

Altos las Hormigas risk assessment of human rights and decent working conditions:

Product group	Material	Country of origin	Risk assessment country of origin										
			Freedom of association	Contract/Working hours	Forced Labor/Human trafficking	Child labor	Discrimination	Health and safety at work	Wages/remuneration	Third party verification	Total risk assessment of product	Action plan:	
Altos las Hormigas	4563	ALH Mallas Cierre: 20 T50	Argentina	Workers are represented by a union/representatives workers union called SGEVA (Sindicato de Obreros y Empleados Wovivistas y Alres)	There are 26 permanent collaborators (5 in the Cabal, 7 in the Wovivistas and 5 in the Alres). In the harvest season, approximately 10 or 12 additional workers are hired. Conditions is always voluntary and not excessive. There is a legal limit of a maximum of 12 hours of work (9 normal hours + overtime) that is never exceeded.	There is no specific procedure to detect or prevent the use of forced labor. However, if something that does not happen in our company. Should this happen, the union would submit an inspection immediately. And ALH has never received an inspection for forced labor, neither children work, etc.	There are no employees under the age of 18. It is legal to hire children. Therefore, it is a practice that is not carried out in ALH.	There are no measures in place to eliminate all types of discrimination	All workers receive training to keep safe. In accordance to the Occupational Health, Safety and Hygiene Annual Plan. There is a Hygiene and Safety service that is responsible maintaining the Occupational Health, Safety and Hygiene System. Working conditions are excellent. There is a risk analysis for each job, with the necessary measures to minimize accidents or work-related diseases.	Workers are paid the salary established by the labor union. When the union agrees to a salary increase, Altos las Hormigas completely complies with the new agreement for all the workers. In addition to the salary defined by the union, ALH pays a salary bonus for some specific roles of greater responsibility (operators in charge of tractor, tractor drivers)	No	Low risk	N/A
Altos las Hormigas	4565	Altos las Hormigas Mallas Reserv: 17 T50	Argentina	Workers are represented by a union/representatives workers union called SGEVA (Sindicato de Obreros y Empleados Wovivistas y Alres)	There are 26 permanent collaborators (5 in the Cabal, 7 in the Wovivistas and 5 in the Alres). In the harvest season, approximately 10 or 12 additional workers are hired. Conditions is always voluntary and not excessive. There is a legal limit of a maximum of 12 hours of work (9 normal hours + overtime) that is never exceeded.	There is no specific procedure to detect or prevent the use of forced labor. However, if something that does not happen in our company. Should this happen, the union would submit an inspection immediately. And ALH has never received an inspection for forced labor, neither children work, etc.	There are no employees under the age of 18. It is legal to hire children. Therefore, it is a practice that is not carried out in ALH.	There are no measures in place to eliminate all types of discrimination	All workers receive training to keep safe. In accordance to the Occupational Health, Safety and Hygiene Annual Plan. There is a Hygiene and Safety service that is responsible maintaining the Occupational Health, Safety and Hygiene System. Working conditions are excellent. There is a risk analysis for each job, with the necessary measures to minimize accidents or work-related diseases.	Workers are paid the salary established by the labor union. When the union agrees to a salary increase, Altos las Hormigas completely complies with the new agreement for all the workers. In addition to the salary defined by the union, ALH pays a salary bonus for some specific roles of greater responsibility (operators in charge of tractor, tractor drivers)	No	Low risk	N/A
Altos las Hormigas	5083	ALH Guadalupe Mallas: 17 T50	Argentina	Workers are represented by a union/representatives workers union called SGEVA (Sindicato de Obreros y Empleados Wovivistas y Alres)	There are 26 permanent collaborators (5 in the Cabal, 7 in the Wovivistas and 5 in the Alres). In the harvest season, approximately 10 or 12 additional workers are hired. Conditions is always voluntary and not excessive. There is a legal limit of a maximum of 12 hours of work (9 normal hours + overtime) that is never exceeded.	There is no specific procedure to detect or prevent the use of forced labor. However, if something that does not happen in our company. Should this happen, the union would submit an inspection immediately. And ALH has never received an inspection for forced labor, neither children work, etc.	There are no employees under the age of 18. It is legal to hire children. Therefore, it is a practice that is not carried out in ALH.	There are no measures in place to eliminate all types of discrimination	All workers receive training to keep safe. In accordance to the Occupational Health, Safety and Hygiene Annual Plan. There is a Hygiene and Safety service that is responsible maintaining the Occupational Health, Safety and Hygiene System. Working conditions are excellent. There is a risk analysis for each job, with the necessary measures to minimize accidents or work-related diseases.	Workers are paid the salary established by the labor union. When the union agrees to a salary increase, Altos las Hormigas completely complies with the new agreement for all the workers. In addition to the salary defined by the union, ALH pays a salary bonus for some specific roles of greater responsibility (operators in charge of tractor, tractor drivers)	No	Low risk	N/A

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