Arvid Nordquist tea risk assessment of human rights and decent working conditions:

	Risk assessment of supplier country of origin						Risk assessment of raw material 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 laborhuman trafficking	Child labor	Discrimination	Health and safety at work	Wagelremuneration	Third party verification	Total risk assessment of product:	Action plan:
Arvid Nordquist Te	51131	AN Lakritstäppa, örtte eko 25st/3 N	Sweden	There is collective agreements in place for all workers and an elected safety representative from Unionen.		We have standards employment routines and processess and forced labor does not exist in Arvid Nordquist. All employees are free to leave. There is no need for specific procedures to detect the use of forced labor.	There are no workers under the age of 18. This is controlled by ID-cards before entering into	r policy in place against all forms of discrimination. There are also routines to	There are safety measures and procedures in place where neededinecassary. In the company's Safety Committe there are routines to implement new safety measures when deemed necessary.		EU organic	India	No union representation	There are some control procedures for overtime work at the sub-suppliers.	Where labor agencies are used, a code of conduct is issued.	No employees are under the age of 18. For som sub-suppliers there are procedures to prevent people under the age of 18 from working, and for some sub-suppliers the workers must confirm the child labor policy.	Fore some sub-suppliers there are policie and measures in place to avoid	s that trainings are conducted at some sub-suppliers to keep workers safe	We have been provided information that employees are being payed as a minimum lying wage, at some sub-suppliers, in accordance with relevant requirements and legislations.	CAROON and SEREY contified	Medium risk	N/A
Arvid Nordquist Te		AN Appellund, grönt te eko 25st/3 N	Sweden	There is collective agreements in place for all workers and an elected safety representative from Unionen.	temporarily employed, Overtime is	We have standards employment routines and processess and forced labor does not exist in Arvid Nordquist. All employees are free to leave. There is no need for specific procedures to detect the use of forced labor.	There are no workers under the age of 18. This is controlled by ID-cards before entering into	forms of discrimination. There are also routines to follow if/when offensive	There are safety measures and procedures in place where needed incassary. In the company's Safety Committe there are routines to implement new safety measures when deemed necessary.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.	EU organic	india	However, the green tea used in the blend are sourced from suppliers who are both Fairtrade and	e overtime work at the sub-suppliers. However, the green tea used in the blent are sourced from suppliers who are both	code of conduct is issued. However, d the green tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Alliance	No employees are under the age of 18. For som sub-suppliers there are procedures to prevent people under the age of 18 from working, and for some sub-suppliers the workiers must confirm the full abor policy. However, the green tea used in the blend are sourced from suppliers who are both Fairtrade and Fainfrest Alamace certified and comply with the associated standards thereof.	Fore some sub-suppliers there are policie and measures in place to avoid descrimination. However, the green tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Allance certified and comply	s that trainings are conducted at some sub-suppliers to keep workers safe from identified risks on a periodically basis. However, the green tea used in the blend are sourced from suppliers who are both Fairtrade and Rainfores'	living wage, at some sub-suppliers, in accordance with relevant requirements an legislations. However, the green tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Alliance certified and comply with the associated	s SA8000 and SEDEX certified.	Medium risk	N/A
Arvid Nordquist Te	51133	AN Skogsglänta, rooibos eko 25st/3 N	Sweden	There is collective agreements in place for all workers and an elected safety representative from Unionen.	permanently employed, zero	We have standards employment routines and processess and forced labor does not exist in Arvid Nordquist. All employees are free to leave. There is no need for specific procedures to detect the use of forced labor.	There are no workers under the age of 18. This is controlled by ID-cards before entering into	forms of discrimination. There are also routines to follow if/when offensive	There are safety measures and procedures in place where needed/necassary. In the company's Safety Committe there are routines to implement new safety measures when deemed necessary.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.		India	No union representation	There are some control procedures for overtime work at the sub-suppliers.	Where labor agencies are used, a code of conduct is issued.	No employees are under the age of 18. For som sub-suppliers there are procedures to prevent people under the age of 18 from working, and for some sub-suppliers the workers must confirm the child labor policy.	Fore some sub-suppliers there are policie and measures in place to avoid	s that trainings are conducted at some sub-suppliers to keep workers safe	We have been provided information that employees are being payed as a minimum living wage, at some sub-suppliers, in accordance with relevant requirements and legislations.	SA8000 and SEDEX certified.	Medium risk	N/A
Arvid Nordquist Te	51134	AN Blåbdirssnår, svart te eko 25st/3 N	Sweden	There is collective agreements in place for all workers and an elected safety representative from Unionen.	permanently employed, zero	We have standards employment routines and processess and forced labor does not exist in Arvid Nordquist. All employees are free to leave. There is no need for specific procedures to detect the use of forced labor.	the age of 18. This is controlled by ID-cards before entering into	forms of discrimination. There are also routines to follow if/when offensive	There are safety measures and procedures in place where needed the cassary. In the company's Safety Committe there are routines to implement new safety measures when deemed necessary.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.	EU organic	India	blend are sourced from suppliers who are both Fairtrade and	overtime work at the sub-suppliers. However, the black tea used in the blend are sourced from suppliers who are both	code of conduct is issued. However, the black tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Alliance	No employees are under the age of 18. For som sub-suppliers there are procedures to prevent people under the age of 18 from working, and for some sub-suppliers the workings mad confirm the field abor policy. However, the back the sused in the blend are sourced from suppliers who sub-fi-strated and filant/orest Alarance certified and comply with the associated standards thereof.	Fore some sub-suppliers there are policie and measures in place to avoid discrimination. However, the black tea used in the blend are sourced from suppliers who are both Fairtrade and	s that trainings are conducted at some sub-suppliers to keep workers safe from identified risks on a periodically basis. However, the black tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest	We have been provided information that employees are being payed as a minimum living wage, at some sub-suppliers, in accordance with relevant requirements an legislations. However, the black that used is the blend are sourced from suppliers who are both Fattmade and Rainforest Alliance certified and comply with the associated standards thereof.	1	Medium risk	N/A
Arvid Nordquist Te	51135	AN Earl Greys Hage, svart te eko 25st3 N	Sweden	There is collective agreements in place for all workers and an elected safety representative from Unionen.	permanently employed, zero	We have standards employment routines and processess and forced labor does not exist in Arviol Nordquist. All employees are free to leave. There is no need for specific procedures to detect the use of forced labor.	There are no workers under the age of 18. This is controlled by ID-cards before entering into	forms of discrimination. There are also routines to follow if/when offensive	There are safety measures and procedures in place where neededinecassary. In the company's Safety Committe there are routines to implement new safety measures when deemed necessary.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.		India	blend are sourced from suppliers who are both Fairtrade and	overtime work at the sub-suppliers. However, the black tea used in the blend are sourced from suppliers who are both	code of conduct is issued. However, the black tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Alliance	No employees are under the age of 18. For som sub-supplies there are procedures to prevent people under the age of 18 from sorting and for some sub-suppliers the workners must confirm the full labor policy. However, the back that sured in the liberal are sourced from suppliers who sub- tion Fairtrade and Flantforest Allarce certified and comply with the associated standards thereof.	Fore some sub-suppliers there are policie and measures in place to avoid discrimination. However, the black tea used in the blend are sourced from suppliers who are both Fairtrade and	s that trainings are conducted at some sub-suppliers to keep workers safe from identified risks on a periodically basis. However, the black tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest	living wage, at some sub-suppliers, in accordance with relevant requirements an legislation. However, the black tea used in the blend are sourced from suppliers who are both Fairtsdard and Rainforest Alliance certified and comply with the associated	1	Medium risk	N/A
Arvid Nordquist Te	51136	AN Sommarstig, svart te eko 25st/3 N	Sweden	There is collective agreements in place for all workers and an elected safety representative from Unionen.		We have standards employment routines and processess and forced labor does not exist in Arvid Nordquist. All employees are free to leave. There is no need for specific procedures to detect the use of forced labor.	There are no workers under the age of 18. This is controlled by ID-cards before entering into	r policy in place against all forms of discrimination. There are also routines to follow if/when offensive	There are safety measures and procedures in place where neededinecassary. In the company's Safety Committe there are routines to implement new safety measures when deemed necessary.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.	EU organic	India	However, the black tea used in the blend are sourced from suppliers who are both Fairtrade and	overtime work at the sub-suppliers. However, the black tea used in the blend are sourced from suppliers who are both	code of conduct is issued. However, if the black tea used in the blend are is sourced from suppliers who are both Fairtrade and Rainforest Alliance	No employees are under the age of 18. For som sub-supplies there are procedures to prevent people under the age of 18 from working and for some sub-suppliers the workers must confirm the field abor policy. However, the black has used in the liberal are sourced from suppliers who sub- both Fairtrade and Flainforest Allarace certified and comply with the associated standards thereof.	Fore some sub-suppliers there are policie and measures in place to avoid desirmination. However, the black tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Allance certified and comply	sub-suppliers to keep workers safe from identified risks on a periodically basis. However, the black tea used in the blend are sourced from suppliers	employees are being payed as a minimum living wage, at some sub-suppliers, in accordance with relevant requirements an legislations. However, the black tea used in the blend are sourced from suppliers who	SA8000 and SEDEX certified.	Medium risk	N/A
Arvid Nordquist Te		AN Skand Twist Mixibida eko te OOH 90s1/5 N	Sweden	There is collective agreements in place for all workers and an elected safety representative from Unionen.	permanently employed, zero temporarily employed. Overtime is	We have standards employment routines and processess and forced labor does not exist in Arvid Nordquist. All employees are free to leave. There is no need for specific procedures to detect the use of forced labor.	There are no workers under the age of 18. This is controlled by ID-cards before entering into	r policy in place against all forms of discrimination. There are also routines to follow if/when offensive	There are safety measures and procedures in place where needed/necassary. In the company's Safety Committe there are routines to implement new safety measures when deemed necessary.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.	EU organic	India	No union representation	There are some control procedures for overtime work at the sub-suppliers.	Where labor agencies are used, a code of conduct is issued.	No employees are under the age of 18. For som of sub-suppliers there are procedures to prevent people under the age of 18 from working, and for some sub-suppliers the workers must confirm the child labor policy.	Fore some sub-suppliers there are policie and measures in place to avoid	s that trainings are conducted at some sub-suppliers to keep workers safe	We have been provided information that employees are being payed as a minimum living wage, at some sub-suppliers, in accordance with relevant requirements and legislations.	SA8000 and SEDEX certified.	Medium risk	N/A
Arvid Nordquist Te	52200	AN Fläderkulle, grönt te eko 17st/6	Sweden	There is collective agreements in place for all workers and an elected safety representative from Unionen.	permanently employed, zero	We have standards employment routines and processess and forced labor does not exist in Arvid Nordquist. All employees are free to leave. There is no need for specific procedures to detect the use of forced labor.	There are no workers under the age of 18. This is controlled by ID-cards before entering into	r policy in place against all forms of discrimination. There are also routines to follow if/when offensive	There are safety measures and procedures in place where neededinecassary. In the company's Safety Committe there are routines to implement new safety measures when deemed necessary.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.		India	However, the green tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Alliance certified and	e overtime work at the sub-suppliers. However, the green tea used in the blent are sourced from suppliers who are both	code of conduct is issued. However, d the green tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Alliance	No employees are under the age of 18. For som sub-suppliers there are procedures to prevent people under the age of 18 from working, and for some sub-suppliers the workers must confirm the child lator policy. However, the green tes used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Alliance certified and comply with the associated standards thereof.	Fore some sub-suppliers there are policie and measures in place to avoid d discrimination. However, the green tea a used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Allance certified and comply	is that trainings are conducted at some sub-suppliers to keep workers safe from identified risks on a periodically basis. However, the green tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest Alliance certified and comply with the	living wage, at some sub-suppliers, in accordance with relevant requirements an legislations. However, the green tea used in the blend are sourced from suppliers who are both Fairtrade and Rainforest	1	Medium risk	N/A

Risk description								
	Medium risk: Some sufficient measures in place, not prioritized for action plan.	High risk: inadequate procedures in place, action plan needed						