



BUREAU
VERITAS

Bureau Veritas Certification

GGN 4050373466480

Registration Number: BVC-VN VT21017

Announced ☒

Unannounced ☐

GLOBALG.A.P.

CERTIFICATE

According to GLOBALG.A.P.
General Regulations Version 5.2_Feb 2019

Option 1 – Individual multisite producer

Issued to

VINH HOAN CORPORATION

NATIONAL ROAD 30, WARD 11, CAO LANH CITY, DONG THAP PROVINCE, VIETNAM

Country of production: VIETNAM

The annex contains details of the producers and production sites / product handling units included in the scope of this certificate.

Bureau Veritas Certification declares that the production of the products mentioned on this certificate has been found to be compliant in accordance with the standard:

GLOBALG.A.P. Control Points and Compliance Criteria Integrated Farm Assurance
Version 5.2_Feb 2019

Products	Scientific Name	GLOBALG.A.P. Product Certificate Number	Broodstock purchased	Seedlings purchased	Product handling	GFSI recognized (post-farm) certificate at the time of the inspection	Number of producers/production sites	Parallel production	Parallel Ownership
Pangasius Tra	<i>Pangasianodon hypophthalmus</i>	00096-NKVPX-0002	Yes	No	Yes	Yes	3	Yes	Yes

Date of issue: 14 May 2021

Date of certification decision: 10 May 2021

Valid from: 01 June 2021

Authorized by: LUU THI MAI HUONG

Valid to: 31 May 2022

Certificate number: VN. 7198373

The current status of this certificate is always displayed at: <http://www.globalgap.org/search>

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Date of issue: 14 May 2021

Production Management Unit (PMU) Certified

Site name	Address	Product(s)	Parallel production
BINH THANH 2	Binh Tan Hamlet, Binh Thanh Village, Cao Lanh District, Dong Thap Province, Vietnam	Pangasius Tra [<i>Pangasianodon hypophthalmus</i>]	YES
TAN THUAN TAY	Tan Hau Hamlet, Tan Thuan Tay Village, Cao Lanh City, Dong Thap Province, Vietnam	Pangasius Tra [<i>Pangasianodon hypophthalmus</i>]	YES
TAN HONG	Roc Muong Hamlet, Tan Cong Chi Village, Tan Hong District, Dong Thap Province, Vietnam	Pangasius Tra [<i>Pangasianodon hypophthalmus</i>]	YES

Product Handling Units (PHUs) Certified

GGN	PHU name and Address	Product(s)	Parallel production
4050373466480	VINH HOAN CORPORATION	Pangasius Tra [<i>Pangasianodon hypophthalmus</i>]	YES

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Date of issue: 15 May 2020

Production Management Unit (PMU) Non-Certified

Site name	Address	Product (s)	Parallel production
TAN THUAN DONG	Dong Dinh Hamlet, Tan Thuan Dong Village, Cao Lanh City, Dong Thap Province, Vietnam	Pangasius Tra [Pangasianodon hypophthalmus]	YES
TAN HOA	Tan Binh Thuong Hamlet, Tan Hoa Village, Thanh Binh District, Dong Thap Province, Vietnam	Pangasius Tra [Pangasianodon hypophthalmus]	YES
TAN KHANH TRUNG	Tan Binh Hamlet, Tan Khanh Trung Village, Lap Vo District, Dong Thap Province, Vietnam	Pangasius Tra [Pangasianodon hypophthalmus]	YES
BINH THANH	Binh Tan Hamlet, Binh Thanh Village, Cao Lanh District, Dong Thap Province, Vietnam	Pangasius Tra [Pangasianodon hypophthalmus]	YES
BINH THANH 1	Binh Tan Hamlet, Binh Thanh Village, Cao Lanh District, Dong Thap Province, Vietnam	Pangasius Tra [Pangasianodon hypophthalmus]	YES
MY XUONG	My Hung Hoa Hamlet, My Xuong Village, Cao Lanh District, Dong Thap Province, Vietnam	Pangasius Tra [Pangasianodon hypophthalmus]	YES
CON LAT	Quan Binh Hamlet, Tan Thieng Village, Cho Lach District, Ben Tre Province, Vietnam	Pangasius Tra [Pangasianodon hypophthalmus]	YES
TAN HUNG	Roc Nang & Ca No Hamlet, Vinh Chau A & Vinh Loi Village, Tan Hung District, Long An Province, Vietnam	Pangasius Tra [Pangasianodon hypophthalmus]	YES
TINH THOI	Tinh My Hamlet, Tinh Thoi Village, Cao Lanh City, Dong Thap Province, Vietnam	Pangasius Tra [Pangasianodon hypophthalmus]	YES
MY HIEP 1	Tay Thuong Hamlet, My Hiep Village, Cho Moi District, An Giang Province, Vietnam	Pangasius Tra [Pangasianodon hypophthalmus]	YES
PHU BINH 1	Phu Binh Hamlet, Vinh Binh Lillage, Cho Lach District, Ben Tre Province, VietNam	Pangasius Tra [Pangasianodon hypophthalmus]	YES

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Bureau Veritas Certification

GGN 4050373466480

REGISTER NUMBER: BVC-VN VT21017

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

PROOF OF ASSESSMENT

According to
GRASP General Rules V1.3-1-i July 2020

Option 1 - Individual multisite producer

Issued to
VINH HOAN CORPORATION

NATIONAL ROAD 30, WARD 11, CAO LANH CITY, DONG THAP PROVINCE,
VIETNAM

The Annex contains details of the GRASP results

Bureau Veritas Certification declares that the producer group mentioned on this proof
has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice
Version 1.3-1-i July 2020

PRODUCT SUB-SCOPE: AQUACULTURE

GLOBALG.A.P.-certified products covered by GRASP

ASSESSMENT NUMBER	PRODUCE HANDLING	N° OF GRASP ASSESSED PRODUCERS	TOTAL NUMBER OF PRODUCERS
00096-NKVPT-0002	Yes	01	01

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

Overall compliance level: **Fully compliant**

Assessment result in detail:

Date of Assessment : **10 April 2021**

Date of Upload : **14 May 2021**

Validity Date : **31 May 2021**

Control point 1: **Fully compliant**

Control point 2: **Fully compliant**

Control point 3: **Fully compliant**

Control point 4: **Fully compliant**

Control point 5: **Fully compliant**

Control point 6: **Fully compliant**

Control point 7: **Fully compliant**

Control point 8: **Fully compliant**

Control point 9: **Fully compliant**

Control point 10: **Fully compliant**

Control point 11: **Fully compliant**

Further clarification regarding the scope of this certificate and the applicability of the management system requirements may be
obtained by consulting the organisation

Certificate Number: VN. 7198373

Authorized by: LUU THI MAI HUONG












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

ANNEX

VINH HOAN CORPORATION

GGN: 4050373466480

Checklist

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
EMPLOYEES' REPRESENTATIVE(S)					
1	CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed? CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. The employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and the management occur at accurate frequency. The dialogue taking place in such meetings is duly documented. N/A if the company employs less than 5 employees.				
1.1	The election/nomination procedure has been defined and communicated to all employees.	  	X		
1.2	Documentation shows that the election and the counting of votes were carried out fairly and openly. In case of representative(s) not elected but nominated, there is a document justifying why elections could not take place.	 	X		
1.3	The results of the election (name of employees' representative(s) or in case of council composition of the council) were communicated to all employees.	 	X		
1.4	The election/nomination has taken place in the ongoing year or production period. The representation is current (all elected/nominated person(s) according to the list still working for the company).		X		
1.5	The employees' representative(s) is/are recognized by the management and a job description clearly defines his/her/their role and rights. The employees' representative(s) is/are aware of his/her/their role and rights (in case of an employees' council, all members are interviewed).	 	X		
1.6	There is documentary evidence of regular meetings at accurate frequency between the employees' representative(s) and the management, where GRASP related issues are addressed.		X		
COMPLIANCE LEVEL CONTROL POINT 1: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		

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Evidence/Remarks: - Procedure available according to the guideline from Local trade union.
- According to the guideline from Local trade union
Based on Decision no. 351/QĐ-LĐLĐ, dated: 26-Jul-2019 recognize Mr. Huynh Duc Trung is president of Union of Vinh Hoan Corp, period year 2019 to 2024
Checked meeting minutes available, chaired by Trade Union Board.
Company had issued CBA (Collective Bargaining Agreement) submitted to local authority 1747/SLĐTBXH-LĐVLBH on 19/11/2019; and Company regulation issued in 431/SLĐTBXH-LĐVLBH on 26/03/2021 of Dong Thap Province.
For Tan Hong - Mr. Duong Thu Duc is workers representative with assignement letter available
For Tan Thuan Tay - Mr. Nguyen Huu Duong is workers representative with assignement letter available
For Binh Thanh 2 Hatchery - Mr. Truong Van Quang is workers representative with assignement letter available
PHU: Ms. Nguyen Thi Tu Quyen is workers representative with assignement letter available

Dialogue meeting for employees in Q1.2021 on 04/02/2021, Q4.2020 on 12/28/2020












PHU: Meeting of Trade Union (monthly), Last meeting on March 23, 2021
Binh Thanh 2: Meeting of Trade Union at farm (monthly), Last meeting on 11/01/2021
Tan Thuan Tay: Meeting of Trade Union at farm (monthly), Last meeting on 11/01/2021
Tan Hong: Meeting of Trade Union at farm (monthly), Last meeting on 04/02/2021

Corrective Actions:

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VINH HOAN CORPORATION












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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
COMPLAINT PROCEDURE					
2	CP: Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion? CC: A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions. Complaints, suggestions and their follow-up from the last 24 months are documented.				
2.1	A documented complaint and suggestion procedure is available, appropriate to the size of the company.	          	X		
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.		X		
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.		X		
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		X		
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).		X		
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 2: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: PMU: 'Have one complaint box in each farms, farm also have records to checking this Box weekly to meet with "Complain procedure" no.QT06 on 05-Jan-2020 PHU: "Complain procedure" no. QT56 ver 09 on 04/01/2021 Interview workers representative, all of them aware the complaint procedure For Grivence complaint, there is the complaint box for workers, and following the memo about checking complaint from complaint box. There is no any complaint until the audit date					
Corrective Actions:					

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
SELF-DECLARATION ON GOOD SOCIAL PRACTICES					
3	CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees? CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		X		
3.2	The declaration has been signed by the management and by the employees' representative(s).		X		
3.3	The declaration is actively communicated to the employees (e.g. displayed on the production site/in the handling unit/management office or attached to the working contract, information at meetings etc.).	  	X		
3.4	The management, the responsible person for the implementation of GRASP and the employees' representative(s) know the content of the declaration and confirm that it is put into practice.	  	X		
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		X		
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	X		
COMPLIANCE LEVEL CONTROL POINT 3: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: Labour Agreement is approved by Nguyen Ngo Vi Tam - General Director on 04/01/2021 There is Social Practice policy, signing by Ms. Nguyen Ngo Vi Tam (Director) no. CS01 date 04/01/2021, about child labor, no. CS02 about force labor, CS03 about discrimination; CS04 about abuse and harassment; and CS05 about Maternity policy.					
Corrective Actions:					

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
ACCESS TO NATIONAL LABOUR REGULATIONS						
4	CP: Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations? CC: The person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national regulations, such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines.					
4.1	The RGSP provides the employees' representative(s) with the valid labor regulations (e.g. the GRASP National Interpretation Guidelines).	 	X			
4.2	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.		 	X		
4.3	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.		 	X		
4.4	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.		 	X		
4.5	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.		 	X		
4.6	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.		 	X		
4.7	RGSP and the employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.		 	X		
COMPLIANCE LEVEL CONTROL POINT 4: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant			
Evidence/Remarks: Company regulation issued in 431/SLDTBXH-LD/VLBH on 26/03/2021 of Dong Thap Province. Labor regulation available, register to local authority, and reviewed annually by Ho Thi Nhu Nguyet - HR Manager. There is Social Practice policy, signing by Ms. Nguyen Ngo Vi Tam (Director) no. CS01 date 04/01/2021, about child labor, no. CS02 about force labor, CS03 about discrimination; CS04 about abuse and harassment; and CS05 about Maternity policy. All of policy are published on information table in kitchen and in many location in company						
Corrective Actions:						

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING CONTRACTS					
5	CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer? CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, job description, date of birth, date of entry, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees <u>their legal status and working permit</u> . The contract does not show any contradiction to the self-declaration on good social practices. Records of the employees must be accessible for at least 24 months.				
5.1	Random checks show availability of written contracts for all employees signed by both parties.	      	X		
5.2	There is evidence that the employees have the correct contract according to national legislation and/or collective bargaining agreements (as stipulated in the applicable GRASP National Interpretation Guideline).		X		
5.3	The working contracts include at least basic information on the employee's name, date of birth and nationality according to the applicable GRASP National Interpretation Guideline.		X		
5.4	The working contracts or attachments to the contracts include basic information on the contract period (e.g. permanent, period or day laborer etc.), the wage, working hours, breaks, and a basic job description.		X		
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		X		
5.6	If non-national employees are working for the company, records indicate their legal status for being employed by the company. A respective working permit is available.		X		
5.7	Records of the employees must be accessible for at least 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 5: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: There is the document no. CS06 date 04/01/2021 about payment OT for workers Area Minimum Salary was defined is 3,430 mil VND of area III (Local Labour Dept Informing Decree No.90/2019 NDCP) The minimum salary was not covered the BNV, company calculated updated on Mar-2021, At now, _PHU: Company had paid 4,580,400VND monthly salary For farm PMU: Farm is paid 3,473.250VND monthly salary The actour minimum salary: PHU: 5,824,000VND; PMU: 3,854,000VND The payment records was full maintained, checked since Jan, Feb, Mar-2021 until the audit date					
Corrective Actions:					

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
PAYSLEIPS						
6	CP: Is there documented evidence indicating regular payment of salaries corresponding to the contract clause? CC: The employer shows adequate documentation of the regular salary transfer (e.g. employee's signature on pay slip, bank transfer). Employees sign or receive copies of pay slips/pay register that make the payment transparent and comprehensible for them. Regular payment of the employees during the last 24 months is documented.					
6.1	Documented evidence that the payment is made in defined intervals (e.g. pay slips or pay registers) is available for the employees (random checks).	 	X			
6.2	Pay slips or pay registers indicate that payments are made in accordance with the working contracts (e.g. employee's signature on pay slips, bank transfer etc.).		 	X		
6.3	The records of payments are kept for at least 24 months.			X		
COMPLIANCE LEVEL CONTROL POINT 6: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant			
Evidence/Remarks: There is the document no. CS06 date 04/01/2021 about payment OT for workers Area Minimum Salary was defined is 3,430,000VND of area III (Local Labour Dept Infoming Decree No.90/2019 NDCP) At now, Company had paid 4,580,400VND monthly salary for BNW The minimum salary was not covered the BNW, company calculated updated on Mar-2021 - 5,824,000VND The payment records was full maintained, checked since Jan,Feb,Mar-2021 until the audit date						
Corrective Actions:						

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WAGES					
7	CP: Do pay slips/pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements? CC: Wages and overtime payment documented on the pay slips/pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain <u>at least the legal minimum wage (on average)</u> within regular working hours.				
7.1	Pay slips or pay registers give clear indication on the number of compensated working time or harvested amount including overtime (hours/days).	 	X		
7.2	Wages and overtime payments as shown in the records are according to the contracts and indicate compliance with national labor regulations (minimum wages), and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline.		X		
7.3	Independently from the calculation unit, pay slips/pay registers document that employees gain in average at least the legal minimum wage within regular working times (especially check when piece-rate is implemented). If there are deductions from salaries and employees are being paid below minimum wage, the deductions must be justified in writing.	 	X		
COMPLIANCE LEVEL CONTROL POINT 7: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: Check payment records since since Jan, Feb, Mar-2021 until the audit date, available. Competence requirement for each position available, salary regulations are available approved by General Director available and apply, check monthly payment records found compliance. And there is the Salary policy no. CS06 date 04/01/2021, clearly state the salary payment of company					
Corrective Actions:					

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
NON-EMPLOYMENT OF MINORS					
8	CP: Do records indicate that no minors are employed at the company? CC: Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development, or prevents them from finishing their compulsory school education.				
8.1	Dates of birth on the records show that no employee is aged below the legal minimum age of employment or, if not specified in the GRASP National Interpretation Guideline, under the age of 15.		X		
8.2	If children—as core family members—are working at the company, they are not engaged in work that is dangerous to their health and safety (according to the applicable IFA All Farm Base Module), that -jeopardizes their development or prevents them from finishing their compulsory school education.	     	X		
COMPLIANCE LEVEL CONTROL POINT 8: (Calculated automatically based on the results per sub-controlpoint)				Fully compliant	
Evidence/Remarks: No children < 18 year old working at farm The youngest VHC040139, birthday on 19/01/2003, join to VHC on 01/02/2021					
Corrective Actions:					

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

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
TIME RECORDING SYSTEM					
10	CP: Is there a time recording system that shows daily working time and overtime on a daily basis for the employees? CC: There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by <u>the employees and accessible for the employees'</u> representative(s).				
10.1	A time recording system is implemented, appropriate to the size of the company (e.g. time record sheet, check clock, electronic cards, etc.).	           	X		
10.2	The records indicate the regular working time for employees on a daily basis.		X		
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		X		
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		X		
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).		X		
10.6	Access to these records is provided to the employees' representative(s).		X		
10.7	The records are kept for at least 24 months.		X		
COMPLIANCE LEVEL CONTROL POINT 10: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: Check working time records since since Jan, Feb, Mar-2021 until the audit date, show detail working time of all employee and workers. All records, keeps 2 years for farm, and for processing plant is keep for 3 years. Eg. XN3: VCH040162 – Dept. BX: Contract no. VHC040162/TNG/2021 on 20/02/2021 XN2: VCH034066 - Dept. TP: Contract no. VHC034066/HD/2018 on 07/06/2019; Anex VHC034066/PLHDLD/2020 on 01/01/2020, Social assurance no. 8709002517, BHYT no. DN4878709002517 XN1: VCH011948 - Dept. SC: Contract no. VHC011948/KXDTH/2018 on 01/01/2018, Anex VHC011948/PLHDLD/2020 on 01/01/2020, Social assurance no. 7915240978, BHYT no. DN4877915240978					
Corrective Actions:					

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N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING HOURS & BREAKS					
11	CP: Do working hours and breaks documented in the time records comply with applicable legislation and/or collective bargaining agreements? CC: Documented working hours, breaks and rest days are in line with applicable legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours. During peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.				
11.1	Information on valid labor regulation and/or collective bargaining agreements regarding working hours and breaks is available (e.g. in the GRASP National Interpretation Guideline).	  	X		
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		X		
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		X		
11.4	If not regulated more strictly by applicable legislation, regular weekly working time does not exceed 48 hours. During peak season (harvest), weekly working time does not exceed 60 hours.	   	X		
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		X		
COMPLIANCE LEVEL CONTROL POINT 11: (Calculated automatically based on the results per sub-controlpoint)			Fully compliant		
Evidence/Remarks: Working hours and break mentioned in self declaration compliance with local labour law In the Regulation of labour 431/SLDTBXH-LDVLBH on 26/03/2021 & collective labor agreement 1747/SLDTBXH-LDVLBH on 19/11/2019 Working time: 48h/week OT: max 4hour/day; 40hour/month; 300hours/year Checked record of employees - showing compliance.					
Corrective Actions:					