Jules Destrooper 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:
Jules Destrooper	47584	Jules Destrooper Almond Thins 100gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47585	Jules Destrooper Butter Crisps 100gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47586	Jules Destrooper Butter Waffles 100gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47588	Destrooper Almond Florentines 100gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47589	Destrooper BelgianChocolateThins 100gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47590	Jules Destrooper Jules' Finest 250gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47591	Jules Destrooper Elvira 130gx15	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47592	Jules Destrooper Amelia 140gx13	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47606	Jules Destrooper Almond Thins 120 st	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47607	J Destrooper Chocolate Assortment 120 st	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47608	Jules Destrooper Jules' Selection 300 st	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47609	Destrooper Jules' Butter Biscuits 300 st	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47611	Jules Destrooper Butter Crumble 120 st	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47612	J Destrooper Caramelized Biscuits 120 st	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	47917	Destrooper Crocante HazelnutFlor. 100gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	48057	Destrooper Cinnamon Butter Thins 50gx14	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	48516	Destrooper Chocolate Experience 200gx6	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	49908	Destrooper Cocoa/Belgian Choc UTZ 60gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	50655	Jules Destrooper ThinDarkChoc UTZ 12x95g	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	50720	Jules Destrooper Butter Crisps 150 st	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	51614	Destrooper Almond ThinMilk Choc 125gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	51822	Destrooper Almond ThinChoc Oran 125gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	52315	Destrooper Buttercrisps BelgChoc 100gx12	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	52321	Destrooper Jules Finest 250gx6	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium risk	N/A
Jules Destrooper	52322	Destrooper Jules Tin Low 250gx6	Belgium	Workers are represented by a labour union.	Control procedure in place in terms of monthly reports to finance to control the hours and overhours for each department.	No separate procedure to prevent the use of forced labor, but the topic of forced labor/human trafficking is covered in the policy statement	No workers under the age of 18. ID checks are performed.	No info	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, SMETA.	Belgium	Workers have the option to join a labor union.	Temporarily employees only. No information about control procedures to control over time work.	No use of labor agencies.	No workers are under the age of 18. No info about control procedures.	Measures are taken to avoid or eridicate discrimination at the work place.	Measures are implemented to keep workers safe from health- and safety hazards.	As a minimum, a minimum living wage is payed to workers to meet basic needs.	Yes, no info of which certification.	Medium 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: inadequate procedures in place, action plan needed