

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 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					
Grolsch	52331	Grolsch Premium Pilsner 5% flask 24x33cl	Holland	Yes, for all workers within scope of CLA we have the Trade Union FNV who represents the interests of the employees. We also have a Workcouncil	570 employees with contract to the Grolsch Brewery. Our Time&Attendance system warns and controls that employees are not scheduled excessively	Work is based on contracts and contracts are signed voluntarily. Our employee engagement surveys are used to ask employees on their opinion on work satisfaction, freedom to act, development etc.	No. All employees are registered with date of birth and copy of ID to check identity and age. Exceptions could only be with holiday workers who are deployed via a labor broker	We have policies and procedures to assure and avoid that we have discrimination at the workplace	Yes	Yes, CLA and >CLA employees have a package that exceeds the minimum and is sufficient to meet basic need of food, clothes and housing	Not sure if auditor are focus on Human Rights. However Grolsch is audited internally and externally to be compliant to legislation, taxation and accounting standards.	Holland	Workers in biggest sub-suppliers do have access to labour unions. Smaller sub-suppliers, such as family owned farms do not. Hops 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 laws/rights.	On average 80-120 work at labor brokers contract for the Grolsch Brewery. Our Time&Attendance system warns and controls that employees are not scheduled excessively. During peak season (harvest) all of sub suppliers employ temporarily workers. The numbers of employees varies significantly depending on the sub supplier (cooperation vs independent farm). All have control procedure to ensure overtime is voluntary and not excessive. All in compliance with the EU legislation.	Work is based on contracts and contracts are signed voluntarily. Our labor broker employees are free to come an go without any forced labor	No. Grolsch doesn't allow sub-suppliers to use employees are not at the age that allows them to work	Yes, all sub-suppliers have policies and procedures to assure and avoid that we have discrimination at the workplace	Yes, all sub-suppliers have trainings available in line with EU regulations.	Yes, all sub-suppliers pay their workers/farmers minimum wages in line with states legislations	Sub suppliers have contracts in which they declare to be compliant. Most of them are audited by internal and external auditors and are compliant to legislation, taxation and accounting standards.	Low risk	N/A		
Grolsch	52332	Grolsch Premium Pilsner 5% flask 20x45cl	Holland	Yes, for all workers within scope of CLA we have the Trade Union FNV who represents the interests of the employees. We also have a Workcouncil	570 employees with contract to the Grolsch Brewery. Our Time&Attendance system warns and controls that employees are not scheduled excessively	Work is based on contracts and contracts are signed voluntarily. Our employee engagement surveys are used to ask employees on their opinion on work satisfaction, freedom to act, development etc.	No. All employees are registered with date of birth and copy of ID to check identity and age. Exceptions could only be with holiday workers who are deployed via a labor broker	We have policies and procedures to assure and avoid that we have discrimination at the workplace	Yes	Yes, CLA and >CLA employees have a package that exceeds the minimum and is sufficient to meet basic need of food, clothes and housing	Not sure if auditor are focus on Human Rights. However Grolsch is audited internally and externally to be compliant to legislation, taxation and accounting standards.	Holland	Workers in biggest sub-suppliers do have access to labour unions. Smaller sub-suppliers, such as family owned farms do not. Hops 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 laws/rights.	On average 80-120 work at labor brokers contract for the Grolsch Brewery. Our Time&Attendance system warns and controls that employees are not scheduled excessively. During peak season (harvest) all of sub suppliers employ temporarily workers. The numbers of employees varies significantly depending on the sub supplier (cooperation vs independent farm). All have control procedure to ensure overtime is voluntary and not excessive. All in compliance with the EU legislation.	Work is based on contracts and contracts are signed voluntarily. Our labor broker employees are free to come an go without any forced labor	No. Grolsch doesn't allow sub-suppliers to use employees are not at the age that allows them to work	Yes, all sub-suppliers have policies and procedures to assure and avoid that we have discrimination at the workplace	Yes, all sub-suppliers have trainings available in line with EU regulations.	Yes, all sub-suppliers pay their workers/farmers minimum wages in line with states legislations	Sub suppliers have contracts in which they declare to be compliant. Most of them are audited by internal and external auditors and are compliant to legislation, taxation and accounting standards.	Low risk	N/A		
Grolsch	52342	Grolsch Premium Pilsner 5% KEG 30L	Holland	Yes, for all workers within scope of CLA we have the Trade Union FNV who represents the interests of the employees. We also have a Workcouncil	No Info 570 employees with contract to the Grolsch Brewery. Our Time&Attendance system warns and controls that employees are not scheduled excessively	Work is based on contracts and contracts are signed voluntarily. Our employee engagement surveys are used to ask employees on their opinion on work satisfaction, freedom to act, development etc.	No. All employees are registered with date of birth and copy of ID to check identity and age. Exceptions could only be with holiday workers who are deployed via a labor broker	We have policies and procedures to assure and avoid that we have discrimination at the workplace	Yes	Yes, CLA and >CLA employees have a package that exceeds the minimum and is sufficient to meet basic need of food, clothes and housing	Not sure if auditor are focus on Human Rights. However Grolsch is audited internally and externally to be compliant to legislation, taxation and accounting standards.	Holland	Workers in biggest sub-suppliers do have access to labour unions. Smaller sub-suppliers, such as family owned farms do not. Hops 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 laws/rights.	On average 80-120 work at labor brokers contract for the Grolsch Brewery. Our Time&Attendance system warns and controls that employees are not scheduled excessively. During peak season (harvest) all of sub suppliers employ temporarily workers. The numbers of employees varies significantly depending on the sub supplier (cooperation vs independent farm). All have control procedure to ensure overtime is voluntary and not excessive. All in compliance with the EU legislation.	Work is based on contracts and contracts are signed voluntarily. Our labor broker employees are free to come an go without any forced labor	No. Grolsch doesn't allow sub-suppliers to use employees are not at the age that allows them to work	Yes, all sub-suppliers have policies and procedures to assure and avoid that we have discrimination at the workplace	Yes, all sub-suppliers have trainings available in line with EU regulations.	Yes, all sub-suppliers pay their workers/farmers minimum wages in line with states legislations	Sub suppliers have contracts in which they declare to be compliant. Most of them are audited by internal and external auditors and are compliant to legislation, taxation and accounting standards.	Low risk	N/A		

Risk description		
Low risk: Adequate measures in place, no need for action plan.	Medium risk: Some sufficient measures in place, not prioritized for action plan.	High risk: Lack of information or inadequate procedures in place, action plan needed