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 /Input	Freedom of association	Contract/working hours	Forced labor/human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Total risk assessment product	Action plan:
Glade SCJ	49767	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, UK, FR	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	49771	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	NL, DE, US, UK, IL	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	50101	Netherlands	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, UK, CH	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	50445	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, US, PL, 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 risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	50446	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, IT, US, FR, PL	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
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Glade SCJ	50452	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	NL, UK, DK, FI	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
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Glade SCJ	51080	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, US, PL, FR	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	51587	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	NL, DE, UK, US, FI, ES	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	51746	Portugal	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, US, UK, CH	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	51747	Portugal	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, US, UK, CH	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	51748	Portugal	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, US, UK, CH	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	51749	Poland	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	CH, DE, IT, PL, UK, US	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	51750	Poland (GALA)	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	CH, DE, IT, PL, UK, US	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	51751	Poland (GALA)	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	CH, DE, IT, PL, UK, US	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.
Glade SCJ	52078	Poland (GALA)	For the manufacturing sites there are no labor union but internal employee forum group and working labour council.	There are employees hired by both SCJ and third party. For both manufacturing sites, we have attendance systems in place which will give information regarding employee presence, time in/out, overtime (paid/unpaid), and any anomaly clock in/out. Any overtime must be confirmed by the site leader and the manager. HR team verifies that the number of overtime is not excessive.	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local labor law.	No permanent employees are under the age of 18, only fee-interns for which we are following the local laws and universities/school agreements.	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks,communication material on the site to always remember this essential value in our company.	Internal SHE - Safety & Health teams in both sites, responsible to drive the Global SCJ procedures and local law. Recurrent trainings delivered on site.	Workers are payed as a minimum living wage sufficient to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	DE, US, PE, FR	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 regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arwil Nordquist lack this information and can not assess the risks related to the full supply chain and the total 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.

Risk description		
Low risk: Adequate measures in place, no need for action plan.	Medium risk: Some sufficient measures in place, not prioritized for action plan.	High risk: Lack of information or inadequate procedures in place, action plan needed