

Sedex Members Ethical Trade Audit Report

Version 7



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Audit content

(1) A SMETA audit was conducted which included some or all of labour standards, health and safety, environment and business ethics. The SMETA minimum requirements were applied and the SMETA auditor manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA methodology are stated (with reasons for deviation) in the SMETA declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the code areas below.

2-pillar audits include:

- Labour standards:
 - 0. Enabling accurate assessment
 - 1. Employment is freely chosen
 - 1.A. Responsible recruitment and entitlement to work
 - 2. Freedom of association and right to collective bargaining are respected
 - 4. Child labour shall not be used
 - 5. Legal wages are paid
 - 5.A. Living wages are paid
 - 6. Working hours are not excessive
 - 7. No discrimination is practiced
 - 8. Regular employment is provided
 - 8.A. Sub-contracting and homeworkers are used responsibly
 - 9. No harsh or inhumane treatment is allowed
- Health and safety:
 - 3. Working conditions are safe and hygienic
- Environment:
 - 10.A. Environment 2-pillar

4-pillar audits include, in addition to the above:

- Environment:
 - 10.B. Environment 4-pillar
- Business ethics:
 - 10.C. Business ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the base code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit details

Site details

Sedex site reference	ZS1063623	Site name	Las Manchuelas
Business name	ZANOBEET	Site address	Pago Las Manchuelas S/N Chipiona (Cádiz) ES 11520

Audit details

Sedex company reference	ZC1019018	Auditor company name	SGS Spain
Audit company address	C/ Trespaderne 29 Edif. Barajas I. Barrio Aeropuerto, Madrid, ES, 28042		
Date of audit	2025-12-17	Audit conducted by	Carlos Domínguez Benjumea
Audit pillars	Labour Standards Health and safety		
Time in and out	Day 1 In09:00 Out18:00		
Audit type	Periodic		
Was the audit announced?	Semi announced		
Was the Sedex SAQ available for review?	Yes		

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Who signed and agreed CAPR? Emilio Gancedo / Quality Manager

Any conflicting information SAQ/Pre-Audit Info No

Is further information available? No

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	No	No
B: Present at the audit?	Yes	Yes	Yes
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	The workers representative could not be at the opening meeting because he was not at the facility. There is no Union Representative.		
Reason for absence during the audit			
Reason for absence at the closing meeting	There is no Union Representative.		

SMETA declaration

Auditor team

SMETA declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.

1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.
2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size) N/A

Lead auditor Carlos Domínguez Benjumea **APSCA Number** 21705309

Additional auditor

Date of declaration 2025-12-17

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Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Emilio Gancedo
Title	Quality Manager
Date of declaration	2025-12-17

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.N Ensure that all hazardous substances (e.g...	Local law Base code	NC ZAF601263993
6. Working hours are not excessive	6.H Ensure that overtime is always compensate...		GE ZAF601263994

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen				
1.A. Responsible recruitment and entitlement to work				
2. Freedom of association and right to collective bargaining are respected				
3. Working conditions are safe and hygienic				
4. Child labour shall not be used				
5. Legal wages are paid				
6. Working hours are not excessive				
7. No discrimination is practiced				
8. Regular employment is provided				



Not addressed



Fundamental improvements required



Some improvements recommended



Robust management systems

[← Summary of findings](#)

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	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✓	✓	✓	✓
9. No harsh or inhumane treatment is allowed	✓	✓	✓	✓
10.A. Environment 2-Pillar	✓	✓	✓	✓

- ✗ Not addressed
- ⚠ Fundamental improvements required
- ℹ Some improvements recommended
- ✓ Robust management systems

Site details

Company and site details

Sedex company reference	ZC1019018	
Sedex site reference	ZS1063623	
Company name	ZANOBEET	
Business ownership type	GOODS	
Site name	Las Manchuelas	
Site name in local language		
GPS location	GPS address	ZANOBEET, S.L. Pago Las Manchuelas S/N 11520 Chipiona (Cádiz)
	Coordinates	Latitude: 36° 43 '19.08 '' Longitude: 6° 24 '10.6 ''
Is the worksite in a remote location, far from habitation?	Yes	
	The place is sited in an industrial zone 2 km. away from Chipiona, the nearest place	
Site contact	Contact name	Emilio José Gancedo
	Job title	Quality Manager
	Phone number	00 34 956 374 477
	Email	tecnico@zanobeet.com
Applicable business and other legally required business license numbers and documents	VAT B-11.528.148	
	Sanitary register: 21.23040/CA	
	NIMA: 110000817	
	The licenses do not expire.	

[← Management systems](#)

[Worker analysis →](#)

Site activities

Site function	Pack house	
Site activities	Primary	Processing and preserving of fruit and vegetables
	Secondary	
	Other	
Product type	packaging and sale of carrot, beetroot, sweet potato, onion, butternut squashes and cabbage for the national and international markets.	
Process overview	Reception of vegetables from the company farms - classification/calibration - packaging - refrigeration - store - expedition.	
What level of mechanization best describes the work at this site?	Low mechanisation / high manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes	
What is the area of audited site to its boundary?	30000m ²	

[← Management systems](#)

[Worker analysis →](#)

Site scope

Building 1	Last construction works on site	1996
	If building is shared, provide details	Not shared
	Number of floors	1
	Description of floor activities	The facility is composed by a 17,000 sq.mt building with a production zone, different packaging lines, a chemicals warehouse, workshop, raw mat warehouse, waste warehouse, social building (toilets, lockers, breakroom) and offices.
Is there any difference between the site scope of the audit and the Sedex site profile?	No	
Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?	No	
Is any activity conducted onsite not included within the scope of the audit?	No	

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?	No
Does the site organise worker transport to the worksite?	Not applicable No transport provided

[← Site details](#)

[Worker analysis →](#)

Work patterns

Approximate workers on site per month (% of peak)	January	50-75%	February	75-90%
	March	75-90%	April	90-95%
	May	95-100%	June	75-90%
	July	50-75%	August	25-50%
	September	25-50%	October	50-75%
	November	90-95%	December	75-90%

Is there any night shift work at the site? No

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact? Other certification, Other social audit
Global Gap and Grasp certified by TÜD NORD and BRC certified by NSF.

Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community? No
No, the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community.
Not necessary, this is not a risk in the zone.

Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site? No
No, no Human Rights Impact Assessment (HRIA) was ever conducted at this site.

[← Site details](#)

[Worker analysis →](#)

Worker analysis

Gender disaggregated data available

Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	3 (13.6%)	19 (86.4%)	- -	22 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	2 (20%)	8 (80%)	- -	10 (45.5%)
Temporary or fixed term employees	1 (8.3%)	11 (91.7%)	- -	12 (54.5%)
Agency or subcontracted workers	0 -	0 -	- -	0 (0%)
Seasonal workers	0 -	0 -	- -	0 (0%)
Self-employed workers	0 -	0 -	- -	0 (0%)
Informal workers including home workers	0 -	0 -	- -	0 (0%)
Apprentices, trainees or interns	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Site details](#)

[Worker interviews →](#)

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 (0%)
International migrant workers	2 (100%)	0 (0%)	- -	2 (9.1%)
Total migrant workers	2 (100%)	0 (0%)	- -	2 (9.1%)

* % of total workforce

Where workers have migrated internally, N/A
list the most common internal states
workers have moved from

Workers by age

	Men	Women	Other	Total
18 - 24 years old	0 -	0 -	- -	0 (0%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

* % of total workforce

Is the worker analysis data relevant for peak season and current to the audit? Yes

Please list the nationalities of all workers, with the three most common nationalities listed first

Spanish
Moroccan
Ukrainian

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Moroccan	1%	0%	-	1%
Spanish	1%	19%	-	20%
Ukrainian	1%	0%	-	1%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	0 -	0 -	- -	0 (0%)
Workers paid based on a mix of 'piece work' and hourly rate	0 -	0 -	- -	0 (0%)
Workers paid hourly / daily rate	3 (13.6%)	19 (86.4%)	- -	22 (100%)
Salaried workers	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 (0%)
Paid weekly	3 (13.6%)	19 (86.4%)	- -	22 (100%)
Paid monthly	0 -	0 -	- -	0 (0%)
Other	0 -	0 -	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details N/A

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	3 (100%)	0 (0%)	- -	3
Supervisors or team leaders	4 (50%)	4 (50%)	- -	8
Administrative staff	6 (100%)	0 (0%)	- -	6

[← Worker analysis](#)

[Worker interviews →](#)

Worker interview summary

Gender disaggregated data available Men and women

Which methods of worker engagement were used? Individual interviews
Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?

Was the interview sample representative of all types of nationality and employment types of workers? Yes

Was the interview sample representative of the gender composition of the workforce? Yes

Number and size of group interviews 1 group of 5 workers

Did workers understand the purpose of the audit? Yes

Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers? Yes

[← Worker analysis](#)

[Measuring workplace impact →](#)

Was there any indication that workers had been 'coached' in how they should respond to questions?

No

What was the general attitude of the workers towards their workplace?

Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?

Other (provide details)

The workers, in general, did not report any problems and said that it is a good place to work. However, some commented that the facilities were becoming outdated.

What did the workers like the most about working at this site?

Job security
Pay

Additional comments

The interviews were conducted in a private room and company and employees collaborated with the auditor.

Attitude of workers' committee/union representatives

The members of the worker committee collaborated on the audit and were able to express themselves and explain the areas in which the company could improve.

Attitude of managers

The managers have a favourable attitude to the auditor and to the audit. The auditor received all documents he asked for. A factory tour was facilitated with access granted to all areas internal and external.

Workers interviewed by type

	Total
Permanent workers	5
Temporary or fixed-term employees	6

[← Worker analysis](#)

[Measuring workplace impact →](#)

Workers interviewed by type

Agency or subcontracted workers	0
Seasonal workers	0
Other workers	0
Total number of workers interviewed	11

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	1	5	-	6
Workers interviewed individually	0	5	-	5

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

Measuring workplace impact

Gender disaggregated data available Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	15.38%	7.69%	-	23.08%
Last full calendar year (2024)	15.83%	16.67%	-	32.5%
Previous full calendar year (2023)	11.76%	10.92%	-	22.68%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.63%	5.9%	-	7.52%
Last full calendar year (2024)	0.64%	1.84%	-	2.48%
Previous full calendar year (2023)	0.42%	1.24%	-	1.66%

Number of days lost through job absence in the year, calculated as: (Number of days lost through job absence in the year) / [(Number of employees on 1st day of the year + Number of employees on the last day of the year) / 2] * (Number of available workdays in the year).

Are accidents recorded? Yes

Accidents are recorded and investigated

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	7.69%	11.54%	-	19.23%
Last full calendar year (2024)	5.0%	5.0%	-	10.0%
Previous full calendar year (2023)	4.2%	7.56%	-	11.76%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.18%	1.97%	-	3.14%
Last full calendar year (2024)	0.17%	0.3%	-	0.47%
Previous full calendar year (2023)	0.23%	0.45%	-	0.68%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%

[← Worker interviews](#)

[Code area 0 →](#)

Percentage of workers that work on average more than 48 total hours in a given week

Previous full calendar year (2023)	0.0%	0.0%	-	0.0%
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Percentage of workers that work on average more than 60 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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No findings

Systems and evidence examined to validate this code section

Zanobeet, S.L. is a Spanish company site in Chipiona (Cádiz), producing and packaging carrot, beetroot, sweet potato, onion, butternut squashes and cabbage for the national and international markets. Zanobeet S.L. cultivates around 600 hectares. The audit is carried out at the packaging facility, where 22 people work, two of whom are foreign nationals (19 women and 3 men). At the time of the audit, the company had a total of 191 employees, 8 of whom were foreign nationals (115 women and 76 men). The data for the audit was taken from the 22 employees at the facility. The audit plan was sent to the client in good time and the auditor was present at the facility on the selected date.

The audit process consisted in checking different sources of information to evaluate conformance with the ETI Base Code and local legislations. The entire audit was attended by Emilio Gancedo, the quality manager.

The auditor introduced himself and explained the purpose and scope of the audit, as well as its potential benefits for the site. During the opening meeting, the workers who would be interviewed and sampled for the document review were selected. After the opening meeting, the auditor and management visited the factory.

The auditor received, in due time and form, all requested documentation and had access to all company personnel.

The auditor interviewed a sample of employees representing the workforce in terms of age, nationality, gender, and department. The auditors interviewed employees during working time in a private room provided by management to ensure confidentiality.

The company presents a SEDEX profile and a SAQ according to its reality. There have been no attempts at bribery, corruption and/or document falsification by the organization towards the audit team at any time.

The audit is based on a process of sampling the available information, and the audit methods used were interviews, observations, sampling of activities, and review of documentation and records.

The audit was conducted in accordance with the following principles: objectivity, independence, integrity, and professionalism.

The company has implemented different policies related to human right as:

- 13.21 Ethic and social policy (Declaración Etica y Social, rev 10 updated First August 2025)
- 13.29 Anti bribery policy (Política Antisoborno, , rev 8 updated First August 2025)
- 13.30 Modern Slavery Policy (Declaración De Esclavitud Moderna rev 7 updated First August 2025)
- 13.53 Suppliers Code of Conduct (Código de Conducta para proveedores).

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Zanobeet, S.L. has implemented 3.21 Ethic and social policy, code 3.21 rev 10 updated First August 2025 including Voluntary employment. The Quality Manager has been appointed to implement the policies, he has enough seniority and training to carry out with the implementation. Employees are given a copy of the policies and procedures, and are made aware of their rights and conditions. Policies and procedures are explained when they enter the company. The company reviews the policies annually, last update in August 2025. Contracts and employment conditions are monitored throughout the year.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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[← Code area 0](#)

[Code area 1.A →](#)

No findings

Systems and evidence examined to validate this code section

Systems

Based on interviews with workers, employees are free to leave when their working day is over. If they have personal issues, they can be absent without informing their direct colleagues or superior first. Overtime is voluntary.

Based on the document review, the working hours are defined in the contract and there are no clauses that restrict workers from leaving at the end of the working day. Contracts are drafted using an official template that includes all mandatory information (salary, type of contract, duration, probationary period, etc.). Employees sign contracts of employment stating their notice period. Each employee possesses a copy of their labour contract.

Based on the tour of the facility, the exits are not locked and employees are free to leave at the end of the working day, as well as during their lunch break and to use the toilets.

Based on the facility tour and interviews with employees, workers' committee members and management, no evidence of forced or prison labour was found and no originals of identification documents are retained, and no deposits are left with management.

Employees got their job by themselves or on the recommendation of a friend. Each employee possesses a copy of the labour contract.

There is no retention of originals of identification documents; no deposits are left with management.

Based on facility tour and interviews with employees, workers committee members and management, there was no evidence of forced or prison labour.

Evidence examined

- Employee contracts.
- Review of CBA.
- Interviews with the employees.
- Management interviews.
- Interview with the workers representative.
- Time records.
- Facility tour.

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met

Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures

Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures

Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements

Robust Management Systems

Explanation for management systems grades

Zanobeet, S.L. has implemented the following policies:
 - Code 3.21: Ethics and Social Policy (Rev. 10, updated 1 August 2025), including responsible recruitment and entitlement to work.
 -Modern Slavery Statement, code 13.30 Rev.07 updated 1/8/25.

The Quality Manager has been appointed to implement these policies and procedures; he has the necessary seniority and training to carry out the required tasks.

Employees are given a copy of the policies and procedures and are informed of their rights and conditions. Policies and procedures are explained when employees join the company.

The company reviews the policies annually; the last update was in August 2025. Contracts and employment conditions are monitored throughout the year.

Summary of findings

[← Code area 1](#)

[Code area 2 →](#)

Code area	Workplace requirement	Area of NC	Finding
	No findings		
Systems and evidence examined to validate this code section	Systems All workers have signed a legal contract with the company. There are no subcontracted processes or, home workers. No apprenticeship schemes were practiced in this factory. There are no agency workers. Contractors workers are reviewed by the company Suppliers are evaluated periodically and there is entrepreneurial Coordination with suppliers to assure the suppliers are according to law. There is a suppliers policy sent to suppliers. No recruitment fees at the company. The employees were recruited by the facility directly. Evidence examined Document review. Labour contract. Personal files. Payroll records. Interviews with management and workers. Interview with the workers representative.		

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes? Workers are recruited, selected, and hired directly by our company

How do the labour providers recruit and hire workers? Directly

Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey? 0

Are there any subcontracted workers (excluding dispatched labour) on site? No

Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview? Not Applicable

Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review? Not Applicable

Migrant workers

Do any workers migrate across international borders to work at this site? No

[← Code area 1.A](#)

[Code area 2 →](#)

Percentage of workers that are migrant 9%

Do any workers migrate from other states, provinces or regions within the country to work at this site? No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process? No
No evidence

Were recruitment fees or costs identified during worker interviews? No
No evidence

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met

Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures

Some Improvements Recommended

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures

Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements

Some Improvements Recommended

Explanation for management systems grades

Zanobeet 13.36 Salary policy includes Union Rights, Rev. 05 updated 1st August 2025.

The Quality Manager has been appointed to implement the policies; he has the necessary seniority and training to carry out the implementation. There is a workers' representative who is not elected by the workers. The same person always stands for election and, as no one else wants to stand, no elections are held. An improvement would be to hold elections and allow votes to be cast confidentially, even if there is only one candidate.

Employees are given a copy of the policies and procedures and are informed of their rights and conditions. Policies and procedures are explained when employees join the company. Employees know who their representative is.

The company reviews the policies annually; the last update was in August 2025. However, it has been suggested that the company should be aware that there is no formal election of the representative.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		
Systems and evidence examined to validate this code section	Systems Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively. There is a workers representative. Based on interviews with workers and with the workers representative he is not discriminated and have access to carry out their functions in the workplace. He has a fluid communication between the company and the workers committee. The company have different communication channels: •Worker representative •H&S Committee •Gender Committee •Suggestion box Evidence examined Interviews to employees and management Facility tour. Records of the last elections, meeting minutes, interview with the worker r representative.		

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	Yes
Are they active?	Meetings are being performed periodically. As declared by workers representative, there is a good and fluent communication between top management and employees, and they attend the request purpose. Employees know who their representatives are, and which kind of issues may be raised by them.
Does the employer recognise the trade union?	Yes
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes

[← Code area 2](#)

[Code area 3 →](#)

Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years? No

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	3.26 Health and Safety Policy (Ed. 10), updated 1 August 2025, sets out the company's commitment to health and safety. The company has implemented various health and safety protocols and procedures. 3.17 HSE Statement. The Quality Manager has been appointed to implement these procedures at facility level. Having received training in human rights, he is sufficiently qualified to lead the implementation and maintenance of the policy and procedures. There is also a Health and Safety Committee which meets quarterly. Workers receive health and safety training when they join the company. The company provides additional health and safety training. The company reviews the risk analysis annually (or more frequently if necessary) and investigates accidents, implementing corrective measures where necessary. However, some minor HSE errors were found during the audit, as well as non-compliance that could have been avoided with better monitoring.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.N Ensure that all hazardous substances (e.g...	Local law Base code	NC ZAF601263993

Systems and evidence examined to validate this code section

Current systems:

1. Health and safety management:

The company has a Health and Safety Risk Prevention system managed by QUIRON PREVENCIÓN, updated in April 2023.

CAE (HSE coordination with contractors) and training is carried out done by INNOVA PREVENCIÓN

There is an occupational risk assessment risk per all different work position, updated in August 24, 2023.

The company implements risk and improvement opportunities actions.

Annual medical exams were performed by QUIRON PREVENCIÓN.

All workers receive regular Health & Safety training.

Employees are informed of H&S analysis and policies when hired and in the bulletin boards.

Toilets and changing rooms are segregated, enough and clean.

Locker room Available for employees.

There is easy access to potable water.

First aids kits available in factory

2. Emergency Plan

Emergency measures. The company has implemented an emergency plan updated October 2023. made by QUIRON PREVENCIÓN. scheduling emergency drills.

- Last drill was done on December 3, 2025. The drill was carried out with Innova Prevencion.

The company has named a Health & Security committee which has 6 members, 3 from the company and 3 elected among the workers (one from this facility, another one from the facility in Jerez and the third from farms). Its members have the mandatory 50 hours training, he is also trained in first aid.

Phone numbers of emergency team is on bulletin boards along facility (emergency boss, first intervention boss, evacuation boss.

- There were several exits from each work area, and these were clearly marked

3. Other training provided on H&S:

- 8 hours Social training (smeta and Grasp training) provided by the company on 11 December 2025 to 26 workers (the whole facility)

- 2 hours on Environmental training 8 workers. provided by the company to

4. Inspection and preventive maintenance

- Firefighting equipment was adequate and checks were up-to-date. Company also provides training to all workers about how to use fire extinguishers. Firefighting equipment is reviewed by PROTECSIL 8MSJ INSTALACIONES, S.L.U).

- The electrical equipment's observed were maintained in good conditions such as

sockets, plugs, switches and main fuse boards. All machinery is being reviewed adequately with the law regulations.

-Cold Chambers and Air conditioning equipment is reviewed by REFRIGERACIONES ORCHA.

-Pest control made by CONTROL DE PLAGAS DE CADIZ S.L.

5.PPE's

-Records of PPE's are updated, and it was checked during visit and workers interviews that workers are using them. Depending on the tasks and works, the company has the following PPEs

6.Accidents

Accidents are registered and investigated by the company.

There is not a medical room, there are first aid kits at the facility, according to law because the number of employees is under 50

7.Chemical safety:

Chemical products are used only for maintenance and cleaning tasks. These products are stored correctly in a specific area that is labelled, cleaned and in order. However, during the audit, it was found that the storage area for empty chemical containers did not have a drip tray, meaning that if there were any chemical residues and there was a spill, contamination could occur. It has been deemed as a non conformity.

Technical data sheets available to workers.

Evidence examined –

-Training records.

-Health Reviews done by QUIRON PREVENCIÓN.

-José Romero 50 hours training in H&S in May-July 2.020.

-Accident record in 2.022.

-Risk evaluations records.

-Hygienic assessments

-Deliveries of PPE

-H&S management system documents and records.

-The compulsory annual medical checks.

-Accident/injuries records

-H&S annual plan

Findings: non-compliances

ZAF601263993

Non-compliance

Due 2026-02-11

Code area

3 Working conditions are safe and hygienic

Status

Open*

Workplace requirement

3.N Ensure that all hazardous substances (e.g. chemicals and pesticides) are officially registered where possible, Material Safety Data Sheets are used, and they are managed appropriately at all times in line with registration and safety instructions, including storage, use and disposal.

Time given to resolve

30 days

Verification method

Desktop audit

Issue title

240 - No/inadequate safety measures/anti-explosion measures for chemicals (e.g. no anti-leaking system/secondary container/unbunded)

Area of non-compliance/non-conformance

Local law

Description

Durante la auditoría pudo comprobarse que el almacén de envases vacíos de productos químicos no tenía cubeta, por lo que en el caso de que quedaran restos de productos químicos y hubiera un vertido se podría contaminar.

Durante la auditoría pudo comprobarse que el almacén de envases vacíos de productos químicos no tenía cubeta, por lo que en el caso de que quedaran restos de productos químicos y hubiera un vertido se podría contaminar.

Base code

Corrective and preventative actions

Zanobeet, S.L. shall install retention basins to prevent the possibility of spills.

Zanobeet, S.L. deberá instalar cubetas de retención para evitar la posibilidad de vertidos.

Local law reference

Law 7/2022 on waste and contaminated soil.

Ley 7/2022 de residuos y suelos contaminados.

* PDF generated at 14:55 (UTC) on 12 Jan 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 3](#)

[Code area 4 →](#)

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner Yes, qualified safety officer
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	No
Who organises accommodation for workers?	Not applicable
Who organises worker transportation between accommodation and worksite?	Not applicable
Who organises worker transportation while at work?	Not applicable
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes Permits available
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No

[← Code area 3](#)

[Code area 4 →](#)

Does the site have a structural engineer evaluation? Yes

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The company has implemented a human rights policy forbidding child labour. The Quality Manager has been appointed as responsible for implementing procedures and policies. He has been trained in Human Rights and is sufficiently trained to lead the implementation and maintenance of the policy and procedures. The policy is reviewed annually. A copy of the Human Rights policy is provided for workers. The company checks the age of workers. Contracts and employment conditions are monitored throughout the year. There is no risk of hiring minors given the employment conditions in the area.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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[← Code area 3](#)

[Code area 5 →](#)

No findings

Systems and evidence examined to
validate this code section

Systems

The company does not contract employees under 16. Employees, at the moment of recruitment, are older than 18 years old. There is no evidence of any historical child labour (under 16)

The company has an effective procedure to verify workers' ages during recruitment process. The ID of the employees are requested and checked only for verification purposes.

The H&S risk analysis analyses the safety measures to be taken for any workers under the age of 18.

According to Spanish legislation, children work is forbidden, and young employees cannot be engaging in hazardous or night work.

Based on worker interviews and worker representative interviews, the workers are aware that workers under 16 are forbidden.

Evidence examined

Workers' personal files

Interview with Employees

Interview with management.

Facility tour

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	0%
Enter the legal age of employment	16
Enter the age of the youngest worker identified	18
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

[← Code area 4](#)

[Code area 5 →](#)

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	13.36 Salary policy establishes the obligation to define a salary policy in accordance with CBA and the basic needs of workers. The Quality Manager has been appointed as responsible for implementing procedures. He has been trained in Human Rights and is sufficiently trained to lead the implementation and maintenance of the policy and procedures. Employees are given a copy of the policies and procedures, and are made aware of their rights and conditions. They are aware of payments and payment grades. The company reviews the policies annually and checks annual salary grades and IRPF rates. Management is aware of legal payment requirements. However, the salary slip is not easy to understand, what has been deemed as an improvement opportunity.

Summary of findings

[← Code area 4](#)

[Code area 5.A →](#)

Code area	Workplace requirement	Area of NC	Finding
	No findings		
Systems and evidence examined to validate this code section	Systems Wage and Salary is based in the Collective bargaining agreement: CONVENIO COLECTIVO PARA EL CAMPO DE LA PROVINCIA DE CADIZ 2.019-2.022). The agreement has not been modified in recent years and salary scales refer to SMI, the minimum interprofessional wage. •Hours are 1780 hours per year. Payment rates match the legal minimum •Weekly payment according to worked days. Employment conditions is done by bank transfer and manager gives payroll to employees. •The CBA has different levels of jobs, tasks and pay. The company paid all workers, equally, based on the workers' skills and personal performance assessment. •The company pays bonus as Transport (3.80 per work day) and seniority. During recruitment process, employees are informed about work and social conditions. A copy of signed contract is retained by the employee, and another copy is given to the employee. Applied deductions are adequate with local labour law. All workers are provided with legal social insurance and all others mandatory complements (social insurance, training for unemployed and IRPF) Evidence examined 10 workers samples from 1st May to 31st May 2025. 10 workers samples from 1st October to 31st October. 10 workers samples from 1st November to 30th November. 10 employees were interviewed. Attendance records of the referred months CBA and CBA salary grade update. Additional Comments 1.The SMI (Inter-professional Minimum Wage) establishes an annual minimum wage of €16,576.00 in 1.780 hours per year. •€ 9.31 per hour •€74.50 per day •€372.49 per week •€1, 381.33 per month (in 12 months)		

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None

Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable
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Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Daily Weekly Monthly
Is actual wage data available on site for any of these options?	Daily Weekly Monthly
Maximum legal working hours	Max hours per day 9.0 Max hours per week 40.0 Max hours per month Non applicable

[← Code area 4](#)

[Code area 5.A →](#)

Actual required working hours	Required hours per day	9.0
	Required hours per week	40.0
	Required hours per month	160.0
Maximum legal overtime hours	Max hours per day	Non applicable
	Max hours per week	Non applicable
	Max hours per month	Non applicable
Actual overtime hours	Max hours per day	Non applicable
	Max hours per week	Non applicable
	Max hours per month	10.0
Minimum legal wage	Min per hour	9.31
	Min per day	74.5
	Min per week	372.49
	Min per month	1381.33
Actual minimum wage	Actual per hour	9.31
	Actual per day	74.5
	Actual per week	372.49
	Actual per month	1381.33
Minimum legal overtime wage	Min per hour	16.31
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable

[← Code area 5](#)

[Code area 5.A →](#)

Actual minimum overtime wage	Actual per hour	16.31
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	30
Provide the date and details of the records	10 workers samples from 1st May to 31st May 2025. 10 workers samples from 1st October to 31st October. 10 workers samples from 1st November to 30th November.
Are there different legal minimum/legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Meets legal minimum
Indicate the breakdown of workforce per earnings	100% Of the sample was earning minimum salary
Are there any bonus schemes used?	No
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			
Systems and evidence examined to validate this code section	Systems Based on interviews with workers and a review of pay slips, it was found that workers are paid according to the average wage in the area where the company is located. The management is aware the salaries are enough for a decent living in this area. Evidence examined Audits on other companies at the zone Interviews with management and workers representative.		

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	13.36 Salary policy establishes the obligation to work as much 39 hours per week and to pay as overtime those hours over 160 per week. The company establishes procedures and work shifts. The Quality Manager has been appointed as responsible for implementing procedures and policies- He has enough training to carry out with his duties. Employees are given a copy of the policies and procedures, and are made aware of their rights and conditions. Training on policies is provided when the workers join the company. The company has a continuous procedure in place to monitor and pay working hours

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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[← Code area 5.A](#)

[Code area 7 →](#)

6. Working hours are not excessive

6.H Ensure that overtime is always compensate...

GE [ZAF601263994](#)

Systems and evidence examined to validate this code section

Systems

According to CBA, Article 14.- Normal working hours are established at thirty-nine hours of actual work per week throughout the year; however, the parties shall comply with the provisions of current legislation on working hours, and the number of ordinary hours of actual work may not exceed nine per day. There is no maximum number of hours contracted per month, at the CBA

The 13.36 Salary Poilicy stablished 40 hours per week Monday to Saturday ann 160 standard hours per week. So, Zano beet pays overtime for hours worked in excess of 160 hours per month, regardless of the number of standard hours worked that month. As a result, some standard hours are paid as overtime, which is considered a good example.

There is one shift, schedules may vary depending on production, usual shift is Monday to Saturday from 08:00 to 15:00 with 30 minutes break.

Evidence examined.

Time keeping system review.

Payslips.

Contracts.

Employees and management interviews.

Workers representative interview

Facility tour.

Findings: good examples

ZAF601263994

Good example

Code area

6 Working hours are not excessive

Workplace requirement

6.H Ensure that overtime is always compensated at a premium rate, which is not less than 125% of the regular rate of pay.

Description

During the audit, it was verified that the company pays overtime for hours worked in excess of 160 hours per month, regardless of the number of standard hours worked that month. As a result, some standard hours are paid as overtime, which is considered a good example.

Durante la auditoría pudo comprobarse que la empresa paga las horas como extras a partir de 160 horas al mes, con independencia del número de horas estándares de ese mes, siendo el resultado que hay horas standards que se pagan como extras, lo que se considera como un buen ejemplo.

[← Code area 6](#)

[Code area 7 →](#)

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	175%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	N/A
Excluding overtime, what are the regular working hours per week for workers at this site?	40.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	48.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	5.0
Maximum number of days worked without a day off in sample	6

[← Code area 6](#)

[Code area 7 →](#)

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The company has implemented an anti-harassment protocol and different complaint channels. Harassment is prohibited. •13.21 Ethic and social policy rev 10 updated First August 2025 prohibits any discrimination. •13.33 Gender Plan. •13.42 Policy For Real and Effective Equality for Trans People and Guaranteeing the Rights of LGBTQ+ People The Quality. Manager has been appointed as responsible for implementing procedures. He has been trained. Anti-harassment protocol is accessible to workers, who know what to do in the case of harassment. The gender plan is exposed in the facility. The protocol has been explained to workers. The company monitors annually the possible complaints. The gender plan is reviewed annually.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		
Systems and evidence examined to validate this code section	Systems According to payrolls, attendance records, termination records and training records review, no evidence showed that discrimination existed in the factory. According to management interview and worker interview, the factory did not discriminate workers due to their birth, gender, age, religion, race, marital status, ethical beliefs and political background etc.; female workers and male workers had the same pay and working conditions as male workers; promotion was based on workers' ability and skill; training was based on working requirement; migrant workers had the same pay for same work and working conditions as the local workers. There is a gender equality plan for the whole company. There is no evidence of sexual harassment. Evidence examined -Review of social documentation and training performed to employees through HR department. -Workers interviews. -Management interviews. -Workers representative interview. -Anti Harassment protocol. -LGTBI policy -Facility tour. -Gender Plan		

[← Code area 6](#)

[Code area 8 →](#)

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	0%
Representation of women in managerial roles (ratio of women workers to women managers)	0%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	21%
Three most common nationalities in managerial and supervisory roles	Spanish

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	This is contemplated in section 13.21 of the Ethical and Social Policy (Declaración Ética y Social, rev. 10, updated 1 August 2025). The Quality Manager has been appointed to implement the procedures. They have received training in human rights and are sufficiently qualified to lead the implementation and maintenance of the policy and procedures. Employees are given a copy of the policies and procedures, and are informed of their rights and conditions. The company reviews the policies annually. Contracts and employment conditions are monitored throughout the year.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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[← Code area 7](#)

[Code area 8.A →](#)

No findings

Systems and evidence examined to validate this code section

Current Systems

All workers have signed a legal contract with the company.
No recruitment fees at the company. The employees were recruited by the facility directly.
There is a written documented procedure to ensure that all workers receive a contract that meets local legal labour requirements and specifies terms and conditions of employment in the local language that they understand was established and stated in Hiring and on boarding procedure. Copies of contracts were on file in reviewed records. Contracts are made using a contract template provided by the government. Based on the workers interviews, the workers understand their contracts of employment.

There are no subcontracted processes or home workers.
No apprenticeship schemes were practiced in this factory.
There are no agency workers.
The company Has implemented a Suppliers Code of Conduct

Evidence examined

Document review.
Labour contracts.
Personal files.
Payroll records.
Management and workers interview.

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
Percentage of workers employed as apprentices, trainees or interns	0.0%

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	13.53 Suppliers Code of Conduct implemented at Zano beet. The Quality Manager has been appointed as responsible for implementing procedures. The person in charge of implementation is sufficiently trained to lead the implementation and maintenance of the policy and procedures. There are no subcontracting and home workers, but suppliers receive copy of the policy. The suppliers are evaluated every year and the policy is reviewed annually.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

[← Code area 8](#)

[Code area 9 →](#)

**Systems and evidence examined to
validate this code section**

Systems
During the audit it could be verified that the company is not working with subcontractors.

Evidence examined
Interviews with management and workers.
Factory tour

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent? Not applicable

Gender disaggregated data available

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homemaker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers? No
No evidence

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity? No
No evidence

[← Code area 8.A](#)

[Code area 9 →](#)

Are any sub-contractors used? No

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	3.21 Ethic and social policy, code 3.21 rev 10 updated First August 2025 The company has implemented an anti-harassment protocol and different complaint channels. Harassment is prohibited. The Quality Manager has been appointed as responsible for implementing procedures. He has been trained in Human Rights. Anti-harassment protocol has been explained to workers. There is a complaint channel accessible from the web page. The company monitors annually the possible complaints. Policies are reviewed annually. There have no been complaints.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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[← Code area 8.A](#)

[Code area 10.A →](#)

No findings

Systems and evidence examined to
validate this code section

Systems

The company does not practice inhumane treatment, unfair disciplinary practices, physical or verbal abuse. During interviews employees confirmed they have never seen these kinds of situations.

There are no security guards at the facility.

No evidences of sexual harassment. There is an anti-harassment protocol. The company has arranged a link in the Zano beet app as whistle blowing channel.

- There is a suggestion box
- There is a grievance channel.
- There is an anti harassment protocol
- There is a whistleblowing channel for workers.

During interviews employees confirmed they have never seen these kinds of situations.

The company has a copy of CBA which includes disciplinary actions. There have not been reported cases of inappropriate behaviour by management or workers.

Interviewed workers confirmed that the company was a good place to work and they were confident any inappropriate behaviour by Managers or Supervisors would be addressed.

Evidence examined

Document Review.

Factory Tour and Management interview

Anti-harassment protocol.

workers interviews.

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process The grievance process is available to all workers
What type of grievance mechanism(s) are available?	•Suggestion box •Grievance and anti-harassment channel and protocol. •Whistleblowing channel for workers.
Number of grievances raised in the last 12 months	0
Number of grievances resolved in the last 12 months	0

[← Code area 9](#)

[Code area 10.A →](#)

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Zanobeet has implemented different environmental policies and procedures. The Quality Manager is in charge of implementing policies and procedures and there is an environmental manager in charge of the environmental system. The workers receive environmental training regularly The company has a robust environmental system, certified annually in accordance with GLOBAL GAP with improvement plans that are evaluated and monitored and the company has implemented different KPIs

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 9](#)

Systems and evidence examined to validate this code section

Systems

The company has the required permits for use and disposal of natural resources. Water comes from well and is used for social services (toilets, drink water, cleaning, etc.)

The company meets the requirements of local and national laws related to environmental and industrial standards. Relevant valid permits are demonstrated.

The company meets its customer requirements on environmental standards, including the use of banned chemicals.

ECOEMBES not necessary because is customer packaging.

The company is aware of and comply with its end clients' environmental requirements.

The company evaluates its suppliers regarding environmental issues.

Evidence examined

NIMA (Environmental Identification Number) as wastes producer 1100001817

Identification document according to RD 553/2020.

Document review and interview with environmental responsible

waste removal records

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	Global Gap & BRC include environmental issues.
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	Yes GRASP
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	No

[← Code area 10.A](#)

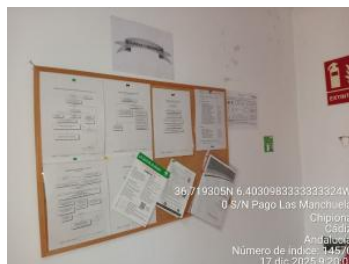
Attachments



[Suggestion_box.jpg](#)



[Toilets.jpg](#)



[HES_Board.jpg](#)



[Fire_extinguishers.jpg](#)



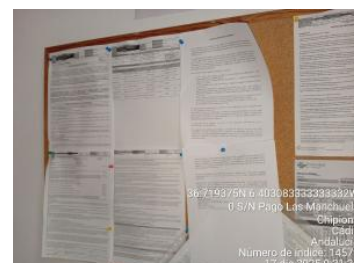
[Evacuation_Plan.jpg](#)



[Eater_dispenser.jpg](#)



[Warehose.jpg](#)



[Quality_board.jpg](#)



[Lockers.jpg](#)



[MSDS.jpg](#)



[Breakroom_1.jpg](#)



[chemical_storage2.jpg](#)



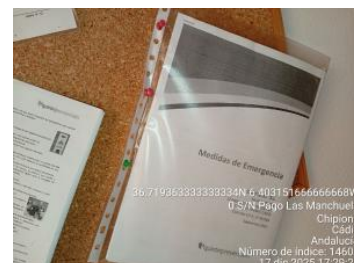
[Entrance.jpg](#)



[Dockers.jpg](#)



[Coldchamber.jpg](#)



[Emergency_board.jpg](#)



[Breakroom2.jpg](#)



[Callibration_line.jpg](#)



[Wastes.jpg](#)



[Chemical_storage.jpg](#)



[FAK.jpg](#)



[Raw_Prod_warehouse.jpg](#)



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