Sun Maid risk assessment of human rights and decent working conditions:

						Ris	k assessment country of	of origin							Risk assessm	ent of supplier						
roduct 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 laborhuman trafficking	Child labor	Discrimination	Health and safety at work	WageIremuneration	Third party verification	Total risk assessment of product:	Action plan:
Sun Maid	36897	Sun Maid Russin 1000gx8 DK	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #43; International Association of Machinei & Aerospace Workers, Local #53; International Brothendo of Electrical Workers, Local #30; United Food and Commercial Workers, Local #31; United Food and Commercial Workers Internationa Union, UFCW 8-Golden State	There are 719 permanent employees. and no temponary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labo hours are distributed per shift and senionly order.	All employees are 18 years old and over. A strict r procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoir disorimination.	There is a safety d department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	International Association of Machines & Aerospace Workers, Local #553; International Brotherhood of Electrical Workers, Local #100; International Union of Operating Engineers, Local #201: Initiate Cond. and Commercial	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor: Labor hours are distributed per shift and seniority order.	Al employees are 18 years t old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No that party verification	Lowrisk	
Sun Maid	37462	Sun Maid Russin 6- p 255gs24 NO	USA	Yes, sortem are represented by labor unions - General Amaniters Union, Local #431; International Association of Machines & Aerospace Workers, Local #603; International Reformation of Electrical Workers, Local #100; International Union of Operating Engineers, Local Molecular Union of Operating Engineers, Local Union, UFCW 8-Golden State	There are 719 permanent employees	There are procedures in place to detect and prevent forced labor. Labo hours are distuided per shift and sensory order.	All employees are 18 years old and over. A strict r procedure is followed when orboarding and check on all employees.		There is a safety d department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by abor unione - General Teameters Union, Local #33; International Association of Machinis & Aerospace Workers, Local #50; International Biothemodo of Elactical Workers, Local #50; International Union, Local #50; International Uniones International Union, UFCW B-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seriestly order.	Al employees are 18 years told and over. A strict procedure is followed when orboarding and running a background school all employees.	There are necessary measures to avoid disortmination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thilf party verification	Low risk	
Sun Maid	38140	Sun Maid Chokladrussin 200gx12	ик	No formal union recognised but there is an employee forum in place with representatives from each shift.	There are 55 permanent workers and 26 temporary workers 26. Overtine is volknary and paix 1.5 for any hours worked over and above normal contract hours. Temporary workers are employed via agency.	work records and Right to Work are checked.	All employess are 18 years or older. There are group policies around child labour and hidden exploitation which are discussed at induction and refreshed via our Elearning platforms. Checks are performed.		Mandatory Health and Safety training and refreshers with audits carried out at site and group level	Workers are paid above NMW standards with a shift allowance for nights. Agency colleagues are paid partity from Day 1	Member of Sedex and SMETA audited via retailers.	USA	No	Only temporary workers engage with a labour agency which is audited twice per year. Overtime is rarely performed.	There are procedures in place to detect and prevent forced labor, the labour agency is audited twice a yesr.	There we processes w place to detect and prevent forced labor, the labour agency is audited thatice a tyear. All Right to Work documents is covered in the audits, checks on wages, paysips, RTW docs and contracts. Worker interview is conducted. Also random	There are procedures in place to detect and prevent forced labor, the labour agency is audited twice a year.	There are safety introductions and a safety standard in place plus on site checks.	Agency workers have the same payment as permanent workers from day 1, this applies for overtime rates as well.	Member of Sedex and SMETA audited via retailers.	Low risk	
Sun Maid	42602	Sun Maid Russin Minis 9-pack 125g/18	USA	Yes, worken are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinest & Aerospace Workers, Local #803; International Conference on Conference on Conference Machinest Conference on Conference on Conference #878; United Food and Commercial Workers Internations Union, UFCW 8-Golden State	There are 719 permanent employees. and no temponary employees. Overtime is voluntary and by seriority order when being offered.	There are procedures in place to detect and prevent forced labor. Labo hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict r procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety 5 department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinets & Amorgance Whorkers, Local #500; Brotherhood of Exectral Workers, Local #500; International Union of Operating Engineers, Local #50; United Food and Commercial Workers International Union, UFOW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	Al employees are 18 years t old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid disorimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thilf party verification	Low risk	
Sun Maid	42612	Sun Maid Russin 250gx28	USA	Yes, worken are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinesi & Aerospace Workers, Local #803; International Biotechnol of Berkrist Workers, Local #30; Junior Food and Conformation (Strategisters), Local #30; Junior Food and Conformation (Workers) Internation Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seriority order when being offered.	There are procedures in place to detect and prevent forced labor. Labo hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict r procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoit disorimination.			No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; Intermational Association of Machinesis & Aerospace Workers, Local #603; International Bonthemoto of Executarial Workers, Local #100; Norkers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by servicity order when being offered.	There are procedures in place to detec and prevent forced labor. Labor hours are distributed per shift and seniority order.	Al employees are 18 years t old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thilf party verification	Low risk	
Sun Maid	43690	Sun Maid Korinter 100gx12	Italy	Workers are represented by labor unions.	Overtime is voluntarily.	There are procedures in place to detect and prevent forced labor.	All employees are 18 years old and over. There is a suitable process in place.	Measures are taken to avoid or eradicate discrimination.	evaluations on regular	The wage is in accordance with government and it is covering the basic needs.	No third party verification.	Greece	Workers are represented by labor unions.	There are specific contracts in place stating that the workers are contracted for indefinite period.	Labor agencies are used and necessar guidelines are in place.	No workers are under the agre of 18.	There are necessary measures to avoid discrimination.	There are measures in place to keep workers safe dom health- and safety hazards.	The sub-contractors act in accordance with EU legislation.	Yes. Each contractor form their responsible authority.	Lowrisk	
Sun Maid	46028	Sun Maid Russin Ekologisk 250gr/28	USA	Yes, excitent are represented by allow snow - General Security Usion, Local EG1: International Association of Machines & Anropace Workers, Local #603. International Biotenoid of Electrical Workers, Local #700. International Union of Operating Engineers, Local #200, United Tools and Commercial Workers Internation Union, UPCW E-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is volutary and by seriority order when being offered.	There are procedures in place to detect and prevent forced labor. Labo hours are distubuted per shift and senionly order.		There are necessary measures to avoir discrimination.	There is a safety d department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions -	Then we 740 second				There is a safety department dedicated to implement measures to keep workers safe.		No that party verification	Low risk	
Sun Maid	49919	Sun Maid Russin Strawbeny 6p 37.7gx6x24	USA	Yes, workers are represented by labor unions - General Teamsters Urion, Local #431; International Association of Machinist & Acceptopace Workers, Local #633; International Brohembool of Bechtral Workers, Local #639; Universidient Oceaning Specific Acceptopace 459; Universidient Oceaning and Workers Internation Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is volurary and by seriority order when being offered.	There are procedures in place to detect and prevent forced labor class hours are distributed per shift and seniority order.	All employees are 18 years old and over. A strict r procedure is followed when onboarding and running a background check on all employees.		There is a safety d department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yet, workers are represented by labor unions - General Teameters Likion, Local #431; Hernarbona Hasocalation of Machinis & Anorspace Workers, Local #803; Himmitional Bentemational Union, Local #803; Himmitional Bentemational Union, Local #803; Himmitional Bentemational Union, Local #803; Himmitional Bentemational Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	Al employees are 18 years told and over. A strict procedure is followed when orboarding and numing a background check on all employees.	There are necessary measures to avoid disorimination.	There is a safety department decidante to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thif party verification	Low risk	
Sun Maid	49920	Sun Maid Russin Watermelon 6p 37.7gx6x24	USA	Yes, worken are represented by labor union - General Transiter Juron, Lozaf 451; tetranstronal Association Machiniti & Associate Worken, Local 4805; trienardioal Biotherhood of Electrical Worken, Local 280; United Food and Commencial Worken International Union, UFerVW # Goatem State		There are procedures in place to detect and prevent forced these Labo hours are distributed per shift and seriority order.	All employees are 18 years old and over. A strict r procedure is followed when orboarding and running a background check on all employees.	Then are necessary measures to avoid discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, sociales are represented by bibly unions - General Transitient Usion, Local #431; International Association of Markhins & Arrospace Workers, Local #403; Hermitional Biothemotical Usion, Local #403; Hermitional Biothemotical Usion, Local #403; Hermitional Biothemotical Usion, Local #403; Hermitional State	Them are 719 permanent employees, and ro temporary employees. Overtime is voluntary and by periodity order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	Al employees are 18 years t old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid disorimination.	There is a safety department declared to implement measures to keep workers safe.	Living wage is being payed,	No thilf party verification	Lowrisk	
Sun Maid	50489	Sun Maid Russin 500gx12	USA	Ves, wohen are represented by abort stream - General semi-states fram, Local ER3 by Jubic stream - General of Machines & Anroppes Wohen, Local RR33, Hieransional Borthood of Berkinal Wohens, Local #200, International Union of Operating Engineers, Local #201, Internating Engineers, Local #201, International Un	There are 719 permanent employees, and no temporary employees. Overtime is volutary and by seriority order when being offered.	There are procedures in place to detect and prevent forced labor. Labo hours are disturbuid per shift and sensority order.	All employees are 18 years old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoir discrimination.	There is a safety d department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Vice workers are represented by bloc values General Transities (Jacob, Lood #43); Hernahora Association of Machines & Anorspace Workers, Local #103; Hernahoral Biotherhood of Electrical Workers, Local #103; Hernahoral Union, Coparating Engineers, Local #10; United Food and Commercial Workers International Union, UFCW B-Golden State	There are 719 permanent employees, and ro temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seriority order.	Al employees are 18 years old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid disorimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thirt party verification	Lowrisk	
Sun Maid	50581	Sun Maid Russin MixedBerry 6p 37,7gx6x24	USA	Yos, sockers are represented by bloc unions - Several Taxandare Union, Local #611 International Association Machinist & Anappase Worker, Local #613 International Brohenboord & Elactrical Workers, Local #00, International Workers (International #00, Linking Conditional Operating Engineers, Local #00, Linking Conditional Operating Engineers, Local Block, United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is volutary and by serioithy order when being offered.	There are procedures in place to detect and prevent forced labor. Labo hours are distributed per shift and seriority order.	All employees are 18 years old and over. A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoir discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by abor unions - General Toxinders Union, Local 4421; Averagene Workers, Local 4403; Ihimatonal Broftenbood of Electrical Workers, Local 4403; International Unions, Local 4403; Ihimatonal Broftenbood of Operating Engineers, Local 450; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and ro temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seriority order.	Al employees are 18 years told and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid disorimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No that party verification	Lowritak	
Sun Maid	50633	Sun Maid Russin Sour Strawberry 37,7gx30	USA	Ver, sockers are represented by Jabor solver - General Traventiers Usion, Local EG31; Informational Association of Machines & Anroppese Workers, Local #603; International Biochard of Electrical Workers, Local #100; International Linear of Operating Engineers, Local Linear, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overmen is votary surplayees is an order when being offered.	There are procedures in place to detect and prevent forced labor. Labo Desi and prevent forced labor. Labo Desi and seniority order.	All employees are 18 years old and over. A strict r procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoir disortmination.	There is a safety d department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	International Association of Machinist & Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100;	There are 719 permanent employees, and no temporary employees, and no temporary encloyees, and no temporary overtime is voluntary and by seniority order when being offered.	There are proceedines in place to detect and prevent forced labor. Labor hours are prevent and series of order.	Al employees are 18 years told and over. A strict procedure is followed when orboarding and running a background hork on all employees.	There are necessary measures to avoid disorimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thilf party verification	Lowrisk	
Sun Maid	50634	Sun Maid Russin Sour Watermelon 37,7gx30	USA	Yes, wohen are represented by tabor unions - General Teamstere Union, Local #431; International Association International Brohenhood of Electrical Workers, Local Work, International Brohenhood of Electrical Workers, International #200; International Union of Operating Projemen, Local #201; United Food and Commercial Workers Internationa Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seriointy order when being offered.	There are procedures in place to detect and prevent forced labor. Labo hours are distributed per shift and senionly order.	All employees are 18 years old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoir discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Teamsters Union, Local #431; International Association of Machinesis & Aerospace Workers, Local #503; International Biotherhood of Excitnal Workers, Local #100; International Union of Operating Engineers, Local #50; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	Al employees are 18 years old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid disorimination.	There is a safety department decicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No that party verification	Lowrisk	
Sun Maid	50635	Sun Maid Russin Sour MixedBerry 37.7gx30	USA	Yes, worken are represented by labor unions - General Teamsters Union, Local #431; International Association of Machines & Anrospace Workens, Local #63; Web, Unimation (Worken & Compared and Workens Union #70), International Union of Operating Projectes, Local #70, United Food and Commercial Workers Internationa Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seriointy order when being offered.	There are procedures in place to detect and prevent forced labor. Labo hours are distributed per shift and senionly order.	All employees are 18 years old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid disortmination.	There is a safety d department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers am represented by labor unions - General Teamsters Union, Local #431, Adrespace Workers, Local #503, International Montherood of Electrical Worker, Local #100, International Union of Operating Engineers, Local #30; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and to temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	Al employees are 18 years t old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid disortimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thilf party verification	Lowrisk	
Sun Maid	51084	Sun Maid Russin Blue Raspb 6p 37.7gx6x24	USA	Yes, wohen are represented by labor usions - General Teamstere Union, Local #431; International Association International Brohemood of Electrical Workers, Local 4700; International Brohemood of Electrical Workers, Iosal 4700; International Union of Operating Eigneres, Local 4700; United Cod and Commercial Workers Internationa Union, UFCW 6-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seriointy order when being offered.	There are procedures in place to detect and prevent forced labor. Labo hours are distributed per shift and sensony order.	All employees are 18 years old and over. A shict procedure is followed when orboarding and running a background check on all employees.		There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Yes, workers are represented by labor unions - General Farameters Union, Local #431; International Association of Machinist & Aerospace Workers, Local #503; International Biorhemoto of Electrical Workers, Local #100; International Union of Operating Engineers, Local #59; United Food and Commercial Workers International Union, UFCW 8-Golden State	There are 719 permanent employees, and no temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	Al employees are 18 years old and over. A shict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid disorimination.	There is a safety department declarated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thilf party verification	Low risk	
Sun Maid	51727	Sun Maid Ekologiska Russin 250gx12	USA	Yes, wohen are represented by tabor varions - General Teamstere Union, Local #431; International Association Teamstere Union, Local #431; International Association International Biohemood of Electrical Workers, Local 4700; International Union of Operating Eigneres, Local 4700; Unional Cond and Commercial Workers Internatione Union, UPCW & Goldon Blate		There are procedures in place to detect and prevent forced labor. Labo hours are distributed per shift and senionly order.	All employees are 18 years old and over. A shict r procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoit discrimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Ves, sockers are represented by labor unions- General Teamsters Uson, Local #431; Hermanican Association of Machines & Aerospace Workers, Local #502; hitemation Biothemio of Electrical Workers, Local #100; Hermational Union of Operating Engineers, Local #30; hitemational Union, UFCW 8-Golden State	There are 719 permanent employees, and to temporary employees. Overtime is voluntary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seniority order.	Al employees are 18 years old and over. A shict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid disorimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thilf party verification	Low risk	
Sun Maid	51780	Sun Maid Russin Blue Raspb 37,7gx30	USA	Yes, workers are represented by labor unions - General Techniceto Union Local #31, Hits, Local #40, Hits, Union Handlow, Hits, Local #40, Hits, Local #100, International Union of Departing Engineers, Local #100, Unional Good and Commercial Workers International Union, UPCW #-Godden State	There are 719 permanent employees, and no temporary employees. Overtime is voltariary and by seriority order when being offered.	There are procedures in place to detect and prevent forced labor. Labo hours are distuibuid per shift and senionly order.	All employees are 18 years old and over: A strict procedure is followed when onboarding and running a background check on all employees.	There are necessary measures to avoit discrimination.	There is a safety 6 department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No third party verification.	USA	Aerospace Workers, Local #653; International Brotherhood of Electrical Workers, Local #100; International Links of Onestina Social Processor	There are 719 permanent employees, and ro temporary employees. Overtime is volaritary and by seniority order when being offered.	There are procedures in place to detect and prevent forced labor. Labor hours are distributed per shift and seriority order.	Al employees are 18 years old and over. A strict procedure is followed when orboarding and running a background check on all employees.	There are necessary measures to avoid disorimination.	There is a safety department dedicated to implement measures to keep workers safe.	Living wage is being payed, as a minimum.	No thilf party verification	Lowrisk	

 Risk description

 Low tisk: Adequate measures in place, no need for action plan.
 Medium trick: Some adficient measures in place, not prioritized for action plan.
 High tisk: Lack of information or inadequate procedures in place, action plan.