## SCJ risk assessment of human rights and decent working conditions:

					Risk assessment country of origin								Risk assessment of supplier									
Product group	Material		Country of or	in Freedom of association	Contract/Working hours	Forced Labor/Human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneratio n	Third party verification	Raw material from*	Freedom of association	Contract/working hours	Forced labor/human trafficking	Child labor	Discrimina on	Health and safety at work	Wage/remu neration	Third party verification	Total risk assessmer of product:	
Autan SCJ	49694	Autan Afterbite 25ml/12 IT/GR		For the manufacturing sit there are no labor union internal employee forum group and working labou council.	which will give information regarding employee presence,	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local	age of 18, only few interns for which we are following the local laws	workplace, following global SCJ	both sites, responsible to drive the Global SCJ procedures and local law. Recurrent	wage sufficent to meet basic needs.	Regular local Government verification and certification ISO which have regular internal and external audit.	NL	No info	No info	No info	No info	No info	No info	No info	No info	No info	sour is more process? mapping out their supply chain and assess the risks relate to their products with regards to human right and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can no assess the risks relate to Hipp's supply chain and the total risk of the product is high. The action plan will focus o
Autan SCJ	49695	AUTAN 'Arsl 100ml/12 HR BA	Polond	For the manufacturing sit there are no labor union internal employee forum group and working labou council.	which will give information regarding employee presence,	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local	interns for which we are	workplace, following global SCJ	both sites, responsible to drive the Global SCJ procedures and local law. Recurrent	e Workers are payed as a minimum living wage sufficent to	which have	DE, HU, Uk	No info	No info	No info	No info	No info	No info	No info	No info	No info	subsrinding. Lourses was mapping out their supply chain and assess the risks relate to their products with regards to human right and decent working conditions. This is, however, an ongoing project with no finisher enderseut as of yet. Therefore, Arvid Nordquist lack this information and can no assess the risks relate to Hipp's supply chain and the total risk of the product is high. The action plan will focus or exhibition than their supplies and the result of the product is high. The action plan will focus or exhibition than their supplies and their supplies are supplied to the product is high. The action plan will focus or exhibition that their supplies are supplied to the product is high. The action plan will focus or exhibition that their supplies are the product is high. The action plan will focus or exhibition that the product is high.
Autan SCJ	50768	Autan Tropical Aerosol 100ml/11 IT/HR/B/		For the manufacturing sit there are no labor union internal employee forum group and working labou council.	which will give information regarding employee presence, time in/out, overtime	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ	age of 18, only few interns for which we are	workplace, following global SCJ procedures, trainings, small	to drive the Global SCJ procedures and local law. Recurrent	e Workers are payed as a minimum living wage sufficent to	certification ISO which have	DE, HU, Uk	No info	No info	No info	No info	No info	No info	No info	No info	No info	actbrain-tike/pucess v mapping out their supply chain and assess the risks relate to their products with regards to human right and decent working conditions. This is, however, an ongoing project with no finishee end-result as of yet. Therefore, Anvid Nordquist lack this information and can no assess the risks relate to Hipp's supply chain and the total risk of the product is high. The action plan will focus o
Autan SCJ	50793	Autan Tropical Spray 100ml/12	Poland	For the manufacturing sit there are no labor union internal employee forum group and working labou council.	which will give information regarding employee presence,	e SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ	age of 18, only few interns for which we are	SCJ takes necessary measures to avoid discrimination in the workplace, following global SCJ procedures, trainings, small talks, communication material on the site to always remember this essential value in our company.	both sites, responsible to drive the Global SCJ procedures and local law. Recurrent	e Workers are payed as a minimum living wage sufficent to		BE, NL, UK, DE	No info	No info	No info	No info	No info	No info	No info	No info	No info	acthrán rithir nucess mapping out their supply chain and assess the risks relate to their products with regards to human right and decent working conditions. This is, however, an ongoing project with no finisher end-result as of yet. Therefore, Arvid Nordquist lack this information and can no assess the risks relate to Hipp's supply chain and the total risk of the product is high. The action plan will focus c
Autan SCJ	51282	Autan Cooling Insect 25ml/12	Italy OK	For the manufacturing sit there are no labor union internal employee forum group and working labou council.	which will give information regarding employee presence, time in/out, overtime	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ	interns for which we are	workplace, following global SCJ procedures, trainings, small	both sites, responsible to drive the Global SCJ procedures and local law. Recurrent		untrials bearing	NL	No info	No info	No info	No info	No info	No info	No info	No info	No info	actbrswrthruccess mapping out their supply chain and assess the risks relate to their products with regards to human righ and decent working conditions. This is, however, an ongoing project with no finishe end-result as of yet. Therefore, Arvid Nordquist lack this information and can n assess the risks relate to Hipp's supply chain and the total risk of the product is high. The action plan will focus c
Autan SCJ	51828	AUTAN Pumpspi 100ml/6 DACH		For the manufacturing sit there are no labor union internal employee forum group and working labou council.	which will give information regarding employee presence, time in/out, overtime	SCJ has procedures in place to detect the use of forced labor by following the strict global SCJ recruitment procedure, and local	employees are under the age of 18, only few interns for which we are	workplace, following global SCJ procedures, trainings, small	both sites, responsible to drive the Global SCJ procedures and local law. Recurrent	e Workers are payed as a minimum living wage sufficent to	which have	DE, NL, UK	No info	No info	No info	No info	No info	No info	No info	No info	No info	scthrsnrthrucussy. schrsnrthrucussy. sapping out their supply chain and assess the risks relate to their products with regards to human righ and decent working conditions. This is, however, an ongoing project with no finishe end-result as of yet. Therefore, Anvid Nordquist lack this information and can in assess the risks relate to Hipp's supply chain and the total risk of the product is high. The action plan will focus of

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

| Autan SCJ | 51829 | Autan<br>Botanicals<br>Spray<br>100ml/12 IT    | Netherlands | For the manufacturing sites there are no labor union but internal employee forum group and working labour council.             | regarding employee presence,<br>time in/out, overtime                                | SCJ has procedures in place to<br>detect the use of forced labor by<br>following the strict global SCJ<br>recruitment procedure, and local | age of 18, only few<br>interns for which we are<br>following the local laws | workplace, following global SCJ procedures, trainings, small    | both sites, responsible to drive the Global SCJ procedures and local law. Recurrent | as a minimum living<br>wage sufficent to | Regular local<br>Government<br>verification and<br>certification ISO<br>which have<br>regular internal<br>and external<br>audit. | US, NL, UK     | No info | mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to Hipp's supply chain and the total risk of the product is high. The action plan will focus on authorism.   |
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| Autan SCJ | 52237 | Autan Anti-<br>Fästing<br>Pumpspray<br>100ml/6 | Netherlands | For the manufacturing sites<br>there are no labor union but<br>internal employee forum<br>group and working labour<br>council. | which will give information<br>regarding employee presence,<br>time in/out, overtime | SCJ has procedures in place to<br>detect the use of forced labor by<br>following the strict global SCJ<br>recruitment procedure, and local | age of 18, only few<br>interns for which we are<br>following the local laws | workplace, following global SCJ procedures, trainings, small    | SCJ procedures and  | as a minimum living<br>wage sufficent to | andification ICO   | DE, NL, UK, DE | No info | scursin filtiprocess or mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to Hipp's supply chain and the total risk of the product is high. The action plan will focus on wi |
| Autan SCJ | 52239 | Autan<br>Botanicals<br>Pumpspray<br>100ml/12 S |             | For the manufacturing sites<br>there are no labor union but<br>internal employee forum<br>group and working labour<br>council. | regarding employee presence,<br>time in/out, overtime                                | SCJ has procedures in place to<br>detect the use of forced labor by<br>following the strict global SCJ<br>recruitment procedure, and local | age of 18, only few<br>interns for which we are<br>following the local laws | workplace, following global SCJ<br>procedures, trainings, small | both sites, responsible to drive the Global SCJ procedures and                      | as a minimum living<br>wage sufficent to |  | US, NL, UK     | No info | Sub rish ride' puccess or mapping out their supply chain and assess the risks related to their products with regards to human rights and decent working conditions. This is, however, an ongoing project with no finished end-result as of yet. Therefore, Arvid Nordquist lack this information and can not assess the risks related to Hipp's supply chain and the total risk of the product is high. The action plan will focus on assessing this   |