

## **AFMA - Transport Protocol Assessment Matrix**

| Question  | Regulation   | Verification   |
|---|--|--|
| 1. AFMA's Competition Law Disclaimer  |  |  |
| 1.1. Does the company have a policy on their commitment to full compliance to the Competition Act?                | AFMA Competition Law disclaimer stipulates "AFMA and its members are committed to full legal compliance and, in particular, to absolute compliance with the Competition Act, 1998 as amended. All activities of AFMA will thus be carefully measured against the prevailing competition laws of South Africa." | Document review  |
| 1.2. Does the company have a procedure to ensure that management is aware of the AFMA Competition Law disclaimer? | AFMA Competition Law disclaimer stipulates "It is accordingly obligatory for each member of AFMA to immediately familiarise himself/herself with the contents of the Competition Act.  | Document review, verify if the disclaimer is readily available Interview with management |
| 2. Rating of companies  |  |  |
| 2.1. Is there a commitment to ensure that the transporter do audits on all their vehicles on a regular basis?     | No 3. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA, requires that "members should do audits of all their transport companies on a regular basis."  | Document review,<br>check audit<br>schedules<br>audit reports                            |
| 3. Transport / Contractor procedures  |  |  |
| 3.1. Does the transporter have a "GMP Transport file"?  | No 5. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA, requires "procedures to be developed by the Transport Contractor. All procedures must be documented and all these documents will be part of the transporters "GMP Transport file".                                     | Document review  |
| 3.2. Do all vehicles have at all times a copy of the GMP Transport file available?                                | No 5. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA, requires "a copy of this file must be available in each vehicle at all times."   | Vehicle inspection, review operating procedures  |
| 3.3. Does the transport file provide examples and some "ready to use" worksheets?                                 | No 5. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA, requires "a copy of this file must be available in each vehicle at all times. This document provides examples and some "ready to use" worksheets that might be of assistance."   | Document review  |

| <ul><li>3.4. Do the procedures include step by step work instruction?</li><li>3.5. Does the procedure include reference</li></ul> | No 5.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA, requires "that the procedure will indicate the following information: step by step work instruction"  No 5.2. Of the GMP Transport protocol for | Document review  Document review |
|---|---|----------------------------------|
| of worksheets to be used and completed?   | Raw material ingredients as prescribed by AFMA, requires "that the procedure will include reference of worksheets to be used and completed"   |                                  |
| 3.6. Does the procedure include the frequency that procedures need to be carried out?   | No 5.3. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA, requires that "the procedure will include the frequency that procedures need to be carried out"   | Document review                  |
| 3.7. Does the procedure include responsibilities of employees/drivers?  | No 5.4. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA, requires "that the procedure will include responsibilities of employees/drivers"  | Document review                  |
| 3.8. Does the procedure include products and equipment to be used?  | No 5.5. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA, requires that "the procedure include products and equipment to be used"   | Document review                  |
| 3.9. Does the procedure include standards which must be defined?  | No 5.6. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA, requires that "the procedure include standards which must be defined"   | Document review                  |
| 3.10. Does the procedure include preventative measures and corrective action procedures, when a nonconformance is found?          | No 5.7. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA, requires that the procedure include preventative measures and corrective action procedures, when a non-conformance is found"                    | Document review                  |

| 4. Preventative measures to avoid contamination of products if undesirable substances have been transported                             |   |  |
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| 4.1. Is there a record of consignment notes held to record the previous load in all vehicles for bulk transport?                        | No 7.a.1.i of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA "requires a procedure to avoid contamination of products if undesirable substances have been transported.  1. Determine procedures required based on the guidelines below: i. For bulk transport, the previous loads must be recorded by the driver in a consignment note held in the vehicle"  | Document and record review                                 |
| 4.2. Is there a cleaning policy that addresses cleaning and disinfection of the vehicle?  | No 7.a.1.i of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA "requires a procedure to avoid contamination of products if undesirable substances have been transported.  1. Determine procedures required based on the guidelines below: i. For bulk transport, the previous loads must be recorded by the driver in a consignment note held in the vehicle and a cleaning procedure must be established, complying with the requirements and supplementary standards for cleaning (and disinfection) of the vehicles."   | Document and record review                                 |
| 4.3. Are there cleaning procedures to ensure compliance with the cleaning and disinfection of the vehicle?                              | No 7.a.1.iii of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA "requires a procedure to avoid contamination of products if undesirable substances have been transported.  1. Determine procedures required based on the guidelines below: i. For bulk transport, the previous loads must be recorded by the driver in a consignment note held in the vehicle and a cleaning procedure must be established, complying with the requirements and supplementary standards for cleaning (and disinfection) of the vehicles." | Document and record review                                 |
| 4.4. Is there a checking procedure for the driver before each consignment of raw material to ensure that the load compartment is clean? | No 7.a.1.ii. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "the general requirement is that the load compartment must be clean and try: free of residues and, odours from previous loads. The driver must visually check this before each consignment of raw materials."   | Document and record review, driver interview & observation |

| 4.5. Is there a checking procedure for the driver before each consignment of raw material to ensure that the load compartment is dry?  4.6. Is there a checking procedure for the | No 7.a.1.ii. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "the general requirement is that the load compartment must be clean and dry: free of residues and, odours from previous loads. The driver must visually check this before each consignment of raw materials."  No 7.a.1.ii. Of the GMP Transport protocol | Document and record review, driver interview & observation |
|---|---|--|
| driver before each consignment of raw material to ensure that the load compartment is free of residues?   | for Raw material ingredients as prescribed by AFMA stipulates that "the general requirement is that the load compartment must be clean and dry: free of residues and, odours from previous loads. The driver must visually check this before each consignment of raw materials."  | record review,<br>driver interview &<br>observation        |
| 4.7. Is there a checking procedure for the driver before each consignment of raw material to ensure that the load compartment is free of odours?                                  | No 7.a.1.ii. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "the general requirement is that the load compartment must be clean and dry: free of residues and, odours from previous loads. The driver must visually check this before each consignment of raw materials."   | Document and record review, driver interview & observation |
| 4.8. Is this procedure recorded in the consignment note?  | No 7.a.1. iii. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "the cleaning and disinfection actions for each bulk load must be noted and initialled (signed) in the consignment note by the driver and the responsible person at the cleaning facility"  | Document and record review, driver interview & observation |
| 4.9. Is the consignment note signed by the driver?  | No 7.a.1.iii. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "the cleaning and disinfection actions for each bulk load must be noted and initialled (signed) in the consignment note by the driver and the responsible person at the cleaning facility"   | Document review, observe cleaning activities               |
| 4.10. Is the consignment note signed by the responsible person at the cleaning facility?  | No 7.a.1.iii. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "the cleaning and disinfection actions for each bulk load must be noted and initialled (signed) in the consignment note by the driver and the responsible person at the cleaning facility"   | Document review, observe cleaning activities               |
| 4.11. Is there a procedure to avoid load contamination from outside influences like water, rain and bird droppings after loading?   | No 7.b.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that there must be a "procedure to avoid load contamination through water (rain) and bird droppings."   | Document review  |

| 4.12. If the vehicle is contaminated by water or bird droppings are there procedures to ensure that actions are taken?   | No 7.c. 1.ii. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that in the event "that rainwater or bird droppings contaminate a vehicle a procedure must be drawn up to deal with this eventuality. Actions taken and the results thereof must be recorded."  | Document review,<br>driver interview                   |
|--|---|--|
| 4.13. If the vehicle is contaminated by water or bird droppings are the results of the actions recorded?   | No 7.c.1.ii. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that in the event "that rainwater or bird droppings contaminate a vehicle a procedure must be drawn up to deal with this eventuality. Actions taken and the results thereof must be recorded"  | Document review,<br>driver interview                   |
| 4.14. Are loads covered by a clean tarpaulin?  | No 7.b.2. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "loads must be covered by a clean tarpaulin and tied down if not transported in a Taut liner type vehicle or a closed container."  No 7.b.3. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "tarpaulins and/or containers should be 100% effective in keeping out potential contaminants.  Tarpaulins must not have holes or tears in them and containers must not be damaged in any way." | Observation<br>Inspection                              |
| 4.15. Are load compartments covered even if the compartments are empty to prevent rain penetration and bird droppings or are they cleaned before the next cargo? | No 7.c.1.ii.Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates "the load compartments must be covered even if the compartments are empty to prevent rain penetration and bird droppings. If covering of the load compartments is not possible, the compartments must be cleaned (even through hosing) and wiped dry before the next cargo is loaded  | Procedure review,<br>driver interview                  |
| 4.16. Are loads tied down if not transported in a Taut liner type vehicle or a closed container?   | No 7.b.2. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "loads must be covered by a clean tarpaulin and tied down if not transported in a Taut liner type vehicle or a closed container."  | Procedure review,<br>driver interview &<br>observation |

| 5. Hygienic Operation of a truck   |   |                   |
|--|---|-------------------|
| 5.1. Is there a procedure to control the                                   | No 7.c.1.i. Of the GMP Transport protocol     | Document review & |
| quality of the hygiene when types of                                       | for Raw material ingredients as prescribed    | observation       |
| goods other than raw materials, finished                                   | by AFMA stipulates that "transportation       |                   |
| feed and premixes, with different  | shall be such that basic quality can be       |                   |
| microbiological quality are transported?                                   | maintained with regard to hygiene. This       |                   |
|  | must be ensured particularly when types of    |                   |
|  | goods other than raw materials, finished      |                   |
|  | feed and premixes, with different             |                   |
|  | microbiological quality are transported. A    |                   |
|  | procedure must be established in which it is  |                   |
|  | stated how this will be controlled. "         |                   |
| 5.2. Is the procedure recorded and are                                     | No 7.c.1.i. Of the GMP Transport protocol     | Document review   |
| records kept?  | for Raw material ingredients as prescribed    |                   |
|  | by AFMA stipulates that "transportation       |                   |
|  | shall be such that basic quality can be       |                   |
|  | maintained with regard to hygiene. This       |                   |
|  | must be ensured particularly when types of    |                   |
|  | goods other than raw materials, finished      |                   |
|  | feed and premixes, with different             |                   |
|  | microbiological quality are transported. A    |                   |
|  | procedure must be established in which it is  |                   |
|  | stated how this will be controlled. "         |                   |
| <ol><li>Cleaning and disinfecting of trucks prior<br/>to loading</li></ol> |   |                   |
| 6.1. Does the transporter have a procedure                                 | No 7.d.1. Of the GMP Transport protocol for   | Document review   |
| to determine the product category of                                       | Raw material ingredients as prescribed by     |                   |
| preceding loads before loading bulk  | AFMA stipulates that "before loading bulk     |                   |
| compartments?  | compartments, the product category of         |                   |
|  | preceding loads must be determined"           |                   |
| 6.2. Does the transporter have a procedure                                 | No 7.d.3 Of the GMP Transport protocol for    | Document review   |
| to record when very high risk loads from                                   | Raw material ingredients as prescribed by     |                   |
| category 1 (PROHIBITED) have been  | AFMA stipulates that "transporters must be    |                   |
| transported in a compartment?  | able to demonstrate that no very high risk    |                   |
|  | loads from category 1 (PROHIBITED) have       |                   |
|  | been transported in a compartment in the      |                   |
|  | past. Following the transport of a prohibited |                   |
|  | load, no raw materials and premixes may be    |                   |
|  | transported."                                 |                   |
| 6.3. Is there a procedure to ensure that no                                | No 7.d.3 Of the GMP Transport protocol for    | Document review   |
| raw materials and premixes may be  | Raw material ingredients as prescribed by     |                   |
| transported following the transport of a                                   | AFMA stipulates that "following the           |                   |
| prohibited load?   | transport of a prohibited load, no raw        |                   |
|  | materials and premixes may be                 |                   |
|  | transported."                                 |                   |
| 6.4. Does the transporter have a procedure                                 | No 7.d.1. Of the GMP Transport protocol for   | Document review   |
| to identify the product category HIGH                                      | Raw material ingredients as prescribed by     |                   |
| RISK (microbiological contaminated) for                                    | AFMA stipulates that "before loading bulk     |                   |
| preceding bulk loads?  | compartments, the product category of         |                   |
| preceding bank loads:  | preceding loads must be determined"           |                   |

| 6.5. Is there a procedure to ensure that disinfection always take place following the transportation of products from the high risk category, prior to the next shipment? | No 7.d.4. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "disinfection must always take place following the transportation of products from category 2 (HIGH RISK), prior to the next shipments."   | Document review                    |
|---|---|------------------------------------|
| 6.5 Is this procedure recorded and are records kept?  | No 7.d.4. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "disinfection must always take place following the transportation of products from category 2 (HIGH RISK), prior to the next shipments."   | Document review, cleaning schedule |
| 6.6. Does the transporter have a procedure to identify the product category MEDIUM RISK (Physical/Chemical )risk for preceding bulk loads?                                | No 7. d.1. Of the GMP Transport protocol for<br>Raw material ingredients as prescribed by<br>AFMA stipulates that "before loading bulk<br>compartments, the product category of<br>preceding loads must be determined"  | Document review                    |
| 6.7. Is there a procedure to ensure that cleaning with water must take place following the transport of a medium risk category, prior to the next shipment?               | No 7.d.5. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that" it must be verified whether, since the previous wet cleaning, products from category 3 (MEDIUM) RISK) have been transported. If this is the case, cleaning with water must take place."   | Document review, cleaning schedule |
| 6.8. Is this procedure recorded and are records kept?   | No 7.d.5. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that" it must be verified whether, since the previous wet cleaning, products from category 3 (MEDIUM) RISK) have been transported. If this is the case, cleaning with water must take place.  | Document review, cleaning schedule |
| 6.9. Does the transporter have a procedure to identify the product category LOW RISK (Neutral Raw Material) risk for preceding bulk loads?                                | No 7.d.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "before loading bulk compartments, the product category of preceding loads must be determined"   | Document review                    |
| 6.10. Is there a procedure to ensure that dry cleaning must take place following the transportation of products from the low risk category, prior to the next shipment?   | No 7.d.6. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "prior to every animal feed material consignment, a visual check must be carried out as to whether the load compartment is clean, which means completely emptied and free of material residue and odour from previous loads, and dry or dried to ensure that the next load will be dry." | Document review, cleaning schedule |

| 6.11. Is this procedure recorded and are | No 7.d.6. Of the GMP Transport protocol for    | Document review,  |
|--|--|-------------------|
| records kept?                            | Raw material ingredients as prescribed by      | cleaning schedule |
|  | AFMA stipulates that "prior to every animal    |                   |
|  | feed material consignment, a visual check      |                   |
|  | must be carried out as to whether the load     |                   |
|  | compartment is clean, which means              |                   |
|  | completely emptied and free of material        |                   |
|  | residue and odour from previous loads, and     |                   |
|  | dry or dried to ensure that the next load will |                   |
|  | be dry."                                       |                   |

| 7. Procedures for dry cleaning Regime A          |   |  |
|--|---|--|
| 7.1. Is the vehicle cleaned after unloading by?  |   |  |
| - 7.1.1. vacuuming                               | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "dry cleaning involves the vehicle being cleaned after unloading by vacuum, blowing or sweeping." Vacuuming is preferred as it does not spread the dirt" | Document review Observation Interviews |
| - 7.1.2. blowing                                 | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "dry cleaning involves the vehicle being cleaned after unloading by vacuum, blowing or sweeping."  | Document review Observation Interviews |
| - 7.1.2.3. sweeping                              | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "dry cleaning involves the vehicle being cleaned after unloading by vacuum, blowing or sweeping."  | Document review Observation Interview  |
| 7.2. Are difficult to reach areas cleaned by? *  |   |  |
| - 7.2.1. A brush                                 | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "places that are difficult to reach should if necessary be brushed or otherwise cleaned by hand."  | Document review Observation Interviews |
| - 7.2.2. By hand                                 | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "places that are difficult to reach should if necessary be brushed or otherwise cleaned by hand."  | Document review Observation Interviews |
| 7.3. Is the dry cleaning procedure satisfactory? | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "if the result is unsatisfactory after dry cleaning, wet cleaning will have to follow."  | Document review Observation Interviews |

| 8. Procedures for cleaning with water Regime B   | r,  |   |
|--|---|---|
| 8.1. Are open vehicles cleaned with?   |   |   |
| - 8.1.1. a high pressure hose  | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "with open vehicles it is best to use a high pressure hose, with a flat nozzle with at least 25 bar pressure, or higher if necessary."                   | Process review<br>Document review<br>Inspection |
| - 8.1.2. the pressure hose has a flat  | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "with open vehicles it is best to use a high pressure hose, with a flat nozzle with at least 25 bar pressure, or higher if necessary."                   | Process review Document review Inspection       |
| - 8.1.3. the pressure is at least 2.5 b  | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "with open vehicles it is best to use a high pressure hose, with a flat nozzle with at least 25 bar pressure, or higher if necessary."                   | Process review Document review Inspection       |
| <ul> <li>8.1.4. Are the water temperature<br/>least 60°C when chemicals need to<br/>removed?</li> </ul>    |   | Process review Document review Inspection       |
| - 8.1.5. Are areas that are difficult to reach cleaned separately by brush                                 | ···   | Process review Document review Inspection       |
| <ul> <li>8.1.6. Is the water thoroughly drain<br/>ensure drying take place before the<br/>load?</li> </ul> | red to No 7.d.7.1. Of the GMP Transport protocol  | Process review Document review Inspection       |
| 8.2. What process is used for the dryin the vehicle to take place?   | g of  |   |
| - 8.2.1. the vehicle is left to dry with adequate ventilation  | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "depending on the nature of the next load, drying can take place either by leaving the vehicle to dry with adequate ventilation or by a hot air blower." | Process review Document review Inspection       |
| - 8.2.2. hot air blower  | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "depending on the nature of the next load, drying can take place either by leaving the vehicle to dry  | Process review<br>Document review<br>Inspection |

|   | with adequate ventilation or by a hot air blower."  |  |
|---|---|--|
| 8.3. Is the cleaning with water Regime B, procedure satisfactory? | No 7.d.6. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "prior to every animal feed material consignment, a visual check must be carried out as to whether the load compartment is clean, which means completely emptied and free of material residue and odour from previous loads, and dry or dried to ensure that the next load will be dry." |  |

| cleaning agent, Regime C  9.1 Does the procedure for cleaning with water and a cleaning agent include that residues from previous load should be removed by Dry Cleaning?  No 7.d.7.1.a. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "remove as much residues from the previous load as possible | review |
|---|--------|
| water and a cleaning agent include that residues from previous load should be removed by Dry Cleaning? for Raw material ingredients as prescribed by AFMA stipulates that "remove as much residues from the previous load as possible   | review |
| residues from previous load should be removed by Dry Cleaning? by AFMA stipulates that "remove as much residues from the previous load as possible  |        |
| removed by Dry Cleaning? residues from the previous load as possible  |        |
|   |        |
|   |        |
| by Dry cleaning"  |        |
| 9.2 Is the vehicle pre-rinsed with warm No 7.d.7.1.b. Of the GMP Transport protocol Process   |        |
| water with a temperature not more than   for Raw material ingredients as prescribed   Inspecti  | on     |
| 60°C? by AFMA stipulates that "pre-rinse with   |        |
| warm water (max 60°C)"  |        |
| 9.3 Are areas that are difficult to reach No 7.d.7.1.b. Of the GMP Transport protocol Process   |        |
| cleaned by hand? for Raw material ingredients as prescribed Inspecti  | on     |
| by AFMA stipulates that "and clean difficult  |        |
| places by hand."  |        |
| 9.4 Are foam /gel cleaning agents used in No 7.d.7.1.c. Of the GMP Transport protocol Process   | review |
| open vehicles? for Raw material ingredients as prescribed   |        |
| by AFMA stipulates that "apply foam or gel  |        |
| cleaning agent in the case of open vehicles "   |        |
| 9.5 Are spray balls used for cleaning tanks? No 7.d.7.1.c. Of the GMP Transport protocol Process  | review |
| for Raw material ingredients as prescribed  |        |
| by AFMA stipulates that "in the case of tank  |        |
| cleaning with spray balls, no foaming agent   |        |
| may be used. It is better to use a Cleaning In  |        |
| Place (CIP) agent for spray balls at a high   |        |
| temperature."   |        |
| 9.5.1 Is there a procedure to ensure that no No 7.d.7.1.c. Of the GMP Transport protocol  |        |
| foaming agent is used with spray for Raw material ingredients as prescribed   |        |
| balls? by AFMA stipulates that "in the case of tank   |        |
| cleaning with spray balls, no foaming agent   |        |
| may be used. It is better to use a Cleaning In Place (CIP) agent for spray balls at a high  |        |
| temperature."   |        |
| 9.6. Is the temperature of the water at least No 7.d.7.1.c. Of the GMP Transport protocol Process   | review |
| 80°C when spray balls are used? for Raw material ingredients as prescribed Inspecti   |        |
| by AFMA stipulates that "rinse with CIP   | OII    |
| cleaning agent at 80°C in case of tanker  |        |
| cleaning"   |        |
| 9.7. Is the temperature of the water that is No 7.d.7.1.d. Of the GMP Transport protocol Process  | review |
| used for rising at least 60°C? for Raw material ingredients as prescribed Inspecti  |        |
| by AFMA stipulates that "rinse with warm  |        |
| water approximately 60°C."  |        |
| 9.8. What process is used for drying the  |        |
| vehicles after wet cleaning took place?   |        |
| - 9.8.1. the vehicle is left to dry with No 7.d.7.1.e. Of the GMP Transport protocol Process  | review |
| adequate ventilation for Raw material ingredients as prescribed   |        |
| by AFMA stipulates that "if necessary, dry  |        |
| through ventilation or hot air dryer."  |        |
| - 9.8.2. hot air dryer No 7.d.7.1.e. Of the GMP Transport protocol Process  | review |
| for Raw material ingredients as prescribed  |        |
| Tot have inacenal ingredients as prescribed   |        |
| by AFMA stipulates that "if necessary, dry  |        |

| 9.9. Are the cleaning procedures with water | No 7.d.6. Of the GMP Transport protocol for    |  |
|---|--|--|
| = -   | · ·  |  |
| and cleaning agent, Regime C,               | Raw material ingredients as prescribe by       |  |
| satisfactory?                               | AFMA stipulates that "prior to every animal    |  |
|   | feed material consignment, a visual check      |  |
|   | must be carried out as to whether the load     |  |
|   | compartment is clean, which means              |  |
|   | completely emptied and free of material        |  |
|   | residue and odour from previous loads, and     |  |
|   | dry or dried to ensure that the next load will |  |
|   | be dry."                                       |  |

| 10. Procedures for closuing with water          |  |                |
|---|--|----------------|
| 10. Procedures for cleaning with water,         |  |                |
| cleaning agent and disinfection, Regime         |  |                |
| D   |  |                |
| 10.1. Are dry forms of disinfection used?       |  |                |
| 10.2. Is there proof of the efficacy of the dry | No 7.d. 7.1. Of the GMP Transport protocol     | Process review |
| forms of disinfection?                          | for Raw material ingredients as prescribed     |                |
|   | by AFMA stipulates that "the dry form of       |                |
|   | disinfection may only be applied if its        |                |
|   | efficacy has been established"                 |                |
| 10.3. Are only SABS approved disinfectants      | No 7.d.7.1. Of the GMP Transport protocol      | Process review |
| for the food industry used?                     | for Raw material ingredients as prescribed     | Documentation  |
| lov dire room interest y dood.                  | by AFMA stipulates that "only SABS             |                |
|   | approved disinfectants may be used in the      |                |
|   | indicated dosagefor feed material              |                |
|   | transport vehicles, use of a disinfectant      |                |
|   | approved for the food industry is the only     |                |
|   | alternative."                                  |                |
| 10.4. Is there a procedure to ensure that       | No 7.d.7.1. Of the GMP Transport protocol      | Process review |
| the indicated dosage is used?                   | •  | Documentation  |
| the mulcated dosage is used:                    | for Raw material ingredients as prescribed     | Documentation  |
|   | by AFMA stipulates that "only SABS             |                |
|   | approved disinfectants may be used in the      |                |
| 10.7  | indicated dosage."                             |                |
| 10.5. Are records kept and available?           | No 7.d.7.1. Of the GMP Transport protocol      | Documentation  |
|   | for Raw material ingredients as prescribed     | Record keeping |
|   | by AFMA stipulates that "only SABS             |                |
|   | approved disinfectants may be used in the      |                |
|   | indicated dosage."                             |                |
| 10.6. Is there a procedure to ensure that       | No 7.d.7.1. Of the GMP Transport protocol      | Process review |
| the disinfectants have a contact time           | for Raw material ingredients as prescribed     | Documentation  |
| of at least 5 minutes to take effect?           | by AFMA stipulates that "disinfectants must    |                |
|   | be given a contact time of at least 5 minutes  |                |
|   | to take effect."                               |                |
| 10.7. Is the cleaning procedure with water,     | No 7.d.6. Of the GMP Transport protocol for    | Process review |
| cleaning agent and disinfection for             | Raw material ingredients as prescribed by      |                |
| Regime D satisfactory?                          | AFMA stipulates that "prior to every animal    |                |
|   | feed material consignment, a visual check      |                |
|   | must be carried out as to whether the load     |                |
|   | compartment is clean, which means              |                |
|   | completely emptied and free of material        |                |
|   | residue and odour from previous loads, and     |                |
|   | dry or dried to ensure that the next load will |                |
|   | be dry."                                       |                |
| L   |  | I .            |

| 11. Cleaning protocol   |   |   |
|---|---|---|
| 11.1. Are there cleaning procedures available for each type of vehicle in the protocol? | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "the transporter must develop a cleaning protocol for each vehicle. This must describe in detail how the various cleaning regimes are carried out, depending on the previous load"   | Documentation<br>Record keeping   |
| 11.2. Is each cleaning protocol checked for effectiveness (validation)?                 | No 7.d.7.1. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "each cleaning protocol drawn up for a certain transport space must be checked for effectiveness (validation). Then the cleaning protocol can be adopted as the official cleaning method for each similarly constructed transport space."  | Documentation<br>Records of results   |
| 11.3. What validation process is used?  |   |   |
| - 11.3.1. ATP (Adenosine Tri Phosphate) measurements                                    | No 6.c. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that ATP (Adenosine Tri Phosphate) measurements can be used to assess cleaning. ATP is present in all animal and vegetable cells and can thus be used as an indicator for the extent of biological contamination left on surfaces.  The ATP measurement itself is straightforward and can yield a result within minutes.  The result of cleaning will be acceptable if the ATP measurement is no higher than 1000 RLU | The ATP test is a process of rapidly measuring actively growing microorganisms through detection of adenosine triphosphate, or ATP. ATP is a molecule found in and around living cells, and as such it gives a direct measure of biological concentration and health. ATP is quantified by measuring the light produced through its reaction with the naturally occurring firefly enzyme luciferase using a luminometer. The amount of light produced is directly proportional to the amount of living organisms present in the sample. ATP tests can be used to: Control biological treatment reactors |

|                       |   | Guide biocide dosing programs     |
|-----------------------|---|-----------------------------------|
|                       |   | Determine drinking                |
|                       |   | water cleanliness                 |
|                       |   | Manage                            |
|                       |   | fermentation                      |
|                       |   | processes Assess soil             |
|                       |   | activity Determine                |
|                       |   | corrosion / deposit               |
|                       |   | process type                      |
|                       |   | Measure equipment                 |
|                       |   | or product sanitation             |
| - 11.3.2. Agar stamps | No 6.c. Of the GMP Transport protocol for   | Microbiological Test              |
|                       | Raw material ingredients as prescribed by   | for Environment:                  |
|                       | AFMA stipulates "in order to verify the     | Viable bacterial                  |
|                       | effectiveness of a particular disinfection  | count including                   |
|                       | technique in use, agar stamps can be used,  | inactivate agent                  |
|                       | which can determine the numbers of          | Clean Stamp is a                  |
|                       | surviving microorganisms. This technique    | prepared agar                     |
|                       | takes a day to produce results, which means | medium for Stamp                  |
|                       | that any necessary adjustments to the       | method, on which                  |
|                       | disinfection process can only be made       | agar stands up                    |
|                       | afterwards"                                 | slightly above the                |
|                       |   | rim of special Petri              |
|                       |   | dish of 25 cm <sup>2</sup> . Take |
|                       |   | off the cap of Clean              |
|                       |   | Stamp and gently                  |
|                       |   | press the medium                  |
|                       |   | against the surface               |
|                       |   | of specimen. The                  |
|                       |   | surface of agar is                |
|                       |   | elastic enough to be              |
|                       |   | pressed firmly                    |
|                       |   | against the                       |
|                       |   | specimen. Press                   |
|                       |   | against the different             |
|                       |   | parts of the                      |
|                       |   | specimen when<br>several kinds of |
|                       |   | Clean Stamps are                  |
|                       |   | tested                            |
|                       |   | simultaneously. Put               |
|                       |   | the cap again                     |
|                       |   | immediately after                 |
|                       |   | pressing. This Clean              |
|                       |   | Stamp is designed to              |
|                       |   | measure and detect                |
|                       |   | the degree of                     |
|                       |   | pollution of the                  |
|                       |   | specimen which                    |
|                       |   | surface has been                  |
|                       |   | processed with                    |
|                       |   | chemicals or                      |
|                       |   | disinfectants.                    |
|                       |   |                                   |

| - HPLC              | No 6.c. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates For checks on chemical residues and pesticides, more advance measurement methods, such as HPLC and Mass Spectrometry (MS) must be used, with a frequency determined in conjunction with the companies receiving the feed raw material. |  |
|---------------------|--|--|
| - Mass Spectrometry | No 6.c. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates For checks on chemical residues and pesticides, more advance measurement methods, such as HPLC and Mass Spectrometry (MS) must be used, with a frequency determined in conjunction with the companies receiving the feed raw material. |  |
| - 11.3.5. other     |  |  |

| 12. Procedure for Pre-Loading inspection    |   |                 |
|---|---|-----------------|
| of vehicles (Inspection after each          |   |                 |
| cleaning)                                   |   |                 |
| 12.1. Is there a procedure to ensure that a | No 7.d.7.e. Of the GMP Transport protocol   | Document review |
| visual inspection is carried out after      | for Raw material ingredients as prescribed  | Process review  |
| each cleaning regime?                       | by AFMA stipulates that" after each cleaning  | Inspection      |
|   | regime, a visual inspection must be carried   |                 |
|   | out. The result of this inspection must be  |                 |
|   | recorded in the logbook, together with the  |                 |
|   | record of the transported loads and the   |                 |
|   | applied intervening cleaning regimes with   |                 |
|   | the cleaning and disinfecting agents used."   |                 |
| 12.2. Are records kept of inspections that  | No 7.d.7.e. Of the GMP Transport protocol   | Document review |
| were done?                                  | for Raw material ingredients as prescribed  |                 |
|   | by AFMA stipulates that" after each cleaning  |                 |
|   | regime, a visual inspection must be carried   |                 |
|   | out. The result of this inspection must be recorded in the logbook, together with the |                 |
|   | recorded in the logbook, together with the record of the transported loads and the    |                 |
|   | applied intervening cleaning regimes with   |                 |
|   | the cleaning and disinfecting agents used."   |                 |
| 12.3. Are the following inspection areas    | * No 7.d.7.1.6a. Of the GMP Transport   | Process review  |
| included in the visual inspection after     | protocol for Raw material ingredients as  | Inspection      |
| each cleaning regime?                       | prescribed by AFMA stipulates that " areas  | Поресстоп       |
|   | for inspection must include at least:   |                 |
| - 12.3.1. foot boards                       | *   |                 |
| - 12.3.2. pedals                            | *   |                 |
| - 12.3.3. boots                             | *   |                 |
| - 12.3.4. cabin                             | *   |                 |
| - 12.3.5. top of bars                       | *   |                 |
| - 12.3.6. bottom sides of bars              | *   |                 |
| - 12.3.7. the support points for the bars   | *   |                 |
| - 12.3.8. door hinges                       | *   |                 |
| - 12.3.9. whole door opening                | *   |                 |
| - 12.3.10. grain chute / discharge opening  | *   |                 |
| - 12.3.11. gaps in between discharge        | *   |                 |
| opening                                     |   |                 |
| - 12.3.12. rubbers around the doors         | *   |                 |
| - 12.3.13. under side and upper side of     | *   |                 |
| the tarpaulin                               |   |                 |
| - 12.3.14. load compartment and corners     | *   |                 |
| - 12.3.15. mudguards                        | *   |                 |
| - 12.3.16. chassis                          | *   |                 |
| 12.4. Walking floor vehicles                | *   |                 |
| - 12.4.1. seams in the floor                | *   |                 |
| - 12.4.2. tail gate and flap                | *   |                 |
| - 12.4.3. headboard                         | *   |                 |
| - 12.4.4. all the items specified for the   | **  |                 |
| tipper                                      |   |                 |

| 13. Logging of Data   |   |                                   |
|---|---|-----------------------------------|
| 13.1. Is there a procedure to ensure that there are documents to prove that the cleaning between successive bulk consignments have been successful?                         | No 7.d.7.1.f. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "a business undertaking the bulk transport of raw materials, finished feed and premixes must have the necessary approved documents in place to show that the cleaning between successive bulk consignments has been successful."   | Document review<br>Record keeping |
| 13.2. Are documents available in triplicate that proves that the cleaning between successive bulk consignments has been successful?   | No 7.d.7.1.f. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "the document shall be in triplicate. One copy shall remain with the business undertaking the transport, one copy with the supplier of the raw materials, finished feed and premixes and one copy with the client receiving the raw materials, finished feed and premixes."  | Document review<br>Record keeping |
| 14. Driver and loaders hygiene and training   | No. 7 d 7 1 a Of the CMD Transport  | Degumes into inchin               |
| 14.1. Is there a training policy to ensure that all drivers and personnel that handle raw material are trained on the AFMA requirements for transportation of raw material? | No 7.d.7.1.g. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "Drivers that transport raw materials in the industry must be trained in respect of the requirements of AFMA regarding the transportation of products to its members. Drivers must understand the basic principles of bio security, biological, contamination and personal hygiene. This also applies to personnel offloading raw materials. Record of training must be kept and may be required for audit proposes. Drivers must at all times adhere to these standards and ensure that the standards and procedures as set out above are enforced. | Document review                   |
| 14.2. Are there procedures to ensure that all personnel are trained on the AFMA requirements for transportation of raw material?  | No 7.d.7.1.g. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "Drivers that transport raw materials in the industry must be trained in respect of the requirements of AFMA regarding the transportation of products to its members. Drivers must understand the basic principles of bio security, biological, contamination and personal hygiene. This also applies to personnel offloading raw materials. Record of training must be kept and may be required for audit proposes. Drivers must at all times adhere to these standards and ensure that the standards and procedures as set out above are enforced. | Process review                    |

| 14.3. Does the training include the following?  |   |   |
|---|---|---|
| 14.3.1. Basic principles of bio security (preventative measures to reduce the risk of contamination)                      | No 7.d.7.1.g. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "drivers must understand the basic principles of bio security, biological contamination and personal hygiene."                   | Document review<br>Training manual<br>review                  |
| 14.3.2. Basic principles of biological contamination  | No 7.d.7.1.g. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "drivers must understand the basic principles of bio security, biological contamination and personal hygiene."                   | Document review Training manual review                        |
| 14.3.3. Basic principles of personal hygiene  | No 7.d.7.1.g. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "drivers must understand the basic principles of bio security, biological contamination and personal hygiene.                    | Document review Training manual review                        |
| 14.4. Are there procedures to ensure that drivers adhere to these standards at all times?                                 | No 7.d.7.1.g. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "drivers must at all times adhere to these standards and ensure that the standards and procedures as set out above are enforced" | Document review Internal audit results External audit results |
| 14.5. Specify the controls that are in place to ensure that drivers adhere to these standards and procedures at all times |   |   |
| Internal audits   |   |   |
| Supervisor checks   |   |   |
| Checklists  |   |   |
| Surveillance cameras other  |   |   |
| 14.6 Are raw material training records kept?  | No 7.d.7.1.g. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "record of training must be kept and may be required for audit proposes."  | Document review   |

| 15. Reliability   |   |                                   |
|---|---|-----------------------------------|
| 15.1. Does the transport company have procedures to ensure reliability of all the vehicles? | No 7.d.7.1.h. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "transport company will ensure that his vehicles are always roadworthy and in a good condition, without any oil leaks, never overloaded and always reliable. A procedure to ensure the above must be implemented." | Document review<br>Process review |
| 15.2. Does the reliability procedures address the following:                                |   |                                   |
| - 15.2.1. roadworthiness of all vehicles  | No 7.d.7.1.h. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "transport company will ensure that his vehicles are always roadworthy and in a good condition, without any oil leaks, never overloaded and always reliable. A procedure to ensure the above must be implemented." | Process review inspection         |
| - 15.2.2. all vehicles are in a good condition  | No 7.d.7.1.h. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "transport company will ensure that his vehicles are always roadworthy and in a good condition, without any oil leaks, never overloaded and always reliable. A procedure to ensure the above must be implemented." | Process review inspection         |
| - 15.2.3. vehicles are without oil leaks  | No 7.d.7.1.h. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "transport company will ensure that his vehicles are always roadworthy and in a good condition, without any oil leaks, never overloaded and always reliable. A procedure to ensure the above must be implemented." | Process review inspection         |
| - 15.2.4. never overload of vehicles  | No 7.d.7.1.h. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "transport company will ensure that his vehicles are always roadworthy and in a good condition, without any oil leaks, never overloaded and always reliable. A procedure to ensure the above must be implemented." | Process review inspection         |
| 15.3. Are all the reliability procedures recorded?  | No 7.d.7.1.h. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "transport company will ensure that his vehicles are always roadworthy and in a good condition, without any oil leaks, never overloaded and always reliable. A procedure to ensure the above must be implemented." | Process review inspection         |

| 15.4.  | Are all the reliability records available?  | No 7.d.7.1.h. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that "transport company will ensure that his vehicles are always roadworthy and in a good condition, without any oil leaks, never overloaded and always reliable. A procedure to ensure the above must be implemented." | Process review inspection         |
|--------|---|---|-----------------------------------|
| 15.5.  | Does the company have an oil leak procedure to prevent contamination of the client's premises in case the vehicle develops an oil leak? | No 7.d.7.1.h. Of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that " if for whatever reason a vehicle develops an oil leak, steps must be taken to avoid contamination of client premises or of product with oil. A procedure to avoid contamination must be documented"              | Document review<br>Process review |
| 15.6.  | Does the company have an oil leak procedure to prevent contamination of the product?  | No 7.d.7.1.h. of the GMP Transport protocol for Raw material ingredients as prescribed by AFMA stipulates that " if for whatever reason a vehicle develops an oil leak, steps must be taken to avoid contamination of client premises or of product with oil. A procedure to avoid contamination must be documented"              | Document review<br>Record review  |
| 15.7.  | Does the company have a break down procedure?   |   |                                   |
| 15.8.  | Are the following aspects included in the procedure?  |   |                                   |
| -      | . visibility  |   |                                   |
| -      | . parking   |   |                                   |
|        | . change of wheel   |   |                                   |
| 15.9.  | Does the company have an accident procedure?  |   |                                   |
|        | . how to protect the scene  |   |                                   |
|        | clean up  |   |                                   |
|        | . reporting   |   |                                   |
| -      | . mobile first aid kit in truck   |   |                                   |
| 15.10. |   |   |                                   |
|        | Hijacking" training?  |   |                                   |

| 16. Working hours   |  |  |
|---|--|--|
| 16.1. Does the company have a policy on drivers working hours?  | No 7. Of the Basic Conditions of Employment<br>Act. 1997, stipulates "Every employer must<br>regulate the working time of each<br>employee"                                      | Document review  |
| 16.2. Do drivers work 45 ordinary hours per week?   | No 9. Of the Basic Conditions of Employment<br>Act of 1997, stipulates "An employer may<br>not require or permit an employee to work<br>more than 45 ordinary hours in any week" | Verify the actual working hours, review timesheets, driver schedules |
| or  |  |  |
| Do drivers work a total of 56 hours per week?   | As per the "European Union Rules on Drivers' Hours, Regulation (EC) No. 561/2006), 56 hours per week "   | Verify the actual working hours, review timesheets, driver schedules |
| 16.3. Other: specify hours *  | As per sectoral determination  | Verify the actual working hours, review timesheets, driver schedules |
| 16.4. Is there a procedure to determine the ordinary hours worked?  | No 7. Of the Basic Conditions of Employment<br>Act. 1997, stipulates "Every employer must<br>regulate the working time of each<br>employee"                                      | Document review  |
| 16.5. What process is used to record ordinary hours worked?   | No 7. Of the Basic Conditions of Employment Act. 1997, stipulates " Every employer must regulate the working time of each employee"  |  |
| - Manual attendance register  |  | Process review   |
| - Clock cards   |  | Record review Process review   |
| - Bio metrics   |  | Process review   |
| - Access control  |  | Record review Process review Record review                           |
| - Time sheets   |  | Process review<br>Record review                                      |
| - Tags  |  | Process review<br>Record review                                      |
| - Logbook   |  | Process review<br>Record review                                      |
| - other   |  | Process review<br>Record review                                      |
| 16.5 Does the daily logbook include the registration number of each vehicle to which the driver is assigned to? | "The European Union Rules on Drivers' Hours require that a driver record sheet is kept "   | Review logbook   |
| 16.6. Does the daily logbook include the start time of the first journey for the day?                           | "The European Union Rules on Drivers'<br>Hours require that a driver record sheet is<br>kept "   | Review logbook   |

| 16.7.  | Does the daily logbook include the  | "The European Union Rules on Drivers'  | Review logbook  |
|--------|---|--|-----------------|
| -      | time of any vehicle change?   | Hours require that a driver record sheet is  | 3 3 3           |
| 16.0   | Door the deily leadership alvide the  | kept "   | Daview leekeel  |
| 16.8.  | Does the daily logbook include the  | "The European Union Rules on Drivers' Hours require that a driver record sheet is    | Review logbook  |
|        | odometer reading at the start of the journey?   | kept "   |                 |
| 16.9.  | Does the daily logbook include the  | "The European Union Rules on Drivers"  | Review logbook  |
|        | odometer reading at the end of the  | Hours require that a driver record sheet is  |                 |
|        | journey?  | kept "   |                 |
| 16.10. | Does the company have a policy on   | No 10. Of the Basic Conditions of  | Review          |
|        | overtime?   | Employment Act. 1997, stipulates " An  | documentation   |
|        |   | employer may not require or permit an  |                 |
|        |   | employee to work overtime except in  |                 |
|        |   | accordance with an agreement"  |                 |
| 16.11. | Is there a written agreement  | No 10. Of the Basic Conditions of  | Review          |
|        | regarding overtime that is required   | Employment Act. 1997, stipulates " An  | documentation   |
|        | to be worked?   | employer may not require or permit an  |                 |
|        |   | employee to work overtime except in  |                 |
|        |   | accordance with an agreement"  |                 |
| 16.12. | •   | No 7. Of the Basic Conditions of Employment  | Review records  |
|        | overtime worked?  | Act. 1997, stipulates "Every employer must   |                 |
|        |   | regulate the working time of each  |                 |
| 46.40  |   | employee"  | <b>D</b>        |
| 16.13. | Are drivers exceeding the 10 hours  | No 10. Of the Basic Conditions of  | Review records  |
|        | of overtime per week?   | Employment Act. 1997, stipulates "b) to  | Review payslips |
|        |   | work more than (i) three hours' overtime a   |                 |
| 4644   |   | day; or (ii) ten hours' overtime a week.   |                 |
| 16.14. | •   | No 10. Of the "Basic Conditions of   | Review records  |
|        | overtime hours exceed 40 hours per  | Employment Act. 1997, stipulates "An   | Review payslips |
|        | month?  | employer may not (b) permit a worker to  |                 |
|        |   | work more than (i) three hours' overtime a day; or (ii) ten hours' overtime a week." |                 |
| 16.15. | Specify the highest amount of monthly overtime hours worked for the previous 12 months? | day, or (ii) terrilours overtime a week.   |                 |
| 16.16. | Is there a policy that address break  | No 15. Of the Basic Conditions of  | Document review |
| -      | periods?  | Employment Act. 1997, stipulates " An  |                 |
|        | •   | employer must give an employee who works   |                 |
|        |   | continuously for more than five hours a meal   |                 |
|        |   | interval of at least one continuous hour"  |                 |
| 16.17. | Do drivers take a break after 5 hours   | No 15. Of the Basic Conditions of  | Document review |
|        | of driving?   | Employment Act. 1997, stipulates " An  | Process review  |
|        |   | employer must give an employee who works   |                 |
|        |   | continuously for more than five hours a meal   |                 |
|        |   | interval of at least one continuous hour"  |                 |
| 16.18. | Do drivers take a break after 4.5   | As per the "European Union Rules on  | Document review |
|        | hours of driving?   | Drivers' Hours , Regulation (EC) No.   | Process review  |
|        |   | 561/2006, drivers must take a break after  |                 |
|        |   | every 4.5 hours of driving"  |                 |
| 16.19. | Is there a procedure to ensure that   | No 7. Of the Basic Conditions of Employment  | Document review |
|        | drivers adhere to break periods?  | Act. 1997, stipulates "Every employer must   | Process review  |
|        |   |  |                 |

|   | employee"  |   |
|---|--|---|
| 16.20. Are the break periods recorded?  | No 7. Of the Basic Conditions of Employment<br>Act. 1997, stipulates "Every employer must<br>regulate the working time of each<br>employee"  | Review records                                    |
| 16.21. Are drivers given a rest period of at least 12 consecutive hours between ending and recommencing work?   | No 15. Of the Basic Conditions of Employment Act. 1997, stipulates "(1) An employer must allow an employee—(a) a daily rest period of at least twelve consecutive hours between ending and recommencing work   | Document review<br>Driver schedules<br>Log book   |
| 16.22. Are drivers given weekly rest period of at least 36 consecutive hours which must include Sunday?   | No 15. Of the "Basic Conditions of Employment Act. 1997, stipulates (1) An employer must allow an employee) a weekly rest period of at least 36 consecutive hours which must include Sunday, unless otherwise agreed"  | Document review<br>Driver schedules<br>Log book   |
| or  |  |   |
| Do drivers have a daily rest period of 11 hours in the first 24 hours after the end of their last daily or weekly rest period and a regular weekly rest period of 45 hours? | As per the "European Union Rules on Drivers' Hours, Regulation (EC) No. 561/2006, drivers must take a daily rest period of 11 hours in the first 24 hours after the end of your last daily or weekly rest period and a regular weekly rest period of 45 hours" | Document review<br>Driver schedules<br>Log book   |
| 16.23. Is there another overtime agreement in place?  | If yes specify   | Document review                                   |
| 16.24. Are drivers paid as per the sectoral determination or union agreement?   |  | Verify remuneration details in agreement Payslips |