

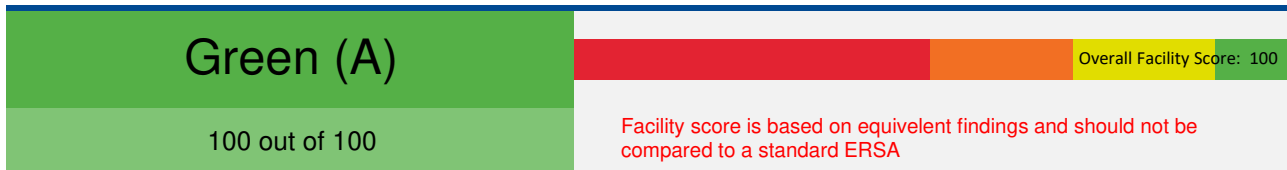
VERDIMED S.A.U
RBS/M/614318/20

FACILITY INFORMATION

Report #: RBS/M/614318/20	City: MURCIA
Assessment Date: Nov 16, 2021	Country: Spain
Last Assessment: Nov 20, 2020	Assessors: Pilar Orden
Assessment Type: Partial Follow-up	Service Provider: SGS SPAIN
Schedule Type: Announced	Equivalency Specialist: Ellie Chen
	Conversion Date: Dec 4, 2021

SMETA_6.1 Equivalency

FACILITY SCORE AND BENCHMARKING



<i>Section</i>	<i>Total Findings</i>	<i>Critical</i>	<i>Major</i>	<i>Moderate</i>	<i>Minor</i>
1. Transparency & Business Integrity	0	0	0	0	0
2. Management System	0	0	0	0	0
3. Hiring, Disciplinary & Termination	0	0	0	0	0
4. Young Worker & Child Labor	0	0	0	0	0
5. Forced Labor and Human Trafficking	0	0	0	0	0
6. Harassment & Abuse	0	0	0	0	0
7. Discrimination	0	0	0	0	0
8. Freedom of Association & Grievance	0	0	0	0	0
9. Foreign Migrant Labor	0	0	0	0	0
10. Wages & Benefits	0	0	0	0	0
11. Hours of Work	0	0	0	0	0
12. Health & Safety	0	0	0	0	0
13. Environment	0	0	0	0	0
14. Subcontracting	0	0	0	0	0
15. Homework	0	0	0	0	0

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VERDIMED S.A.U

RBS/M/614318/20

CRITICAL / MAJOR FINDINGS

BEST PRACTICES

No Best Practices Identified

GENERAL AUDIT OVERVIEW

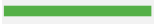







- . VERDIMED SAU set up in 1987, but was in 1992 when started to named Verdimed, before belong to Martin Navarro group. They are handling the products of his fields located in Murcia and Alicante. Facility is sited in San Javier (Murcia) where vegetable products are handling.
- . In the 1980s, the Martinavarro company, a leading citrus company, continued its expansion by starting the production and marketing of vegetables. In 1987, seeking a better climate, the vegetable production was transferred to Murcia. in 1991, when the Verdimed company was born, dedicated mainly to the production and marketing of fresh vegetables. Since that date, Verdimed has been managed and financed independently.
- . Process and packaging of spinach, broccoli, cauliflower, Romanesco, kale.
- . The 95% of their product goes to international market and only 5 % to local market.



VERDIMED S.A.U
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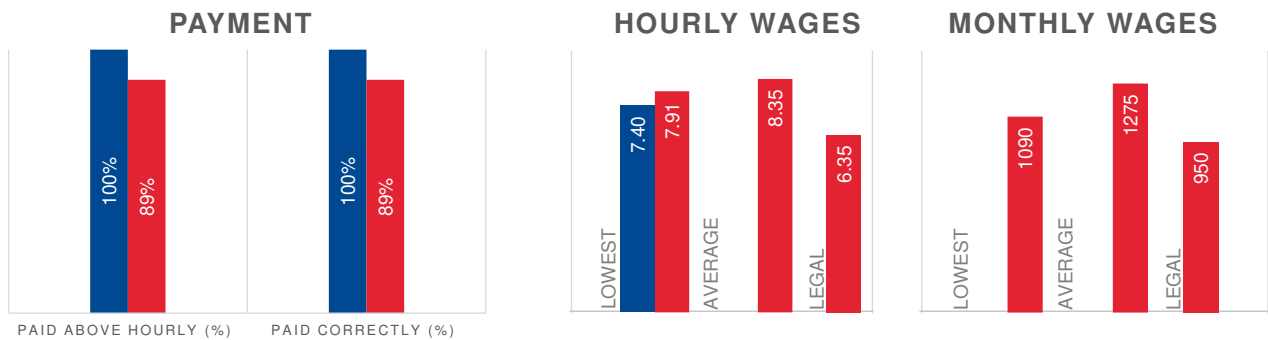
Reference Findings

VERDIMED S.A.U RBS/M/614318/20

WAGES OVERVIEW

	<i>KPI</i>	<i>Facility Data</i>	<i>Country Average</i> <i>Spain</i>	<i>% Difference</i>
	Monthly worker turnover (% avg)	2.14%	2.52%	-15%
	Monthly take-home (average)	0	1,275	-100%
	Monthly take-home (lowest)	0	1,090	-100%
	Paid correctly (%)	100%	89%	13%
	Paid above hourly (%)	100%	89%	13%
	Hourly wage (average)	0.00	8.35	-100%
	Hourly wage (legal)	7.40	6.35	17%
	Hourly wage (lowest)	7.40	7.91	-6%

Key:  Good Performance
 Underperforming



Facility

Country Average

Wages Data

Wage System:	95% hourly paid, 5% monthly paid
Wage Payment Schedule:	monthly
Payroll Records Reviewed Period:	from Oct 20 to Nov 21

Sampling Period

Record	Current Month	Peak Month	Non-Peak Month
Payroll Records Sampling			Jan-21, Mar-21
Numbers of Samples Reviewed	Not Provided	Not Provided	26

PRODUCTION INFORMATION

Main Production Processes: Process and packaging of spinach, broccoli, cauliflower, romanesco, kale

Main Machine Types: Not Provided

Average units produced per week: Not Provided

Units produced in last 3 months: Not Provided

Units projection for next 3 months: Not Provided

Peak Season: November to April

Main Product Type: Food

Total Number of Machines: Not Provided

Low Season: not obvious

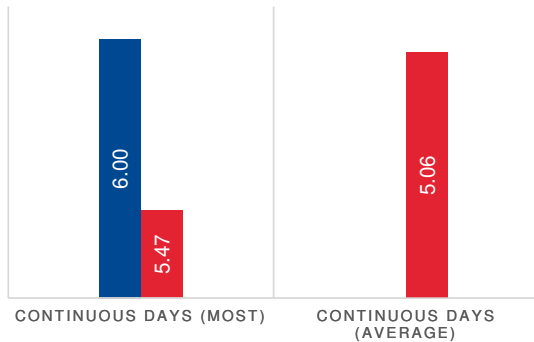
VERDIMED S.A.U RBS/M/614318/20

WORKING HOURS OVERVIEW

<i>KPI</i>	<i>Facility Data</i>	<i>Country Average</i> <i>Spain</i>	<i>% Difference</i>
Continuous days (most)	6.00	5.47	10%
Continuous days (average)	0.00	5.06	-100%
Weekly hours (highest)	0.00	43.91	-100%
Weekly hours (average)	0.00	40.67	-100%
Daily hours (highest)	11.00	8.65	27%

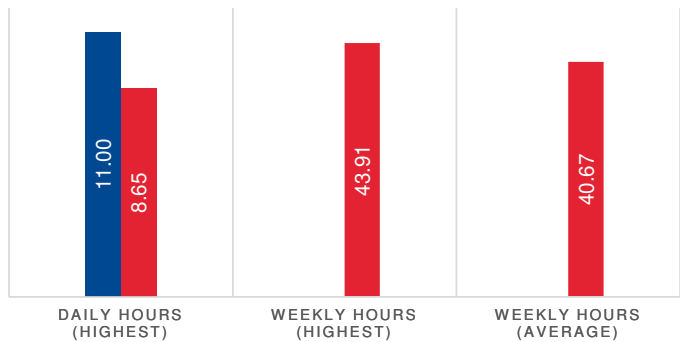
Key: ■ Good Performance
■ Underperforming

WORKING DAYS



Facility

WORKING HOURS



Country Average

Working Hours Data

Time Recording System:	Electronic
Overtime Waiver:	No
Shifts and Operating Hours:	Working hour in two shifts from 07:00 to 14:15 and from 14:15 to 22:00 from Monday to Friday and Saturday from 07:00 to 12:00

Sampling Period

Record	Current Month	Peak Month	Non-Peak Month
Time Records Sampling			Jan-21, Mar-21
Numbers of Samples Reviewed	Not Provided	Not Provided	26

VERDIMED S.A.U
RBS/M/614318/20

FACILITY PROFILE

Facility Name (English):	VERDIMED S.A.U
Facility Address (English):	CTRA. Sucina, s/n POLIGONO INDUSTRIAL LOS URREAS S/N SAN JAVIER 30730 MURCIA
Primary Contact Name:	Yolanda Moreno
Title:	Quality Management system
Email:	ymoreno@verdimed.com
Phone:	+34 968 19 02 38
Social Compliance Contact:	Not Provided
Average # of Assessments in a Year:	Not Provided
Last 3rd Party Assessment:	Not Provided

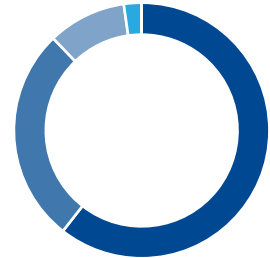
Facility Legal Name:	VERDIMED S.A.U
Facility Legal Address:	CTRA. Sucina, s/n POLIGONO INDUSTRIAL LOS URREAS S/N SAN JAVIER 30730 MURCIA
Location Type:	Not Provided
Year Facility Began Operations:	1987
# of Buildings/Approx. Area (m2):	1 building / 13000 m2
Dormitories:	No
Multiple Tenants:	Not Provided
Facility Owned:	Not Provided

VERDIMED S.A.U
RBS/M/614318/20

EMPLOYEE INFORMATION

Total Number of Employees:	327
Production Workers:	327
Management Staffs (Non-Prod):	Not Provided
Male:	130
Female:	197
Local:	191
# of Domestic Migrant Workers:	136
# of Foreign Migrant Workers:	0

<u>Worker Breakdown</u>	<u># of Workers</u>
Spain	
Morocco	
Ecuador	
Romania	



Languages Spoken:

Management:	Spanish
Employees:	Spanish

Worker Age Data:

# of personnel files reviewed:	Not Provided
Minimum legal work age:	16
Youngest worker found:	21
# of Juvenile workers:	Not Provided

FREEDOM OF ASSOCIATION

Is there union in facility?	Yes
If 'Yes', name of union:	Not Provided
Name(s) of union Rep:	Not Provided
Is there a CBA in place?	No
If 'Yes', CBA valid period:	N/A
Is there a worker committee of any kind?	Yes
If 'Yes', indicate the details:	worker committee

SUBCONTRACTOR INFORMATION

Does the Facility employ subcontractors for any part of the production process? No

Subcontractor Name (Service Provided)

N/A

CURRENT CERTIFICATIONS/PROGRAMS

<u>Certification / Program</u>	<u>Status</u>	<u>Expiry Date (Month Day, Year)</u>
BSCI		
ICTI		
EICC (RBA)		
WRAP		
SA8000		
SMETA	Active	
BAP		
Better Work		
ISO14001		
OHSAS18001		