Skippy 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 wor	rk Wage/remuneration	Third party verification	Total risk assessment of pro
Skippy	7542	Skippy Mishalvpall Jordnötismör 2var		to a voluntary, lot all sections are free to join taker organisations.	There are also to 50 permanently employed works and there are more and there are overfine work.	There are no processes in place to detect and provent the use of forced later.	No enders are under the age of 18	Musure an islam to and decommutor.	Measured and as being and registeration to the source and registeration of the source and the source and source and the There is also an ICC4001 certification in place.	Workers are being payd as a minimum hung wage.	No 3rd party verification but regular own inspections	USA	The set of the set of and and set of the set	products in more than 80 countries. As a result, we	Proceedances and its register data of genues like in places and hind gang and hind party and the place of the register of the assess like on the test in register for experimental registing differences is a walkate. Tracking in the applier GGE is carried through which includes the target of anyoing in thema validation. Harman Forder has the advectory in the supplier GGE is carried through which includes the target data was an end to be advectory of the advectory behavior is derived as the advectory and the advectory behavior is derived and evaluation of the advectory that advectory and advectory and the advectory that the advectory advectory the advectory and the advectory the advectory advectory the advectory and the advectory advectory the advectory and the advectory advectory advectory the advectory advectory advectory advectory the advectory advectory advectory advectory the advectory advectory advectory advectory advectory advectory advectory advectory advectory advectory advectory advectory advectory advectory advectory advectory the advectory advectory advectory advectory the advectory	N2. When thermal foods considers international investments, acquisitions and just vertices, as part of the due dilgence process we conduct search on hours night parameters to concern we conduct accurate the search of the search parameters acquired investment agreements, including: twiving that that the company is is compliance with the goovernor goothy or province laws regretary appropring to worther, as well as string and and discurate jugging regretary well as well as estimated discurate jugging regretary and and accurate estimates and discurate string and accurate province and estimates and the string accurate participation of the province and the regretary accurate and the string accurate province accurate province and accurate the string accurate province accurate province accurate and string the ofference accurates and string the regretary accurates and accurates the accurate province accurates and string the company accurates and accurates and accurates the string accurates and accurates and accurates accurates and accurates accurates and accurates accurates accurate accurates accurates accurates and accurates accurates a	Ehical Business Conduct, other policies, Suppler Code of Conduct and suppler contracts. To ensure adherence for and code of Ehical Business Conduct and Suppler Code of Conduct, we established a compliance program that uphods accountability incogin reporting. Table and guide accountability incogin reporting. Table and guide accountability and the compliance program unimittee of the compliance percent. In divide the facilitate anonymous the compliance percent. In divide the facilitate anonymous the compliance percent.	Hormal Foods has a atructured training program for all employees. We provided approximately 38 hours of training per team member in 2022 and more han 880 hours were dedicated to human rights training.	Yes, Hornel foods are committed to provide all fair anching ways being and works and comply with all local lives	Server productives are in placed that productive as an instantial and function and a product protocol and comparison protocol and comparison protocol and comparison protocol and and an experimen- tal server and the server protocol and productives. The server of each sequences	e Maduum nak
Skippy	47441	Skippy Creamy Jordnötssmör 340g/12	Netherlands		There are about 500 permanently enpipyed vectors and there are procedures in place controlling overtime work.	There are no processes in place to detect and provest the use of forced later.	No workers are under the	Measures are taken to avoid discrimination.	Maaares such as a learnings are implemented to leage worken safe from hardh- and alky haards. There is also an ISO4001 certification in place.	Workers are being payd as a minimum Turng wage.	No Ind party verification but regular com inspections	USA	where the theorem of an advance time is the theorem of the second	h products in more than 80 countries. As a result, we have a big impact on — and	Procedures such as explore due disperse this in place and third party such may be bodiade based on the result of the assessment. Hold her unbert for anonymoush which have been been been been been been been be	questions to determine whether the company adheres to all governing country or province laws and whether there are outstanding litigation or enforcement actions underway or expected. Documenting the company's adherence to employee	of London Land Elgiple (critical), to estudia Barberook Cooled Control, vee established a compliance program that upholds accountability travely reporting. Facility and another the compliance program. In order to facilitate annymous technical and address concerns, we provide a herden number and weakling that are operated to be compliance program. In order to facilitate annymous leedhaak and address concerns, we provide a herden number and weakling that are operated to be compliance program. In order to facilitate annymous leedhaak and address concerns, we provide a herden number and weakling that are operated to be compliance procession of the compliance procession to be violations of an Code of Efficient	9 Hormal Foods has a structured training program for all employees. We provided approximately 38 hours of training per team members in 2022 and more dedicated to human rights training.	Yes, hornel foods are committed to providing a fair excinging ways to all semployees frequentiate world and comply with all facel laws	Some procedures are in place. The producer has an internal start function and a procedure forw to act on reported potential violations. That perspherics of international perspherics of international turnar rights standards are no sarried through on regular basis of full suppliers.	n Međum nik
Skippy	47442	Skippy Crunchy Jednotsamör 340g/12	Netherlands	It is voluntary, but all workers are free to join labor organisations.	These are good 500 permissionly receptory lending and flows are procedures in place controlling overfime work.	There are no processes in place to detect and provert the use of forced labor.	No workers are under the age of 18.	Mosures are taken to avoid discrimination.	Massures such as e-Namings are implemented to keep workers safe from heath- and safety hazards. Safety hazards. Safety hazards. Safety hazards.	Workers are being payd as	No 3rd party verification but regular com inspections	USA	Alternish Selection and Landon	C. Hormal angloy more than 2000 people, operate nor- elian Ormanufacturing failed ormanufacturing products in more than 80 countries. As a result, we have a big impact on – and have a big impact on – and hav	Productions such as signified that difference the in soluce and the large structure temperature and the solution of the solut	No. When Home Foods considers international investments, expansion and pairs externars, as part of the due aligned provide the second part of the second parts of the second parts of the parts parts of the parts of the second parts of the parts parts of the parts of the second parts of the parts parts of the parts of the second parts of the parts parts of the parts of the second parts of the parts parts of the parts of the second parts of the parts of the parts of the second parts of the parts of the parts of the parts of the second parts of the parts of the parts of the parts of the parts of the parts of the parts of the parts of the parts of parts of the part	Encol Burrises Conduct, other publicis, Stuppler Condu- tion of code of Benefic Burness Conduct and Suppler Code Octuber, the Burness Conduct and Suppler Code Octuber, tee Statisticates a constituence program that update investigating possible violations. The Auto Committee of the company's Basel of Directors overses the company's Basel overses the company'	Pormel Foods has a structured training program for all employees. We provided approximately 38 hours of training per talen member in 2022 and more than 800 hours were dedicated to human rights training.	Yes, Hormel Foodi are converted to providing via an extra program of all employees throughout the world and comply with all local laws	Some procedures are in place. The producer has an internal addit function and a procedure toor to art on reported nearly addit based on complexes of international and the standard are no carried through on regular basis of fuld supplers.	n Mađum risk
Skippy	51056	Skippy ChocoChip Swirt Jordn smòr 340grif	Netherlands	It is voluntary, but all workers are free to join labor organisations.	There are about 500 permanently employed working and there are procedures in place controlling overfime work.	There are no processes in pilos to detect and provert the use of forced later.	No workers are under the age of 18.	Masures are talian to avoid discrimination.		Workers are being payd as	No 3rd party verification but regular com impections	USA	Support and set the head of a field of a field of the set of the s	h products in more than 80 countries. As a result, we have a big impact on — and	Productions such as signified that difference the is balance and the language starting and an experimental of the assessments. In the language starting and the language start	No. When theme if book considers international investments, majoritom and joint vertices, as part of the due diagram, majoritom and joint vertices, as part of the due diagram, provide the second	Fried manifest London: they process, supplier Longo to an Code of EME all Barness Concellant and Supplier Code of Contact, we associate the supplier of the supplier of the contact of the Contact, we associate the supplier of the supplier code of Contact, we associate the supplier of the supplier code of Contact, we have compared to the supplier of the compared to the supplier of the supplier based and a page in the supplier of the supplier of the supplier of the supplier based and a page in the supplier of the process and the supplier of the supplier process and the supplier of the supplier based and the supplier based	9 9 9 10 10 10 10 10 10 10 10 10 10	Yes, Hornel Foods are committed to provide an anxiety and a employees throughout the world and complywith all local laws	Some procedures are in place. The producer has an internal add function and a procedure potential violations. Third party audit based on complexence of international complexence of international same drive application regular basis of sub suppliers.	a Madum risk
Skippy	52577	Skippy No Added Sugar	Netherlands	Y is voluntary, but all workers are fine to join labor organisations.	There are about 500 permanently employed workers and there are procedure in place controlling continue work.	There are no processes in place to detect and provent the use of forced labor.	No workers are under the age of 18.	Measures are talken to avoid discrimination.	Measures such as -learning and from wath- nod safety hazaka from wath- nod safety hazaka from safeta of 504501 certification in place.	Workers are being payd as	No 3rd party verification but regular com impections	USA	Antenne constant, service of our def of manual multiple services and s	Hormal employ more than 10,000 papels, generate more than 40 manufacturing facilities and maint cours facilities and maint cours facilities and maint cours facilities and partners facilities.	Noncontrast such as exploit due difference lis in ylars and the support Contrast such as exploit due differences in a support of the support Contrast such as exploit of Contrast such as the support Contrast such as the s	NO. When formal foods cancelers international investments, acquisitions and just vertices, as part of the due dilgence process as conductive section house an igit parameters to increase and the section of the section of the section regarding investment agreements, including: twinking that the due company is is compliance with the gooverning country or index and discussing legarity for continue, as well as string and an indicussing legarity request methods are associated as an and discussing legarity requesting as well as string associated and the section of the section of the section associated as an and section of the section of the section provincing legarity request and section of the section associated as a section of the section of the section of the provincing legarity request and sections. Advection provincing legarity request and section of the section provincing legarity request and section of the section provincing legarity request and section of the section of the provincing legarity request and a section of the section provincing legarity request and section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section of the section	Erical Business Conduct, other policies, Suppler Code of Conduct and Suppler contracts. To ensure adherence for and code of Erical Business Conduct and Suppler Code of Conduct, we isstatistical a compliance program that upholds invostigiantly upscalar ideating. The Angle Committee of the compliance ensures in order to facilitate acrometers the compliance ensures. In order to facilitate acrometers.	9 Hormel Foods has a structured training program for all employees. We provided approximately 18 hours of training per team member is 2022 and more than 800 hours were deficited to human rights training.	Yes, Hormel Foods are connected to providing a larmolytic way and an analytic structure world and comply with all local laws	tone procedures are in place. The producer has an internal effection and a procedure have to a do a reported party addition. Their party addition. Their party addition. Their party addition. Their party addition. Their party addition. Their party addition. Their party addition. Their party addition. Their party addited addition. Their party addition.	n Međum risk



Low risk: Adequate measures in place, no need for action plan. Medium risk: Some sufficient High fisk: Lack of inform for action plan. Indequate procedum place, not prioritized	sin