

Yes, all sub suppliers comply with the European Convention on Human Rights.

Product group	Material	Country of origin	Risk assessment country of origin										Risk assessment of supplier					Total risk assessment of product	Action plan			
			Freedom of association	Contract/Working hours	Forced Labour/Human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Raw material from	Freedom of association	Contract/Working hours	Forced labor/human trafficking	Child labor	Discrimination	Health and safety of work			Wage/remuneration	Third party verification	
Planner Unleak	52345	Planner Unleak 1.4% KSG 30L	Turkmen	<p>All employees can join a trade union at their own discretion. There are currently 3 trade unions operating within the CZ entity + 1 within the SK entity. Joint collective bargaining takes place every year, the result of which is a company-wide Collective Agreement regarding working and remuneration conditions for the relevant period. The Agreement also regulates topics that need to be discussed or about which the unions need to be informed.</p>	<p>Of the 2,850 CZ/BSK employees, 2,444 (86%) have a permanent contract and 406 (14%) have a fixed-term/seasonal contract. Fixed-term contracts (length of which is limited by applicable legislation, which is strictly followed. Overtime is monitored on a monthly basis and paid in accordance with legislation/CLA. The volume of overtime has been at a low level for a long time (low % of the total contracted hours).</p>	<p>We conduct right to work checks on all colleagues who are paid via our payroll. This includes providing official documents, i.e. passport. We have a fully secure and anonymous whistleblowing hotline, which is free to call 24/7.</p>	<p>The legislation clearly limits the possibilities of employing persons under the age of 18. With the exception of student internships or educational programs in cooperation with schools, the company does not employ juveniles.</p>	<p>Asahi has a strong focus on diversity, equity and inclusion backed up and supported by a number of forums, groups and an overarching strategy. We have a detailed set of policies for managing grievances and poor performance. We have a fully secure and anonymous whistleblowing hotline, which is free to call 24/7.</p>	<p>All colleagues undertake obligatory HES induction training relevant to their role on joining the company. The training is regularly repeated during the duration of the employment relationship. It is also based on the applicable legislation. The basic training is supplemented by other HES topics for defined positions (Manufacturing Supply Chain, etc.) according to the categorization of work demands. HES information is displayed prominently across employees and all employees are encouraged to report incidents, near-misses and unsafe acts through accessible online form. We also have a fully secure and anonymous whistleblowing hotline, which is free to call 24/7.</p>	<p>Yes, all employees are paid according to annually revised salary ranges (they are part of the Collective Agreement + the level of remuneration in the market is always reflected during the revision), the minimum of which is always above the level of the minimum wage defined by legislation. The company also pays attention to equal pay between men and women, which was confirmed this year by the EQUAL-SALARY certification (joint project as far only in CZ) obtained on the basis of an external audit by PwC.</p>	<p>We operate in the CZ/BSK applying all relevant provisions and abiding by all relevant legislation related to human rights. In addition to our CZ/BSK legislative compliance, we apply the Asahi Group Holdings Human Rights Principles and maintain a third-party whistleblowing hotline for colleagues to report any human rights concerns.</p>	Turkmen	<p>Workers in biggest sub-suppliers do have access to labour unions. Smaller sub-suppliers, such as family owned farms do not. Hoga farms are independent small family business units and therefore farmers and their co-workers are not organized in labor unions. Workers rights are established and controlled by EU and national legislations.</p>	<p>Most of the sub suppliers employ only permanently workers during low season. During peak season (harvest) all of them employ temporarily workers. The numbers of employees varies significantly depending on the sub supplier (cooperation is independent farms). All have control procedures to ensure overtime if voluntary and not excessive (overpaid paid in or compensated in free time). All in compliance with the EU legislation.</p>	<p>Some sub suppliers use labor agencies during the peak season. They all need to comply with the EU legislation on employment and there are regular checks from the state institutions. Compliance with legislation on the prevention of human trafficking or forced labour in one of the conditions for granting a work permit in the approval process. Smaller sub suppliers do not use labor agencies.</p>	<p>Only one sub suppliers uses workers under the age of 18 during peak season (no use of machinery) during shorter working time, in line with EU regulation. All other sub suppliers do not hire anyone under the age of 18.</p>	<p>Yes, all sub suppliers comply with the European Convention on Human Rights.</p>	<p>Yes, all sub suppliers have trainings available in line with EU regulations. More than 85% of German top crop is certified against SA.</p>	<p>Yes, all sub suppliers pay their workers/farmers minimum wages in line with states legislations.</p>	<p>Bigger sub suppliers have internal and external audit. Smaller suppliers are not controlled by a specific program.</p>	Low risk	N/A
Planner Unleak	52371	Planner Unleak 4.4% BSK 24500 NO	Turkmen	<p>All employees can join a trade union at their own discretion. There are currently 3 trade unions operating within the CZ entity + 1 within the SK entity. Joint collective bargaining takes place every year, the result of which is a company-wide Collective Agreement regarding working and remuneration conditions for the relevant period. The Agreement also regulates topics that need to be discussed or about which the unions need to be informed.</p>	<p>Of the 2,850 CZ/BSK employees, 2,444 (86%) have a permanent contract and 406 (14%) have a fixed-term/seasonal contract. Fixed-term contracts (length of which is limited by applicable legislation, which is strictly followed. Overtime is monitored on a monthly basis and paid in accordance with legislation/CLA. 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Planner Unleak	52383	Planner Unleak 4.4% H for 80304 NO	Turkmen	<p>All employees can join a trade union at their own discretion. There are currently 3 trade unions operating within the CZ entity + 1 within the SK entity. Joint collective bargaining takes place every year, the result of which is a company-wide Collective Agreement regarding working and remuneration conditions for the relevant period. The Agreement also regulates topics that need to be discussed or about which the unions need to be informed.</p>	<p>Of the 2,850 CZ/BSK employees, 2,444 (86%) have a permanent contract and 406 (14%) have a fixed-term/seasonal contract. Fixed-term contracts (length of which is limited by applicable legislation, which is strictly followed. Overtime is monitored on a monthly basis and paid in accordance with legislation/CLA. 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Risk description		
Low risk: Adequate measures in place, no need for action plan.	Medium risk: Some sufficient measures in place, not prioritised for action plan.	High risk: Lack of information or inadequate procedures in place, action plan needed.