Dr. Schär risk assessment of human rights and decent working conditions:

Product group	Material		Risk assessment country of origin Country of Third pary production Freedom of association Contract/Working Nours Forced Labor/Human trafficling Child bloor Discrimination Realth and safety at work Weggenmuneration Third party unification Rea										Rick assessment of supplier Raw material from Freedom of association Contractivectring hours Forced labor/human trafficking Olds labor Discrimination Health and safety at word. Wagasternuseration Third party verification										
. rounce group	- American di		origin	a pary production	secom or association	CONTRACTOR OF THE PROPERTY OF			Dr. Schär encourage a personal, respectful way of working together and	4			naw material from	eecom of association	racoworking flours	- Green seconnuclan trafficking		-acrementation	- water and safety at work	geremuneration	party versication		
Dr Schär	47047	Schär Pizzabotten 300gs8	Germany	No	All sites within the Schär organisation has the possibility to elect representatives, and the local HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workness, and temporary workners are workness, and temporary workners are all of the blace collar employees are starticity regulated (8 hour shift), the working hours of the white collar employees are fessible and the superior check regularly if there is no overtime.			act in accordance with the applicable guidelines and lines. In case someone still notices any kind of misbehavior towards oneself, employees or other appears on the Director of the Supervisors or the Director of no comporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness annoymously using the designated proposal boxes in the company or with a company or with the company or with the proposal boxes in the company or with a company o	Trainings are provided through Dr. Schär Academ regarding various topics. Activities such as trainings live checks, videos etc, are provided in colaboration with the internal work safety department.			Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auditary work. Regular checks are carried out to sesure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living usage sufficient to meet basic meeds of flood, clothes and housing.	No verification grogam in place. The sub-conflictors are operating in accordance with international human night standards.		
Dr Schär	47049	Schlar Com Flakes 250gel6	Switzerland	Yes	All sites within the Schär organisation has the possibility to elect representatives, and the local HER departments are happy to word strongly together with labour unions.	In the Schlar organisation, 80,6 % /1 401 employees are permanent workers, and temoprary workers are 10,4 % /158 employees online) however all of the blue collar employees are kindfully regulated (8 hour shift), the working hours of the without collar employees are lessible and the supplicit or check regularly if there is no overfilme.	Dr. Schär complies to all relevant laws inguisting forced labor and human trafficking.	All workers are over 18 years, Identity of a employees are checked before starting a new positio in the company.	ods anonimo@dischaer.com. Or. Schät encourage a personal, respectful way of working together are act in accordance with the applicable guidelines and laws. In case someone to the control of the contro		All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the carrieror, contribution for childcare and many more.	Dr. Schär have variuous cerifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Maly	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular chacks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractions take necessary measures to avoid or endicate descrimination at the work place.	All suppliers organise regular trainings to keep workers sale from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to ment basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right stainstands.		
Dr Schär	47054	Schär Mx Pätisserie - mjölmix C 1kgx10	Italy	No	All sites within the Schar organisation has the possibility to elect representatives, and the food HR departments are happy to work strongly together with labour unions.	In the Schir organisation, 69,8 % / 4 401 employees are permanent. 401 employees compensation of the second of the	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, Identity of a employees are checked before starting a new positio in the company.	Dr. Schar encourage a personal, respectful says of working together and ract in accordance with the applicable guidelines and lauss. In case someon still notices any kind of mischelwior lowards oneset, employees or their people connected with Dr. Schär, the supervisions or the Dructor of Corporate HR and responsible person for these trapies, on the construction awarmoss amongmostly using the designated proposal boses in the company or write to our amonimo@dischare.com.	d Trainings are provided through Dr. Schär Academ regarding various topics. Activities such as trainings live checks, videos etc. are provided in cubioration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meet basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the carteen, contribution for childcare and many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Register checks are careful out to resure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living usage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractions are operating in accordance with international human right standards.		
Dr Schär	47055	Schär Brot-Mix Dunkel mjölmix fägst0	Italy	No	All sites within the Schar- opperation has the possibility to elect representatives, and the boo- let Rid departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 entployees are permanent workers, and temporary workers are suchars, and temporary workers are all of the blac colar englyyees as all of the blac colar englyyees are strictly regulated 5 four shift), the working fours of the white colar englyyees are fessible and the superior check regularly if there is no overtime.	Dr. Schär comples to all relevant laws regulating forced labor and human trafficking.		Dr. Schar encourage a personal, respectful says of working together and act in accordance with the applicable quidelines and laws. In case someon still notices any kind of mischelavior and produced to messi, and accordance people connected with Dr. Schär, the specificacion of the Director of Corporate HR and responsible person for these tripics, and the contractor. There is also the producting via all designated proposal boses in the company or write to contract or war in the company or write to out anonimo@tisches com.		All employees are payed as a minimum living wage sufficent to meet basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the carteent, contribution for childcare and many more.	Dr. Schär have variuous conflications which are renewed regularly, for example ISO, Work Safety or Rainforest Alfance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Register checks are called out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The nearborneactors are operating in accordance with international human right standards.		
Dr Schär	47056	Schär Mjölmix B bröd 1 ligelő	Italy	No	All sites within the Schar- organisation has the possibility to elect representatives, and the local FRI departments are happy to work strongly together with labour unions.	In the Schär organisation, 69,6 % / 1 d morphyses are permanent of the scholar organisation, 69,6 % / 1 d morphyses are permanent of the scholar organisation of the blue collar employees are for strictly regulated 6 bour shift), the working hours of the white collar employees are feeling and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws ingulating forced labor and human trafficking.	All workers are over 18 years, identity of a employees are checked before starting a new positio in the company.	Dr. Solit encourage a personal respectful say of waiting together and respectful say of waiting together and respectful say of waiting together and recordance with the applicable guidelines and lists. In case someone still notices any kind of mischelwior Deutscher of Steunsch connected with Dr. Solits; the supervisions or the Director of Comparate PRI and responsible person Comparate PRI and responsible person. There is also the possibility to relate awareness anonymously using the designated proposal boses in the company or write to our amonimosity dischaer com.	Trainings are provided through Dr. Schlar Academ, regarding various topics. Activities such as trainings five thekes, videos etc. are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meet basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the carrierer, contribution for childcare and many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Registric thecks are careful cut to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to mere basic needs of food, clothes and housing.	No verification program in place. The sub-contractions are operating in accordance with international human right standards.		
Dr Schär	47064	Sichlar Keix Marita 200gs/6	Germany	No	All sites within the Schär organisation has the possibility to elect representatives, and the local HKI departments are happy to sord strongly together with labour unions.	in the Schir organisation (8) 6, % / 1 / 601 employeds are parameter workers, and temporary workers are 10.4 % 1/88 anyloyees onling hours all of the blue collar employees onling hours all of the blue collar employees of the worker of the w	Dr. Schär complies to all relevant laws ingulating forced labor and human trafficking.	All workers are over 18 years, identity of employees are checked before starting a new positio in the company.	Dr. Sha'e encourage a personal, respectful say of working together and respectful say of working together and act in accordance with the applicable guidelines and lass. In case someon still notices any kind of mischelwior lowards oneset, for mischelwior possible connected with Dr. Schildt, the application or the Direction of magnification of the Direction of the properties of the Direction of the Price is also the possibility to raise a waterness among mously using the designated proposal boses in the company or write to our amonimoligischules com.	d Trainings are provided through Dr. Schär Academ regarding various topics. Activities such as trainings live checks, videos etc. are provided in cubiotration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meed basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the cartiers, contribution for childcare and many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are careful out to exact that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs or flood, clothes and housing.	No verification program in place. The sub-corteactors are operating in accordance with international human light standards.		
Dr Schär	47067	Schär Kax Sorrisi chokladlylin 250gx6	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the book elect representatives, and the book EH departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and empropry workers are workers, and empropry workers are said of the blue collar employees are all of the blue collar employees. The surface of the working flours of the white collar employees are fessible and the superior check regularly if there is no overtime.			Dr. Schar encourage a personal, respectful say of working together and act in accordance with the applicable guidelines and laws. In case someon still notices any kind of mischarlor flowards oneset, methysees or other people connected with Dr. Schar, the supervisions or the Director of Corporate HR and responsible person for these trapies, on the constance of the stage of the person of awareness amongrously using the designated proposal boses in the company or write to out amonimoglist-other com.	Trainings are provided through Dr. Schar Academ regarding various topics. Activities such as trainings live checks, videos etc., are provided in colaboration with the internal work safety department.			Italy	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Register checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate descrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The trush-contractors are operating in accondance with international human right standards.		
Dr Schär	47074	Schär Saliris satta kring 60gs/20	Israel	Yes	All sites within the Schar- organisation has the possibility to elect representatives, and the local elect representatives, and the local strongly together with labour unions.	In the Schär organisation, 69,6 % / 1 401 employees are permanent. 10,4 % / 189 anticypees onling hours all of the blue collar employees onling hours all of the blue collar employees onling hours all of the blue collar employees. 10,5 factority regulated 8 hour shift, the working hours of the white collar employees are facilities and the superior check regularly if there is no overtime.	Dr. Schär comples to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identity of employees are checked before starting a new positio in the company.	ods anonimol@dischaer.com. Or. Schäte monospa a personal, respecific says of working together an earth accordance with the applicable and a schild says of working together and a schild says of working together and a schild says of mischaevier and schild says of mischaevier and schild says of the	Trainings are provided through Dr. Schlar Academ regarding various topics. Activities such as trainings live checks, videos etc. are provided in cubiotration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meet basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the carteent, contribution for childcare and many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Allance	brael	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are careful out to resure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractions are operating in accordance with international human right standards.		
Dr Schär	47079	Schär Snack, rän minöferämichski 105gx12	Italy	No	All sites within the Schar organisation has the possibility to elect representatives, and the local letter representatives and the local strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent or an employee of the property of the proper			Dr. Softe encourage a personal respectful say of working together and respectful say of working together and act in accordance with the applicable quidelines and laws. In case someone still inclose any kind of mischelwork plausation seeals, the might seed of mischelwork plausation seeals, melity seed of the plausation seeals, on the content of Comparate HR and responsible person for these trapies, can the contentate of the content of the	d d				All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Register checks are careful out to resure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The numb-contractors are operating in accordance with international human right standards.		
Dr Schär	47088	Schlar Choco Butterless 135geld	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the local FIR departments are happy to word strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are suchars, and temporary workers are all of the blue collar employees are all of the blue collar employees. The working hours of the white collar employees are fessible and the superior check regularly if there is no overtime.	Dr. Schär comples to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identity of a employees are checked before starting a new positio in the company.	Dr. Sicht encourage a personal respectful say of winding together and act in accordance with the applicable quidelines and laws. In case someone still notices any kind of mischelavior lowards nesselt, and connected with Dr. Sichtir, the appendixon or the Direction of Comparate Fit and responsible person. There is also the possibility to raise awareness anonymously using the designated proposal boses in the company or write to our amonimosity sometime.	Trainings are provided through Dr. Schär Academ regarding various topics. Activities such as trainings live checks, videos etc. are provided in coloration with the internal work safety department.	All employees are payed as a minimum living wage sufficent to meet basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the carteent, contribution for childcare and many more.	Dr. Schär have variuous oerflications which are renewed registry, for example ISO, Work Safety or Rainforest Alliance	France	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Register checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The trush-contractors are operating in accondance with international human right standards.		
Dr Schär	47094	Schär Choco Chip Cookies 200gs12	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the book left departments are happy to word strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 entployees are permanent workers, and interporty workers are suchars, and interporty workers are all of the blac colar engloyees are all of the blac colar engloyees are fell 8 four shift), the working fours of the white colar engloyees are feetile and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of a employees are checked before starting a new positio in the company.	In: Softa' encourage a personal, respectful way of working together and act in accordance with the applicable quidelines and lises. In case someon still notices any kind of mischelwior lawaristic messal, the still produced prought connected with ID: Softat, the supervision or the Director of Comparate RFI and responsible person There is also the possibility to raise awareness amongrously using the designation proposal bross in the company or write to out amonimo@dischute com.	Trainings are provided through Dr. Solid Academ regarding various topics. Activities such as trainings (but lifes, videos etc., are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage sufficient to meet basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the carteent, contribution for childcare and many more.	Dr. Schär have variuous cerifications which are mensed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Register checks are careful out to resure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to leep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The insub-contractors are operating in accordance with international human right standards.		
Dr Schär	47095	Schär Chocolate O's 165gs6	Germany	No	All sides within the Schar- organisation has the possibility to expension the side of the fine HRI departments are happy to end strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 enployees are permanent workers, and temporary workers are 10.4 % / 153 employees oring hours 3 articly regulated [8 hour shift], the working hours of the white colar employees are fessible and the superior check regularly if there is no overtime.			Dr. Schlar encourage a personal, ranspectid way of working bugstler all and in accordance with the application and in accordance with the application and in accordance with the application still enclose any kind of mischelwider begoein connected with Dr. Schlar, the appendixon or the Director of Corporate HR and responsible person for these topics, can the Contracted of the Contract of the Contr	d d			Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some thert-party augment make use of auxiliary work. Register heeds are called out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.		
Dr Schär	47270	Schär Tein Bar, choldad 3-pack 64,5grt4	Netherlands	Yes	All sites within the Schar- organisation has the possibility to organisation has the possibility to HE departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 enployees are permanent workers, and temporary workers are 10.4 % / 153 employees oring hours 3 strictly regulated 5 flour shift), the working flours of the white colar employees are fessible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identity of a employees are checked before starting a new positio in the company.	Dr. Sohar encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and lines. In case someone still notices any kind of misbehavior people propies connected with Dr. Sohar, the supervisors or the Director of Corporate Har and responsible person for these topics, can be contacted. There is also the possibility to raise designated proposal bows in the company or with contact the company or with contact the company or with contact the company or with the company or with contact the company or with contact the company or with contact the conta	Trainings are provided through Dr. Schlar Academ regarding various topics. Activities such as trainings live checks, videos etc., air provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage as a minimum living wage sufficent to meet basic section and are also supported with numerous other francial benefits like health insurances, contribution for the carteen, contribution for children and many more.	Dr. Schär have variacus conflications which are mensend regularly, for example ISO, Work safety or Rainforest Alfance	ux	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some thert-party augment make use of auxiliary work. Register checks are called out to except the three persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.		
Dr Schär	47448	Schar Minbaquette 150g/7	Spain	Yes	All sites within the Schar organisation has the possibility to elect representatives, and the local FRE departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 enriplyees are permanent workers, and interporty workers are suchast, and interporty workers are all of the blue collar enriplyees are all of the blue collar enriplyees are strictly regulated 8 four shift), the working hours of the white collar enriplyees are fessible and the superior check regularly if there is no overfine.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, Identity of a employees are checked before starting a new positio in the company.	ods anonimo@dischaec.com. Or. Shift encourage a personal, respectful way of working together an act in accordance with the applicate and lace in accordance with the applicate publishes and laves, in case someone with the applicate and laves, in case someone publishes and laves, in case someone publishes and laves, in case someone publishes and laves are people connected with Dr. Schär, the appendion or not Director of Composite HRI and responsible person Composite HRI and responsible pe	Trainings are provided through Dr. Schiz Academ regarding various topics. Activities such as trainings live checks, videos etc. are provided in cubiocration with the internal work safety department.	All employees are payed as a minimum living wage as a minimum living wage sufficent to meet basic needs and are also supported with numerous other financial benefits its health insurance, contribution for the carteen, contribution for childcare and many more.	Dr. Schär have variuous oarsflications which are renewed registry, for example ISO, Work Safety or Rainforest Allance	Spain	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Register checks are careful out to resure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate descrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, citothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.		

Risk description

Low risk: Adequate

Medium risk: Some efficient measures in place, no need
face action place, no need
place, not prioritized for action plan.

meeted:

Risk description

Low risk

Dr Schär	47449	Schär Focascia 200g/S	Italy	No	At sites within the Schar organisation to see possibility to elect representatives, and the for IPR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 401 employees are permanent workers, and broncopys workers so working sour and sources of the second sources of the se	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of employees en- chacked before starting a new positi- in the company.	Dr. Sohrh encourage a personal, respectful way of winding together at a cit in accordance with the applicable guidelines and lause. In case someon still notices any kind of insichativor and people connected with the Schitz, the appendix of the limited or for applicable connected with the Schitz, the appendix of the limited or for applicable connected with the Schitz, the appendix of the limited or for applicable connected with the limited or for applicable connected with the limited or for applicable and applicable applicable applicable and applicable applicable and applicable applicable and applicable applicable and applicable applicable applicable applicable and applicable applicabl	d Trainings are provided through Dr. Schär Acades reparting various topics. Activities such as training live checks, videos etc. a provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage my sufficent to meet basic needs and are also supported with numerous re other financial benefits like health insurances, contribution for the carteen contribution for childcare ar many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work State of the Ison of the	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxillary work. Regular checks are carried out to recurs that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety heareds.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	47475	Schir Wrops 160g/6	Italy	No	At sites within the Sohdr organisation has the possibility to elect representatives, and the foot left departments are happy to wor strongly together with labour unions.	In the Schär organisation, 89,6 % / 401 employees are permanent workness, and homograph workness and some some some some some some some some			Dr. Schild encourage a personal respectation by a founding open and and in accordance with the applicable guidelines and tase. In case common still notices any lixed of insichativor and propose connected with Dr. Schild, the supervisions of the Director of Comportal HR and responsible person of the things the case of the contract of the Director of Comportal HR and responsible person of the	nd				All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of assillary work. Regular checks an carried out to reuse that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	Al suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	47516	Schär Clabatta 200gsti	Germany	No		In the Schär organisation, 89,6 % / 401 employees are permanent 401 employees are permanent 401.4 % / 88 anniques configuration and for the blac collar employees are fix strictly regulated (6 hour shift), the working hours of the white collar employees are fixed and the superior check regularly if there is no overtime.	To. Schär compiles to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of employees are checked before starting a new positis in the company.	Dr. Sohth emourage a personal, respectful way of underly together at a cit in accordance with the applicable guidelines and tase. In accordance with the applicable guidelines and tase. In case someon still notices any livin of insistentavior and people connected with Dr. Sohts, the supervisions of the Director of Comportate HPI and responsible person of the Director of Comportate HPI and responsible person of the people connected with Dr. Sohts, the supervisions of the Director of Comportate HPI and responsible person of the their people can be contacted on the designated proposal boxes in the company or write to ovid a moniming@sschae.com.	Trainings are provided through Dr. Schlar Acader regarding various topics. Activities such as training live checks, videos etc. a provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage my sufficent to meet basic needs and are also payed in the sufficent of the sufficent of the sufficency of	Dr. Schäf have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are canted out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	47613	Schär Färskt Bröd Classic 300gs3	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the foo. HR departments are happy to sor strongly together with labour unions.	In the Schlar organisation, 89.6 % / 401 employees are personnent workers, and temporary workers are 10.4 % / 168 organity exchanges as all of the blue collar employees are is attrictly regulated (6 hour shift), the working hours of the white collar employees are fixed and the superior check regulately if there is no overtime.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	All workers are over 18 years. Identity of employees are checked before starting a new position in the company.	oberlighting of wide to a control of the control o	d Trainings are provided through Dr. Schär Acade regarding various topics. Activities such as training live checks, videos etc., a provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage my sufficent to meet basic needs and are also needs and are also provided to the support of	Dr. Schär have variuous certifications which are renewed regularly for example ISO, Work Safety or Rainforest d	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxillary work. Regular checks an careful out to reuse that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	47614	Schär Fänski Bröd Flerkom 300gx3	Germany	No	All sites within the Schar organisation has the possibility to organisation has the possibility to elect representatives, and the foot HR departments are happy to sen strongly together with labour unions.	In the Schlar organisation, 89.6 %; All oreplayees are preminent workins, and templayees are preminent workins, and templayee orders are 10.4 %; 168 anothers are 10.4 %; 168 anothers are 10.4 %; 168 anothers are 10.4 %; 168 another indicate of the whole collar emplayees are 16 short shift, the working focus of the white collar emplayees are fixed and the superior check regularly if there is no overtime.			Dr. Schir encourage a personal, respectful way of winding together at a cit in accordance with the applicable guidelines and lases. In case someon still notices any livit of insistentavior at people connected with Dr. Schirt, the appearation of thousands onceals, employees or other appearation of the Director of Comportate HR and responsible person of the think place, can be confined for the best place, can be confined for the company or with to over a continuity or with to over a continuity or with to					All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make used a scaling work. Regular checks an careful count that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low fisk
Dr Schär	47615	Schär Färskit Bröd Vital 350gx3	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the foo- IFR departments are happy to wor strongly together with labour unions.	In the Schar organisation, 89.6 % // 401 employees are personnent workins, and temporary workers are 10.4 % // 563 employees corting house all of the blue collar employees are is attrictly regulated (6 hour shift), the working hours of the white collar employees are fixed and the superior check regulately if there is no overtime.	1 is Dr. Schär compiles to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of employees are checked before starting a new positis in the company.	odu anonimo@isschaer.com. Dr. Schir encourage a pensona; respecificit way of working together are act in accordinate with the application act in accordinate with the application all incluses any little of misstellawors all proposed and the control of the accordinate of the acco		All employees are payed as a minimum living wage my sufficent to meet basic needs and are also needs and are also payed to the minimum living wage to the health insurances, contribution for the carteen contribution for childcare ar many more.	Dr. Schäf have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Allance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxillary work. Regular checks an carried out to recurs that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	47743	Schär Wafers citron 125ge6	Italy	No	All sites within the Schar organisation has the possibility to elect representatives, and the local FR departments are happy to sent strongly together with labour unions.	In the Schlär organisation, 88 6 %; / 401 employees are pleasaned to 401 employees are pleasaned to 10,4 %; /85 employees carling have all of the blue collar employees are fix stirctly regulated (6 hour shift), the working hours of the white collar employees are fixedle and the superior check regularly if there is no overtime.	1 Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identify of employees are checked before starting a new positive in the company.	Dr. Schil's encourage a personal, respectful way of winding together are ask in accordance with the applicable guidelines and lases. In case someon still notices any kind of insichativor and people connected with Dr. Schill, the supervisions of the Director of Comportal HPI and responsible person of the think the person of the people connected with Dr. Schill, the supervisions of the Director of Comportal HPI and responsible person of the think the Director of Comportal HPI and responsible person of the think the Director of the supervision and the contract of the con	d Trainings are provided through Dr. Schär Acader reporting various topics. Activities such as training live checks, videos etc., provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage my sufficent to meet basic needs and are also needs and are also payed to the meet to the	Dr. Schäf have various certifications which are renewed regularly, for example ISO, Work Salety or Rainforest, Alliance	Italy	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make used a suitary work. Regular checks an carried out to recurs that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	Al suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contracters are operating in accordance with international human right standards.	Low fisk
Dr Schär	47744	Schär Digestive 150geti	Germany	No	All sites within the Schar organisation has the possibility to organisation has the possibility to elect representatives, and the loci. His departments are happy to sor strongly together with labour unions.	In the Schikr organisation, 89,6 % / 401 employees are plantament of the control of the control of the control of the control of the blue collar employees are fast strictly regulated (6 hour shift), the working hours of the white collar employees are facilities of the white collar oversities.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identity of employees are checked before starting a new positive in the company.	Dr. Schir encourage a personal, respectful way of winding together at a cit in accordance with the applicable guidelines and lases. In case someon still notices any livin of insistentavior and popular connected with Dr. Schirt, the supervisions of the Director of Companies of the Director of Companies (Fig. 2014). There is also the possibility to riske awareness annonymously using the designated proposal boxes in the company or wife to ovid anonimo@fisschaec.com.		All employees are payed as a minimum living wage as minimum living wage sufficent to meet basic needs and are also supported with numerous re other financial benefits like health insurances, contribution for the carteen contribution for childcare ar many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Salety or Rainforest , Allance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make used a suitary work. Regular checks an carried out to reuse that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	Al suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contracters are operating in accordance with international human right standards.	Low risk
Dr Schär	47755	Schär Pepparkakor 100g/6	Germany	No	At sites within the Schar organisation has the possibility to elect representatives, and the local FIR departments are happy to word strongly together with labour unions.	In the Schär organisation, 89,6 % / 401 employees are permanent suchars, and brancaps workers are considered, and brancaps workers are all and the blac collar employees are all at the blac collar employees are fill 6 hour shift, the working hours of the white collar employees are fiscille and the superior check regularly if there is no overtime.	To. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identity of employees are checked before starting a new position in the company.	Dr. Sohth encourage a personal, respectful way of united typedires at a cli in accordance with the applicable guidelines and tases. In case someon still notices any lixed of mischehavior and people connected with Dr. Schillz, the appearance of the manufacture of the control o	d Trainings are provided through Dr. Schär Acades reparding various topics. Activities such as training live checks, videos etc. provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage my sufficent to meet basic needs and are also provided in the sufficient of the sufficien	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Allance	Italy	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of assillary work. Regular checks are carried out to recurs that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	Al suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	47780	Schär Clabatta Rusica 200g/6	Germany	No	HR denartments are hanny to wor	In the Schär organisation, 89,6 % / 401 employees are permanent 4401 employees are permanent 19,4 % / 58 employees critiqs housed to the blue colar employees are fix strictly regulated (6 hour shift), the working hours of the white colar employees are fixed and the superior check regularly if there is no overtime.	Dr. Schär compiles to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of employees are checked before starting a new positi in the company.	Dr. Sohth emocragia a personal, respectful way of unionity together at a cli in accordance with the applicable guidelines and tase. In case someon still notices any livin of insistehavior and people connected with Dr. Sohts, the supervisions of the Director of comparts HR and responsible person control of the people connected with Dr. Sohts, the supervisions of the Director of comparts HR and responsible person comparts HR and respo	d Trainings are provided through Dr. Schär Acader reparding various topics. Activities such as training live checks, videos etc., provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage my sufficent to meet basic needs and are also payed in the sufficent payed in the sufficent payed in the sufficient payed in	Dr. Schäf have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest, Alliance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks an careful could be careful out to receive the persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	Al suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contracters are operating in accordance with international human right standards.	Low risk
Dr Schär	48091	Schlir Crackers 210gs5	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the fool HR departments are happy to sen' strongly together with labour unions.	In the Schlar organization, 88 6 %; / 401 employees are permanent of the properties of the permanent of the permanent of the permanent of the 10.4 %; / 88 amployees acting to all of the blue collar employees are fall st			Dr. Schir encourage a personal, respectful way of winding together at a cit in accordance with the applicable guidelines and lases. In case someon still notices any livin of insistentavior and popular connected with Dr. Schirt, the supervisions of the Director of Companies of the Director of Companies (Fig. 2014). There is also the possibility to riske awareness annonymously using the designated proposal boxes in the company or wife to ovid anonimo@fisschaec.com.	nd .				All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make used a suitlary work. Regular checks an careful cannot be careful out to receive the persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	48314	Schär Hamburgerbröd 300g/4	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the loc HR departments are happy to wor strongly together with labour unions.	In the Schler organisation, 89 % 1/. 401 employees are permanent workers, and temoprary workers are 10.4 % 1/68 anophyses soring house of the blue collar employees sare for startisty regulated (8 hour shift), the working hours of the white collar employees are facilities of the working hours of the white collar employees are facilities of the working hours of the white collar employees are facilities and the superior check regulately if there is no overfilms.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	All workers are over 18 years, identity of employees are checked before starting a new positis in the company.	Dr. Schild emocragia a personal, respectful way of winding together are act in accordance with the applicable guidelines and tisse. In case someon still notices any list of mischehavior all howards oreact, employees or other people connected with the Childry the Companie of the people connected with the Companie of the possibility to rate assessments amongmously using the designated peoples those in the company or write to over amonimogifisarchies com.	Trainings are provided through Dr. Schär Acader regarding various topics. Activities such as training live checks, videos etc., a provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage my sufficent to meet basic needs and are also needs and are also proposed to the sufficient of the sufficie	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Spain	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxillary work. Regular checks an careful could be received under more that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed as a minimum, living wage sufficent to meet basic needs of box, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	48569	Schär Salfi, salla kex 175gx5	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the loc HR departments are happy to wor strongly together with labour unions.	In the Schlar organisation, 89 6 % / 401 employees are permanent workers, and temoprary workers are 10.4 % / 198 antipoyees corrisp process caring host schlar collar employees are fix strictly regulated (6 hour shift), the working hours of the white collar employees are fixed and the superior check regulately if there is no overtime.	t to Suther complies to all relevant. Size regulating forced labor and Juntain stafficking.	All workers are over 18 years. Identity of employees are checked before starting a new positi in the company.	Dr. Schild encourage a personal, respectful way of winding together are act in accordance with the applicable guidelines and tuses. In case someon still notices any list of misbehavior althousable creating engineers of the towards oreacted and the superiorises of the Elimetro of the Section	d Trainings are provided through Dr. Schar Acader regarding various topics. Activities such as training live checks, videos etc., a provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage my sufficent to meet basic needs and are also needs and are also payed to the sufficient of the sufficient	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Allance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxillary work. Regular checks an carried out to must that these persons are legally employed.	All suppliers confirm that they parmanent prevent children from working.	All sub-contractors take necessary measures to avoid or endicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contraction are payed, as a minimum, bring wage sufficient to make basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	48575	Schär Digestive Choklad 150gx6	Germany	No	All sites within the Schär organisation has the possibility to elect representatives, and the loc HR departments are happy to worstrongly together with labour unions.	In the Schlar organisation, 89.6 % / 401 employees are personned workers, and temporary workers are 10.4 % / 198 anophyses coring host and all of the blue collar employees are 15 articity regulated (8 hour shift), the working fours of the white collar employees are featured by the working fours of the white collar employees are featured and the supporter check regulately if there is no overtime.			Dr. Schafe encourage a personal, respectful way of undirity together are as in in accordance with the applicable guidelines and lause. In case someon discussing which of mischelevier all incidences with the supervisions or the Director of Corporate RFI and responsible preson for three layers, can be contacted. There is also the possibility to raise waterness annoymously using the designated proposal boxes in the company or write to over a normal might such as the company or write to over a normal might such as the company or write to over a normal might such as the company or write to over a normal might such as the company or write to over a normal might such as the company or write to over a normal might such as the company or write to over a normal might such as the company or write to over a normal might such as the company or write to over a normal might such as the company or write to over a normal might such as the company of the company or write to over a normal might such as the company of the company	nd				All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of aceillary work. Regular checks an carried out to reuse that these persons are legally employed.	All suppliers confirm that they semanent prevent children from working.	All sub-contractors take necessary measures to avoid or exactors and of contractors are the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficient to must basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	48911	Schler Sandwich Mönk Bröd 400gsd	Germany	No	All sites within the Schär organisation has the possibility to elect representatives, and the loc 194 departments are happy to receive your production.	In the Schar organisation, 89,6 % 1/. 401 employees are permanent workers, and temoprary workers are 10,10.4 % 1785 antipoyees carrier power and of the blue collar employees are it, activity regulated (6 hour shift), the strong regulated (6 hour shift), the employees are fluidle and the employees are fluidle and the supportor check regularly if there is no overtime.	To Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of employees are checked before starting a new positi- in the company.	In: Sothir encourage a personal, respectful way of working together are and in accordance with the applicable guidelines and lause. In case someon still notices any land of mischarlard propiet content with In Sothir the supervisions or the Director of Cooperate Half and responsible persons for three logical, can be contacted. There is also the possibility to reside assumed an any of the company or write to odiv anonimo@descher.com.	d R Trainings are provided through Dr. Schär Acader regarding various topics. Activities such as training live checks, videos etc., a provided necessarian with the internal work saleby department.	All employees are payed as provinces of the payer of sufficient to meed basic needs and are also provinces of the payer of health insurances contribution for the caretaen contribution for the caretaen contribution for childrane are many more.	Dr. Schär have variuous certifications which are removed regularly, for example ISO, Work Safety or Rainforest Allance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overfime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks an canifed out to insure that these persons are legatly employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hearerds.	Workers at sub-contractors are payed, as a minimum, bining wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right named risk.	Low risk

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Dr Schär	48912	Schär Sandwich Frömkr Chia 400gx3	Germany	No	HR departments are happy to work	In the Schär organisation, 89,6 % / 1 401 enployees are permanent worker, and beingony working or workers, and beingony working or and of the blue collar enployees and all of the blue collar enployees are (8 brus shift), the working hours of the white collar engloyees are fessible and the superior check regularly if there is no overtime.	S Dr. Schar compiles to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Identity of employees are checked before starting a new positio in the company.	Dr. Softe encourage a personal, respectful way of winding together a series from the respectful way of winding together as and in accordance with the applicable guidelines and tases. In case someon still notices any land of insistentavior forwards oreset, employees or offer people connected with Dr. Softer, the specific connected with Dr. Softer, the specific connected with Dr. Softer, and components of the limited price of the set specific can be constructed. On these shipsic, and be contracted to the set of the set specific can be constructed as mornimosally using the designated epoposal boxes in the company or wife to out amonimos@sschaer.com.	nd to the Trainings are provided through Dr. Schar Academ enganding various topics. Activities such as training live checks, videos etc., and provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage by sufficent to meet basic needs and are also supported with numerous to other financial benefits like health insurances, contribution for the carteen contribution for childcare an many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest, Allance	Romania	All workers at sub- contractors are represented by labor unions.	Some thirt-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	48983	Schär Pariermehl Breadcrumbs 300gs6	Germany	No	All sites within the Schär organisation has the possibility to elect representatives, and the local HER departments are happy to worl strongly together with labour unions.	In the Schar organisation, 89,6 % / 1 401 employees are permanent vacalens, and tempopary workers are 10,4 % / 188 employees criting host and of the blue collar employees are k directly regulated (8 hour shift), the working hours of the white collar employees are facilities and the supplied of the working hours of the white collar employees are facilities and the supplied of the collar employees are facilities and the supplied or the collar employees are facilities and the supplied of the collar employees are facilities and the supplied of the collar employees are facilities and the supplied of the collar employees are facilities.	5 Dr. Schär complies to all relevant laws regulating forced labor and human sufficiency	All workers are over 18 years, identity of employees are checked before starting a new positio in the company.	Dr. Sohr encourage a personal, respectful way of working together as act in accordance with the applicable guidelines and lause. In case someon still notices any kind of mischehavior liberation sensel, and the people connected with Dr. Gridar, the population of the people connected with Dr. Gridar, the population of	nd in the state of	All employees are payed as a minimum living wage by sufficent to meet basic needs and are also a supported with numerous re-other financial benefits like health insurances, contribution for the carteen contribution for childcare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Allance	Netherlands	All workers at sub- contractors are represented by labor unions.	Some thirt-purly suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auditory work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they semanent prevent children from working	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficient to meet back except of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	49120	Schär Cereal Flates 300gs8	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the loo HR departments are happy to worl strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and tempopary workers are 1/0,4 % / 168 employees criting host all of the blue collar employees are k strictly regulated (8 hour shift), the working hours of the wither collar employees are facilities and the supplied of the working hours of the wither collar employees are facilities and the supplied of the collar employees are facilities and the supplied or the collar employees are facilities and the supplied of the collar employees are facilities and the supplied of the collar employees are facilities and the supplied of the collar employees are facilities.			In: Softer encourage a personal, respectful way of working together at act in accordance with the applicable guidelines and lause. In case someon still notices any kind of mischehavior all possible connected with the Softer, the possible connected with the Softer, the possible connected with the Softer, the softer of the s	Trainings are provided through Dr. Schär Academ regarding various topics. Activities such as training live checks, videos etc., as provided in colaboration with the internal work safety department.			Italy	All workers at sub- contractors are represented by labor unions.	Some third-purly suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auditory work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractor are payed, as a minimum, living wage sufficent to living wage sufficent to more basic media of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	49125	Schär Parini Rolls 225gx6	Italy	No	All sites within the Schar organisation has the possibility to elect representatives, and the loc HR departments are happy to sord strongly together with labour unions.	In the Schar organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,0 4 % / 158 employees corting how all of the blue collar employees are & strictly regulated (8 hour shift), the working hours of the white collar employees are facilities and the superior check regularly if there is no overtime.	S Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, Identity of employees are checked before starting a new positio in the company.	In: Softe encourage a personal, respectful way of working together at act in accordance with the applicable guidelines and lause. In case someon still notices any kind of mischehavior plouestation sease, employees or other people connected with the Softer, the appreciation or the Director of management of the Director of the properties of the Director of the properties of the Director of the Softer of the	nd b In Trainings are provided through Dr. Schar Academ enganding various topics. Activities such as training live checks, videos etc., at provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage by sufficent to meet basic needs and are also supported with numerous e other financial benefits like health insurances, contribution for childcare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Allance	Romania	All workers at sub- contractions are represented by labor unions.	Some thirt-party suppliers make use of auxillary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	50260	Schär Landbrot 275gs5	Italy	No	All sites within the Schar organisation has the possibility to elect representatives, and the food letter representatives, and the food strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 d71 employees are permanent of the 10 miles of the 10 mi	Dr. Schär complies to all relevant laws regulating forced labor and framan trafficking.	All workers are over 18 years, identity of employees are checked before starting a new position in the company.	Dr. Schir encourage a personal, respectful way of winding together as act in accordance with the applicable guidelines and lass. In case someon still notices any land of insichativor forwards mestle, and expensions or the Director of Despired Comparts of the Director of Comparts of the Director of Comparts HRI and responsible person Comparts HRI and re	nd in Trainings are provided through Dr. Schar Academ experiency services of through Dr. Schar Academ experiency services of the Activities such as training live checks, videos etc., and provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage in ystiffcent to meet basic needs and are also needs and are also supported with numerous re other financial benefits like health insurances, contribution for the carteen contribution for childcare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Salety or Rainforest , Allance	Romania	All workers at sub- contractors are represented by labor unions.	Some thirt-party suppliers make use of auxillary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some thirt-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficient to meet basic needs of flood, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low fisk
Dr Schär	50789	Schär Curvies Original 170gx10	France	Yes	All sites within the Schar- organisation has the possibility to elect representatives, and the local letter depresentatives and the local strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent. 10,4 % / 168 anolysees ofking host all of the blue collar employees are 4 strictly regulated (8 hour shift), the working hours of the white collar employees are fessible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.		Dr. Softe encourage a personal, respectful way of winding together as act in accordance with the applicable quidelines and lass. In case someon still notices any land of insichativor allowants on seals, on losses someon still notices any land of insichativor pough connected with Dr. Softat, the people connected with Dr. Softat, the supervisions or the Director of Corporate HHI and responsible person for these heights, can be confined for these heights, can be confined assumences annonymously using the designated proposal boxes in the company or write to our annothing@stscheer.com.	nd				All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are careful out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficent to meet basic reads of lood, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low fisk
Dr Schär	50790	Schär Delishios 37gr15	Germany	No	HR departments are happy to work	In the Schild organization, 89,6 % / 1 d of the employees are parameter workers, and tempopary workers are 10,4 % / 188 analyses conting horse and of the blue collar employees are it articity regulated (8 hour shift), the working hours of the white collar employees are lessible and the superior check regularly if there is no overtime.	Dr. Schär compiles to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, Identity of employees are checked before starting a new position in the company.	Dr. Schar encourage a personal, respectful way of working together as act in accordance with the applicable guidelines and lause. In case someon still notices any kind of insistehavior followards oneself, employees or other people connected with Dr. Schaff, the supervisions or the Director of Comparts Hell and responsible person of Comparts Hell and responsible pe	nd in Trainings are provided through Dr. Schar Academ enganding various topics. Activities such as training live checks, videos etc., at provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage my sufficent to meet basic needs and are also needs and are also supported with numerous e other financial benefits like health insurances, contribution for the carteen contribution for childcare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest d	Selgium	All workers at sub- contractors are represented by labor unions.	Some thirt-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, thing wage sufficent to meet basic needs of lood, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär	51247	Schlir Curvies BBQ 170gx10	France	Yes	All sites within the Schar organisation has the possibility to elect representatives, and the food letter representatives, and the food strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 define employees are permanent or 10,4 % / 180 employees continued to 10,4 % / 180 employees are fairly regulated (8 hour shift), the working hours of the white collar employees are fessible and the superior check regularly if there is no overtime.	S Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identity of employees are checked before starting a new position in the company.	Dr. Schir encourage a personal, respectful way of winding together as act in accordance with the applicable guidelines and lass. In case someon still notices any land of mischawlor forwards oneself, employees or other people connected with Dr. Schiff, the supervisions or the Director of Corporate HRI and responsible person Corporate HRI and r	nd in Trainings are provided through Dr. Schar Academ experiency actives to provide a through Dr. Schar Academ experiency surface to provide and training live checks, videos etc., and provided in calaboration with the internal work safety department.	All employees are payed as a minimum living wage in ystiffcent to meet basic needs and are also needs and are also supported with numerous re other financial benefits like health insurances, contribution for the carteen contribution for childcare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Salety or Rainforest , Allance	Netherland	All workers at sub- contractors are represented by labor unions.	Some thirt-party suppliers make use of auxillary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some thirt-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficient to meet basic needs of flood, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low fisk
Dr Schär	51450	Schär Cereal Crackers 210gdS	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the local feet departments are happy to work strongly together with labour unions.	In the Schär organisation, 89.6 % / 1 401 employees are permanent. 401 employees care permanent. 10.4 % / 189 employees criting horizontal al of the blue collar employees are 4 sirridry regulated (8 hour shift), the working hours of the white collar employees are fessible and the superior check regularly if there is no overtime.	S Dr. Schar compiles to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, Identity of employees are checked before starting a new position in the company.	Dr. Schar encourage a personal, respectful way of working together as act in accordance with the applicable guidelines and lass. In case someon still notices any livin of mischehavior all foundation seals, and in a secondary of boundation seals. The children people connected with Dr. Schalt, the specificious of the Director of Corporate HRI and responsible person of the less begind, and still person of the people connected with Dr. Schalt, the specificious of the Director of Corporate HRI and responsible person of the less specific person of the less specific person of the people of	nd in Trainings are provided through Dr. Schär Academ regarding various topics. Activities such as training live checks, videos etc., are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage by sufficent to meed basic needs and are also supported with numerous to other financial benefits like health insurances, contribution for childcare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest , Allance	Romania	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are careful out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficient to meet basic needs of flood, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low fisk
Dr Schär	51535	Schär Choco Sticks 150gels	Germany	No	All sites within the Schar organisation has the possibility to elect representatives, and the local letter representatives and the local strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent. 401 employees are permanent. 10,4 % / 158 employees ording hours all of the blue collar employees as fairing hours all of the blue collar employees as fairing regulated (8 hour shift), the working hours of the white collar employees are fessible and the superior check regularly if there is no overtime.	S Dr. Schlar compiles to all relevant laws regulating streed labor and human trafficking.	All workers are over 18 years, identity of employees are checked before starting a new position in the company.	Dr. Softe encourage a personal respectful way of winding together as act in accordance with the applicable quidelines and lass. In case someon still notices any land of mischawior forwards oneset, employees or other people connected with Dr. Softer, the specific connected with Dr. Softer, and composition of the Director of Composite HT and responsible person for these begins can be contracted. The specific connected with Dr. Softer, and the configuration of the person of the specific connected to the specific conn	nd to the Trainings are provided through Dr. Schar Academ enganding various topics. Activities such as training live checks, videos etc., and provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage by sufficent to meet basic needs and are also supported with numerous e other financial benefits like health insurances, contribution for childcare an many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest, Allance	Belgium	All workers at sub- contractors are represented by labor unions.	Some thirt-party suppliers make use of auxillary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low fisk
Dr Schär	51537	Schär Salled Caramel Cookies 150gel	uk	Yes	All sites within the Schar opportunition has the possibility to elect representatives, and the boo- let Rid opportunities are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 enriplyees are permanent workers, and temporary workers are usolated, and temporary workers are all of the blue collar employees are all of the blue collar employees are feel blue solital employees are feelstle and the superior check regularly if there is no overtime.	S Dr. Schlar compiles to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identity of employees me checked before starting a new positio in the company.	Dr. Softe encourage a personal respectful way of wenting together a respectful way of wenting together as and in accordance with the applicable quidelines and lass. In case someon still notices any land of insistehavior forwards oreset, employees or other people connected with Dr. Softer, the specific connected with Dr. Softer, the specific connected with Dr. Softer, and compared HT and responsible person for these hepics, can be contracted for these hepics, can be contracted for these hepics, can be contracted as compared to the section of	2	All employees are payed as a minimum living wage ny sufficent to meet basic needs and are also supported with numerous re other financial benefits like health insurances, contribution for the carteen, contribution for childrare an many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	ux	All workers at sub- contractions are represented by labor unions.	Some thirt-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contactors are operating in accordance with international human right standards.	Low fisk
Dr Schär	52183	Schär Gnocchi 300gv6	Italy	No	All sites within the Schar organisation has the possibility to elect representatives, and the book elect representatives, and the book HKI departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent or an 10,4 % / 169 employees officing hours all of the bks collar employees of sirridry regulated (8 hour shift), the working hours of the white collar employees are fessible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years. Idently of employees are checked before starting a new position in the company.	Dr. Softe encourage a personal, respectful way of winding together as act in accordance with the applicable quidelines and lass. In case someon still notices any land of mischawlor all foundation seals, and lass the people connected with Dr. Softer, the people connected with Dr. Softer, the supervisions or the Director of Corporate HRI and responsible person Corporate HRI and re		All employees are payed as a minimum living wage by sufficent to meet basic needs and are also supported with numerous e other financial benefits like health insurances, contribution for the carteen contribution for childcare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Raintonest , Alliance	ttaly	All workers at sub- contractions are represented by labor unions.	Some thirt-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some thirt-party suppliers make use of auxiliary work. Regular checks are careful out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficent to meet basic needs of flood, clothes and housing.	No verification program in place. The sub-contactors are operating in accordance with international human right standards.	Low fisk
Dr Schär	52273	Schär Meto Pocket 30gs25	Italy	No	HR departments are happy to work	In the Schär organisation, 89,6 % / 1 401 enriptyees are permanent workers, and temporary workers are workers, and temporary workers are all of the blue collar enriptyees and all of the blue collar enriptyees are fill 8 brus shift), the working flours of the white collar enriptyees are fessible and the superior check regularly if there is no overtime.	man regulating forces most and	All workers are over 18 years. Identity of employees are checked before starting a new positic in the company.	Dr. Schir encourage a personal, respectful way of working together as act in accordance with the applicable quidelines and lass. In case someon still notices any land of mischawlor for lowestern serial, engineers or their people connected with Dr. Schitz, the specificies or the Director of The Director of the Schitz, the size of the Director of the Schitz, the size of the Director of t	nd to the trainings are provided through Dr. Schaft Academ meganting various topics. Activities such as training live checks, videos etc., at provided in colaboration with the internal work safety department.	All employees are payed as a minimum hinty wage as minimum hinty wage sufficient to meet basic needs and are also so, supported with numerous reachers like health insurances, contribution for the current contribution for ribidizare an many more.	Dr. Schär have various certifications which are renewed regularly, for example ISO, Work Safety or Rainforest, Alliance	Italy	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxillary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some thirs party suppliers make use of auxiliary work. Regular checks are careful out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficent to meet basic reads of lood, clothes and housing.	No verification program in place. The sub-contactors are operating in accordance with international human right standards.	Low fisk
Dr Schär Fryst	47106	Schär Croissant à la franc 220gr12	Italy	No	HR denortments are banny to work	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 168 prolysees carling how all of the bise colar employees are is citizen to the colar employees are is citizen regulated (6 hour stift), the working hours of the wither colar employees are fessived and the supporter check regularly if there is no overtime.	Dr. Schar complex to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identify of employees are checked before starting a new positio in the company.	ID: Softs' encourage a personal, respectful way of working together a act in accordance with the applicable guidelines and lass. In case someon still notices any lind of insishawore all lowants' oneselt, employees or other poople connected with Dr. Softar, the supervisions or the Director of In Corporate HR and responsible person for these bejors, can be contacted. There is also the possibility to raise assumented amongroundly using the designated proporate both on the OI. Softar denourage a personal.	nd in trainings are provided through Dr. Schär Academ eggarding various topics. Activities such as training live checks, videos etc., an provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage as minimum living wage sufficient to meed basic needs and are also supported with numerous to other financial benefits like health insurances, contribution for the carrier	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Salety or Fairforest Allance	Italy	All workers at sub- contractions are represented by labor unions.	Some third-purly suppliers make use of auxiliary work. The Suppliers are in chappe to confirm, that overtime is not excessive.	Some third-party suppliers make use of auditary work. Register checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contraction are payed, as a minimum, living wage sufficer to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.	Low risk
Dr Schär Fryst	47107	Schär Fryst Lasagne 300gs8	Italy	No	All sites within the Schär organisation has the possibility to elect representatives, and the loci HR departments are happy to word strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent 10,4 % / 163 employees oxining hours of 10,4 % / 163 employees oxining hours of the blue collar employees are 4 strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior chack regularly if there is no overtime.	Dr. Schär complies to all relevant bases regulating forced labor and human trafficking.	All workers are over 18 years, identity of employees are checked before starting a new positio in the company.	respectful way of working logother a racin accordance with the applicable guidelines and basis in case someon still notices any kind of misbehavior still notices any kind of misbehavior people connected with Dr. Schitz people connected with Dr. Schitz people connected with Dr. Schitz of n Corporate HR and responsible person for these bejoins, can be confacted. There is also the possibility to raise assembles an encopyrously using the searchest and encopyrously using the confact of	Trainings are provided through Dr. Schar Academ regarding various topics. Activities such as training live checks, videos etc, an provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage by sufficent to meet basic needs and are also reads and are also reads and are also reads and are also reads are also reads and are also reads and reads and reads read	Dr. Schlår have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of acalilary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or endicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractor are payed, as a reinnum, living wage sufficent to most basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right, standards.	Low risk

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N/A

					All sites within the Schär	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 163 employees orking house of the blue collar employees are		All workers are over	Dr. Schär encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior	Trainings are provided through Dr. Schär Academy	All employees are payed as a minimum living wage y sufficent to meed basic	Dr. Schär have variuous		All workers at sub-				All sub-contractors take		Workers at sub-contractors	
Dr Schär Fryst	47108	Schär Fryst Tortellini 300gx8	Italy	No	elect representatives, and the local elect representatives, and the local HR departments are happy to work strongly together with labour unions.	in of the bias collar employees are a strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant lzws regulating forced labor and human trafficking.		Dr. Sohle encourage a personal respectful way of working together respectful way of working together and act in accordance with the applicable guidelines and lause. In class someon still notices any kind of mischehavior lowands oneset, membyeses or other people connected with Dr. Sohlar, the supervisions or the Dischot not contacted from these topics, can be contacted. There is also the possibility to raise assences acrosproadly using the assences convoyancedly using the designated proposal boxes in the DF. Sohlar encourage a personal.	Regarding various ropes. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	recess and are and supported with numerous e other financial benefits like health insurances, contribution for the canteen, contribution for childcare an many more.	renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	ontractors are contractors are represented by labor unions.	come into-party suppliers make into of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	necessary measures to avoid or eradicate discrimination at the work place.	he supports organizer regular trainings to keep workers safe from health- and safety hazards.	are payed, as a minimum, living wage sufficent to meet basic needs of food, clothes and housing.	sub-contractors are operating in accordance with international human right standards.
Dr Schär Fryst	47111	Schär Blätterfeig smördeg 250gx12	Germany	No	HR departments are happy to work strongly together with labour	In the Schär organisation, 89,6 %, / 1 401 employees are personnent workers, and emporpery sortiers are 10,4 % / 163 employees, orking hours of the blace color employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.		All workers are over 18 years, identity of al employees are checked before starting a new position in the company.	respectful way of working begether and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior lawards oneself, employees or other people connected with Dr. Schlu- te supervisors or the Director of Corporate HE and responsible person for these bybics, can be contacted. There is also the possibility to raise awareness anonymously using the	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, live checks, videos etc., are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage y sufficient to meed basic needs and are also supported with numerous either financial benefits like health insurances, contribution for the carteen, contribution for childcare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Austria	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe trom health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, blving wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.
Dr Schär Fryst	48259	Schär Fryst Mri Fizza Margherita 280gs6	Italy	No	All sites within the Schär organisation has the possibility to elect representatives, and the local FR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent 10,4 % / 163 employees carrier 10,4 % / 163 employees carrier 10,4 % / 163 employees carrier of the blax color employees incer strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.		All workers are over 18 years, identity of al employees are checked before starting a new position in the company.	Companies of within to. Soft encourage a personal, respectful way of working logisther and ace in accordance with the applicable guidelines and laves. In case someone still notices any lived of misotherancy in a content of misotherance in a conten	Trainings are provided through Dr. Schär Academy negaring various topics. Activities such as trainings, live checks, videos etc., are provided in colaboration with the internal work safety department.	contribution for childcare an many more.	1	Germany	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, blving wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.
Dr Schär Fryst	49922	Schär Pizza Margherita 300g/10	Italy	No	All sites within the Schär organisation has the possibility to elect representatives, and the loca HR departments are happy to work strongly together with labour	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 163 employees aring host of the blase color employees are strictly regulated (8 hour shift), the working hours of the withe colar employees are fissible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identity of al employees are checked before starting a new position in the company.	respectful way of working together and act in accordance with the applicable guidelines and laws. In case someone still notices any kind of misbehavior lowers oneself, employees or other people connected with Dr. Schrift esupervisors or the Director of Corporate HR and responsible person for these topics, can be contacted. There is also the possibility to raise awareness annoymously using the designable groupoul founs in the		All employees are payed as a minimum living wage sufficient to meed basic needs and are also supported with numerous either financies, contribution for the carteen, contribution for the carteen, contribution for childcare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Germany	All workers at sub- contractors are represented by labor urions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work, Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health- and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.
Dr Schär	49130	Schär Ptzabotten fryst, 170gs12	Italy	No	All sites within the Schar organisation has the possibility to elect representatives, and the loca HR departments are happy to work strongly together with labour unions.	In the Schär organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 153 employees orline phose of the blue colar employees are strictly regulated for but shift, the working hours of the white colar employees are facilities and the support of their colar employees are facilities and the support check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, identity of al employees are checked before starting a new position in the company.	In: Softe encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and lause. In case someon still notices any kind of mischeherlor towards oneself, employees or other people connected with Dr. Softer, the supervisions or the function of supervisions or the function of the properties of the function of for these topics, can be contacted. There is also the possibility for size awareness anonymously using the designated proposal boses in the company or write to our accriming/stochaer com.	Trainings are provided through Dr. Schlar Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage y sufficent to meed basic needs and are also supported with numerous either than the supported with numerous either financial benefits like health insurances, contribution for the carrieren, contribution for childrane an many more.	Dr. Schär have variuous certifications which are nenewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular chocks are carried out to extreme that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed as a minimal hirty supp sufficent to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.
Dr Schär	52793	Schär Soft Cookies Double Chocolate 210gel	Germany	No	All sites within the Schär organisation has the possibility to elect representatives, and the local H-R departments are happy to work strongly together with labour unions.	In the Schör organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 153 employees online house of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are flexible and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, Identity of al employees are checked before starting a new position in the company.	Dr. Sohle encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and lause. In case someon still notices any kind of mischehevior towards oneset, membress or other people connected with Dr. Schilt, the supervisions or the Directior of supervisions or the Directior of the people of the people of for these topics, can be contacted. There is also the possibility to raise awareness anonymously using the designated proposal boses in the company or write to out anonimo@suchea.		All employees are payed as a minimum living wage y sufficent to meed basic needs and are also supported with numerous either the supported with numerous either financial benefits like health insurances, contribution for the cartieren, contribution for childrane an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISC, Work Safety or Rainforest Alliance	Italy (Belgium)	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auditing work. Regular choicts are carried out to ensure that those persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of bod, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.
Dr Schär	52794	Schär Soft Cookies White Chocolate & Berry 210gv6	Germany	No	HR departments are happy to work	In the Schör organisation, 89,6 % / 1 401 employees are permanent workers, and temporary workers are 10,4 % / 158 organises are 10,4 % / 158 organises are strictly regulated (brus shift), the working hours of the white colar employees are festible and the support official color employees are festible and the support official regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, Identity of al employees are checked before starting a new position in the company.	In Softe encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and lauss. In case someon still notices any kind of mischeherlor towards oneset, memployees or other people connected with IV. Softer, the supervisions or the Toucktor of compressions of the Toucktor of the people of the softer the second still and the three is also the possibility to raise awareness anonymously using the designated proposal boses in the company or write to our anonimolity such account.	Trainings are provided through Dr. Schar Academy regarding various topics. Activities such as trainings, live checks, videos etc., are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage unificent to meet basic needs and are also supported with numerous other financial benefits like health insurance, contribution for the carrieen, contribution for childrare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy (Belgium)	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in change to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are careful out to examine dut to examine are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, living wage sufficent to meet basic needs of bod, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.
Dr Schär	52183	Schär Gnocchi 300g#6	Italy	No		in the Schör organisation, 60 6 % / 1 4 401 employees are permanent workers, and temporary workers are 1,04 % / 158 arolysec acting house of the blue collar employees are strictly regulated (8 hour shift), the working hours of the white collar employees are facilities and the superior check regularly if there is no overtime.	Dr. Schär complies to all relevant laws regulating forced labor and human trafficking.	All workers are over 18 years, Identity of al employees are checked before starting a new position in the company.	In Softe encourage a personal, respectful way of working together and act in accordance with the applicable guidelines and lause. In case someon still notices any kind of mischehevior lowards oneself, employees or other people connected with Dr. Softer, the supervisions or the Touckind of control of the control of the production of the three is also the possibility to raise awareness annumental towards the company or write to control of the company or write to our accommigists others com.	Trainings are provided through Dr. Schär Academy regarding various topics. Activities such as trainings, the checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living wage unificent to meet basic needs and are also supported with numerous other financial benefits like health insurances, contribution for the carteen, contribution for childrare an many more.	Dr. Schär have variuous certifications which are renewed regularly, for example ISC, Work Safety or Rainforest Alliance	Italy	All workers at sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auxiliary work. Regular checks are carried out to ensure that these persons are legally employed.	All suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, living usage sufficent to meet basic reads of flood, clothes and trousing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.
Dr Schär	52826	Schlar Paniermetti Breadcrumbs 300griš	Austria	No	All sites within the Schar organisation has the possibility to elect representatives, and the box HK departments are happy to work strongly together with labour without.	In the Schör organisation, 89,6 % / 1 401 employees are permanent workers, and temoprary workers are 10,4 % / 153 employees online house of the blue colar employees are strictly regulated for but within the working hours of the within colar working hours of the within colar supporter check regularly if there is no overtime.	Dr. Schär complies to all relevant issue regulating forced labor and human trafficking.	All workers are over 18 years, Identity of al employees are checked before starting a new position in the company.	Dr. Schiff encourage a presonal, respectful way of working together and act in accordance with the applicable guidelines and lause. In case someone still notices any kind of mischehavior (awards consent, membyoses or other presents consent, membyoses or other supervisions or the Director of the supervisions or the Director of Corporate HR and responsible persons for these topics, can be contacted. There is also the possibly to raise awareness anonymously using the designating opposal boxes in the company of the company of accordance of the company of accordance of the company of accordance of the company of the	Trainings are provided through Dr. Schalt Academy regarding various topics. Activities such as trainings, live checks, videos etc, are provided in colaboration with the internal work safety department.	All employees are payed as a minimum living vage in uniforest to meed basic needs and are also supported with numerous other financial benefits like health insurance, contribution for the cartes contribution for the cartes out the financial benefits and the part of the contribution for the cartes contribution for the cartes out the financial benefits and the part of the cartes of the financial benefits and the part of the cartes of the financial benefits and the financial ben	Dr. Schär have variuous certifications which are nenewed regularly, for example ISO, Work Safety or Rainforest Alliance	Italy, (Austria)	All workers all sub- contractors are represented by labor unions.	Some third-party suppliers make use of auxiliary work. The Suppliers are in charge to confirm, that overtime is not excessive.	Some third-party suppliers make use of auditory work. Regular choicks are carried out to extract that these persons are legally emptyyed.	Al suppliers confirm that they permanent prevent children from working.	All sub-contractors take necessary measures to avoid or eradicate discrimination at the work place.	All suppliers organise regular trainings to keep workers safe from health-and safety hazards.	Workers at sub-contractors are payed, as a minimum, and are payed, as a minimum biring wage sufficient to meet basic needs of food, clothes and housing.	No verification program in place. The sub-contractors are operating in accordance with international human right standards.

Low risk NVA

Low risk. NA

Low risk N/A

Low risk N/A

Low risk NA

Low risk NA

Low risk NA