&amp;C through document review and interviews with the worker representation. The assessor shall be provided with the relevant documents or pictograms and check that they are always accessible to workers and subcontracted labor (e.g., information is displayed in common resting areas of workers).</p>	Major Must



## WHAT'S NEW IN GRASP V2?

### Changes to checklist contents

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



## WHAT'S NEW IN GRASP V2?

### Changes to checklist contents

Topics	Additions and changes
Terms of employment documents and forced labor indicators	Evidence that all workers have entered work freely and voluntarily. Employment terms and conditions are accessible for all workers. All documents comply with national legislation and collective bargaining agreements. Duty includes checks for forced labor and debt bondage indicators. Subcontracted labor is included in these terms
Payments	Includes need for clear, accessible information for workers (easy-to-understand).
Wages	Includes report on forced labor indicators, covers employment agency and subcontracted labor.
Time recording system and working hours	Appropriate to the type of contract. Recognized hours accumulation per week, overtime voluntary. Includes duty to monitor workers' health. Includes subcontracted employment.
No employment of minors	Includes requirement for a remediation plan in case minors are found working, training for workers, and regulations for young workers.
Young workers	Specific wording on working conditions and monitoring of hours. Cross-check with school attendance when of compulsory school age.
Access to compulsory school education	Includes principles and criteria for young workers of compulsory school age.



### WORKERS' VOICE

The **worker representation** shall

- Not be influenced by the management
- Provide information on the complaint process to all workers, meet with workers, and share information from management

#### **Different forms of representation possible**

- A person or group of persons
- A representative of a collective labor organization legally active at the farm
- Any other form that provides opportunity to the workers to raise their voice
- Self-representation before management



**GRASP**

Assessment contents



## **HUMAN AND LABOR RIGHTS INFORMATION**

### **Producer's human rights policy**

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

### **Access to labor regulation information**

- Empowering workers by ensuring access to labor law information
- Differences between local legislation and GRASP principles and criteria: Producer shall apply the higher level of protection to workers



**GRASP**

Assessment contents



## **HUMAN AND LABOR RIGHTS INDICATORS**

### **Payments**

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

### **Wages**

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





**GRASP**

Assessment contents



## **HUMAN AND LABOR RIGHTS INDICATORS**

### **Evaluation of a system that is implemented**

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



**GRASP**

Assessment contents



## **CHILD AND YOUNG WORKERS PROTECTION**

### **Working age, child labor, and young workers**

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

### **Compulsory school age/school access**

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



## HOW IT WORKS

### Verification methods

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Record verification



Site inspection



Questions to the company manager



Questions to the worker representation



Questions to the workers



## HOW IT WORKS

### Country risk concept explained

- Evidence methods are determined by the **country risk classification** in order to balance **efficiency and flexibility** for buyers with **low costs** for producers  
(Similar to social standards such as SA 8000 and amfori BSCI)
- The GRASP country risk classification uses the **Worldwide Governance Indicators** (WGI) issued by the World Bank
- The list of countries assigned to the three categories is **updated yearly**, following the revision periods of the indicators issued by the World Bank





## HOW IT WORKS

### Country risk concept explained

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

See the [GLOBALG.A.P. website](#) for a full overview of the country risk classifications



## HOW IT WORKS

### National interpretation guidelines

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#### **Harmonizing good social practice worldwide**

- Legal requirements differ from country to country (e.g., minimum wage, working hours etc.).
- Where the national requirements are stricter, local legislation overrides GRASP. Where there is no legislation (or legislation is not so strict), GRASP provides the minimum compliance criteria for a good social management system. There are no exemptions from GRASP principles and criteria.
- To make these requirements transparent to producers, auditors and assessors, local multi-stakeholder groups develop GRASP national interpretation guidelines (GRASP NIG).
- GRASP can be assessed in any country – even where no GRASP NIG exists.





## HOW IT WORKS

### Eligibility

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#### **Who can implement the GRASP add-on?**

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

#### **Which versions of IFA can be combined?**

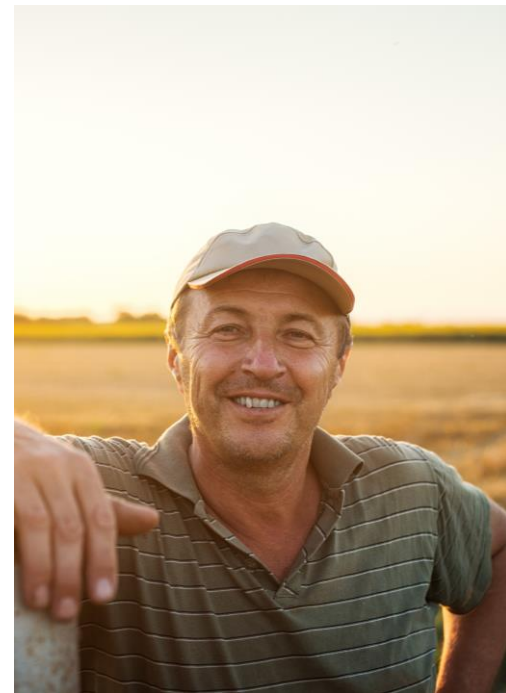
- IFA v6 is combined with GRASP v2
- IFA v5 (v5.2, v5.4-1-GFS) is combined with GRASP v1.3-1-i



# THE BENEFITS OF GRASP

For producers

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





# THE BENEFITS OF GRASP

For the supply chain

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





# COSTS AND LICENSE FEES

## GRASP add-on

The add-on contains **three cost elements\***

\*Note: Each farm is unique, and the final costs depend on a combination of factors (size, location, existing policies and processes, etc.)

- 1. Implementation costs:** Incurred by the producer to prepare for the CB audit
- 2. CB service fees:** Determined by the CB to cover expenditures, but is combined with the IFA audit
- 3. System participation fee:** See the table below for v2 fees

Standard	Unit	Base fee (€)	Units to which only the base fee applies	Units to which unit fee 1 applies	Unit fee 1 (€/Unit)	Units to which unit fee 2 applies	Unit fee 2 (€/Unit)
GRASP v2	Workers	25.00	≤ 25 workers	> 25 - ≤ 1,000 workers	1.00	> 1,000 workers	0.10



## FIVE STEPS TO GRASP

- 1 Download the documents from the GLOBALG.A.P. website**  
GRASP rules, the GRASP checklist, and other supporting documents
- 2 Implement the checklist requirements and perform a self-assessment**  
Registered Trainers can provide assistance during audit preparations
- 3 Contact your CB and request an assessment**  
The GRASP assessment will take place together with your IFA audit
- 4 CB performs on-site assessment and uploads results to Audit Online Hub**  
All non-compliances must be closed within 28 days and verified by the CB
- 5 Receive a letter of conformance**  
Assessment status is visible in the GLOBALG.A.P. IT systems



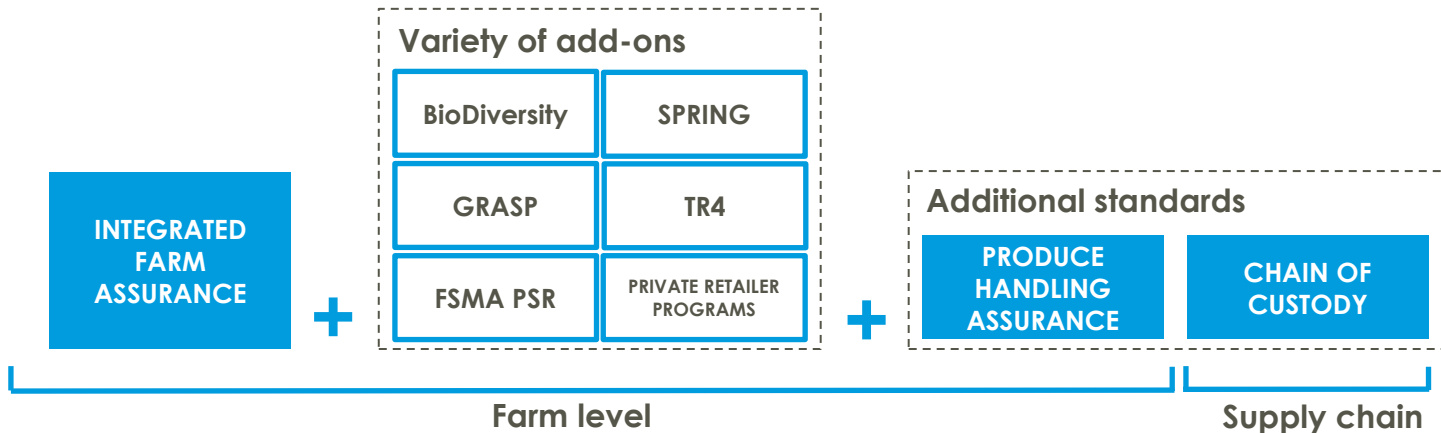




# GRASP

Part of a portfolio of solutions

- GLOBALG.A.P. offers **solutions** for B2B certification, consumer labeling, traceability systems, and certification with GFSI recognition.
- Targeted add-ons **upgrade** a producer's assurance level.
- Add-ons can only be used in combination with a GLOBALG.A.P. standard or a benchmarked scheme/checklist.





# TRANSPARENCY

## Results of the GRASP add-on

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

GLOBALG.A.P. Risk Assessment on Social Practice (GRASP)							
Certification Body / Producer Group	Name1	Name2	Scheme	Assessment (PDF)		Scheme GR	Scheme CPCC
				Current	Next		
CU GRASP GRASP			GRASP				
Product	GRASP assessment no.	Cycle	Status	Overall assessment result	Valid to	Scheme GR	Scheme CPCC
GRASP		Current	assessed		17/06/2022	GRASP General Rules v1.3-1-i	GRASP CPCC v1.3-1-i
Attributes current cycle							
Product Handling	Yes						
Employee Interview?	No						
Assessment conducted remotely?	N/A						

Assessment status

Assessment expiration date

Further information shared according to data access rights



# THE GLOBALG.A.P. INTEGRITY PROGRAM

Building confidence and trust in GLOBALG.A.P. products

- The **first program of its kind** in food certification, active since 2008
- Designed to ensure **consistent implementation of the standards** globally
- Promotes **trust and transparency** throughout the GLOBALG.A.P. system





## REGISTERED TRAINERS

A helping hand for the assessment process

### Registered Trainers are:

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



*Find Registered Trainers using our “[Find a Registered Trainer](#)” tool.  
You can recognize them by their green seal.*



# INDUSTRY COLLABORATION



**Avoiding audit fatigue**  
**Reducing costs for farm**



**Championing**  
**alignment efforts**



**Leveraging data**

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

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



# GLOBALG.A.P. AT A GLANCE




**530+ voluntary members** form the **GLOBALG.A.P. Community**



**206,000+ certified producers** in **130+ countries**



**GLOBALG.A.P. Academy** training for **2000+ participants** on **5 continents** in **15+ languages**

A pioneering **integrity system** with independent assessments to **monitor** the **performance** of our certification bodies 



A **consumer label** making certified, responsible farming visible



GLOBALG.A.P. governed by an elected **Advisory Board**



**3 main products** with **40+ standards** and **programs**



An extensive **worldwide network** of **consultants** to help producers with their certification process



**2,000+ inspectors** and **auditors** working for **170+ approved certification bodies**



An online **consumer portal** for transparent farm verification and information with **600+ farm profiles**



**1,000+ international experts** active in Technical Committees, National Technical Working Groups and Focus Groups



**700+ products** available for certification



A harmonization program to **benchmark schemes** and **checklists** around the world



A secure **online certification database** to check producers and validate certificates

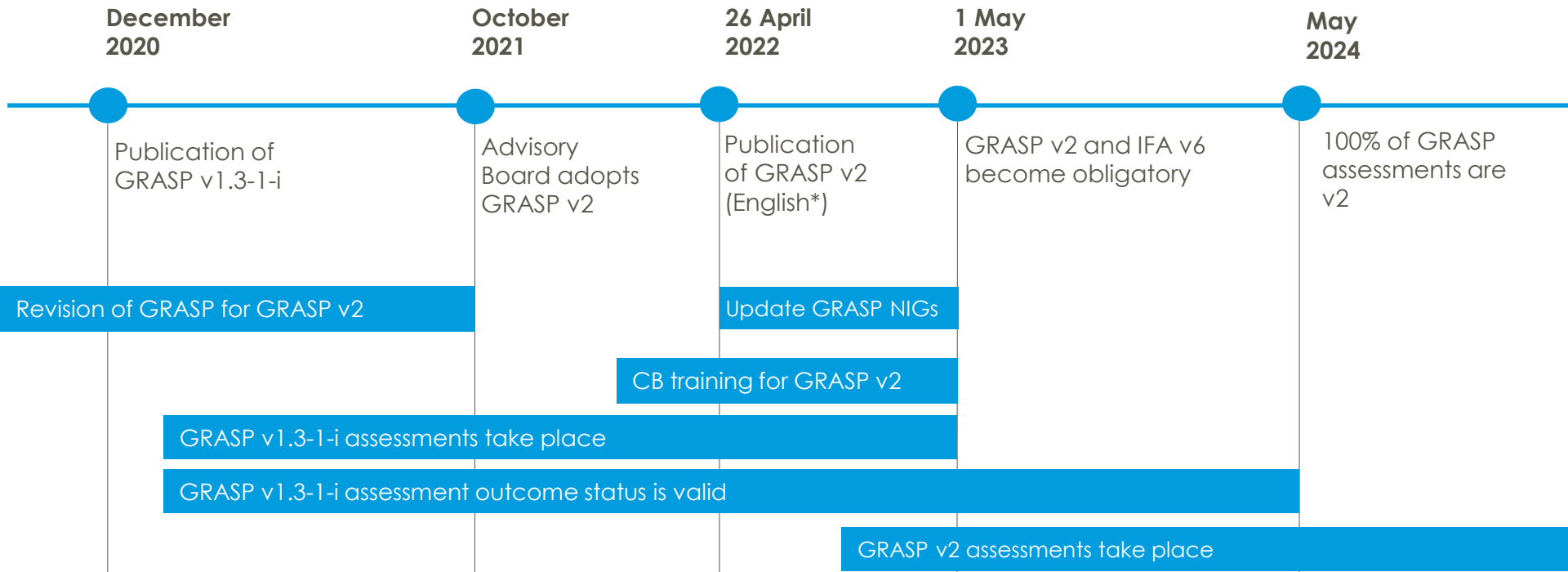
**Impact Driven Approach** to sustainability







# GRASP TRANSITION TIMELINES



\*Translations into Spanish, Italian, and German have been confirmed.





# TRAINING OPPORTUNITIES

## GRASP v2

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- Training material, self-guided courses, and face-to face-training will be offered.
- **Producer learning opportunities:** Visit the [GLOBALG.A.P. Academy](#) or [contact a Registered Trainer](#)
- CB training: All auditors wishing to carry out GRASP v2 assessments must undergo in-house CB training and pass the online exam. CB training will take place in spring/summer 2022. Auditors for GRASP assessments must comply with all the auditor requirements for IFA and be a registered IFA auditor. You can find the auditor requirements in the GLOBALG.A.P. general regulations