Robertsson's risk assessment of human rights and decent working conditions:

							Risk assessment country of origin					Risk assessment of supplier										
Product group	Material		Country of origin	Freedom of association	Contract/Working hours	Forced Labor/Human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Raw material from	Freedom of association	Contract/working hours	Forced labor/human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Total risk assessment of product:	Action plan:
Robertsons	39194	Robertson's Ingefärsmarmelad 340gs/6	uk	Yes, there is a collective agreement in place with Unite.	agency workers each day. Overfime is voluntary and this is educated to all colleagues as part of the induction. Similally all colleagues volunteer if they would like to work additional shifts. Overfime is paid at either 13 or 15. This is moroitored by, team of production coordinators who	details for any duplications.	No workers are under the age of 18. There is a young workers risk assessments in place and as a result there are workers under the age of 18.	progress throughn leadership training and HR for non HR. Equally we ensure	of their induction. Moreover all line managers progress	All hously paid grades are above National Living Wage the starting bously rate at Histon is CTI by bias a shift allowance. All breaks are paid		UK	represented by labor	to control that overtime is		All employees through the agency are over 18 years or age.	Agency induction comprises of equality, diversity and structions are flat agency employees flavor a company markow with outliers the process of escalating concerns.	progress through H&S Level 1 training. All contractors comilete a contractor induction and remitte a	annual de mandra discount an	Sedex and GLAAC	Lowrisk	N/A
Robertsons	39195	Robertson's SilverShred Citr.Marm.340gx6	uĸ		periods. Trete are at present 20 agency workers each day. Overtime is voluntary and this is educated to all colleagues as part of the induction. Similally all colleagues volunteer if they would like to work additional shifts. Overtime is paid at with the colleagues of the collection of the co	triougn appication, teephone screen, right to work check and interview. All y managers are trained on the process and have been trained in identifying hidden labour exploitation (Stronger Together). All colleagues require their own bank account, we verify addresses and monitor next of kin	No workers are under the age of 18. There is a young workers risk assessments in place and as a result there are workers under a the age of 18.	progress throughn leadership training and HR for non HR. Equally we ensure	of their induction. Moreover all line managers progress.	All hously paid grades are above National Living Wage the starting boully rate at Histonis St 119 plaze at with allowance. All breaks are paid	- Sedex members. The last audit was in February 2022.	uĸ	renresented by labor	There are 19 agency workers on sits. No information if there are any control procedures in place to control that constrol is a voluntarily and not execute.	No sub-contractors are using labor agencies.	All employees through the agency are over 18 years or age.	Agency induction comprises of equality, diversity as inclusion as well as whitelebelling. All agency employees have a company hardbook which outlies the process of escalating concerns.	All agency employees progress through H&S Level 1 training. All contractors comiete a contractor	Agency workers are all paid over NUV. This is audied every 6 morths through an internal audit where timesheets and paysilps are reviewed.		Lowrisk	NIA
Robertsons	39197	Robertson's Lemon Curd 320gu6	UK	Yes, there is a collective agreement in place with Unite.	penois. I nere are at present 28 agency workers each day. Overtime is voluntary and this is educated to all colleagues as part of the induction. Similality all colleagues volunteer if they would like to work	triougn appication, teephone screen, right to work check and interview. All y managers are trained on the process and have been trained in identifying hidden labour exploitation (Stronger Together). All colleagues require their own bank account, we verify addresses and monitor next of kin	No workers are under the age of 18. There is a young workers risk assessments in place and as a count these professor under	progress throughn leadership training	of their induction. Moreover all line managers progress		2022.	uĸ	represented by labor	any control procedures in place to control that overtime is		All employees through the agency are over 18 years or age.	Agency induction comprises of equality, diversity and inclusion as well as whitelibering. All agency employees have a company hardbook which outlies the process of escalating concerns.	At agency employees progress through H&S Level 1 training. All contractors contractor	Agency workers are all paid over NLW. This is audited every 6 months through an internal audit where timesheets and payslips are reviewed.		Lowrisk	NIA
Robertsons	39198	Robertson's Olde English Thick Cut340gx6	uk	Yes, there is a collective agreement in place with Unite.	Recruttment, is used to cover any bus- periods. There are at present 28 agency workers each day. Overtime is voluntary and this is educated to all colleagues as part of the induction. Similarly all colleagues volunteer if they would like to work additional shifts. Overtime is paid at either 1.3 or 1.5. This is monitored by team of production coordinators who run and report ueesky on departmental overtime. The report on working hours	Together). All colleagues require their own bank account, we verify addresses and monitor next of kin details for any duplications.	No workers are under the age of 18. There is a young workers risk assessments in place and as a result there are workers under a the age of 18.	and HR for non HR. Equally we ensure		All hourly paid grades are above National Living Wage the starting bourly rate at Histonis ETI plays as shift allowance. All breaks are paid	Sedax members. The last audit was in February 2022.	uk	Workers at the sub- contractors are represented businer represented businer usions, as the supplers are registered or Section and complete standard othical audits.	There are 19 agency-workers on size. No information if there are any control procedures in place to control that constraint is voluntarily and not execute.	No sub-contractors are using labor agencies.	All employees through the agency are over 18 years or age.	Agency induction comprises of equality, diversity and inclusion as well as whatelebering. All agency employees have a company harabcook withoutless the process of escalasting concerns.	All agency employees progress through H&S Level 1 training. All contractors comiete a contractor	Agency workers are all paid over NLW. This is audited every 6 morths through an internal audit where timesheets and payslips are reviewed.	Sedex and GLAA.	Lownsk	NA
Robertsons	47455	Robertson's Lime Curd 320gs6	uk		Recruitment, is used to cover any bus periods. There are at present a agency workers each day. Overfime is voluntary and this is educated to all colleagues as part of the induction. Similally all colleagues volunteer if they would like to work additional shifts. Overfime is paid either 1.3 or 1.5. This is monitored by.	Together). All coleagues require their own bank account, we verify addresses and monitor next of kin details for any duplications. The recruitment agency is audited on a 6 monthly basis and a sample of workers are interviewed. This includes asking questions about pay and	No workers are under the age of 18. There is a young workers risk assessments in place and as a result there are workers under a the age of 18.	There is a series of policies to support and create a fair environment for all colleagues and number of HR standards are trained out and reviewed equality, devently and inclusion, progress through leadership training and HR for non HR. Equality we create all colleagues are asset of the grievance, whichelivesing discipline, equality and absence policies. These are made available in carbon areas care made available in carbon areas carbon and the control of the company	All colleagues progress through H&S Level 2 as par of their industion. Moreover all time manager progress through I/OSH Managing Safely.	All hously paid grades are above National Living Wage the starting hously rate at Histon is CTI phisa as shift allowance. All breaks are paid	Sedex members. The last audit was in February 2022.	UK		to control that overtime is	No sub-contractors are using labor agencies.	All employees through the agency are over 18 years or age.	Agency induction comprises of equality, diversity and inclusion as well inclusion as well as a whotelebouring. All agency employees have a company handbook which outlines the process of escalating concerns.	All agency employees progress through H&S Level 1 training, All contractors comiete a contractor	Agency workers are all paid over N.W. This is audited every 6 morits through an internal audit where a internal audit where a timesheets and payallps are reviewed.	Sedex and GLAA.	Low risk	N/A

Risk description

Low risk: Adequate measures in place, no percitage for action plan.

High risk: inadequate procedures in place, not prioritized for action plan.