



Self-Declaration on Good Social Practices

Checklist

Control Point	Description	Tick Appropriate Box	Option
4 GRASP – Self-Declaration on Good Social Practices			
4.1 There is a declaration on social practice that contains at least all points referred to in the ILO core labour conventions	<p>Does the contractor's Good Social Practice Policy contain the core labour standards are a set of four fundamental, universal and indivisible human rights:</p> <ul style="list-style-type: none"> • Freedom from forced labour • Freedom from child labour • Freedom from discrimination at work • Freedom to form and join a union, and to bargain collectively <p>There are two main New Zealand laws that specifically promote and protect human rights. One is the Human Rights Act 1993, and the other is the Bill of Rights Act 1990.</p>	<input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A	MANDATORY
4.2 The declaration has been signed by management and by the employees' representative	Management and the employees' representative (when applicable) have signed and displayed a self-declaration assuring good social practice and human rights of all employees.	<input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A	MANDATORY
4.3 The declaration is actively communicated to the employees	The declaration is actively communicated to the employees during the employees meetings (with the representation, where applicable) and also is displayed in the orchard, in the different working instructions languages (where applicable).	<input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A	MANDATORY
4.4 During meetings between the management and the employee representation, the responsible person for the implementation of GRASP and the employees' representation informs and check how the policies of the declaration are put into practice	<p>During all the meetings between the management and the employee representation, the responsible person for the implementation of GRASP and the employees' representation informs and checks how the policies of the declaration are put into practice.</p> <p>NOTE: As Best Practice have the Employees' Representative complete the Employment NZ employee module "An Introduction to Your Employment Rights"</p>	<input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A	MANDATORY
4.5 There is no contradiction of core labour standards to the self-declaration on good social practice in the employment agreement contract	Contradiction to the ILO stated in 4.1	<input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A	BEST PRACTICE
4.6 The declaration is checked and revised at least every 3 years	The declaration is checked by management and revised at least every 3 years, or whenever necessary and then explained to the employees before being signed again by employees' representation.	<input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A	BEST PRACTICE