

Sedex Members Ethical Trade Audit Report

Version 7



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Audit content

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Minimum Requirements were applied and the SMETA Auditor Manual was followed. 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.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the following Code Areas:

Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
 - 0: Enabling accurate Assessment
 - 1: Employment is Freely Chosen
 - 1.A: Responsible Recruitment & Entitlement to Work
 - 2: Freedom of Association and Right to Collective Bargaining are Respected
 - 4: Child Labour Shall Not be Used
 - 5: Legal Wages are Paid
 - 5.A: Living Wages are Paid
 - 6: Working Hours are Not Excessive
 - 7: No Discrimination is Practiced
 - 8: Regular Employment is Provided
 - 8.A: Sub-contracting and Homeworkers are Used Responsibly
 - 9: No Harsh or Inhumane Treatment is Allowed
2. Health & Safety Code Area:
 - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
 - 10.A: Environment 2-Pillar

Included in a 4-Pillar audit:

1. Labour Standards Code Areas
 - As 2-pillar
2. Health & Safety Code Area
 - As 2-pillar
3. Environment Code Area:
 - 10.A: Environment 2-Pillar
 - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
 - 10.C: Business Ethics

- (2) Where appropriate, non-compliances or non-conformances were raised where either local law or the Base Code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.
- (3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit and site details

Audit details

Sedex company reference	ZC1015965	Auditor company name	SGS Spain
Date of audit	2024-11-19	Audit conducted by	Sedex member
Audit pillars	Labour Standards Health and safety		

Site details

Sedex site reference	ZS1080101	Site name	Verdimed SAU
Business name	Verdimed	Site address	30730 Poligo Industrial Los Urreas San Javier, San Javier, ES
Site phone	968190238	Site email	ahuescar@verdimed.com

Audit parameters

Time in and out	Day 1		Day 2	
	In	09:30	In	09:00
	Out	18:00	Out	16:30
Audit type	Periodic			
Was the audit announced?	Announced			
Was the Sedex SAQ available for review?	Yes			
Who signed and agreed CAPR?	Mayte Ruano / RRHH Responsible			
Any conflicting information SAQ/Pre-Audit Info	No			
Is further information available?	No			

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	Yes
B: Present at the audit?	Yes	Yes	Yes
C: Present at the closing meeting?	Yes	No	No
Reason for absence at the opening meeting			
Reason for absence during the audit			
Reason for absence at the closing meeting	They were not there at closing time		

SMETA declaration

Auditor team

SMETA declaration	<p>I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.</p> <ol style="list-style-type: none"> Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question. <p>This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.</p>
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Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)

Lead auditor	Pilar Orden	APSCA Number	21702370
Additional auditor	Juan Luis Saez	APSCA Number	32200605
Date of declaration	2024-11-20		

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Mayte Ruano
Title	RRHH Responsible
Date of declaration	2024-11-20

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Local law issues

No local law issues

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen	✔	✔	✔	✔
1.A. Responsible recruitment and entitlement to work	✔	✔	✔	✔
2. Freedom of association and right to collective bargaining are respected	✔	✔	✔	✔
3. Working conditions are safe and hygienic	✔	✔	✔	✔
4. Child labour shall not be used	✔	✔	✔	✔
5. Legal wages are paid	✔	✔	✔	✔
6. Working hours are not excessive	✔	✔	✔	✔
7. No discrimination is practiced	✔	✔	✔	✔
8. Regular employment is provided	✔	✔	✔	✔

- ✗ Not addressed
- ⚠ Fundamental improvements required
- ℹ Some improvements recommended
- ✔ Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✗	✗	✗	✗
9. No harsh or inhumane treatment is allowed	✔	✔	✔	✔
10.A. Environment 2-Pillar	✔	✔	✔	✔

- ✗

Not addressed
- ⚠

Fundamental improvements required
- ℹ

Some improvements recommended
- ✔

Robust management systems

Site details

Company and site details

Sedex company reference	ZC1015965	
Sedex site reference	ZS1080101	
Company name	Verdimed	
Business ownership type	GOODS	
Site name	Verdimed SAU	
Site name in local language	Verdimed SAU	
GPS location	GPS address	Av. Miguel Ángel Blanco, 30739 San Javier, Murcia
	Coordinates	37°48'39.8"N 0°50'26.3"W
Is the worksite in a remote location, far from habitation?	No	
Site contact	Contact name	Antonio Huéscar
	Job title	Quality Responsible
	Phone number	968190238
	Email	ahuescar@verdimed.com
Applicable business and other legally required business license numbers and documents	CIF (fiscal identification number): A46719167 Business license approved by San Javier Town Council, nº 87/95. 22/09/1995 Sanitary register number: 21-14512-MU Liability insurance: Generali España RS-G-120.000.373	

Site activities

Site function	Pack house
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Site activities

Site activities	Primary	Growing of cauliflower or broccoli
	Secondary	Growing of other leafy or stem vegetables
	Other	Growing of spinach
Product type	Cauliflower, Broccoli and Spinach	
Process overview	Entrance --> processing (filming, fitting) --> expedition	
What level of mechanization best describes the work at this site?	High mechanisation / low manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes	
What is the area of audited site to its boundary?	12755m ²	
Building 1	Last construction works on site	1994
	If building is shared, provide details	Not shared
	Number of floors	2
	Description of floor activities	Floor 1: Packhouse (7 production lines and 12 cold rooms) car par Floor 2: Offices and dining room
Is there any difference between the site scope of the audit and the Sedex site profile?	No	
Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?	No	
Is any activity conducted onsite not included within the scope of the audit?	No	

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?	No
Does the site organise worker transport to the worksite?	Not applicable No worker transport to the worksite

Work patterns

Approximate workers on site per month (% of peak)	January	95-100%	February	95-100%
	March	95-100%	April	95-100%
	May	95-100%	June	75-90%
	July	25-50%	August	25-50%
	September	25-50%	October	50-75%
	November	75-90%	December	75-90%

Is there any night or back shift work at the site?	No
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Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?	Other certification BRC granted with Acerta. Valid until 14-04-25 GLOBAL GAP granted with Acerta. Valid until 25-05-25 GLOBAL GRASP granted with Acerta. Valid until 25-05-25 Ecologi Certificate granted with CAERM. Valid until 31-12-25
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Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?	No N/A
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Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?	No N/A
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Worker analysis

Gender disaggregated data available

Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	111 (38%)	181 (62%)	- -	292 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	111 (38%)	181 (62%)	- -	292 (100%)
Temporary or fixed term employees	0 (0%)	0 (0%)	- -	0 (0%)
Agency or subcontracted workers	0 (0%)	0 (0%)	- -	0 (0%)
Seasonal workers	0 (0%)	0 (0%)	- -	0 (0%)
Self-employed workers	0 (0%)	0 (0%)	- -	0 (0%)
Informal workers including home workers	0 (0%)	0 (0%)	- -	0 (0%)
Apprentices, trainees or interns	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 (0%)	0 (0%)	- -	0 (0%)
International migrant workers	33 (11.3%)	39 (13.4%)	- -	72 (24.7%)
Total migrant workers	33 (11.3%)	39 (13.4%)	- -	72 (24.7%)

* % of total workforce

Where workers have migrated internally,
list the most common internal states
workers have moved from

No domestic migrants workers on site.

Workers by age

	Men	Women	Other	Total
18 - 24 years old	21 (7.2%)	14 (4.8%)	- -	35 (12%)
15 - 17 years old	0 (0%)	0 (0%)	- -	0 (0%)
Under 15 years old	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

Is the worker analysis data relevant for peak season and current to the audit?

Yes

Please list the nationalities of all workers, with the three most common nationalities listed first

Spanish
Moroccan
Ecuadorean
Ukrainian
Bolivian
Romanian
Algerian
Brazilian
Bulgarian
Chilean
Cuban
French
Portuguese
Venezuelan
Italian

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Ecuadorean	2%	3%	-	5%
Moroccan	4%	5%	-	9%
Spanish	27%	55%	-	82%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	0 (0%)	0 (0%)	- -	0 (0%)
Workers paid based on a mix of 'piece work' and hourly rate	0 (0%)	0 (0%)	- -	0 (0%)
Workers paid hourly / daily rate	97 (33.2%)	171 (58.6%)	- -	268 (91.8%)
Salaried workers	14 (4.8%)	10 (3.4%)	- -	24 (8.2%)

* % of total workforce

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 (0%)	0 (0%)	- -	0 (0%)
Paid weekly	0 (0%)	0 (0%)	- -	0 (0%)
Paid monthly	111 (38%)	181 (62%)	- -	292 (100%)
Other	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details N/A

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	5 (1.7%)	1 (0.3%)	- -	6
Supervisors or team leaders	8 (2.7%)	4 (1.4%)	- -	12
Administrative staff	1 (0.3%)	5 (1.7%)	- -	6

Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Individual interviews Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?	
Was the interview sample representative of all types of nationality and employment types of workers?	Yes
Was the interview sample representative of the gender composition of the workforce?	Yes
Number and size of group interviews	4 groups of 5 people
Did workers understand the purpose of the audit?	Yes
Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?	Yes
Was there any indication that workers had been 'coached' in how they should respond to questions?	No
What was the general attitude of the workers towards their workplace?	Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?	Other (provide details) None
What did the workers like the most about working at this site?	Facilities (e.g. rest area, recreation, canteen) Diversity Pay
Additional comments	Positive attitude and good working environment in the company.
Attitude of workers' committee/union representatives	A committee member was interviewed to give his point of view on the situation of the organisation. They indicate that the company allows them freedom of association and that they can hold regular meetings on organisational matters such as timetable planning, shifts, At the moment, relations with the company are good and they are open to the suggestions made by the committee.
Attitude of managers	They were fully cooperative during all the audit.

Workers interviewed by type

	Total
Permanent workers	26
Temporary or fixed-term employees	0
Agency or subcontracted workers	0
Seasonal workers	0
Other workers	0
Total number of workers interviewed	26

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	7	13	-	20

Workers interviewed by group/individual

Workers interviewed individually	2	4	-	6
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Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	4	6	-	10
Total migrant workers interviewed	4	6	-	10

Measuring workplace impact

Gender disaggregated data available Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.68%	1.9%	-	3.85%
Last full calendar year (2023)	23.46%	9.61%	-	33.07%
Previous full calendar year (2022)	21.34%	14.6%	-	35.94%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.65%	0.21%	-	1.86%
Last full calendar year (2023)	5.92%	11.92%	-	17.84%
Previous full calendar year (2022)	6.03%	14.38%	-	20.41%

* Number of days lost through job absence in the year, calculated as (the 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*100

Are accidents recorded? Yes

The company has a procedure for investigating accidents with and without sick leave.

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
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Annual number of work related accidents and injuries (per 100 workers)*

Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2023)	10.61%	13.97%	-	24.59%
Previous full calendar year (2022)	8.37%	7.66%	-	16.03%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2023)	0.08%	0.33%	-	0.41%
Previous full calendar year (2022)	11.4%	1.48%	-	12.88%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2023)	0.0%	0.0%	-	0.0%
Previous full calendar year (2022)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 standard hours in a given week

Last full calendar year (2023)	0.0%	0.0%	-	0.0%
Previous full calendar year (2022)	0.0%	0.0%	-	0.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			
Systems and evidence examined to validate this code section	The development of the audit has been carried out normally, the company has allowed the audit team would have free access to any work area, required documentation and/or interviews with staff. There have been no attempts at bribery or corruption towards the audit team by the management at any time during the audit. There is a social policy of the company aimed at compliance with human rights, which are communicated to all staff through existing communication channels, such as bulletin board and annual training.		

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	No

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The company has a Self-declaration of good social practices signed by the HR Manager (MG) updated and reviewed on 23 March 2024. The self-declaration has all the points of the ILO conventions. The person responsible for communication is the person responsible for quality (MR) It is communicated to all workers through the notice board and a reminder is made in the annual training. Records of communication are maintained through signatures in the formations

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

VERDIMED SAU has a total of 292 permanent workers in this moment.

Through interviews was demonstrated that the employees are free of leave the job when working time is over and if they have any personal issue they can absent without problem.

The workers carry out their hours correctly as is defined in his contract labour.

There are no clauses in the employment agreement which would restrict workers from leaving at the end of their shift. Most of workers are working in the company since a lot of years ago.

None of the workers reported having been charged any fees for obtaining or retaining employment at the facility

In production peaks, requested documentation to be sure that the recruitments and payments are done according to the law and that the hours paid matched with the real hours worked.

Evidence examined:
Documents and worker interviews
Human Resources files
Contracts to establish notice periods.
Site tour.

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>A written policy on free labor and non-slavery of workers has been established, included in the company's Self-declaration of good social practice and containing the guiding principles of Human Rights and the ILO Convention.</p> <p>There is a human resources department, directed by MG:, that ensures compliance with the policies and procedures defined in the policy on forced labor.</p> <p>All workers have received training and information based on this social policy, ensuring its monitoring and compliance.</p> <p>MR has established a methodology through which, from the HR department, compliance with the requirements and standards specified in its social policy is periodically checked (in each new hire).</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Employment records are available for all VERDIMED workers, which consist of photocopies of ID, work permits in the case of migrant workers, copies of social documents, security cards and bank accounts.</p> <p>In the interviews carried out, it is evident that all the workers before being hired, received accurate information about working conditions.</p> <p>There is collaboration with temporary employment companies through legal contracts.</p>		

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company Workers are recruited and hired by licensed labour providers Workers are recruited directly by the company and through authorised legal employment agencies.
Provide business names for all labour providers and programmes used	Crit Interim España ETT S.L Fenicia del Sur ETT S.L
How do the labour providers recruit and hire workers?	Directly Through another labour provider or recruitment agency (please explain) Workers are recruited directly by the company and through authorised legal employment agencies.
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	0
Are there any subcontracted workers (including dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Not Applicable
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Not Applicable

Migrant workers

Do any workers migrate across international borders to work at this site?	Yes
List the sending countries	Morocco

Percentage of workers that are migrant 25%

Do any workers migrate from other states, provinces or regions within the country to work at this site? No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process? Not Applicable

Were recruitment fees or costs identified during worker interviews? No

No recruitment fees were identified during working interviews

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>There is a written social policy included in the Self-declaration of good social practice of the organisation that reflects the freedom of association among workers and the written procedures to ensure compliance. Those are included in the applicable Conventions as well as the Workers' Statute.</p> <p>MR is responsible for implementing these procedures within the organisation as part of the HR department.</p> <p>Employees involved in committees, employee representation systems and communication channels are aware of the procedures.</p> <p>Monitoring to control this area is done on a continuous basis according to the election acts and acts of meetings between committees.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

The company gives freedom of association to workers.
The company respects the right of employees to elect their representatives to be unionized.
Workers' committee elected by workers on 12 May 2023, with the following members: CC.OO (4), REDES (4) and UGT (1).
Constitution act registration number: 30-20487
There have been two changes in the commission: in May 2024 and October 2024.
Last committee meeting: 14 November 2024
Open door policy and suggestion and grievance box system effectively works too.
The union member interviewed affirms that there is a good relationship with management and there is no serious open conflict.
No negative information was obtained through the interview with worker representatives.
Evidences examined to support system description: Documents examined & relevant comments. Include renewal/expiry date where appropriate: Management interview and worker interviews. Acts of constitution and acts of meetings.

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	Yes
Are they active?	Yes; UGT, CCOO and REDES
Does the employer recognise the trade union?	Yes
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes
Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>The company has a robust management system, through external prevention service CUALTIS supported by policy, procedures and records.</p> <p>A person responsible for prevention (MR) is in the company, trained and with experience. General management policy is available communicated to employees. Extensive communication through the company committees and Health and Safety Committee and directly with workers.</p> <p>Prevention courses periodically for workers.</p> <p>There is a comprehensive monitoring system through the responsible of H&S and the external prevention service.</p> <p>This information is followed in Health and Safety Committee.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

VERDIMED SAU implements the Health and Safety Risk Prevention with the company CUALTIS .

There is a person in charge to these issues (M.G.) and it is also the expert who is performing periodical visits and control to the facility.

The company has a Health and Safety committee for warehouse with 6 members (formed by 3 workers and 3 company representatives).Constituted in November '23.

They perform meetings every three months. The last meeting was done on 12 November, 2024.

The Risk Assessment is carried out periodically and reviewed as appropriate. It is carried out according to the existing work areas in the company. Last VERDIMED Risk Assessment dated on 30 September, 2024. There, it refers ergonomics risks, machinery, forklift trucks, etc...

Prevention Plan dated on 3 July, 2023 and includes prevention policy was update in 3 July signed by the company. It includes a welcome procedure, training, information, emergency and Health & Safety, Preventive Activities Planning 2024/2025 updated on 24 October, 2024.

Hygienic and working conditions measurements (carried out by CUALTIS):

- Evaluation of environmental conditions. Warehouse Lighting Study. 13/02/2024

- Noise Evaluation. 26/06/2023

- Ergonomic Study. 12/01/2021

- Vibration Study. April 2014 (without established frequency)

- Psycho-Social Risk Assessment. 25/05/2023

Records of training given to workers are kept: all courses provided by CUALTIS.

- General Safety Risks (Art. 19) when they enter to work. Last in October 2024

- Risks Associated with the Handling of Fruit and Vegetable Products. When they enter to work. Joined to the previous one. Last in October 2024.

- Fire extinguishing and emergencies. 15/02/2022. Planned for 2025.

- Work at height. 24/03/2022. Cleaning personnel, maintenance technicians.

- Platform lifts. 22/10/2022. Maintenance technicians. Operators

- Back School. Joint Health. January 2022

- First Aid 14/03/2023

- Safe Driving. Evasive and Efficient Driving. 24/05/2024

- Theoretical and practical course. Forklifts.28/06/2023

- Theoretical-practical forklifts, order pickers and electric pallet truck. Last 24/02/2024

- PRL course. 50 hours for prevention delegates. 07/02/2024 last.

- Course on handling chemical products: For cleaning operators: 28/02/2022

- Food Hygiene: Between January and November 2024

- Electrical Risk. 05/07/2023

The machinery used by the organization is in good condition for use, and is maintained according to preventive planning. It has the CE marking (R.D. 127/97) and indications for the use of personal protective equipment.

The company has covered accidents at work with IBERMUTUA (Mutual contributor with social security).

The company records and investigates accidents which happen in the warehouse and field. Total number of accidents during last 12 months had been 10 with leave in warehouse and 11 without leave.

It has checked the delivery of PPE's to different workers its use for all workers in risk zones during the factory visit.

Medical exams are performing annually. The company keeps records of them. Last medical exams were being performed during November 2024.

First aids kits are in different places of production areas.

Toilets and dressing rooms are segregated, enough and clean.

Fire safety: The workers have received training in this matter. (Fire extinguishing and emergencies. 15/02/2022. Next one planned for 2025)

Last fire drill has performed on 5 December, 2023 (morning shift) and on 20 December, 2023 (afternoon shift) They established their periodicity for campaign from September 2024 to June 2025, nor for natural year.

Emergency signage and indicated exits.

Fire protection equipment, fire extinguishers, emergency lighting, fire alarm are available, which are periodically reviewed. The last annual review was carried out on 1 September, 2024, by the authorized maintainer PROTECCIÓN CONTRA INCENDIOS TARVI. Audited company performs the quarterly reviews.

Chemical products are in the warehouse, labeled, cleaned and in order, technical data sheet available to workers.

The company has performed the following inspections by authorized company (OCA):

- High voltage maintenance with FEJIMA. Annual contract.
- High voltage inspected by authorized company OCA with SGS in September 18 and May 2019
- Low voltage inspection was performed by OcaICP in September 2016 and is schedule for this month
- Authorized company inspection OCA for Fire protection with SCI in February 2019
- Cold room maintenance is performing by the company Moelco, yearly maintenance and Authorized company inspection OCA with SCI in February 2018
- Authorized company inspection OCA fire protection installations: SCI 08/02/2019
- Revision of fire extinguishers, BIE's, PROTECCIÓN CONTRAINCENDIOS TARVI. 01/09/2024
- Authorized company inspection OCA Low Voltage (plant): SCI 07/10/2021
- Authorized company inspection OCA and Low Voltage Installations of premises with special characteristics (Offices): SGS 26/01/2023
- Maintenance of Transformer Substation (High Voltage) FEJIMAR ELECTRICIDAD. Annual review. Last July 2024
- Authorized company inspection OCA High Voltage. SGS 01/03/2022 and 23/12/2021. Next scheduled review
- Pressure apparatus review. ISPA Compressor 18/04/2024
- Authorized company inspection OCA pressure equipment: Compresor.27/02/2020. Next in 2025.
- MOELCO LEVANTE carries out annual maintenance of refrigeration installations and Authorized company inspection OCA Refrigeration installation (products from field) by SCI. 03/03/2023; vacuum cooling (03/03/2024); antechamber tunnels; (03/03/2023); garment chambers (03/03/2024).
- Pest control and drinking water control: ANTICIMEX. They visit facilities every month. Last inspection: 11/14/2024

Evidence examined – to support system description:

- The H&S appointed person in charge of the H&S management system interview
- H&S management system documents and registers
- The risk evaluations per work post
- The PPEs hand in registers
- Hygienic and working conditions assessments registers
- The compulsory annual medical checks for all employees' registers
- Accident/injuries registers, investigations and corrective actions (when applicable)
- H&S annual plan
- Procedures and registers about the coordination activities (including H&S issues) with the outsourced firms
- The emergency preparedness plans
- The emergency response teams training and the emergency preparedness plan training for all employee's registers
- Emergency evacuation drills reports
- Firefighting equipment maintenance registers
- Facility tour, Facility's Local Labour office registers book (for inspections performed by the Local Government) and MSDS
- Machinery security measures. Maintenance annual plan available and Followed

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	No
Who organises accommodation for workers?	Not applicable
Who organises worker transportation between accommodation and worksite?	Not applicable
Who organises worker transportation while at work?	Not applicable
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Not Applicable N/A
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No
Does the site have a structural engineer evaluation?	No

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>The company includes in its social policy the prevention of child labor and the protection of young workers.</p> <p>This aspect is controlled by the human resources manager in the personnel selection processes by reviewing the identification data of the candidate for a specific position. Effective communication to all workers through social policy on notice boards and availability of files with worker data.</p> <p>The person responsible for Human Resources MR controls the contracts and has the necessary documentation to carry out control and monitoring.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Employees are verified as of legal age at the time of recruitment, using ID cards. The company management is aware of legislation regarding both child labour and young workers (included in its social policy available)</p> <p>Child labour is not used by the company.</p> <p>There is no evidence of any historical child labour which required remediation.</p> <p>According to Spanish legislation, children work is forbidden, and young employees are not engaging in hazardous or night work.</p> <p>Workers are noted to be 18 years or older. They youngest worker is 25 years old.</p> <p>Evidence examined: ID copies, child labour policy and recruitment procedure were reviewed. Confirmed with employee, management interviews and document review (ID copy checks)</p>		

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	11%
Enter the legal age of employment	16
Enter the age of the youngest worker identified	18
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>The policies and procedures that serve to meet the requirements of this area are fundamentally those included in the respective CBA as well as in politics internal procedures belonging to the human resources area department.</p> <p>MR is the person responsible for implementing these procedures and applying these policies. Besides, there is its own HR department, consisting of 2 people with sufficient training to monitor compliance with these procedures. The Workers know the established procedures, as evidenced in the interviews. They receive permanent training and information. Complete tracking of the process is carried out during the preparation of payrolls, their payment and review of concepts reflected in them.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

Wage and Salary is based on Collective Bargaining Agreement "Convenio de frutas Frescas y Hortalizas (Manipulacion y Envasado" for packhouse. Wages are paid according worked hours and employment conditions. During recruitment process, employee is informed about work and social conditions. A copy of signed contract is retained by the employee. Payment is done at the beginning of the month by bank transfer and every month HR department gives payroll to employee. During interviews, employees have confirmed this process. Applied deductions are adequate with local labour law. All workers are provided with legal social insurance. The agreement expired in 2020, but is under negotiation. The agreement establishes 1,826 maximum effective working hours, but taking into account the type of product and the sector, an irregular distribution of 10% of the total (182.6 hours) is agreed.

Evidence examined:

Confirmed with employee, management interviews and document review (i.e: payment records, social insurance fund, annual leave records, pay slips etc.) in accordance with SMETA Best Practice Guidance and Local Law. 26 attendance records and payroll records from January, March and May '24 were reviewed in this audit. Moreover, management has available for audit process payrolls from the total workforce, 26 workers were interviewed.

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	Wages are defined by a legally recognised collective bargaining agreement (CBA) The legal minimum wage Wages are based on job skills and experience
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None

Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable
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Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly	
Is actual wage data available on site for any of these options?	Monthly	
Maximum legal working hours	Max hours per day	8.0
	Max hours per week	40.0
	Max hours per month	Non applicable
Actual required working hours	Required hours per day	8.0
	Required hours per week	40.0
	Required hours per month	Non applicable

Maximum legal overtime hours	Max hours per day	Non applicable
	Max hours per week	Non applicable
	Max hours per month	Non applicable
Actual overtime hours	Max hours per day	Non applicable
	Max hours per week	Non applicable
	Max hours per month	Non applicable
Minimum legal wage	Min per hour	8.69
	Min per day	37.8
	Min per week	Non applicable
	Min per month	1134.0
Actual minimum wage	Actual per hour	8.69
	Actual per day	37.8
	Actual per week	Non applicable
	Actual per month	1134.0
Minimum legal overtime wage	Min per hour	Non applicable
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum overtime wage	Actual per hour	Non applicable
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	26
Provide the date and details of the records	26 employees' payment records were reviewed for January, March and June as per SMETA Guidance.

Are there different legal minimum/ legally recognised CBAs wage grades?	Yes According to the different categories included in CBA
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	20.0% of workforce earning minimum wage 80.0% of workforce earning above minimum wage
Are there any bonus schemes used?	No
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Reviewed payrolls of 26 employees corresponding to the months of January , March and May 2024.</p> <p>Lowest actual wages found: 8,69 €/hour lowest category packer (majority of workers). In accordance with the 2024 minimum interprofessional salary (SMI)</p> <p>Legal deductions apply:</p> <p>Cont. Communes (Common contingencies) (4.70%)</p> <p>2. Unemployment (1.70% temporary workers (if any) or 1.55% permanent workers)</p> <p>3. Social Security (0.10%)</p> <p>4. Personal income tax (% depends on the person's social situation)</p> <p>5. Intergenerational Equity Mechanism (0,12%)</p> <p>Evidences examined:</p> <p>Confirmed with employee, management interviews and document review (i.e: payment records, social insurance fund, annual leave records, pay slips etc.) in accordance with SMETA Best Practice Guidance and Local Law.</p> <p>26 attendance records and payroll records from January, March and May '24 were reviewed in this audit.</p> <p>Moreover, management has available for audit process payrolls from the total workforce, 26 workers were interviewed.</p>		

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The social policy included in Self-declaration of good social practice of the organisation indicates that working hours comply with national laws and the CBA. Rspponsible for this subject is HR personnel (MR) Work hours are defined in the contracts. All overtime is voluntary and is never used to replace regular employment. The company has a human resources manager to verify daily time records. Time records are available for all workers, making it possible for those responsible to control compliance with working hours in the company

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

CBA establishes 1,826 maximum effective working hours, but taking into account the type of product and the sector, an irregular distribution of 10% of the total (182.6 hours) is agreed.

Hours are recorded by card and records are kept in the time recording system..

In packhouse there are a shift from 08:00 to 14:00 and from 16:00 to 18:00 in offices with 15 minutes for bread, From Monday to Friday.

There is a flexibility working hour depending of day and production. In warehouse, working hours in two shifts from Monday to Friday:

From 06:45 to 14:00 (morning shift)

From 14:30 to 21:45 (afternoon shift)

Saturday from 07:00 to 12:00.

If needed, overtime is doing voluntary by workers and depending of season.

During interviews, employees have explained that working time is performed regularly.

Evidence examined: Reviewed time records of 26 employees corresponding to the months of January , March and May 2024.

No overtime performed.

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	125%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	N/A
Excluding overtime, what are the regular working hours per week for workers at this site?	40.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	48.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	40.0
Maximum number of days worked without a day off in sample	6

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The company has an Equality Plan in place, and has a harassment protocol (which includes a whistleblower channel). The people responsible for its implementation in the company are HR staff (MG, MR). Staff have received equality training. The equality committee is established and meets periodically. Staff and managers are aware of their responsibilities in relation to discrimination. The Equality Committee meets periodically to monitor and review the effectiveness of implementation.

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>There was 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.</p> <p>The company has an Equality Plan (PLAN IGUALDAD 2022-2026 dated 16/03/2021 which includes a draft section on LGTBI equality pending ratification by the works council). All employees undergo mandatory training on this issue. The company complies with the legislation and employs more than 2% of disabled workers.</p>		

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	21%
Representation of women in managerial roles (ratio of women workers to women managers)	0%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	2%
Three most common nationalities in managerial and supervisory roles	Spanish

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Worker hiring management policies and procedures developed in accordance with applicable Spanish labor legislation and the company's social policy (included in Self-declaration of good social practice of the organisation). There is fluid communication with the members of human resources. MR is responsible for supervision and compliance with these procedures, evidence of having sufficient training to do so the hiring of workers. Employee contracts are continuously monitored, for each contract the same scheme is followed. Fundamentally following the legally established guidelines.

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		

Systems and evidence examined to validate this code section

Worker hiring management policies and procedures drafted in accordance with applicable Spanish labor legislation.

Internal procedure and fluid communications with members of the human resources department. Human Resources department, with M.G. responsible for the supervision and compliance of these procedures, evidence of having sufficient training for this task, who is responsible for training the workers in charge on how to carry out the hiring of workers.

Hiring process consists on an interview after a searching of candidate's trough websites or by reception of CVs, and when candidate fit with employ, they sign a contract of them and conditions.

Employee contracts are monitored continuously, for each contract the same scheme is followed, fundamentally following the legally established guidelines.

It is confirmed in the interviews carried out that the workers are informed prior to hiring of some of the following aspects:

- Type of contract, working hours, agreed salary, vacation and type of work to be done.

Evidences examined:

Contracts of 26 workers of different salary categories and different types have been reviewed.and it is evident that all have been signed by the company and by the workers

The company in months of high activity (if needed) is supported by temporary work agencies ETT.

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
Percentage of workers employed as apprentices, trainees or interns	0.0%

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Not Addressed
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Not Addressed
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Not Addressed
Monitor the effectiveness of procedures to meet policy and workplace requirements	Not Addressed
Explanation for management systems grades	No subcontractors in the company. No policy or procedure written although a not written procedure is followed. 1 employee in charge of this area trained (PR) The not written procedure is communicated to the company in case of necessary. It is monitored with audits to the company in case of need to entrance in the site.

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	No evidence of subcontractors nor homeworking at place. The company do not subcontracting systems and processing. Evidences checked: Documentary review.		

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent? Not applicable

Gender disaggregated data available

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homeworker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers? No
No products bought from suppliers that use homeworkers.

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity? No
No unrecorded/ undeclared work in this company.

Are any sub-contractors used? No

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>Social policy available to guarantee compliance with these requirements. Firstly, all applicable legislation, both the Workers' Statute and the applicable Convention. Secondly, the guidelines established in the company social policy (Self-declaration of good social practice). There is a Suggestion Box available in the center and an anonymous channel integrated into the group's anti-harassment protocol, phone and e-mail.</p> <p>HR department is responsible for personnel in the center (MG, MR) who informs workers about the protocol and procedure.</p> <p>Employees are informed about the channels to use, the procedures to follow and confidentiality.</p> <p>Records and monitoring of all actions taken are maintained.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>The facility has a copy of CBA which includes disciplinary action for breaches. It is noted that the facility operates with a friendly and open approach and there are no reported cases of inappropriate behaviour by management or workers.</p> <p>Interviewed workers confirmed that the company was a good place to work and they were confident any inappropriate behaviour by Managers or Supervisors would be addressed.</p> <p>The company has a protocol of action against gender violence dated January 31, 2023. They also have a protocol against workplace harassment (which details the anonymous whistleblowing channel) dated March 2023.</p>		

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process
What type of grievance mechanism(s) are available?	Internal reporting protocol in accordance with applicable legislation
Number of grievances raised in the last 12 months	0
Number of grievances resolved in the last 12 months	0

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Bagu has a defined environmental policy. The group's employees know and accept this policy and act at all times in accordance with criteria of respect and sustainability with habits and conduct related to good environmental practices. The policy is communicated to workers through the notice board and instant messaging app (Telegram) to external collaborating companies through e-mail. The person responsible for quality and environment is PR. Monitoring is carried out through environmental objectives and internal audits

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

The company meets the requirements of local and national laws related to environmental and industrial standards. Relevant valid permits are demonstrated. The company has the opening license approved in 1995 by the City Council of San Javier (Murcia)

The company has elaborated a policy integrated in environment, food safety, quality, corporate social responsibility and risk prevention dated 15 November 2022.

The company has legal authorization to produce waste.
NIMA: 3000006482

Hazardous Waste handed with GESTION Y TRATAMIENTOS AMBIENTALES SL. (Used machine oils, contaminated packaging, fluorescent tubes, aerosols, used oil filters, contaminated rags).
Last collection: Semi-annual. 11/04/2024, next collection requested.

GESTION Y TRATAMIENTOS AMBIENTALES SL. for Plastic and Carton

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	N/A
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	No
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	No

Attachments



[Notice Board.jpg](#)



[Refrigeration fan.jpg](#)



[Restrooms.jpg](#)



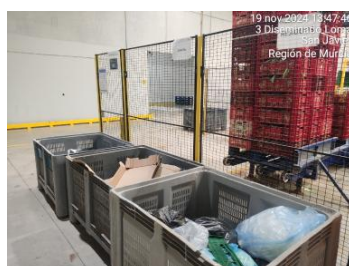
[Time Recording Machine.jpg](#)



[Protection for Machinery.jpg](#)



[Protection for machinery 2.jpg](#)



[Waste area.jpg](#)



[Toilets.jpg](#)



[Vacuum Cooling machine.jpg](#)



[Signals.jpg](#)



[Signals \(3\).jpg](#)



[Signals \(2\).jpg](#)



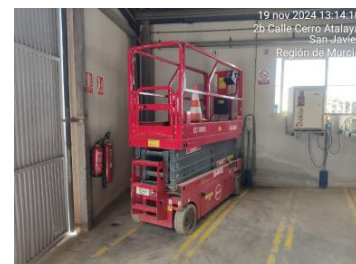
[Medical Room.jpg](#)



[Meeting point.jpg](#)



[Lockers.jpg](#)



[Lifting Platform.jpg](#)



[High Voltage Transformer Station.jpg](#)



[General view of the facilities.jpg](#)



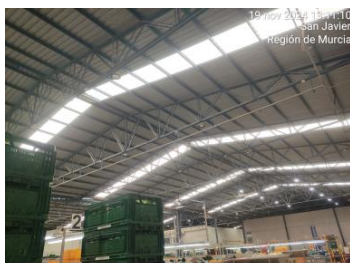
[Hazardous Waste Storage \(2\).jpg](#)



[High Voltage Danger Signal.jpg](#)



[Hazardous Waste Storage.jpg](#)



[Factory Structure.jpg](#)



[First aid kit.jpg](#)



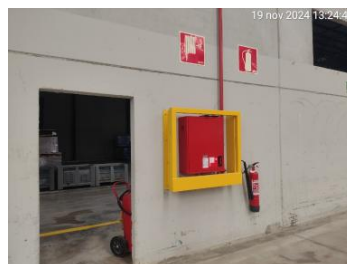
[Forklift Loading Area.jpg](#)



[Fire Extinguishers.jpg](#)



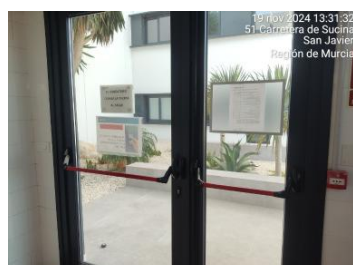
[Fire Extinguisher.jpg](#)



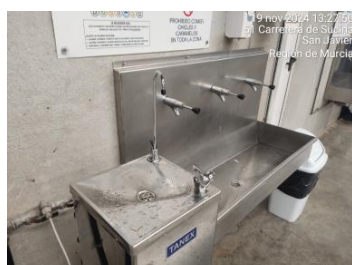
[Fire extinguishers \(2\).jpg](#)



[Factory Entrance.jpg](#)



[Emergency Exit.jpg](#)



[Drinking Water.jpg](#)



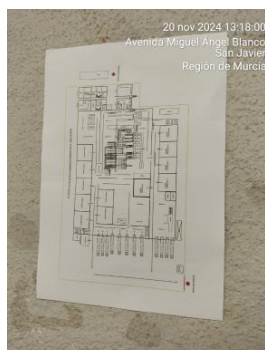
[Emergency exit signal.jpg](#)



[Complaint-Suggestion box.jpg](#)



[Dining Room.jpg](#)



[Emergency plan.jpg](#)



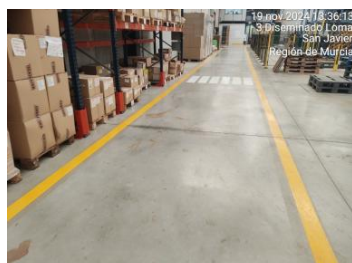
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