

## SAQ results

### Site and company details

Site and company name	Site address	Business type	SAQ completion
London for Export ZC5000051046 London for Export ZS1000060174	Industrial Zone, Sadat City, Menofia Governorate – Egypt, 25 Porsaid Street, Al-Saarania, Kafr El Dawwor, Behira Governorate, Egypt Menofia Egypt 88177	Goods provider	<b>98% In progress</b> Last updated 2025-01-11

Primary site activity	Other site activities	Management controls score
Growing of other citrus fruits	Not applicable	1.7

### Employees and other workers

	Men	Women	Other gender	Total
Gender	10	30	0	40

### Managerial, supervisory and administrative roles

	Men	Women	Other gender	Total
Employees in management positions	2	0	0	2
Administrative staff	2	0	0	2
Supervisors or team leaders	2	2	0	4
				<b>8</b>

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### Contract types

	Men	Women	Other gender	Total
Permanent workers (employees)	5	10	0	15
Temporary or fixed-term employees	5	20	0	25
				<b>40</b>

### Workers used during high production periods or peak season

	Men	Women	Other gender	Total
Migrant workers	0	0	0	0
Under 15 years old	0	0	0	0
15-17 years old	0	0	0	0
18-24 years old	5	10	0	15
				<b>15</b>

### Workers used during normal production periods or low season

	Men	Women	Other gender	Total
Gender	10	30	0	40

## SAQ results

### SAQ answers

#### Profile: Profile - Last updated 2025-01-05 05:04 am GMT

Question	Answer	Comment
Who should be contacted if your clients have any questions about your responses to this questionnaire?	Name: Mohamed Amer Job title: GM Job category: C-Suite (CEO, CFO, COO, CPO, CRO, CSO)	No comment given
What level of mechanisation best describes the work carried out at this site?	Low mechanisation / high manual labour	No comment given
What is your business ownership type?	Private or shareholder corporation	No comment given

#### Profile: Audit and certification - Last updated 2025-01-05 05:04 am GMT

Question	Answer	Comment
When was a third-party ethical or social audit last carried out at this site?	This site has never had a social audit	No comment given
Does this site hold any third-party certifications that address labour standards, human rights, corruption or environmental impact?	GLOBALG.A.P. GRASP	No comment given
Upload a copy or provide a link to the most recent certificate.		No comment given

#### Workplace impact: Turnover and absenteeism - Last updated 2025-01-05 05:04 am GMT

Question	Answer	Comment
Do you record the rate of absenteeism or rate of turnover for your workforce?	No	No comment given

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#### Workplace impact: Improvement initiatives - Last updated 2025-01-05 05:05 am GMT

Question	Answer	Comment
Would you like to describe the details of any actions you have taken to improve working conditions at your workplace?	No	No comment given

#### Management systems: Applicable laws - Last updated 2025-01-11 09:48 pm GMT

Question	Answer	Comment
Has the company received an official notice, fine, prosecution, or withhold release order (WRO) for any non-compliance with legislation, regulation, consent, or permits within the last three years?	No	No comment given

#### Management systems: Policies and procedures - Last updated 2025-01-11 09:48 pm GMT

Question	Answer	Comment
Is a senior manager or business owner accountable for ensuring the company complies with local and international labour standards?	Yes	No comment given

#### Management systems: Small scale producers - Last updated 2025-01-11 09:48 pm GMT

Question	Answer	Comment
Do you have small-scale producers in your supply chain?	Not applicable	No comment given

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### SAQ answers

#### Freely chosen employment: Policies and procedures - Last updated 2025-01-11 09:49 pm GMT

Question	Answer	Comment
Do you have a detailed policy on modern slavery, including forced labour and involuntary prison labour, that is communicated to all workers?	Yes	No comment given
Is it possible for a worker to leave your employment when their contract expires, or if they give notice within a period of time detailed in their contract?	Yes, without paying a fee	No comment given
What happens with the identity documents of workers?	Photocopies of identity documents are kept on file. Workers keep the originals in their possession	No comment given

#### Freely chosen employment: Prison labour - Last updated 2025-01-11 09:49 pm GMT

Question	Answer	Comment
Do you use any workers who are prisoners?	No	No comment given

#### Freely chosen employment: Recruitment and hiring - Last updated 2025-01-11 09:49 pm GMT

Question	Answer	Comment
What is the company's approach to recruiting, selecting and hiring workers?	Workers are recruited, selected and hired directly by our company	No comment given

#### Freely chosen employment: Labour provider management - Last updated 2025-01-11 09:49 pm GMT

Question	Answer	Comment
How many labour providers do you use?	0	No comment given

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#### Freely chosen employment: Recruitment of migrant workers - Last updated 2025-01-11 09:49 pm GMT

Question	Answer	Comment
Do you or any labour providers recruit workers who will need to move from another country to work for you?	No	No comment given
Do you or any labour providers recruit workers who will need to migrate within your country to work for you?	No	No comment given

#### Freely chosen employment: Recruitment fees and costs - Last updated 2025-01-11 09:50 pm GMT

Question	Answer	Comment
How much do you or any labour provider charge workers who start working for the company?	Workers are not required to pay fees or deposits of any kind	No comment given
What fees and expenses are migrant workers expected to pay during the recruitment and employment process?	Not applicable - We do not use any migrant workers	No comment given

#### Freely chosen employment: Entitlement to work - Last updated 2025-01-11 09:50 pm GMT

Question	Answer	Comment
How do you ensure that all workers have the legal right to work in your country?	Original documentation is reviewed by our company (employees only)	No comment given

#### Freedom of association: Workplace dialogue - Last updated 2025-01-11 09:50 pm GMT

Question	Answer	Comment
Are all workers free to form and join a trade union of their choice?	Yes	No comment given
Do you recognise any trade unions in your workplace?	No, we have not received a request to recognise a union	No comment given

## SAQ results

### SAQ answers

#### Freedom of association: Industrial action - Last updated 2025-01-11 09:50 pm GMT

Question	Answer	Comment
Has there been any industrial action, such as strikes, in the last two years?	No	No comment given

#### Health and safety: Health and safety management - Last updated 2025-01-11 09:52 pm GMT

Question	Answer	Comment
Do you have someone within the company who is responsible for health and safety?	Yes, senior manager or business owner	No comment given
Do you have a valid, in-date ISO 45001 health and safety management system certificate?	No	No comment given
What measures do you have in place to manage health and safety risks at this site?	Compliance with the requirements of local and national laws related to health and safety standards	No comment given
What measures do you have in place to protect the health and safety of workers at this site?	A health and safety committee that includes both employee and management representatives	No comment given
What measures do you have in place to ensure workers are prepared for an emergency?	A documented procedure for emergency evacuation at this site	No comment given
What fire fighting equipment do you have in place?	At least the minimum legal number of fire equipment (alarms, extinguishers, etc) on site	No comment given
What measures do you have in place to ensure workers use the personal protective equipment (PPE) that they need to do their job safely?	Workers provide their own PPE	No comment given

#### Health and safety: Machinery and site vehicles - Last updated 2025-01-11 09:52 pm GMT

Question	Answer	Comment
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No	No comment given

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#### Health and safety: Hazardous materials - Last updated 2025-01-11 09:53 pm GMT

Question	Answer	Comment
Do workers handle or have access to hazardous materials, such as chemicals, pesticides, or fertilisers?	No	No comment given

#### Health and safety: Housekeeping and hygiene - Last updated 2025-01-11 09:53 pm GMT

Question	Answer	Comment
What workplace facilities do you provide and how are they maintained?	Regular cleaning and tidying of the workplace to help minimise risk of accidents Adequate toilet facilities for all workers Separate toilets for men and women Adequate hand washing facilities in the toilet area (such as soap and running water) Clean facilities for the safe storage of food	No comment given

#### Health and safety: Collective transport - Last updated 2025-01-11 09:53 pm GMT

Question	Answer	Comment
If applicable, what measures do you have in place to ensure transport provided to workers is safe?	Processes to ensure all vehicles meet legal requirements	No comment given

#### Living accommodation: Accommodation management and standards - Last updated 2025-01-11 09:53 pm GMT

Question	Answer	Comment
Who is responsible for organising accommodation for migrant workers?	Not applicable	No comment given



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#### Children and young workers: Children and young workers - Last updated 2025-01-11 09:53 pm GMT

Question	Answer	Comment
Have you ever found workers at this site that were under the minimum legal working age?	No	No comment given
What have you included in your policy on child labour and young workers?	Workers must be at least the minimum legal working age	No comment given
What measures do you have in place to verify the age of workers prior to hiring?	Identification documents are verified prior to hiring	No comment given

#### Wages: Wages - Last updated 2025-01-11 09:54 pm GMT

Question	Answer	Comment
What is the basic wage you pay your workers?	The legal minimum wage	No comment given
Do you use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Yes, we use only digital payments	No comment given
What percentage of their pay does a worker receive as 'payment-in-kind' benefits?	Between 1 and 10%	No comment given

#### Wages: Benefits - Last updated 2025-01-11 09:54 pm GMT

Question	Answer	Comment
What benefits and insurances do workers receive?	Sickness/illness leave Annual leave/vacation Maternity leave	No comment given

#### Wages: Deductions - Last updated 2025-01-11 09:54 pm GMT

Question	Answer	Comment
What deductions are made to worker's wages?	There are no deductions from workers' wages	No comment given

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### SAQ answers

#### Wages: Living wages - Last updated 2025-01-11 09:55 pm GMT

Question	Answer	Comment
Have you reviewed your workers total pay including benefits and compared it with a 'living wage' to calculate your 'living wage gap'?	Yes, we have calculated the average size of our living wage gap by gender	No comment given
If yes, what living wage benchmark did you use to measure your living wage gap?	Full-Fledged Anker Methodology	No comment given

#### Working hours: Working hours - Last updated 2025-01-11 09:56 pm GMT

Question	Answer	Comment
Excluding overtime, what are the regular working hours per week for workers at this site?	48 hours	No comment given
Including overtime, what is the average number of working hours per week for full-time workers at this site?	60 hours	No comment given
In the past year, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	60 hours	No comment given

#### Working hours: Overtime - Last updated 2025-01-11 09:56 pm GMT

Question	Answer	Comment
Do all your workers have the right to refuse to work overtime?	Yes, all overtime work is strictly voluntary	No comment given
As a percentage of regular pay, what premium rate are workers paid for overtime?	101 - 110%	No comment given

## SAQ results

### SAQ answers

#### Working hours: Rest - Last updated 2025-01-11 09:57 pm GMT

Question	Answer	Comment
How many rest days do you ensure your workers take?	At least one day (24 consecutive hours) off every 7 days	No comment given
Do workers take rest or meal breaks during a shift?	Workers receive legally required rest/meal breaks Workers are paid during their breaks Appropriate rest facilities are provided	No comment given
How many hours of continuous rest do workers take in between shifts?	Under 8 hours	No comment given

#### Working hours: Feedback - Last updated 2025-01-11 09:57 pm GMT

Question	Answer	Comment
Do you have any feedback on how customers can improve their purchasing practices and help you reduce overtime and/or pay a living wage?	Yes, we have already shared that information with our customers	No comment given

#### Discrimination: Non-discrimination - Last updated 2025-01-11 09:57 pm GMT

Question	Answer	Comment
Do any workers receive less favourable treatment than others (for example, they receive lower pay) because of any particular characteristics?	No	No comment given

#### Regular employment: Regular employment - Last updated 2025-01-11 09:58 pm GMT

Question	Answer	Comment
Do all workers have a written contract or other binding agreement that specifies the terms and conditions of employment, in a language the worker can understand?	Yes	No comment given

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#### Regular employment: Subcontracting - Last updated 2025-01-11 09:58 pm GMT

Question	Answer	Comment
Do you outsource ('subcontract') any part of a customer contract to another company?	Not applicable	No comment given

#### Discipline and grievance: Discipline - Last updated 2025-01-11 09:58 pm GMT

Question	Answer	Comment
Do you have a detailed disciplinary procedure and policy document that is communicated to all workers?	Yes, and we train managers on the policy and procedures	No comment given

#### Discipline and grievance: Grievance - Last updated 2025-01-11 09:58 pm GMT

Question	Answer	Comment
Do you have a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process	No comment given
If yes, do any of the following statements apply to the company's grievance process?	Confidentiality for the person reporting the grievance	No comment given

#### Environment: Applicable laws - Last updated 2025-01-11 09:59 pm GMT

Question	Answer	Comment
Has the company received an official notice, fine, or prosecution for any non-compliance with environmental legislation, regulation, consent, or permits within the last three years?	No	No comment given

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### SAQ answers

#### Environment: Environmental management system - Last updated 2025-01-11 09:59 pm GMT

Question	Answer	Comment
Do you have someone within the company who is responsible for environmental compliance and management?	Yes, senior manager or business owner	No comment given
What measures do you have in place to manage the environmental impact of your operations?	Compliance with the requirements of local, national, and international laws related to environmental standards	No comment given

#### Environment: Client requirements - Last updated 2025-01-11 09:59 pm GMT

Question	Answer	Comment
Do you know what the environmental requirements are for your end clients?	Yes, for all end clients	No comment given
What measures do you have in place to ensure you comply with your end clients' environmental requirements?	An internal review of our performance against our clients' requirements	No comment given

#### Business ethics: Applicable laws - Last updated 2025-01-11 09:59 pm GMT

Question	Answer	Comment
Has the company received an official notice, fine, or prosecution for any non-compliance with business ethics legislation, regulation, consent, or permits (within the last three years)?	No	No comment given

#### Business ethics: Policies and procedures - Last updated 2025-01-11 09:59 pm GMT

Question	Answer	Comment
Do you have someone within the company who is responsible for business ethics compliance and management?	Yes, senior manager or business owner	No comment given

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**SAQ answers**