

GGN: 4049928177490

Registration number of producer/
producer group (from CB): AG GBG3307

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

PROOF OF ASSESSMENT

According to

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

Option 2

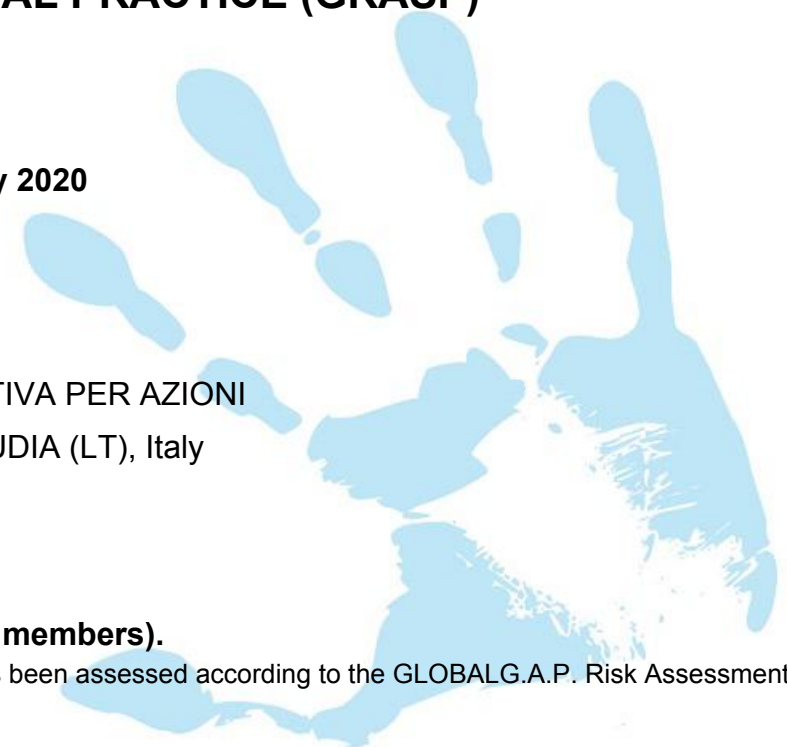
Issued to

Producer Group STERN SOCIETA' COOPERATIVA PER AZIONI

STRADA MIGLIARA 54, 4348, 04016 SABAUDIA (LT), Italy

The Annex contains details of the GRASP results (and the covered producer group members).

The Certification Body AGROQUALITA' S.p.a declares that the producer group mentioned on this proof has been assessed according to the GLOBALG.A.P. Risk Assessment on Social Practice Version 1.3-1-i July 2020.



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

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

Products	Assessment Number	Product Handling	Remote Assessment	Employee Interview	No. of GRASP internally assessed producers	Total number of group members
Carrot	00129-FTTNX-0003	Yes	N/A	Yes	14	14
Courgette (zucchini, marrow)	00129-FTTNX-0003	Yes	N/A	Yes	5	5
Edible flower	00129-FTTNX-0003	Yes	N/A	Yes	5	5
Kohlrabi	00129-FTTNX-0003	Yes	N/A	Yes	13	13
Pak choi	00129-FTTNX-0003	Yes	N/A	Yes	3	3
Radish	00129-FTTNX-0003	Yes	N/A	Yes	17	17
Spinach	00129-FTTNX-0003	Yes	N/A	Yes	1	1
Sweet potato	00129-FTTNX-0003	Yes	N/A	Yes	2	2
Turnip	00129-FTTNX-0003	Yes	N/A	Yes	10	10
Watermelon	00129-FTTNX-0003	Yes	N/A	Yes	17	17
Total:					22	22

1. Overall assessment result: Fully compliant

GGN: 4049928177490

2. QMS result: Fully compliant

3. Assessment result in detail:

Control Point 1 Fully compliant

Control Point 2 Fully compliant

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

Date of Assessment: 19-12-2023

Date of Upload: 16-01-2024

Validity: 19-12-2023 - 06-12-2024 (depending on GLOBALG.A.P. certificate validity)

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

GLOBALG.A.P. RISK ASSESSMENT ON SOCIAL PRACTICE

GRASP Checklist - Version 1.3-1-i

Checklist Producer Group (Option 2)

Valid from: July 2020

Mandatory from: October 2020



1. CERTIFICATE HOLDER REGISTRATION DATA								
Producer Group GGN/GLN:*	4049928177490			Registration N°:				
Company name:*	STERN SOCIETA' COOPERATIVA PER AZIONI			Address:*	Strada Migliara 54 n. 4348- Sabaudia (LT)			
Telephone:*	3356887478							
Email:	stern@legalmail.it			Fax:				
Assessment date:*	19/12/2023			Contact person:*	RA			
Previous assessment date(s):								
Does the producer group have any other external audits or certification covering social practices? If yes, which?								
Standard 1: Valid to:	Standard 2: Valid to:			Standard 3: Valid to:	Standard 4: Valid to:			
Has the Certification Body detected any significant breach of legal requirements concerning labor conditions?					<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
Has the Certification Body reported this finding to the local/national responsible and competent authority?					<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
Comments:								
Company description: L'entità giuridica effettua la lavorazione di ortaggi all'interno del magazzino di Sabaudia (LT) I dipendenti sono italiani o stranieri con status migratorio italiano, assunti a tempo determinato. In relazione al GRASP presenti lavoratori aziendali il giorno della valutazione in numero pari a 122 come da registro lavoratori allegato. Effettuate le interviste, n° finale dei lavoratori intervistati pari a 15 e che rappresentano le seguenti categorie di lavoratori : italiani o con status migratorio italiano, tempo determinato e indeterminato. Si precisa inoltre che per un n° di lavoratori aziendali pari a 8 sono stati visionati i documenti previsti come da specifiche riportate nei campi previsti per la Check list								
	YEAR							
Total number of producer group members participating in GRASP:		25						
Total number of producer group members included in the GLOBALG.A.P. IFA Certificate:		25						
Total number of externally assessed GRASP producer group members:		5						
* Mandatory field								

List the GLOBALG.A.P. Numbers (GGN) or Global Location Number (GLN) of the externally assessed GRASP producer group members:									
4049929872929	4050373107170	4052852751100	4049928101556	4056186931313					

Are produce handling (PH) facilities included in the GRASP assessment?				<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Is produce handling sub-contracted?				<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Does the produce handling facility(ies) have any social standards implemented?				<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
				If yes:	Name of the PH company:
					soc .Agricola sempl. san Donato
					GGN/GLN of the PH company (if applicable):
					4052852870603

Name and location of the assessed PH Facilities:			
PH Facility 1		PH Facility 4	
PH Facility 2		PH Facility 5	
PH Facility 3		PH Facility 6	

Does the company subcontract any other activities?				<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
If yes, which one?				Are the subcontracted activities included in the GRASP assessment?	
<input checked="" type="checkbox"/>	Pest and rodent control	<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
<input type="checkbox"/>	Crop protection	<input type="checkbox"/>	YES	<input type="checkbox"/>	NO
<input type="checkbox"/>	Harvest	<input type="checkbox"/>	YES	<input type="checkbox"/>	NO
<input checked="" type="checkbox"/>	Others (please specify): vista comunicazione del capofila al subappaltatore relativamente all'adesione al grasp. Il manipolatore è certificato globalgp/grasp	<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO

2. STRUCTURE OF EMPLOYMENT

Month(s) of peak season (if applicable):	tutto l'anno						% of employees living in accommodation provided by the company (if applicable):	0		
Nationalities of employees	italia - UE- extra UE									
Total number of employees	Local			Cross-Border Migrants			National Migrants			Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency	Permanent	Temporary	Agency	
in agricultural production	2	17	0	0	78	0	0	0	0	56
in product handling facility(ies)	6	26	0	0	61	0	0	0	0	115
Total	0	42	0	0	116	0	0	0	0	158

3. PRESENCE DURING THE ASSESSMENT

	SITE MANAGEMENT		PERSON RESPONSIBLE FOR THE IMPLEMENTATION OF GRASP		EMPLOYEES' REPRESENTATIVE	
Names ¹ :	AR		VA		vedi riga 223	
Present at the opening meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the assessment?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Present at the closing meeting?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO












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












Fully compliant












Assessment results reviewed with company management?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Name of certification body:	agroqualità	Duration of the assessment: 1,75 gg
Name of assessor:	roberta buonomo- gianluca iovine	
Name of company management:	RA	






















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









GRASP CHECKLIST






N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE			
			Y	N	N/A	
EMPLOYEES' REPRESENTATIVE(S)						
1	<p>CP: Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>CC: Documentation demonstrates that an employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. This 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 management occur at accurate frequency. The dialogue <u>taking place in such meetings is duly documented</u>. If a producer group member has less than 5 employees, it is allowed to have an employees' representative at the level of the producer group.</p>					
1.1	The election/nomination procedure has been defined and communicated to all employees.	  	6	0	0	
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.	 	6	0	0	
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.	 	6	0	0	
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).		6	0	0	
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).	 	6	0	0	
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.		6	0	0	
COMPLIANCE LEVEL CONTROL POINT 1: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
<p>Evidence/Remarks: 1.1: Procedura di elezione definita e comunicata ai lavoratori durante riunione annuale, intervistati lav.01 villanova, primo, rigoni, alletto e dip. 2 esperia, confermano di conoscere procedura.</p> <p>1.2: La docum.dimostra l'elezione è avvenuta correttamente, intervistato lav.01 az. villanova, primo, rigoni, alletto; dip. 2 esperia, confermata correttezza dell'elezione.</p> <p>1.3: Risultati comunicati ai lavoratori in sede di riunione, intervistat RL aziende che confermano</p> <p>1.4: Elezione: villanova 19/9, eletto MM; esperia 20/10, MG; alletto G 17/11 GAS; valerio primo 12/9, CE; rigoni livio 22/9, eletto SM; capofila 23/11 DVL</p> <p>1.5: Visto mansionario, intervistato RL delle aziende,consapevole dei propri ruoli e diritti.</p> <p>1.6: Visto verbale riunione tra RL e direzione,data di elezione,riunioni avvengono con frequenza almeno annuale, argomenti trattati inerenti al GRASP es. gestione delle eventuali segnalazioni.</p>						
Corrective Actions:						






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. <u>The procedure specifies a timeframe to answer complaints and suggestions and take corrective actions.</u> 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.		6	0	0
2.2	Employees are regularly and actively informed about the complaint and suggestion procedure.	  	6	0	0
2.3	The procedure states clearly that employees will not be penalized for filing complaints or suggestions.	 	6	0	0
2.4	Complaints and suggestions are discussed in meetings between the employees' representative(s) and the management.		6	0	0
2.5	The procedure sets a timeframe to resolve complaints and suggestions (e.g. during the next month).	  	6	0	0
2.6	The complaints, suggestions and their follow-up are documented and available for the last 24 months.		6	0	0
COMPLIANCE LEVEL CONTROL POINT 2: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 2.1: Procedura segnalazioni e suggerimenti rev 01 del 3/11/2020 2.2: Procedura affissa sui luoghi di passaggio degli operatori, intervistato il RL delle aziende conferma che i lavoratori sono informati sulla procedura delle segnalazioni. 2.3: La procedura indica chiaramente che nonci saranno ritorsioni a chi segnala, intervistato lav.01 az. villanova, primo, rigoni, alletto e dip. 2 esperia e dip. 2-84-88-6-99-93-30-40-50-60-76 capofila che conferma che non ci sono mai state ritorsioni. 2.4: Le segnalazioni vengono discusse in sede di riunione tra direzione e RL, visto verbale stessa data di elezione RL, nessuna segnalazione riscontrata, intervistato il RL il quale conferma che durante le riunioni vengono discusse eventuali segnalazioni. 2.5: Vista procedura affissa in azienda, la risoluzione delle segnalazioni verranno risolte entro 1 mese, Intervistato RL che conferma quanto scritto nella procedura. 2.6: Non sono presenti segnalazioni negli ultimi 24 mesi.					
Corrective Actions:					








N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
SELF-DECLARATION ON GOOD SOCIAL PRACTICES					
3	<p>CP: Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative(s) and has this been communicated to the employees?</p> <p>CC: The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least the commitment to the ILO core labor conventions (ILO Conventions: 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>				
3.1	The declaration is complete and contains at least all points referred to ILO core labor conventions.		6	0	0
3.2	The declaration has been signed by the management and by the employees' representative(s).		6	0	0
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.).	  	6	0	0
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.	  	6	0	0
3.5	It is stated that the employees' representative(s) can file complaints without personal sanctions.		6	0	0
3.6	The declaration is checked and revised at least every 3 years or whenever necessary.	 	6	0	0
COMPLIANCE LEVEL CONTROL POINT 3: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: 3.1: autodichiarazione buone pratiche sociali rev. 01 del 1/9/20 3.2: Dichiarazione firmata da direzione e RL. 3.3: Dichiarazione esposta in azienda, intervistati dip. 2-84-88-6-99-93-30-40-50-60-76 capofila risulta essere a conoscenza della dichiarazione. 3.4: Intervistato il titolare, il resp. GRASP e RL del capofila, risultano essere a conoscenza del contenuto della dichiarazione e ne confermano l'applicazione. 3.5: Presente nella dichiarazione, il RL può presentare reclami senza rischio di sanzioni. 3.6: Valutazione rivista nelle singole aziende in data 2/9/23, intervistato il titolare il quale conferma che la dichiarazione viene rivista periodicamente.</p>					
Corrective Actions:					













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 implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national labor 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).	  	6	0	0	
4.2	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on gross and minimum wages and deductions from wages.	  	6	0	0	
4.3	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on working hours.	  	6	0	0	
4.4	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on freedom of association and right to collective bargaining.	  	6	0	0	
4.5	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on anti-discrimination.	  	6	0	0	
4.6	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on child labor and minimum age of working.	  	6	0	0	
4.7	RGSP and employees' representative(s) have knowledge about or access to the valid labor regulations on holiday and maternity leave.	  	6	0	0	
COMPLIANCE LEVEL CONTROL POINT 4: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: 4.1 Il resp. GRASP ha informato il RL riguardo alle normative vigenti, visto contratto nazionale dei lavoratori agricoli. Effettuata formazione in materia in data di elezione RL. Intervistati Resp. GRASP e RL delle aziende, risultano informati in materia di: 4.2: Sulle normative riguardanti i salari e le trattenute. 4.3: Sulle normative riguardanti loari di lavoro. 4.4: Sulle normative riguardanti le associazioni sindacali. 4.5: Sulle normative riguardanti l'antidiscriminazione. 4.6: Sulle normative riguardanti il lavoro minorile. 4.7: Sulle normative riguardanti le ferie e i congedi.						
Corrective Actions:						













N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
WORKING CONTRACTS					
5	<p>CP: Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, nationality, a job description, date of birth, date of entry, the regular working time, wage and the period of employment? Have they been signed by both the employee and the employer?</p> <p>CC: For every employee, a contract can be shown to the assessor on request on a sample basis. The contracts correspond with the applicable legislation and/or collective bargaining agreements. Both the employees as well as the employer have signed them. Records contain at least full names, nationality, a 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 contradiction to the self-declaration on good social practices. Records of the employees must be accessible for at least 24 months.</p>				
5.1	Random checks show availability of written contracts for all employees signed by both parties.	 	6	0	0
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).		6	0	0
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.		6	0	0
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.		6	0	0
5.5	In the contract, there is no contradiction to the self-declaration on good social practice.		6	0	0
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.		6	0	0
5.7	Records of the employees must be accessible for at least 24 months.		6	0	0
COMPLIANCE LEVEL CONTROL POINT 5: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
<p>Evidence/Remarks: 5.1 Presenti contratti scritti firmati da entrambe le parti, visto a campione contratti: lav 1 rigoni e villanova; 2-84-88-93-99-6 capofila, firmato, intervistato il lavoratore.</p> <p>5.2 Il contratto fa riferimento alle normative del CCNL del quale una copia e sempre disponibile in azienda.</p> <p>5.3: Presente nome (MSF-MM-AA-EHH-IS-KK-LL-BY) data di nascita (12/5/91-12/7/91-27/12/94-3/1/97-31/3/62-22/11/88-21/3/66-6/3/91), naz. (ita-ita-marocco-marocco-ita-india-ita-marocco)</p> <p>5.4: contratto a tempo determinato (10/2-31/12;21/8-31/12;27/9-31/12;10/8-10/1;18/9-29/2; 1/12-30/4;1/9-31/1;1/10-31/12), orario TEMPO PIENO, pause fa riferimento al CCNL, funzione (op.agr.qual.-cond.tratt.agr-op.agr.qual.-brac.agr.brac.agr-brac.agr.-add.pul.-op.agr.qual.)</p> <p>5.5: Non c'è contraddizione tra contratto e BPS.</p> <p>5.6: Non Presenti lavoratori stranieri</p> <p>5.7: RegISTRAZIONI accessibili.</p>					
Corrective Actions:					











N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
PAYSLIPS					
6	CP: Is there documented evidence indicating regular payment of salaries corresponding to the contract clause? CC: The employer shows adequate documentation of the regular salary transfer (e.g. employee's signature on pay slip, bank transfer). Employees sign or receive copies of pay slips/pay register that make the payment transparent and comprehensible for them. Regular payment of the employees during the last 24 months is documented.				
6.1	Documented evidence that the payment is made in defined intervals (e.g. pay slips or pay registers) is available for the employees (random checks).	 	6	0	0
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.).	 	6	0	0
6.3	The records of payments are kept for at least 24 months.		6	0	0
COMPLIANCE LEVEL CONTROL POINT 6: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks 6.1: I documenti che attestano i pagamenti sono disponibili a tutti i lavoratori in azienda, intervistato il lav.2 esperia e 1 primo che conferma quanto detto. 6.2: Busta paga firmata dal lavoratore, intervistato lav.30-40-50-60-93-99-6 capofila. 6.3: Documentazione conservata in archivio presso il centro aziendale.					
Corrective Actions:					

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).	 	6	0	0
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.		6	0	0
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.	 	6	0	0
COMPLIANCE LEVEL CONTROL POINT 7: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant		
Evidence/Remarks: 7.1: Indicare nelle buste paga le giornate lavorative, vista busta paga ott 23 lav.1 rigoni e villanova, 2-84-88-93-99-6 capofila, giorni lav.24-22-15-6-15-15-18-4,straord.retribuiti, totale retribuito 1529-1480-972-384-722-977-1054-263, intervistati i lav. confermano le giornate svolte 7.2: Visti pag. a mezzo bonifico, il totale indicato corrisponde a quanto riportato in busta paga. 7.3: I lavoratori percepiscono almeno il salario minimo previsto dal CCNL, non presenti deduzioni della paga. Intervistato lav.30-40-50-76 capofila che confermano di ricevere il salario indicato in busta paga.					
Corrective Actions:					















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.		6	0	0	
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.	     	0	0	6	
COMPLIANCE LEVEL CONTROL POINT 8: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: 8.1 - 8.2: Le date di nascita riportate nella documentazione dimostrano la non assunzione di minori. Intervistati i RL, il resp. GRASP e i titolari che confermano quanto sopra.						
Corrective Actions:						

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.	 	0	0	6	
9.2	There is evidence of transport facilities if children cannot reach school within acceptable walking distance (half an hour walking or according to GRASP National Interpretation Guideline).	    	0	0	6	
9.3	There is evidence of an on-site schooling system when access to schools is not available.	    	0	0	6	
COMPLIANCE LEVEL CONTROL POINT 9: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Not applicable			
Evidence/Remarks: 9.1 - 9.2: Non sono presenti bambini in età scolastica che vivono nei siti aziendali, Intervistati i RL, il resp. GRASP e i titolari che confermano quanto sopra.						
Corrective Actions:						

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' representative(s)</u> .					
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.).	  	6	0	0	
10.2	The records indicate the regular working time for employees on a daily basis.		6	0	0	
10.3	The records indicate the overtime hours as defined by contracts per legislation for all employees on a daily basis.		6	0	0	
10.4	The records indicate the breaks/festive days for the employees (on a daily basis).		6	0	0	
10.5	The working records are regularly approved by the employees (e.g. regularly signed record sheet, checking clock).	 	6	0	0	
10.6	Access to these records is provided to the employees' representative(s).	  	6	0	0	
10.7	The records are kept for at least 24 months.		6	0	0	
COMPLIANCE LEVEL CONTROL POINT 10: <i>(Calculated automatically based on the results per sub-controlpoint)</i>			Fully compliant			
Evidence/Remarks: 10.1: Presente registrazione cartacea delle ore. Intervistato lav.2 esperia, lav. 1 primo e lav.6-50-60-2-84-88 capofila che confermano le ore lavorate con quelle presenti nel registro. 10.2 - 10.3: Nel registro presenze vengono registrate giornalmente le giornate lavorate (durata 6.5 ore) (viene registrato sia lavoro regolare che eventuale straordinario, non risulta dai registri visionati straordinario). 10.4: Nel registro presenze vengono registrate giornalmente le pause giornaliere 10.5: Il registro presenze viene approvato dai lavoratori, intervistato lav. 30-40 capofila che conferma l'approvazione del documento. 10.6: I documenti sono sempre accessibili al RL, intervistati Titolare e RL delle aziende che confermano quanto indicato. 10.7: Documentazione conservata per 2 anni						
Corrective Actions:						

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).	  	6	0	0	
11.2	Working hours including overtime as shown in the records indicate compliance with legal regulations and/or collective bargaining agreements.		6	0	0	
11.3	Rest breaks/days as shown in the records indicate compliance with national regulations and/or bargaining agreements.		6	0	0	
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.	   	6	0	0	
11.5	The records indicate that rest breaks/days are also guaranteed during peak season.		6	0	0	
COMPLIANCE LEVEL CONTROL POINT 11: <i>(Calculated automatically based on the results per sub-controlpoint)</i>				Fully compliant		
Evidence/Remarks: 11.1: Presente copia CCNL, intervistato lav.2-84-88-30-50 capofila che risulta informato sugli orari di lavoro e pause. 11.2: Le ore lavorative registrate rispettano le normative in materia (6,5 ore/gg) 11.3: Le ore di pausa rispettano le normative in materia. 11.4: Dai registri si evince che non vengono superate le 48 ore di lavoro settimanale, dato confermato dalle interviste al Titolare, al RL e al lav.76-40-50 capofila. 11.5: I documenti dimostrano che le pause vengono garantite anche nei periodi di picco.						
Corrective Actions:						

ONLY APPLICABLE FOR PRODUCER GROUPS

N°	CONTROL POINT & COMPLIANCE CRITERIA	VERIFICATION	COMPLIANCE		
			Y	N	N/A
INTEGRATION INTO QMS					
QMS	<p>CP: Does the assessment of the Quality Management System (QMS) of the producer group show evidence of the correct implementation of GRASP for all participating producer group members?</p> <p>CC: The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented and internally assessed. Non-compliances are identified and corrective actions are taken to enable compliance of all participating producer group members.</p>				
QMS1	The implementation of GRASP is included in the Quality Management System of the producer group, based on the respective part of the GLOBALG.A.P. General Regulations for Producer Group Certification.	 	X		
QMS2	There is a system in place to regularly inform and train key staff on GRASP related issues.	 	X		
QMS3	All steps taken in the frame of the QMS to implement GRASP among all participating producer group members are documented.	 	X		
QMS4	There is evidence that the producer group fosters compliance of all participating producer group members with the GRASP requirements and assesses the progresses and problems complying with GRASP every year.	 	X		
QMS5	A register is maintained of all GLOBALG.A.P. producers implementing GRASP. It contains for every producer group member the internal assessment date as well as the compliance level reached, all non-compliances detected in internal and external assessments and corrective actions given to non-compliances.	 	X		
QMS6	There is a procedure to implement corrective actions from previous internal assessments.	 	X		
QMS7	The internal producer group inspector is qualified according to the GRASP General Rules.	 	X		
COMPLIANCE LEVEL CONTROL POINT QMS: <i>(Calculated automatically based on the results per sub-controlpoint)</i>		<input checked="" type="checkbox"/> Fully compliant.	<input type="checkbox"/> Not compliant.		
Evidence/Remarks: L'AZIENDA DISPONE DI CONSULENTE ESTERNO qualificato; Dott. Agr VA. ha partecipato al corso di formazione per valutatori sistemi gestione Qualità, in aggiunta è in possesso di attestati di formazione sugli standard globalgap (globalgap V.6 QMS manager), grasp, brc, ifs; risultano svolti gli audit interni per il modulo GRASP					
Corrective Actions:					

RECOMMENDATIONS FOR GOOD PRACTICE

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

ANNEX for GGN 4049928177490

Producer Group Members:

Product(s)	GLOBALG.A.P. Number (GGN)	Company/Producer Name and Address
Carrot	4049929872929	ALLETTO GISELDA, VIA DIVERSIVO NOCCHIA, 45, SABAUDIA (LT), 04016, Italy
Radish	4049929872929	ALLETTO GISELDA, VIA DIVERSIVO NOCCHIA, 45, SABAUDIA (LT), 04016, Italy
Watermelon	4049929872929	ALLETTO GISELDA, VIA DIVERSIVO NOCCHIA, 45, SABAUDIA (LT), 04016, Italy
Carrot	4049928557247	ALLETTO MARCO, VIA ZI MARIA, 16, LATINA (LT), 04010, Italy
Kohlrabi	4049928557247	ALLETTO MARCO, VIA ZI MARIA, 16, LATINA (LT), 04010, Italy
Radish	4049928557247	ALLETTO MARCO, VIA ZI MARIA, 16, LATINA (LT), 04010, Italy
Watermelon	4049928557247	ALLETTO MARCO, VIA ZI MARIA, 16, LATINA (LT), 04010, Italy
Kohlrabi	4049929416321	BENEDUCE RAFFAELE, VIA PONTINA S.S.148 150, TERRACINA (LT), 04019, Italy
Radish	4049929416321	BENEDUCE RAFFAELE, VIA PONTINA S.S.148 150, TERRACINA (LT), 04019, Italy
Turnip	4049929416321	BENEDUCE RAFFAELE, VIA PONTINA S.S.148 150, TERRACINA (LT), 04019, Italy
Watermelon	4049929416321	BENEDUCE RAFFAELE, VIA PONTINA S.S.148 150, TERRACINA (LT), 04019, Italy
Kohlrabi	4049929872943	AZ. AGRICOLA BRIGNONE GIACOMINO, VIA CAVOUR, 69, NETTUNO (RM), 00048, Italy
Carrot	4049929188334	FANTINI ANTONIO, VIA LITORANEA, 124, SABAUDIA (LT), 04016, Italy
Kohlrabi	4049929188334	FANTINI ANTONIO, VIA LITORANEA, 124, SABAUDIA (LT), 04016, Italy
Radish	4049929188334	FANTINI ANTONIO, VIA LITORANEA, 124, SABAUDIA (LT), 04016, Italy
Sweet potato	4049929188334	FANTINI ANTONIO, VIA LITORANEA, 124, SABAUDIA (LT), 04016, Italy
Watermelon	4049929188334	FANTINI ANTONIO, VIA LITORANEA, 124, SABAUDIA (LT), 04016, Italy
Courgette (zucchini, marrow)	4049929872950	FRANCESCHINI ROSANNA, VIA RENIBBIO, 19, SABAUDIA (LT), 04016, Italy
Edible flower	4049929872950	FRANCESCHINI ROSANNA, VIA RENIBBIO, 19, SABAUDIA (LT), 04016, Italy

Radish	4049929872950	FRANCESCHINI ROSANNA, VIA RENIBBIO, 19, SABAUDIA (LT), 04016, Italy
Turnip	4049929872950	FRANCESCHINI ROSANNA, VIA RENIBBIO, 19, SABAUDIA (LT), 04016, Italy
Radish	4049929646285	RAFFAELLO MAURO, VIA S.S.48 PONTINA, SABAUDIA (LT), 04016, Italy
Turnip	4049929646285	RAFFAELLO MAURO, VIA S.S.48 PONTINA, SABAUDIA (LT), 04016, Italy
Watermelon	4049929646285	RAFFAELLO MAURO, VIA S.S.48 PONTINA, SABAUDIA (LT), 04016, Italy
Carrot	4049929646292	RIGONI ALESSANDRO, STRADA MIGLIARA 54, 4162, SABAUDIA (LT), 04016, Italy
Kohlrabi	4049929646292	RIGONI ALESSANDRO, STRADA MIGLIARA 54, 4162, SABAUDIA (LT), 04016, Italy
Radish	4049929646292	RIGONI ALESSANDRO, STRADA MIGLIARA 54, 4162, SABAUDIA (LT), 04016, Italy
Turnip	4049929646292	RIGONI ALESSANDRO, STRADA MIGLIARA 54, 4162, SABAUDIA (LT), 04016, Italy
Watermelon	4049929646292	RIGONI ALESSANDRO, STRADA MIGLIARA 54, 4162, SABAUDIA (LT), 04016, Italy
Carrot	4049928101556	SOCIETA' AGRICOLA VILLANOVA GIUSEPPE ANGELO, TURCATO ELDA AGOSTINA, TURCATO RENATA E TURCATO RITA S.S., VIA SANT'ANDREA, 10, SABAUDIA (LT), 04016, Italy
Radish	4049928101556	SOCIETA' AGRICOLA VILLANOVA GIUSEPPE ANGELO, TURCATO ELDA AGOSTINA, TURCATO RENATA E TURCATO RITA S.S., VIA SANT'ANDREA, 10, SABAUDIA (LT), 04016, Italy
Watermelon	4049928101556	SOCIETA' AGRICOLA VILLANOVA GIUSEPPE ANGELO, TURCATO ELDA AGOSTINA, TURCATO RENATA E TURCATO RITA S.S., VIA SANT'ANDREA, 10, SABAUDIA (LT), 04016, Italy
Carrot	4049929646315	ZANNONI IVANO, VIA TENCA, 6, SABAUDIA (LT), 4016, Italy
Kohlrabi	4049929646315	ZANNONI IVANO, VIA TENCA, 6, SABAUDIA (LT), 4016, Italy
Watermelon	4049929646315	ZANNONI IVANO, VIA TENCA, 6, SABAUDIA (LT), 4016, Italy
Courgette (zucchini, marrow)	4050373707170	AZIENDA AGRICOLA RIGONI LIVIO, STRADA STATALE 148 PONTINA, 139, SABAUDIA (LT), 04016, Italy
Edible flower	4050373707170	AZIENDA AGRICOLA RIGONI LIVIO, STRADA STATALE 148 PONTINA, 139, SABAUDIA (LT), 04016, Italy
Kohlrabi	4050373707170	AZIENDA AGRICOLA RIGONI LIVIO, STRADA STATALE 148 PONTINA, 139, SABAUDIA (LT), 04016, Italy
Radish	4050373707170	AZIENDA AGRICOLA RIGONI LIVIO, STRADA STATALE 148 PONTINA, 139, SABAUDIA (LT), 04016, Italy

Turnip	4050373707170	AZIENDA AGRICOLA RIGONI LIVIO, STRADA STATALE 148 PONTINA, 139, SABAUDIA (LT), 04016, Italy
Watermelon	4050373707170	AZIENDA AGRICOLA RIGONI LIVIO, STRADA STATALE 148 PONTINA, 139, SABAUDIA (LT), 04016, Italy
Carrot	4052852751100	VALERIO PRIMO, VIA SANTO ISIDORO, 9, SABAUDIA (LT), 04016, Italy
Radish	4052852751100	VALERIO PRIMO, VIA SANTO ISIDORO, 9, SABAUDIA (LT), 04016, Italy
Spinach	4052852751100	VALERIO PRIMO, VIA SANTO ISIDORO, 9, SABAUDIA (LT), 04016, Italy
Watermelon	4052852751100	VALERIO PRIMO, VIA SANTO ISIDORO, 9, SABAUDIA (LT), 04016, Italy
Carrot	4056186931306	DALLA VALLE MARIO, VIA SACRAMENTO, SABAUDIA (LT), 04016, Italy
Radish	4056186931306	DALLA VALLE MARIO, VIA SACRAMENTO, SABAUDIA (LT), 04016, Italy
Sweet potato	4056186931306	DALLA VALLE MARIO, VIA SACRAMENTO, SABAUDIA (LT), 04016, Italy
Watermelon	4056186931306	DALLA VALLE MARIO, VIA SACRAMENTO, SABAUDIA (LT), 04016, Italy
Carrot	4056186931313	ESPERIA DI GUARNIERI S. & C. SOCIETA' AGRICOLA SEMPLICE, VIA MIGLIARA 54, 1000, SABAUDIA (LT), 04016, Italy
Kohlrabi	4056186931313	ESPERIA DI GUARNIERI S. & C. SOCIETA' AGRICOLA SEMPLICE, VIA MIGLIARA 54, 1000, SABAUDIA (LT), 04016, Italy
Pak choi	4056186931313	ESPERIA DI GUARNIERI S. & C. SOCIETA' AGRICOLA SEMPLICE, VIA MIGLIARA 54, 1000, SABAUDIA (LT), 04016, Italy
Radish	4056186931313	ESPERIA DI GUARNIERI S. & C. SOCIETA' AGRICOLA SEMPLICE, VIA MIGLIARA 54, 1000, SABAUDIA (LT), 04016, Italy
Turnip	4056186931313	ESPERIA DI GUARNIERI S. & C. SOCIETA' AGRICOLA SEMPLICE, VIA MIGLIARA 54, 1000, SABAUDIA (LT), 04016, Italy
Watermelon	4056186931313	ESPERIA DI GUARNIERI S. & C. SOCIETA' AGRICOLA SEMPLICE, VIA MIGLIARA 54, 1000, SABAUDIA (LT), 04016, Italy
Carrot	4059883138535	RUSSO LUCA, VIA MOLELLA, 11, SAN FELICE CIRCEO (LT), 04017, Italy
Kohlrabi	4059883138535	RUSSO LUCA, VIA MOLELLA, 11, SAN FELICE CIRCEO (LT), 04017, Italy
Carrot	4059883252927	CANCIANI SANDRO, VIA MIGLIARA 54, 74, SABAUDIA (LT), 04016, Italy
Kohlrabi	4059883252927	CANCIANI SANDRO, VIA MIGLIARA 54, 74, SABAUDIA (LT), 04016, Italy
Radish	4059883252927	CANCIANI SANDRO, VIA MIGLIARA 54, 74, SABAUDIA (LT), 04016, Italy
Carrot	4059883347609	DONNARUMMA DANIELE, VIA LESTRA MATTONI, 3, TERRACINA (LT), 04019, Italy

Courgette (zucchini, marrow)	4059883347609	DONNARUMMA DANIELE, VIA LESTRA MATTONI, 3, TERRACINA (LT), 04019, Italy
Edible flower	4059883347609	DONNARUMMA DANIELE, VIA LESTRA MATTONI, 3, TERRACINA (LT), 04019, Italy
Pak choi	4059883347609	DONNARUMMA DANIELE, VIA LESTRA MATTONI, 3, TERRACINA (LT), 04019, Italy
Radish	4059883347609	DONNARUMMA DANIELE, VIA LESTRA MATTONI, 3, TERRACINA (LT), 04019, Italy
Watermelon	4059883347609	DONNARUMMA DANIELE, VIA LESTRA MATTONI, 3, TERRACINA (LT), 04019, Italy
Radish	4059883921274	RAFFAELLO ALESSANDRO, VIA MIGLIARA 53, SNC, SABAUDIA (LT), 04016, Italy
Turnip	4059883921274	RAFFAELLO ALESSANDRO, VIA MIGLIARA 53, SNC, SABAUDIA (LT), 04016, Italy
Watermelon	4059883921274	RAFFAELLO ALESSANDRO, VIA MIGLIARA 53, SNC, SABAUDIA (LT), 04016, Italy
Carrot	4063061641755	DE VILLA MONICA, VIA MIGLIARA 53, 5137, SABAUDIA (LT), 04016, Italy
Kohlrabi	4063061641755	DE VILLA MONICA, VIA MIGLIARA 53, 5137, SABAUDIA (LT), 04016, Italy
Turnip	4063061641755	DE VILLA MONICA, VIA MIGLIARA 53, 5137, SABAUDIA (LT), 04016, Italy
Watermelon	4063061641755	DE VILLA MONICA, VIA MIGLIARA 53, 5137, SABAUDIA (LT), 04016, Italy
Courgette (zucchini, marrow)	4063061641779	AZIENDA AGRICOLA DI RIGONI TAMARA, STRADA REGIONALE PONTINA 13427, SABAUDIA (LT), 04016, Italy
Edible flower	4063061641779	AZIENDA AGRICOLA DI RIGONI TAMARA, STRADA REGIONALE PONTINA 13427, SABAUDIA (LT), 04016, Italy
Kohlrabi	4063061641779	AZIENDA AGRICOLA DI RIGONI TAMARA, STRADA REGIONALE PONTINA 13427, SABAUDIA (LT), 04016, Italy
Turnip	4063061641779	AZIENDA AGRICOLA DI RIGONI TAMARA, STRADA REGIONALE PONTINA 13427, SABAUDIA (LT), 04016, Italy
Watermelon	4063061641779	AZIENDA AGRICOLA DI RIGONI TAMARA, STRADA REGIONALE PONTINA 13427, SABAUDIA (LT), 04016, Italy
Carrot	4063651274745	SOCIETA' AGRICOLA IL PARCO DI CANSANI GIANCARLO E GIANNI S.S., VIA MIGLIARA 54, 72, SABAUDIA (LT), 04016, Italy
Radish	4063651274745	SOCIETA' AGRICOLA IL PARCO DI CANSANI GIANCARLO E GIANNI S.S., VIA MIGLIARA 54, 72, SABAUDIA (LT), 04016, Italy
Courgette (zucchini, marrow)	4063651274882	GAZZELLONI EMANUELE, VIA RENIBBIO, 17, SABAUDIA (LT), 04016, Italy
Edible flower	4063651274882	GAZZELLONI EMANUELE, VIA RENIBBIO, 17, SABAUDIA (LT), 04016, Italy

Kohlrabi	4063651274882	GAZZELLONI EMANUELE, VIA RENIBBIO, 17, SABAUDIA (LT), 04016, Italy
Pak choi	4063651274882	GAZZELLONI EMANUELE, VIA RENIBBIO, 17, SABAUDIA (LT), 04016, Italy
Radish	4063651274882	GAZZELLONI EMANUELE, VIA RENIBBIO, 17, SABAUDIA (LT), 04016, Italy
Turnip	4063651274882	GAZZELLONI EMANUELE, VIA RENIBBIO, 17, SABAUDIA (LT), 04016, Italy
Watermelon	4063651274882	GAZZELLONI EMANUELE, VIA RENIBBIO, 17, SABAUDIA (LT), 04016, Italy