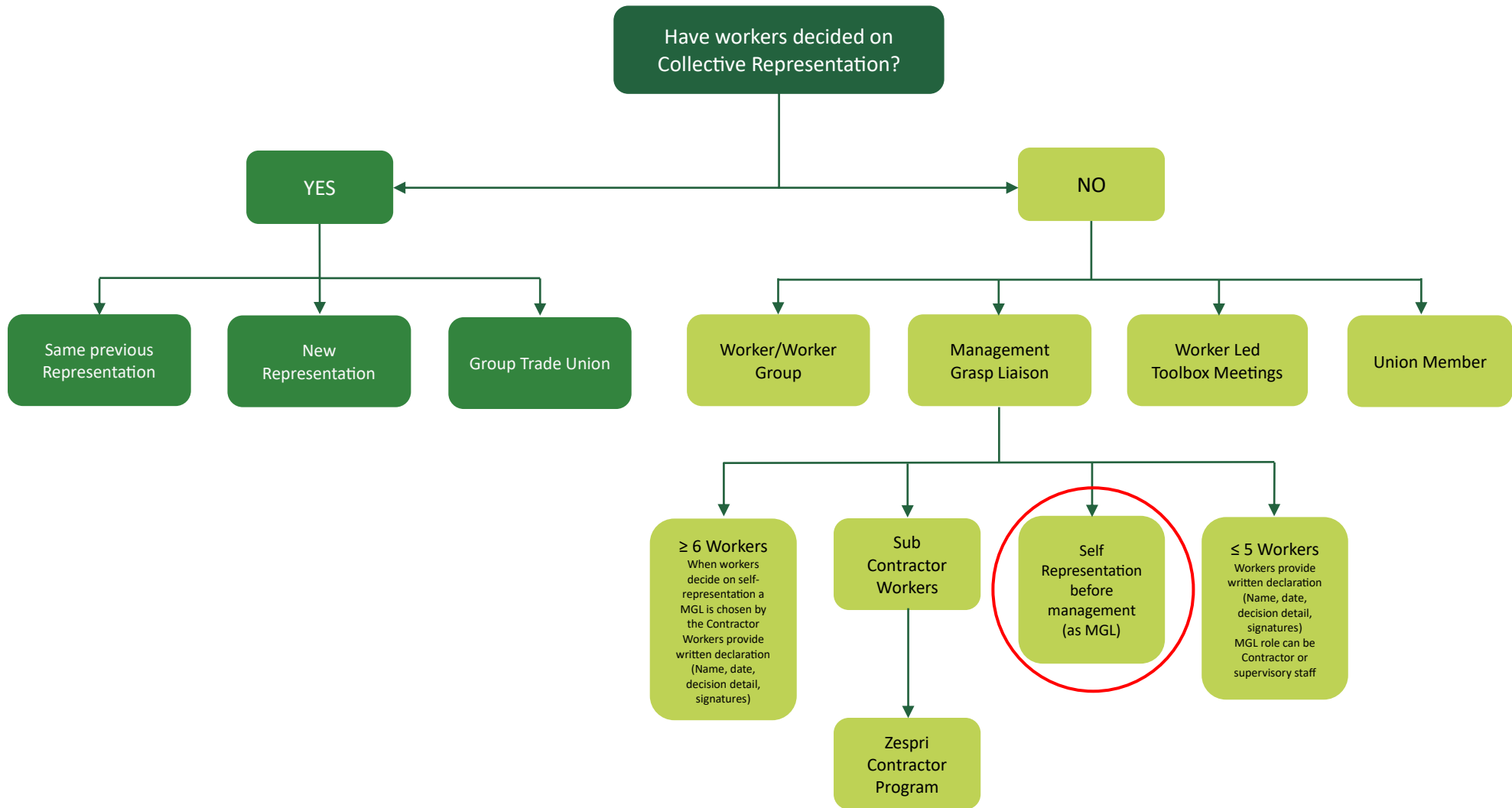


GRASP WORKER REPRESENTATION (WR)/MANAGEMENT GRASP LIAISON (MGL) CONTRACTOR DECISION TREE – PRINCIPLE 2.1



Possible types of decision:

1. Using the same form of representation as in the previous production cycle
2. Using the representative(s) of a trade union organization representing workers, works councils, or collective organizations (if legally possible)
3. Using a newly chosen form of representation
4. Deciding not to have collective representation

The representation can be:

- A person or group of persons
- A representative of a collective labor organization legally active at the farm:
 - a. A trade union representative, a delegate, work councils, or any other form operating legally.
- Any other form that provides opportunity to the workers to raise their voice
 - a. (i.e., a documented, regularly repeated meeting organized and led by the workers to discuss issues)
- A management GRASP liaison:
 - a. If a producer only operates with subcontracted labor or
 - b. If workers decide against all of the options above and individually self-represent before management, or
 - c. If workers of producers with five or fewer workers during a production year decide not to have a collective representation, a written declaration shall be provided by the workers, and the producer (or supervisory staff) shall take the role of the GRASP liaison.

The representation is appropriate if the decision has taken place in the ongoing year or production period and - it consists of workers currently hired and present at the farm.

Evidence: The assessor shall check compliance with this P&C through document review and in interviews with the workers who participated in the decision process, where possible. If no interviews are possible, the assessor shall check compliance through document review.

For collective organizations and work councils, the official appointment shall still be registered, current, and valid, and the official(s) shall be present or often present at the farm. The assessor shall check official registration (with the government or labor authorities) for the validity of the official appointment and may also contact the local organizations directly.

When workers decide on self-representation, a management GRASP liaison shall be chosen by the producer. The producer shall keep a written declaration indicating relevant information regarding the worker decision to self-represent (names of participants, date, and details of decision, signed by all the workers involved in the decision). The assessor shall check documents and dates of the declaration. The assessor shall also verify during worker interviews that the decision not to have collective representation was reached without external influence on the workers.

For producers with fewer than five workers during the production year, if the workers decide not to have collective representation, the assessor shall check the declaration and cross-check with interviews, where possible, that there was no external influence.

For producers with only subcontracted labor, a management GRASP liaison shall be designated.

For GRASP compliance *only*, a management GRASP liaison is always considered to have the duties of a worker representation.

