

Altos las Hormigas risk assessment of human rights and decent working conditions:

Product group	Material	Country of origin	Risk assessment country of origin								Total risk assessment of product:	Action plan:
			Freedom of association	Contract/Working hours	Forced Labor/Human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification		
Altos las Hormigas	45643 ALH Malbec Clasico 20, 75cl	Argentina	Workers are represented by a wine/vineyard workers union called SOEVA (Sindicato de Obreros y Empleados Vitivinícolas y Afines)	There are 26 permanent collaborators (5 in the Cellar, 7 in the Warehouse and 14 in the vineyards). In the harvest season, approximately 10 or 12 additional workers are hired. Overtime is always voluntary and not excessive. There is a legal limit of a maximum of 12 hours of work (8 normal hours + 4 overtime) that is never exceeded.	There is no specific procedure to detect or prevent the use of forced labor, because it is something that does not happen in our company. Should this happen, the union would initiate an inspection immediately. And ALH has never received an inspection for forced labor, neither children work, etc	There are no employees under the age of 18. It is illegal to hire children, therefore it is a practice that is not carried out in ALH.	There are measures in place to eliminate all types of discrimination	All workers receive training to keep safe, in accordance to the Occupational Health, Safety and Hygiene Annual Plan. There is a Hygiene and Safety service that is responsible for maintaining the Occupational Health, Safety and Hygiene System. Working conditions are excellent, there is a risk analysis for each job, with the necessary measures to minimize accidents or work-related illnesses.	Workers are paid the salary established by the labor union. When the union agrees to a salary increase, Altos Las Hormigas immediately complies with the new agreement for all the workers. In addition to the salary defined by the union, ALH pays a salary bonus for some specific roles of greater responsibility (workers in charge of irrigation, tractor drivers)	No	Low risk	N/A
Altos las Hormigas	46868 Altos las Hormigas Malbec Reserv-17,75cl	Argentina	Workers are represented by a wine/vineyard workers union called SOEVA (Sindicato de Obreros y Empleados Vitivinícolas y Afines)	There are 26 permanent collaborators (5 in the Cellar, 7 in the Warehouse and 14 in the vineyards). In the harvest season, approximately 10 or 12 additional workers are hired. Overtime is always voluntary and not excessive. There is a legal limit of a maximum of 12 hours of work (8 normal hours + 4 overtime) that is never exceeded.	There is no specific procedure to detect or prevent the use of forced labor, because it is something that does not happen in our company. Should this happen, the union would initiate an inspection immediately. And ALH has never received an inspection for forced labor, neither children work, etc	There are no employees under the age of 18. It is illegal to hire children, therefore it is a practice that is not carried out in ALH.	There are measures in place to eliminate all types of discrimination	All workers receive training to keep safe, in accordance to the Occupational Health, Safety and Hygiene Annual Plan. There is a Hygiene and Safety service that is responsible for maintaining the Occupational Health, Safety and Hygiene System. Working conditions are excellent, there is a risk analysis for each job, with the necessary measures to minimize accidents or work-related illnesses.	Workers are paid the salary established by the labor union. When the union agrees to a salary increase, Altos Las Hormigas immediately complies with the new agreement for all the workers. In addition to the salary defined by the union, ALH pays a salary bonus for some specific roles of greater responsibility (workers in charge of irrigation, tractor drivers)	No	Low risk	N/A
Altos las Hormigas	50983 ALH Guatallary Malbec-17,75cl	Argentina	Workers are represented by a wine/vineyard workers union called SOEVA (Sindicato de Obreros y Empleados Vitivinícolas y Afines)	There are 26 permanent collaborators (5 in the Cellar, 7 in the Warehouse and 14 in the vineyards). In the harvest season, approximately 10 or 12 additional workers are hired. Overtime is always voluntary and not excessive. There is a legal limit of a maximum of 12 hours of work (8 normal hours + 4 overtime) that is never exceeded.	There is no specific procedure to detect or prevent the use of forced labor, because it is something that does not happen in our company. Should this happen, the union would initiate an inspection immediately. And ALH has never received an inspection for forced labor, neither children work, etc	There are no employees under the age of 18. It is illegal to hire children, therefore it is a practice that is not carried out in ALH.	There are measures in place to eliminate all types of discrimination	All workers receive training to keep safe, in accordance to the Occupational Health, Safety and Hygiene Annual Plan. There is a Hygiene and Safety service that is responsible for maintaining the Occupational Health, Safety and Hygiene System. Working conditions are excellent, there is a risk analysis for each job, with the necessary measures to minimize accidents or work-related illnesses.	Workers are paid the salary established by the labor union. When the union agrees to a salary increase, Altos Las Hormigas immediately complies with the new agreement for all the workers. In addition to the salary defined by the union, ALH pays a salary bonus for some specific roles of greater responsibility (workers in charge of irrigation, tractor drivers)	No	Low risk	N/A

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: inadequate procedures in place, action plan needed