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|                                   |                                       |
|-----------------------------------|---------------------------------------|
| Auditee :                         | <b>NATURE GROWERS</b>                 |
| Audit Date From :                 | <b>26/10/2015</b>                     |
| Audit Date To :                   | <b>28/10/2015</b>                     |
| Expiry Date of the Audit :        | <b>26/10/2016</b>                     |
| Auditing Company :                | <b>Intertek</b>                       |
| Auditor's Name(s) :               | <b>FrÃ©dÃ©rique El Kaddioui(Lead)</b> |
| Auditing Branch (if applicable) : | <b>Intertek Morocco and Tunisia</b>   |

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This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.  
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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

**Rating Definitions**



| Rating                                  | A combination of ratings per performance area where:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Consequence                                                                                |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>A</b><br/><b>OUTSTANDING</b></p>  | <p>o Minimum 7 performance area rated A<br/>o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table> | A                                                                                          | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | B | B | B | B | A | A | A | A | A | A | A | A | B | B | B | B | B | B | B | <p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>                                 |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A                                                                                          | A | A | A | A | A | A | A | A | A | A | A | A |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A                                                                                          | A | A | A | A | A | A | A | A | B | B | B | B |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A                                                                                          | A | A | A | A | A | B | B | B | B | B | B | B |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| <p><b>B</b><br/><b>GOOD</b></p>         | <p>o Maximum 3 performance area rated C<br/>o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>    | A                                                                                          | A | A | A | A | A | B | B | B | B | B | B | B | B | B | A | A | A | A | A | A | B | B | B | B | B | B | B | B | C | B | B | B | B | B | B | B | B | B | B | B | C | C | C | C | <p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>                                 |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A                                                                                          | A | A | A | B | B | B | B | B | B | B | B | B |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A                                                                                          | A | A | A | B | B | B | B | B | B | B | B | C |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| B                                       | B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | B                                                                                          | B | B | B | B | B | B | B | B | C | C | C | C |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| <p><b>C</b><br/><b>ACCEPTABLE</b></p>   | <p>o Maximum 2 performance areas rated D<br/>o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>        | A                                                                                          | A | A | A | A | A | A | A | A | A | C | C | C | C | C | A | A | A | A | A | B | B | B | B | C | C | C | C | D | D | C | C | C | C | C | C | C | C | C | C | C | C | C | D | D | <p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p> |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A                                                                                          | A | A | A | A | A | A | A | C | C | C | C | C |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A                                                                                          | A | A | B | B | B | B | C | C | C | C | D | D |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| C                                       | C                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | C                                                                                          | C | C | C | C | C | C | C | C | C | C | D | D |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| <p><b>D</b><br/><b>INSUFFICIENT</b></p> | <p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>                                           | A                                                                                          | A | A | A | A | A | A | A | A | A | A | D | D | D | D | A | A | A | B | B | B | C | C | C | D | D | D | D | E | E | D | D | D | D | D | D | D | D | E | E | E | E | E | E | E | <p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p> |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A                                                                                          | A | A | A | A | A | A | A | A | D | D | D | D |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A                                                                                          | B | B | B | C | C | C | D | D | D | D | E | E |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| D                                       | D                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | D                                                                                          | D | D | D | D | D | E | E | E | E | E | E | E |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| <p><b>E</b><br/><b>UNACCEPTABLE</b></p> | <p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>                                          | A                                                                                          | A | A | A | A | A | E | E | E | E | E | E | E | E | E | A | A | B | B | C | D | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | <p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>              |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A                                                                                          | A | A | A | E | E | E | E | E | E | E | E | E |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| A                                       | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | B                                                                                          | B | C | D | E | E | E | E | E | E | E | E | E |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| E                                       | E                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | E                                                                                          | E | E | E | E | E | E | E | E | E | E | E | E |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |
| <p><b>Zero Tolerance</b></p>            | <p>A Zero Tolerance issue was identified (see Annex 5)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p> |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                                                                   |

**Producer : NATURE GROWERS**

DBID : 338583 and Audit Id : 38551

Audit Date : 26/10/2015

Audit Type : Full Audit

**Main Auditee Information**

|                             |                                            |                 |                                    |
|-----------------------------|--------------------------------------------|-----------------|------------------------------------|
| Name of producer :          | <b>NATURE GROWERS</b>                      |                 |                                    |
| DBID number :               | <b>338583</b>                              |                 |                                    |
| Audit ID :                  | <b>38551</b>                               |                 |                                    |
| Address :                   | <b>Z.I. Ait Melloul, Agadir Ait Meloul</b> |                 |                                    |
| Province :                  | <b>Souss-Massa-Draa</b>                    | Country :       | <b>Morocco</b>                     |
| Management Representative : | <b>Abdallah Hourri</b>                     |                 |                                    |
| Contact person:             | <b>Abdellah HOURI</b>                      | Sector :        | <b>Food</b>                        |
| Industry Type :             | <b>Agriculture</b>                         | Product group : | <b>Fresh Fruits and Vegetables</b> |
| Product Type :              | <b>Beans</b>                               |                 |                                    |

**Audit Details**



|                                                        |                                                     |                                                                                    |
|--------------------------------------------------------|-----------------------------------------------------|------------------------------------------------------------------------------------|
| Audit Range :                                          | <input checked="" type="checkbox"/> Full Audit      | <input type="checkbox"/> Follow-up Audit                                           |
| Audit Scope :                                          | <input type="checkbox"/> Main Auditee               | <input checked="" type="checkbox"/> Main Auditee & Farms                           |
| Audit Environment :                                    | <input type="checkbox"/> Industrial                 | <input checked="" type="checkbox"/> Agricultural                                   |
| Audit Announcement :                                   | <input checked="" type="checkbox"/> Fully-Announced | <input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced |
| Random Unannounced Check (RUC) :                       | No                                                  |                                                                                    |
| Audit extent (if applicable) :                         | none                                                |                                                                                    |
| Audit interferences or contingencies (if applicable) : | none                                                |                                                                                    |
| Overall rating :                                       | C                                                   |                                                                                    |
| Need of follow-up :                                    | Yes                                                 | If YES, by : 28/10/2016                                                            |

**Rating per Performance Area (PA)**

| PA 1 | PA 2 | PA 3 | PA 4 | PA 5 | PA 6 | PA 7 | PA 8 | PA 9 | PA 10 | PA 11 | PA 12 | PA 13 |
|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
| B    | B    | A    | A    | B    | D    | A    | A    | A    | A     | A     | A     | A     |

**Sampled farms (excluding smallholders)**

|                |           |
|----------------|-----------|
|                | Farm N 03 |
| Overall rating | B         |

**Executive summary of audit report**

The Spanish owned company NATURE GROWERS has been founded in 2013 and started operation in 2014. It is specialized in growing bobby beans and flat beans for the European market. There is one pack house of stable structure located in the industrial area of Ait Melloul south of Agadir and 3 farms totaling 54 ha about 30 km far from pack house. 1500 T of beans have been produced during last production period. This was a second audit after an initial audit done on 4 Sept. 2014 where the company has been found non-compliant in many sections. Meanwhile, a HR manager has been hired and the company engaged a consultant to prepare for BSCI audit code 2009. That is why no effective grievance mechanism is yet implemented in pack house and farms. The main finding is the lack of a reliable and objective working hour recording system in pack house which is done manually on a listing. This issue will be sorted out quickly as the company plans to install a fingerprint system in pack house and farm NG 3 which is the most important with about 80 workers. It should be operational starting January 2016. During closing meeting, the management committed for quick resolution of issues raised.

**Executive summary of the social performance of farms**

The company owned farms comply with local labor regulations. There is a different minimum wage rate for agriculture which is 69,97 Dh per day. All workers are at least paid legal minimum wage and those with more responsibility are paid 80 Dh per day. The only non-compliance with labor law is the non issuing of wage slips. In fact, workers are paid on a bi-weekly basis and sign reception of their wages in the working hour record book. They get their money in an envelop with their name, number of days worked and amount paid. Farm NG 03 is the biggest farm of the company. There are also housing facilities which have been repainted, clean toilets, showers and kitchen provided. There were no workers in dormitories as low season. Only workers living in the nearby villages were working at the audit date.

**Ratings Summary**



| <b>Auditee's background information</b> |                                    |                                                             |                                  |
|-----------------------------------------|------------------------------------|-------------------------------------------------------------|----------------------------------|
| Auditee's name :                        | <b>NATURE GROWERS</b>              | Legal status :                                              | <b>SARL</b>                      |
| Auditee aliases :                       |                                    | Year in which the auditee was founded :                     | <b>2013</b>                      |
| Address :                               | <b>Z.I. Ait Melloul, Agadir</b>    | Contact person (please select) :                            | <b>Abdellah HOURI</b>            |
| Province :                              | <b>Souss-Massa-Draa</b>            | Contact's Email :                                           | <b>Abdellah_hour@hotmail.com</b> |
| City :                                  | <b>Ait Melloul</b>                 | Auditee's official language(s) for written communications : | <b>french/english</b>            |
| Region :                                | <b>Middle East/ North Africa</b>   | Other relevant languages for the auditee :                  | <b>spanish, arabic, tamazirt</b> |
| Country :                               | <b>Morocco</b>                     | Website of auditee (if applicable) :                        | <b>none</b>                      |
| GPS coordinates :                       | <b>30.332304,-9.494721</b>         | Total turnover (in Euros) :                                 | <b>1500000.00</b>                |
| Sector :                                | <b>Food</b>                        | Of which exports % :                                        | <b>100.00</b>                    |
| Industry :                              | <b>Agriculture</b>                 | Of which domestic market % :                                | <b>0.00</b>                      |
| If other, please specify :              |                                    | Production volume :                                         | <b>1500 T</b>                    |
| Product Group :                         | <b>Fresh Fruits and Vegetables</b> | Production cost calculation :                               | <b>Yes</b>                       |
| If other, please specify :              |                                    | Lost time injury calculation cost :                         | <b>No</b>                        |
| Product Type :                          | <b>Beans</b>                       |                                                             |                                  |

| <b>Auditee's employment structure at the time of the audit</b> |                     |                                                                                  |          |
|----------------------------------------------------------------|---------------------|----------------------------------------------------------------------------------|----------|
| Total number of workers :                                      | <b>169</b>          | Total number of workers in the production unit to be monitored (if applicable) : | <b>0</b> |
|                                                                | <b>MALE WORKERS</b> | <b>FEMALE WORKERS</b>                                                            |          |
| Permanent workers                                              | <b>6</b>            | <b>4</b>                                                                         |          |
| Temporary workers                                              | <b>22</b>           | <b>137</b>                                                                       |          |
| In management positions                                        | <b>6</b>            | <b>4</b>                                                                         |          |
| Apprentices                                                    | <b>0</b>            | <b>0</b>                                                                         |          |
| On probation                                                   | <b>3</b>            | <b>4</b>                                                                         |          |
| With disabilities                                              | <b>0</b>            | <b>0</b>                                                                         |          |
| Migrants (national citizens)                                   | <b>0</b>            | <b>0</b>                                                                         |          |
| Migrants (foreign citizens)                                    | <b>0</b>            | <b>0</b>                                                                         |          |
| Workers on the permanent payroll                               | <b>6</b>            | <b>4</b>                                                                         |          |
| Production based workers                                       | <b>27</b>           | <b>139</b>                                                                       |          |
| With shifts at night                                           | <b>0</b>            | <b>0</b>                                                                         |          |
| Unionised                                                      | <b>0</b>            | <b>0</b>                                                                         |          |
| Pregnant                                                       | <b>-</b>            | <b>0</b>                                                                         |          |
| On maternity leave                                             | <b>-</b>            | <b>0</b>                                                                         |          |

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

| GOOD PRACTICES                                        | AREAS OF IMPROVEMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | DEADLINE DATE |
|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: B |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |               |
|                                                       | Based on satisfactory evidence, the auditee only partially complies with this performance area. According to BSCI guidelines 1.3 the auditee is required to exercise a minimum duty of care and attention with respect to the selection, management and monitoring of its own significant business partners. Without this overview on whether or not its business partners respect the law and workers' rights, the auditee and its clients face a social risk. Finding: The auditor noted that the auditee has no overview of the significant business partners' level of alignment with the BSCI code of conduct. | 30/06/2016    |
| <b>For sampled farms:</b>                             | <b>For sampled farms:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |               |
| <b>Remarks from Auditee:</b>                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |               |

**Performance Area 2 : Workers Involvement and Protection**

| GOOD PRACTICES                                        | AREAS OF IMPROVEMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | DEADLINE DATE |
|-------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: B |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |               |
|                                                       | Based on satisfactory evidence, the auditee only partially respects this principle. According to BSCI guidelines 2.5 the auditee should establish an effective operational-level grievance mechanism for individuals and communities. Finding: The auditor noted that there is no effective operational level grievance mechanism and no grievance procedure. There is only a suggestion box in the pack house and workers may present grievances to the workers representatives or directly to the management. Il n'y a pas de procédure des plaintes.                                                                                                                                                                                                                                                                    | 30/06/2016    |
| <b>For sampled farms:</b>                             | <b>For sampled farms:</b><br>Based on satisfactory evidence, the auditee only partially respects this principle. According to BSCI guidelines 2.5 the auditee should establish an effective operational-level grievance mechanism for individuals and communities. Based on satisfactory evidence, the auditee only partially respects this principle. According to BSCI guidelines 2.5 the auditee should establish an effective operational-level grievance mechanism for individuals and communities. Finding: The auditor noted that there is no effective operational level grievance mechanism and no grievance procedure. There is only a suggestion box in the pack house and workers may present grievances to the workers representatives or directly to the management. Il n'y a pas de procédure des plaintes. |               |
| <b>Remarks from Auditee:</b>                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |               |

**Performance Area 3 : The rights of Freedom of Association and Collective Bargaining**

| GOOD PRACTICES                                        | AREAS OF IMPROVEMENT                | DEADLINE DATE |
|-------------------------------------------------------|-------------------------------------|---------------|
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: A |                                     |               |
|                                                       | there is no union in the pack house |               |
| <b>For sampled farms:</b>                             | <b>For sampled farms:</b>           |               |
| <b>Remarks from Auditee:</b>                          |                                     |               |

| Performance Area 4 : No Discrimination                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |
|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| GOOD PRACTICES                                        | AREAS OF IMPROVEMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | DEADLINE DATE |
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: A |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |
| For sampled farms:                                    | For sampled farms:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |               |
| Remarks from Auditee:                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |
| Performance Area 5 : Fair Remuneration                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |
| GOOD PRACTICES                                        | AREAS OF IMPROVEMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | DEADLINE DATE |
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: B |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |
|                                                       | Based on satisfactory evidence the auditee only partially respects this principle. According to BSCI guidelines 5.2 wages should be paid in a timely manner, regularly and fully in legal tender. According to Law no. 65-99, which came into force on June 8th, 2004, Art. 370, all workers must get a wage slip with all legal information. Finding: During workers interviews the auditor noted that wage slips have been distributed only once. Les fiches de paie n'ont été distribuées qu'une seule fois.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 30/06/2016    |
| For sampled farms:                                    | For sampled farms:<br>Finding: no wage slips for farm workers. According to BSCI guidelines 5.3 the level of wages should reflect the skills and education of workers. Finding: The auditor noted that the responsible person for irrigation and fertilization and the secretary are not paid according to their skills and level of education. Le responsable de la station d'irrigation et fertigation et la secrétaire ne sont pas payées en fonction de leur aptitude et leur niveau d'instruction.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |               |
| Remarks from Auditee:                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |
| Performance Area 6 : Decent Working Hours             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |
| GOOD PRACTICES                                        | AREAS OF IMPROVEMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | DEADLINE DATE |
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: D |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |
|                                                       | Based on satisfactory evidence the auditee does not respect this principle. According to BSCI guidelines 6.1 the auditee should not require more than 48 regular working hours per week. According to Law no. 65-99 of June 8th, 2004, Art.184, the weekly working hours are limited to 44 hours and 2288 hours per year in industrial business. Flexible working hours may be applied with the agreement of workers representatives, but must not exceed 10 h per day and 12 in case of needs and perishable product. Finding: The auditor noted that there is no reliable working hour recording system as workers interviewed indicate longer working hours than those on the manual sheets which never exceed 10 h per day. Il n'y a pas de système de pointage fiable. According to BSCI guidelines 6.2 the auditee's request of overtime should be in line with the requirements of the BSCI Code of conduct. Finding: The auditor noted that overtime is not paid at premium rate. Les heures supplémentaires ne sont pas payées au taux majoré. | 30/06/2016    |
| For sampled farms:                                    | For sampled farms:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |               |
| Remarks from Auditee:                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |

| Performance Area 7 : Occupational Health and Safety       |                                                                                                                                                                                                                               |               |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| GOOD PRACTICES                                            | AREAS OF IMPROVEMENT                                                                                                                                                                                                          | DEADLINE DATE |
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: A     |                                                                                                                                                                                                                               |               |
|                                                           | No PPE required for vegetable packing activity. No transport as all workers live in the area. No social facilities nor housing for the workers of pack house.                                                                 |               |
| For sampled farms:                                        | For sampled farms:                                                                                                                                                                                                            |               |
| Remarks from Auditee:                                     |                                                                                                                                                                                                                               |               |
| Performance Area 8 : No Child Labour                      |                                                                                                                                                                                                                               |               |
| GOOD PRACTICES                                            | AREAS OF IMPROVEMENT                                                                                                                                                                                                          | DEADLINE DATE |
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: A     |                                                                                                                                                                                                                               |               |
|                                                           |                                                                                                                                                                                                                               |               |
| For sampled farms:                                        | For sampled farms:                                                                                                                                                                                                            |               |
| Remarks from Auditee:                                     |                                                                                                                                                                                                                               |               |
| Performance Area 9 : Special protection for young workers |                                                                                                                                                                                                                               |               |
| GOOD PRACTICES                                            | AREAS OF IMPROVEMENT                                                                                                                                                                                                          | DEADLINE DATE |
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: A     |                                                                                                                                                                                                                               |               |
|                                                           | No young workers identified at the audit date. Minimum age of employment in the company is 16. There are strict hiring procedures. ID card or birth certificate are mandatory. There is no effective grievance mechanism yet. |               |
| For sampled farms:                                        | For sampled farms:                                                                                                                                                                                                            |               |
| Remarks from Auditee:                                     |                                                                                                                                                                                                                               |               |
| Performance Area 10 : No Precarious Employment            |                                                                                                                                                                                                                               |               |
| GOOD PRACTICES                                            | AREAS OF IMPROVEMENT                                                                                                                                                                                                          | DEADLINE DATE |
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: A     |                                                                                                                                                                                                                               |               |
|                                                           |                                                                                                                                                                                                                               |               |
| For sampled farms:                                        | For sampled farms:                                                                                                                                                                                                            |               |
| Remarks from Auditee:                                     |                                                                                                                                                                                                                               |               |
| Performance Area 11 : No Bonded Labour                    |                                                                                                                                                                                                                               |               |
| GOOD PRACTICES                                            | AREAS OF IMPROVEMENT                                                                                                                                                                                                          | DEADLINE DATE |
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: A     |                                                                                                                                                                                                                               |               |
|                                                           | No migrant workers in the company.                                                                                                                                                                                            |               |
| For sampled farms:                                        | For sampled farms:                                                                                                                                                                                                            |               |
| Remarks from Auditee:                                     |                                                                                                                                                                                                                               |               |



| Performance Area 12 : Protection of the Environment   |                      |               |
|-------------------------------------------------------|----------------------|---------------|
| GOOD PRACTICES                                        | AREAS OF IMPROVEMENT | DEADLINE DATE |
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: A |                      |               |
| For sampled farms:                                    | For sampled farms:   |               |
| Remarks from Auditee:                                 |                      |               |
|                                                       |                      |               |
| Performance Area 13 : Ethical Business Behaviour      |                      |               |
| GOOD PRACTICES                                        | AREAS OF IMPROVEMENT | DEADLINE DATE |
| Full Audit [38551] Audit Date: 26/10/2015 PA Score: A |                      |               |
| For sampled farms:                                    | For sampled farms:   |               |
| Remarks from Auditee:                                 |                      |               |
|                                                       |                      |               |

**Summary**



| Audit Type | Date       | Audit Id | PA1 | PA2 | PA3 | PA4 | PA5 | PA6 | PA7 | PA8 | PA9 | PA10 | PA11 | PA12 | PA13 | Overall Rating |
|------------|------------|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|----------------|
| Full Audit | 26/10/2015 | 38551    | B   | B   | A   | A   | B   | D   | A   | A   | A   | A    | A    | A    | A    | C              |

**Producer Photos**



External photo(s) of the production unit(s)  
P1040181.JPG



External photo(s) of the production unit(s)  
P1040199.JPG



Photo of the inside of the main production hall  
P1040199.JPG



Photo first aid facilities  
P1040184.JPG



Photo first aid facilities  
P1040196.JPG



Photo of the nursery (if applicable)  
P1040204.JPG



Photo of the canteen (if applicable)  
P1040183.JPG



Photo of chemical storage room (if applicable)  
P1040201.JPG



Photo of the personal protection equipments (if applicable)  
P1040202.JPG



Photo of the inside of the main production hall  
P1040188.JPG



Photo of the canteen (if applicable)  
P1040194.JPG



Photo of the sanitary facilities  
P1040191.JPG

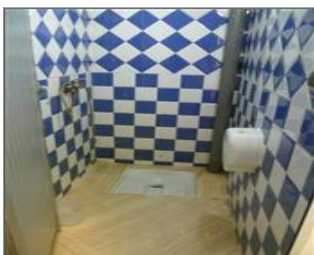


Photo of the sanitary facilities  
P1040186.JPG



Photo of the inside of the main production hall  
P1040199.JPG



Photo of the code of conduct on display  
P1040182.JPG

**Producer : NATURE GROWERS**

DBID : 338583 and Audit Id : 38551

Audit Date : 26/10/2015

Audit Type : Full Audit



External photo(s) of the production unit(s)  
P1040190.JPG