Arvid Nordquist tea 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 | ContractWorking 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 | Wageternureration | Third party verification | Total risk assessment of product: | Action plan: |
| Anid Nordquist Te | 61131 | AN Laicintippa, örta ek 25er/2N | ³ Sweden | There is collective agreements in place for all workers and an elicited safety representative from Uniones. | temporarily employed. Overtime is | We have standards employment maties and processes and broad labor does not eaint in Avio Nordpuist. All employees are her sisses. 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 employment | | company's salety Convisite there | The company comply with the relevant minimum wages as defined in our collective agreement for workers. | EUorganic | solia | Na uman ngararnatatian | There are some control procedures for overfime work at the sub-suppliers. | Where labor agencies are used, a cod of conduct is issued. | No employees are under the age of No. For some purplement have procedures to prevent purple under the age of 16 form working, and for some sub-supplers the workers must confirm the child labor pulcy. | | We have been provided information than makings are conducted at some sub- suppliers to keep workers are list from identified risks on a periodically basis. | We have been provided information that employees are being payed as a minimum bining wage, at some sub-supplex, in accordance with intervant negatements and legislations. | Avid Nordquist trading partner is | Median fisk | NA |
| Anid Nordquie: Te | 51132 | AN Appellanti, gröm te eko 25st/2 N | Sweden | There is collective agreements in place for all workers and an elected safety representative tron Unionen. | | We have standards employment markers and processes and broad labor does not exist in Avia Notdquist. All employees are the billow. There is no need for specific procedures to detect the use of forced labor. | d the age of 18. This is controlled by ID-cards before entering into employment | | | The company comply with the relevant minimum wages as defined in our collective agreement for workers. | EUorganic | sulta | No union representation, However, the green tea used in the bland are sourced from supplers who are both Fairnade and Graditowet Alance confidered and comply with the associated standards thereof. | overtime work at the sub-suppliers. However, the green tha used in the blend are sourced from suppliers who are both polynomial and the suppliers who are both | of conduct is issued. However, the green two used in the blend are source from supplers who are both Fairtoole and Fairtoole | sub-supports there are procedures to prevent people under the age of 18 trun working, and for some sub-suppliers the workers must confirm the child labor policy. However, the green tax used in the block | and measures in place to avoid discrimination. However, the green tea used | trainings are conducted at some sub- suppliers to keep workers safe from identified risks on a periodically basis. However, the green tas used in the bien are sourced from suppliers who are both Fainted and Rainforcer Aliance | accordance with relevant requirements and d legislations. However, the green two used in the biend are sourced from suppliers who | SA8000 and SEDEX certiled. | Median risk | NK. |
| Anid Nordquiet Te | 51123 | AN Skopeglinte, rooboe eko 25st/2 N | Sweden | There is collective agreements in pince for all workers and an elected safety representative from Uniones. | permanency employed, 200 | We have standards employment varies and processes and forced labor does not exist in Avia Notdquiz. All employees are two blazes. These is no need for specific procedures to detect the use of forced labor. | controlled by ID-cards before entering into employment | | | The company comply with the relevant minimum wages as defined in our collective agreement for workers. | Ellorganic | India | Na uman representation | There are some control procedures for overline work at the sub-suppliers. | Where labor agencies are used, a cod of conduct is issued. | No employees are under the age of 16. For some sub-supplies there are proceedures to prevent people under the age of 16 form working, and for some sub-supplies the workers must confirm the child tabor policy. | and measures in place to avoid | We have been provided information that trainings are conducted at some sub- suppliers to keep workers suble from identified tasks on a periodically basis. | We have been provided information that employees are being payed as a minimum living seque, as storm sub-sequence, in accordance with intervent requirements and legistations. | SAB000 and SEDEX certiled. | Mindiam risk | NK. |
| Anid Nordquin Te | 51134 | AN Dibblevanie, averte eko 25a/3 N | Sweden | There is collective agreements in place for all workers and an elected safety representative from Uniones. | permanently employed, zero temporarily employed, Overtime is | We have standards employment malies and processes and forced labor does not eain in Avia Notiquit. All employees are two to lawe. These is no need to specific procedures to detect the use of forced labor. | d the age of 18. This is controlled by ID-cards before entering into employment | forms of discrimination. There | There are safety measures and procedures in place where needed/accessary, is the company's Safety Committe there are notifiest to implement measures safety measures when deemed necessary. | The company comply with the relevant minimum wapes as defined in our collective agreement for workers. | EUorganic | sulta | No union representation, However, the black tea used in the bland are sourced from supplem who are both Fairnade and Rainforest Alance centiled and comply with the associated standards thereof. | However, the black two used in the blend are sourced from supplems who are both Delivery and Painfront Alline's califierd | black tea used in the blend are sources from supplers who are both Fairtade and Painforent Allance certified and | people under the age of 18 from working and for some sub-suppliers the workers must confirm the child labor policy. However, the black tea used in the blend are sourced from suppliers who are both Protected and Protected Teams of the source | Fore some sub-suppliers there are policies and measures in place to avoid doctimination. However, the black has used in the black are assured from suppliers who are both Fairnes and Fairhorer How end both Fairnes and Fairhorer How end and comply with the associated associated thereof. | mainings are conducted at some sub- suppliers to keep workers sale from identified risks on a periodically basis. However, the black tas used in the blanc are sourced from suppliers who are both Fairmade and Rainforest Allance | Eving usage, at some sub-suppliers, in accordance with milevant requirements and d legislations. However, the black tos used in h the bland are sourced from suppliers who | SA8000 and SEDEX certiled. | Medium risk | NA |
| Anid Nordquie: Te | 51135 | AN East Grays Hage, event te elso 25623 N | Sweden | There is collective agreements in place for all workers and an elected safety representative from Uniones. | | We have standards employment nucleus and processes and broce labor does not exist in Ank Notdquit. All employees are the blave. There is no need for specific procedures to detect the use of forced labor. | controlled by ID-cards befure entering into employment | | company's salety Convisite there | The company comply with the relevant minimum wappe as defined in our collective agreement for workers. | EUorganic | India | No union representation, However, the black tractured in the bland are counted from upgeters who are both Fairnade and Pairlander and Mance certified and comply with the associated standards thereof. | However, the black tas used in the blend are sourced from suppliers who are both Duringte and Bridgest Alisons certified | black tea used in the blend are sources from supplers who are both Fairtade and Painfroart Allance centilied and | people under the age of 16 tons working, and for tome sub-supplies the workers must confirm the child labor policy. However, the black tea used in the blend are sourced from supplies who are both | Fore some sub-suppliers there are policies and measures in place to avoid discrimitation knowner, the black to as used in the bland are sourced from suppliers who are bars harmad and harmoners and a shart hore to entitled and comply with the associated sandards thereof. | makings are conducted at some sub- suppliers to keep workers sale from identified risks on a periodically basis. However, the black tas used in the blanc are sourced from suppliers who are both Fairtade and Ruinforer. Mince | Eving wage, at some sub-suppliers, in accordance with mievant requirements and d legislations. However, the black tes used in h the bland are sourced from suppliers who | SA8000 and SEDEX certiled. | Mindian risk | NK. |
| Anid Nordquie: Te | 51136 | AN Gommanzig, avan te eka 25x12 N | Sweden | There is collective agreements in place for all workers and an elected safety representative tran Uniones. | semporarily employed. Overtime is approved in advance by interime rearest manager. | We have standards employment nutries and processes and brood labor does not exist in Avia Notdquitt. All employees are the blacks. There is no need for specific procedures to detect the use of forced labor. | controlled by ID-cards before entering into employment | | company's salety Convisite there | The company comply with the relevant minimum wages as defined in our collective agreement for workers. | Euorganic | India | No union representation. However, the black two used in the bland are sourced from supplem who are soft. Fairnade and for the bland are defined confident and comply with the associated standards thereof. | | | No employees are under the age of thi. For some sub-suppliers there are procedures to prevent people under the age of this three working, and the additional project. However, the black has used in the bland are succeed from suppliers who are both formations of the succeed from suppliers who are both comply with the associated standards thereof. | Fore some sub-suppliers there are policies and measures in place to world discrimitation havener, the black to a used in the black are sourced from suppliers who are both Fairnak and Sakhoten Hard entities and comply with the associated standards thereof. | | employees are being payed as a minimum bring wage, at some sub-suppliers, in a accordance with relevant requirements and h legislations. However, the black tea used in the bland are sourced from suppliers who | SA8000 and SEDEX certiled. | Medium risk | NA |
| Anid Nordquie: Te | 55443 | AN Skand Twie Midda eko te OOH 90x16 N | Sweden | There is collective agreements in place for all workers and an elicoid safety representative from Uniones. | approved in advance by interime nearest manager. | We have standards employment motives and processes and forced labor does not exist in Avia Notifyield, All employees are two to labor. There is no need for specific procedures to detect the use of forced labor. | d the age of 18. This is controlled by ID-cards before entering into employment | poscy in piace against as | company's Safety Committe there | The company comply with the relevant minimum wages as defined in our collective agreement for workers. | EUorganic | India | Na uman representation | There are some control procedures for overfime work at the sub-suppliers. | Where labor agrectes are used, a cade o conduct is toxed. | No employees are under the age of 15. For some sub-suggless there are proceeders to prevent people such respond to the sub-solid, and for some sub-suggless the exclass must conten the child tabor policy. | | We have been provided information that mainings are conducted at some sub- suppliers to keep workers sale from identified tasks on a periodically basis. | We have been provided information that employees are being payed as a minimum Wring wege actione sub-supplex, in accordance with interact negatements and legistations. | SA8000 and SEDEX certiled. | Median risk | NA |
| Anid Nordquie: Te | 52200 | AN Filidericale, gränt te eko 1730/k | Sweden | There is collective agreements in place for all workers and an elected safety representative from Uniones. | permanently employed, zero tempozarily employed. Overtime is approved in advance by interime nearest manager. | We have standards employment nucleus and processes and brood labor does not exist in Avia Notdquist. All employees are two hordquist. All employees are two blave. 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 employment | | There are safety measures and procedures in place where needed-necasary, in the company's Safety Committe there are routines to inplament new safety measures when deemed necessary. | The company comply with the relevant minimum wappe as defined in our collective agreement for workers. | EUorganic | sulta | No union representation. However, the green text used in the bland are sounded from upgefers which are both Fairnade and Fairlander and Allance certified and comply with the associated standards thereof. | containe work at the sub-support. However, the green the used in the blend are sourced from supplers who are both Colored and the supplers | of conduct is issued. However, the green two used in the blend are source from supplers who are both Fairtude and Rupplers who are both Fairtude | people under the age of 18 ton working, and for some sub-suppliers the workers must confirm the child labor policy. However, the green tas used in the bland are sourced from suppliers who are both Coloned and functionary Mirrore and find and | and measures in place to avoid discrimination. However, the green tas used in the blend are sourced from suppliers who | trainings are conducted at some sub- suppliers to keep workers sale from identified risks on a periodically basis. However, the green tas used in the bien are sourced from suppliers who are both Fairtade and Rainforcer Allance | accordance with relevant requirements and d legislations. However, the green tea used in | | Mindian risk | NA |

Risk description Low risk: Adequate measures in place, no need for action plan action place, no need for action plan action place, no need for action plan