SCJ risk assessment of human rights and decent working conditions:

				Risk assessment country of origin							Risk assessment of supplier											
Product group	Material		Country of origin	Freedom of association	Contract/Working hours	Forced Labor/Human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Raw material from*	Freedom of association	Contract/working hours	Forced labor/human trafficking	Child labor	Discriminat	Health and safety at work	Wage/remu neration	Third party verification	Total risk assessment of product:	. Action plan:
Autan SCJ	49694	Autan Afterbite Gel 25ml/12 IT/GR	Italy (COSMOSOL)	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	regarding employee presence,	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ incrument procedure, and local labor law.	age of 18, only few	workplace, following global SCJ	both sites, responsible to drive the Global SCJ procedures and local law. Recurrent	Workers are payed as a minimum living wage sufficent to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	NL	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the process of mapping out their supply chain and assess the risks related to their products with working condition. This is, however, an ongoing project with no finished end-results as of yet. Therefore, And Nordquist lack this information and can not assess the risks related to the full supply chain and the total the product of the full supply chain and the total The action plan will Coucie or gathering this information to operation with SCJ, in order to perform a full risk assessment.
Autan SCJ	49695	AUTAN Trpc Arsi 100ml/12 IT HR BA	Poland	For the manufacturing sites there are no labor union but internal employer forum group and working labour council.	Then are employees brind by been as employees brind by been SCI and thing party. For both manufationing sites, we have attendance systems in place which will give information regarding employee presence, time in four, to wortime signal fungation, and any amornally signal fungation, and any amornally be accommed by the site leader and the manager. All tham worfles that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by	age of 18, only few	SCJ takes necessary measures to avoid discrimination in the workplace, following flowld SCJ procedures, trainings, small stakes, communication metheral on attacks, communication metheral on essential value in our company.	both sites, responsible to drive the Global SCJ procedures and local law. Recurrent	Workers are payed as a minimum living wage sufficent to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, HU, Uk	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the process of mapping out their supply chain and assess the make related to their products with the working conditions. This is, however, an ongoing project with no finished end-results and yell. Therefore, And Nordquist lack this information and can not assess the finish related to the control of the product is therefore high risk of the product is therefore high the action plan will focus on gathering this information in cooperation with SCJ, in order to perform a full risk assessment.
Autan SCJ	50768	Autan Tropical Aerosol 100ml/12 IT/HR/BA	Poland (COLEPE)	For the manufacturing sites there are no labor union but internal employer forum group and working labour council.	regarding employee presence	SCJ has procedures in place to detect the use of forced lalor by following the strict global SCJ recouldment procedure, and local labor law.	age of 18, only few interns for which we are following the local laws	control and full action which at CC I	both sites, responsible to drive the Global SCJ procedures and local law. Recurrent	Workers are payed as a minimum living wage sufficent to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, HU, Uk	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCI is in the process of mapping out their supply chain and sacess the regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-results and yet. Therefore, And Nordquist lank this information and the full supply chain and the total risk of the product is therefore high. The action plan will focus on gathering this information to opperation with SCI, in order to perform a full risk assessment.
Autan SCJ	50793	Autan Tropical Spray 100ml/12	Poland	For the manufacturing sites there are no labor union but internal employer forum group and working labour council.	Then are employee hired by both SCI and third party. For both manufationing sites, we have attendance systems in place which will give information regarding employee presence, time in jout, overtime joud, overtime, and any anomaly to be sold in journal of the party of the size leader and the manager, if the same workers that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced lator by following the stirt global SCJ recounted procedure, and local labor law.	age of 18, only few interns for which we are following the local laws	workplace, following global SCJ	both sites, responsible to drive the Global SCJ procedures and local law. Recurrent	Workers are payed as a minimum living wage sufficent to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	BE, NL, UK, DE	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the process of mapping out their supply chain and assess the regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-results and yet. Therefore, And Nordquist lack this information and Nordquist lack this information and the total field of the product is therefore high. The action plan will coust on gathering this information to opporation with SCJ, in order to perform a full risk assessment.
Autan SCJ	51282	Autan Cooling Insect 25ml/12 DK	kaly	For the manufacturing sites there are no labor union but internal employer forum group and working labour council.	regarding employee presence,	SCJ has procedures in place to detect the use of forced lator by the procedure, and focal recruitment procedure, and focal labor law.	age of 18, only few interns for which we are following the local laws	workplace, following global SCJ	both sites, responsible to drive the Global SCJ procedures and local law. Recurrent	Workers are payed as a minimum living wage sufficent to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	NL.	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCI is in the process of mapping out their supply chain and assess the nicks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-results and yell. Therefore, Ando the other control of the control of
Autan SCJ	51828	AUTAN Tick Pumpspray 100ml/6 DACH	Netherlands	For the manufacturing sites there are no labor union but internal employer forum group and working labour council.	Them are employees hired by both SCI and third party. For both manufationing sites, we have attendance systems in place which will give information regarding employee presence, the state of the state leader and the manager. If it same verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced later by the control of t	No permanent employees are under the age of 18, only few are to consider the control of the cont	SCJ takes necessary measures to avoid discrimination in the worsplace, following flowed SCJ takes, communication material or the site to always member this essential value in our company.	both sites,	Workers are payed as a minimum living wage sufficent to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, NL, UK	No info	No info	No info	No info	No info	No info	No info	No info	No info	SCJ is in the process of mapping out their supply claim and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-results and yell. Therefore, Anderdevalls and yell. Therefore, Anderdevall and yell. Therefore, Anderdevall and the history of the full supply Anima and the total risk of the product is therefore high. The action plan will focus on gashering this information in cooperation with SCJ in order to perform a full task assessment.

R	sk drescription
Low risk: Adequate measures in place, no need for action plan.	Medium risk: Some sufficient measures in place, not prioritized for action plan. High r Lack c or index proces in place in place proces in place plan.

| Autan SCJ | 51829 | Autan
Botanicals
Spray
100ml/12 IT | Netherlands | For the manufacturing sites
there are no labor union but
internal employee forum
group and working labour
council. | regarding employee presence,
time in/out, overtime | SCJ has procedures in place to
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perform a full risk assessment. |
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| Autan SCJ | 52237 | Autan Anti-
Fasting
Pumpspray
100ml/6 | Netherlands | For the manufacturing sites
there are no labor union but
internal employee forum
group and working labour
council. | regarding employee presence,
time in/out, overtime | SCJ has procedures in place to
detect the use of forced labor by
following the strict global SCJ
recruitment procedure, and local | age of 18, only few
interns for which we are
following the local laws | SCJ takes necessary measures to avoid discrimination in the workplace, fellowing febb SCJ procedures, trainings, small procedures, trainings, small or the site to always remember this essential value in our company. | both sites,
responsible to drive
the Global SCJ
procedures and local
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certification iSO
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audit. | DE, NL, UK, DE | No info | SCJ is in the process of mapping out
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risks of the product is therefore high.
The action plan will fiscus on
cooperation with SCJ, in order to
perform a full risk assessment. |
| Autan SCJ | 52239 | Autan
Botanicals
Pumpspray
100ml/12 SE | Netherlands | For the manufacturing sites
there are no labor union but
internal employee forum
group and working labour
council. | regarding employee presence,
time in/out, overtime | SCJ has procedures in place to
detect the use of forced labor by
following the strict global SCJ
recruitment procedure, and local | age of 18, only few
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following the local laws | SCJ takes necessary measures to avoid discrimination in the vortificate, following fields SCJ procedures, trainings, small procedures, trainings, amail to the site to always remember this este to always remember this essential value in our company. | both sites,
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perform a full risk assessment. |