

Conte Ricci 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	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Total risk assessment of product	Action plan:
Conte Ricci	49031 Conte Ricci Barbers 888 14-paket -17	Italy	Yes, the Pricocca site has internal and external unions	There is an SAB000 certification in place, which controls that overtime and contracts is done every month	We have a shared Code of Ethics that is also disseminated to our suppliers	We have no child labour, other than regulated school work experience contracts	No information in place.	These questions are covered by the ISO 45001 certification	There is an SAB000 certification in place which constantly monitors these matters during audits	SAB000	Italy	Workers are represented by labor unions.	There are 18 workers employed at the sub-contractors. The company is able to ensure working hours that comply with the laws	No use of labor unions.	No workers under the age of 18.	Measures are taken to eradicate discrimination.	There is an established regular and verified health and safety training plan	Workers are paid as a minimum living wage	No	Low risk	N/A
Conte Ricci	50000 Conte Ricci Barbers 20 750	Italy	Yes, the Pricocca site has internal and external unions	There is an SAB000 certification in place, which controls that overtime and contracts is done every month	We have a shared Code of Ethics that is also disseminated to our suppliers	We have no child labour, other than regulated school work experience contracts	No information in place.	These questions are covered by the ISO 45001 certification	There is an SAB000 certification in place which constantly monitors these matters during audits	SAB000	Italy	Workers are represented by labor unions.	There are 18 workers employed at the sub-contractors. The company is able to ensure working hours that comply with the laws	No use of labor unions.	No workers under the age of 18.	Measures are taken to eradicate discrimination.	There is an established regular and verified health and safety training plan	Workers are paid as a minimum living wage	No	Low risk	N/A

Risk description		
Low risk: Adequate measures in place, no need for remediation plan	Medium risk: Some sufficient measures in place, not prioritized by action plan	High risk: Inadequate procedures in place, action plan needed