Risk description	
Low risk: Unknown, insufficient evidence, or data, not performed or not certain yet	High risk: Confirmed, documented, or proven, action plan needed

			Risk assessment country of origin								Risk assessment of supplier												
Product group	Material		Country of origin	Freedom of association	Overtime/Working hours	Forced Labor/Human trafficking	Child labor	Discrimination	Health and safety at work	Wages/remuneration	Third party certification	Raw material from	Freedom of association	Overtime/working hours	Forced labor/human trafficking	Child labor	Discrimination	Health and safety at work	Wages/remuneration	Third party certification	Total risk assessment of product	Action plan
Wallet/Cases	N/A	Leather/Cuero/PU - Vaqueta	Orange	There is collective agreements in place for all workers and are predominantly represented in their unions	Approximately 100 workers accept weekly and/or monthly overtime and are predominantly represented in their unions	Workers are treated as employees and have their own contract and are free to leave the company without any penalty. Workers are free to work for other companies. There is no need for specific procedures to detect the use of trafficked labor.	There are no workers under the age of 15. This is confirmed by the same factors as preventing child labor.	There is a zero tolerance policy in place against any forms of discrimination. There is a clear mechanism in place. Workers feel comfortable to report any discrimination.	There are safety measures and procedures in place where applicable/necessary. Workers are provided with safety measures when necessary.	The company complies with the relevant minimum wages as defined by local laws.	Platinum Alliance	Coffee is sourced from Brazil, Peru, Tanzania, Rwanda, Nicaragua, Colombia	Workers have the right to form and join an union or workers' organisation of their own. Employer and representative of workers have signed a collective bargaining agreement. Employer has a clear understanding and promotion of the freedom of association. Employer represents a minimum of 50% of the workers. Employer has a clear understanding and promotion of the rights of workers to form and join a union. Employer has a clear understanding and promotion of the rights of workers to form a workers representative. Employer and representative of workers have discussed and agreed on the rules and procedures for the election of the workers representative. Employer and representative of workers have discussed and agreed on the rules and procedures for the dismissal

Kalfu Cruzeiro	n/a	Accreditations Antigua Africa IT Handling	Energy	There is criteria appropriate in place for all workers and contractors fully represented on their minutes	Approximately 50% workers are part of elected employee representatives and participate in collective agreements	We have standards employment matrices and procedures and Employee Manuals in place for all our businesses. There is no need for improvement in relation this area of innovation	There are no workers under the age of 18. This is constantly fully audit before joining the employing mechanism	There are no workers employed in jobs subject to Human Trafficking or Modern Slavery offences unless we are informed or reported	There are safety measures and procedures in place where needed/necessary. In this company is Safety Committee that acts as mediator in Occupational Health and Safety. Measures are also reviewed annually	The company comply with the relevant minimum wages as defined in our collective agreement for workers.	Portada	Coffee is sourced from Brazil, Peru, Tanzania, Rwanda, Nicaragua, Colombia	Accused the country for indirect contribution (process PHA) percent of the world's coffee, which is one of the crucial crops for Portuguese Africa. Coffee production in Portuguese Africa is not only a source of income for the local population, but also a cultural and social heritage. However, the production of this crop is at risk due to climate change and other factors. Moreover, the production of this crop is at risk due to climate change and other factors. Moreover, the production of this crop is also at risk due to climate change and other factors. Moreover, the production of this crop is also at risk due to climate change and other factors. Proportion of workers aged between 18 and 64 years. Proportion of workers aged between 18 and 64 years who are members of a trade union. Proportion of workers aged between 18 and 64 years who are members of a trade union. Workers' rights to organize and collective bargaining and the Recommendation concern Workers' representatives (C135) Workers' representatives Convention, 1971 (No. 135) Workers' representatives Convention, 1971 (No. 135) Workers' representatives Convention, 1971 (No.

Kaffa Cocoa	2018	Ecuadorian JEP - Ecuador	Energy	There is a detailed appropriate in place for all workers and contractors safely represented from Unions	Approximately 50% workers are part of security employed, contracted and employed. Employees signed a collective agreement with a security company	We have available employment matrices and processes and certificates data for security personnel. Employees are trained on human rights. There is no need for specific procedures to detect the use of incentives	There are no workers under the age of 18 This is ensured by the scale before the security company hiring process	There is no workers discrimination in place against the workers of Afro Ecuadorian, Indigenous and other Ethnic Minorities ethnicities unless was discovered or reported	There are safety measures and procedures in place where needed/necessary. In the company's facility Control Room there are cameras to monitor the facility and the security personnel.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.	Partition Ecuador	Coffee is sourced from Brazil, Peru, Tanzania, Rwanda, Nicaragua, Colombia	Ecuador is a country with a long history of exploitation of its natural resources, organisations of their own choice and also part of collective bargaining, without prior authorisation from the employer, and in particular with the agreement of the employer. Ecuador has

Kaffa Cocoa	2018	Uncertified gap filled EPF row 1 - only listing	Foreign	There is no determine appropriate in place for all workers and are not actively supervised and their children	Approximately 50% workers are part of seasonally employed, semi-seasonally employed, migrant workers or approach in relevant by the industry seasonal manager	We have standards employment matrices and procedures and Smallholder Sales Agreements (SSA) and Farmer Business Plans. There is no need for improvement in relation to the use of incentives	There are no workers under the age of 18 There is no child labor. There is no need for improvement in relation to the use of incentives	There are no workers belonging to ethnic minorities or Indigenous Peoples. There are no workers in Human Trafficking offences or Modern Slavery offences unless are discovered or reported	There are safety measures and procedures in place where needed/necessary. In the company is ready to assist the workers in case of an accident. There is no need for improvement	The company comply with the relevant minimum wages as defined in our collective agreement for workers.	Partition Alliance	Coffee is sourced from Brazil, Peru, Tanzania, Rwanda, Nicaragua, Colombia	Workers have the right to form and join a trade union or workers' organisations of their own choice and are able to join or not to join a bargaining, without prior authorisation from any employer. Trade unions are free to carry out their activities without interference from employers. Workers representatives are allowed to carry out their duties in the workplace. Workers representatives are not discriminated against by employers. Workers representatives are not harassed, intimidated or threatened by employers. Workers representatives are not dismissed or transferred because of their status, disability, or activities. Workers participate in pay, benefits, provided such as: Unemployment, Pension, Medical leave and Maternity or Paternity leave, disability, or accident

Kaffa Cocoa	2019	Incorporated Farmer Affiliate FTT-Fair & Working	Energy	There is a determinate opportunity in place for all workers and are adequately represented in their company.	Approximately 50% workers are part of a worker's association, employee representative, employee committee or a group of workers elected by the workforce to represent them in the workplace.	We have standards and policies in place that ensure no discrimination, harassment, and abuse in our workplace. We actively promote equality and inclusion in our workplace. There is no reason for concern in our workplace.	There are no workers under the age of 18. This is verified by ID cards before starting the employment contract.	There is an anti-discrimination policy in place against any forms of discrimination. There is a clear and accessible Whistle Blower reference scheme. Incidents are reviewed or reported.	There are safety measures and procedures in place where needed/necessary. In the company's facility/ies there are no risks or concerns for workers' health and safety. There are no risks of workers' exposure to harmful substances.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.	Partially	Coffee is sourced from Brazil, Peru, Tanzania, Rwanda, Nicaragua, Colombia	Accurate country of origin for cocoa production (minimum 75% per year of the current calendar year). Which is one of the cocoa sourcing countries (Ivory Coast, Ghana, Nigeria, Cameroon, Indonesia, Brazil, Ecuador, Peru, Dominican Republic, Dominica, Papua New Guinea, Philippines, Vietnam, Uganda, Tanzania, Madagascar, Sierra Leone, Liberia, Guinea, Togo, Sao Tome and Principe, Cuba, Haiti, Jamaica, Mexico, Nicaragua, Panama, Venezuela, Colombia, Costa Rica, Guatemala, Honduras, Dominican Republic, Ecuador, Peru, Bolivia, Brazil, Paraguay, Cameroon, Central African Republic, Congo, Democratic Republic of Congo, Equatorial Guinea, Gabon, Liberia, Sao Tome and Principe, Sierra Leone, Togo, Uganda, Papua New Guinea, Indonesia, Philippines, Vietnam, Malaysia, Thailand, India, Sri Lanka, Bangladesh, Nepal, Myanmar, Laos, Cambodia, Fiji, Vanuatu, Solomon Islands, Samoa, Tonga, Kiribati, Tuvalu, Marshall Islands, Micronesia, Palau, Nauru, Papua New Guinea, Cook Islands, Niue, Tokelau, Tuvalu, Wallis and Futuna, Pitcairn Islands, American Samoa, Guam, Northern Mariana Islands, Puerto Rico, Virgin Islands, Bermuda, Cayman Islands, Turks and Caicos Islands, British Virgin Islands, Anguilla, Montserrat, Falkland Islands, South Georgia and the South Sandwich Islands, Saint Helena, Ascension and Tristan da Cunha, Saint Pierre and Miquelon, Greenland, Faroe Islands, Aland Islands, Svalbard and Jan Mayen, Christmas Island, Cocos (Keeling) Islands, Norfolk Island, Heard Island and McDonald Islands, Bouvet Island, Antarctica, Kerguelen Islands, Crozet Islands, Amsterdam Islands, Saint Paul Islands, Ile Europa, Ile Glorieuse, Ile Juan de Nova, Ile Tromelin, Iles Eparses (Scattered Islands), Mayotte, Reunion, Guadeloupe, Martinique, French Guiana, Saint Barthelemy, Saint Martin (French part), Saint Pierre and Miquelon, Wallis and Futuna, French Polynesia, New Caledonia, Clipperton Island, Saint Barthelemy, Saint Martin (French part), Saint Pierre and Miquelon, Wallis and Futuna, French Polynesia, New Caledonia, Clipperton Island, Bouvet Island, South Georgia and the South Sandwich Islands, Heard Island and McDonald Islands

Kaffa Cocoa	2-01	Accra/Espresso Estate/Kaffa FT 1-06 Washing	Energy	There is a detailed grievance procedure in place for all workers and accessible safely to grievances from workers.	Approximately 100% workers are paid weekly, employee contract (employee) and employee (hourly wage) are provided to workers in a language they can understand.	We have established a employee hotline and anonymous suggestion box for workers to report their concerns. There is no need for grievance procedures to deter the use of the hotline.	There are no workers under the age of 18. There is zero tolerance for child labor. Kaffa ensures that no workers are trafficked.	There are no workers employed in a place against which there are credible allegations of sexual harassment or sexual abuse.	There are safety measures and procedures in place where necessary. Kaffa is committed to providing a safe workplace for its workers.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.	Partials	Coffee is sourced from Brazil, Peru, Tanzania, Rwanda, Nicaragua, Colombia	Accounts for quality, the Arabica coefficients (prices FOB percent of the world's coffee, which is one of the crucial quality factors) include Rainforest Alliance or equivalent certification (Rainforest Alliance, Fairtrade, Organic, UTZ, Bird Friendly, Shade Grown, etc.). Moreover, the standards set forth in Kaffa's Code of Conduct (Kaffa's Code) and Kaffa's Code of Conduct for Suppliers (Kaffa's Supplier Code) (collectively, the "Kaffa Codes") provide for good practices regarding the protection of workers' rights and freedoms, including but not limited to: (i) the right to unionize and collective bargaining; (ii) the prohibition of child labor; (iii) the prohibition of any forced labor or any form of slavery, servitude, or human trafficking; (iv) the prohibition of any form of discrimination, including but not limited to, discrimination based on race, color, gender, sex, religion, political opinion, national extraction or social origin, ethnic origin, disability, or any other ground recognized as a ground of discrimination under applicable laws; (v) the prohibition of any form of harassment, including but not limited to, sexual harassment, including, but not limited to, any form of sexual or other harassment, intimidation, or other unwanted or inappropriate sexual behavior, or any other form of harassment, including, but not limited to, any form of harassment based on the exercise of the foregoing rights; (vi) the prohibition of any form of violence, including, but not limited to, any form of violence against women and girls, including, but not limited to, any form of violence against women and girls in the workplace; (vii) the prohibition of any form of discrimination against women and girls in the workplace; (viii) the prohibition of any form of discrimination against persons with disabilities in the workplace; (ix) the prohibition of any form of discrimination against persons with HIV/AIDS in the workplace; (x) the prohibition of any form of discrimination against persons with any other communicable disease in the workplace; (xi) the prohibition of any form of discrimination against persons with any other medical condition in the workplace; (xii) the prohibition of any form of discrimination against persons with any other physical condition in the workplace; (xiii) the prohibition of any form of discrimination against persons with any other mental condition in the workplace; (xiv) the prohibition of any form of discrimination against persons with any other genetic condition in the workplace; 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Kaffa Cocoa	21-16	Lecoof Lecoaw Cacao SP Sun Drying 1 kgs	Orange	There is a detailed or appropriate in place for all workers and are actively fully represented on their committee	Approximately 50% workers are part of a worker representative(s) and participate. Due diligence is approved in relevant by the firm to warrant coverage	We have established a employment member and processes and timetables. Meetings are held at least twice a year. There is a reader friendly grievance system in place. Records of grievances are kept and monitored.	There are no workers under the age of 18 There is a zero tolerance policy for child labour. Records of child labour offences are kept and monitored.	There are no workers under the age of 18 There is a zero tolerance policy for child labour. Records of child labour offences are kept and monitored.	There are safety measures and procedures in place where needed/necessary. In this company's operations there are no hazardous or potentially hazardous work.	The company comply with the relevant minimum wages as defined in our criteria or approved for contract.	Partial Non-Illiteracy	Coffee is sourced from Brazil, Peru, Tanzania, Rwanda, Nicaragua, Colombia	Workers have the right to form and join a union or workers' organisations of their own choice and are able to join or create a bargaining, without prior authorisation from any employer. Workers have the right to collective bargaining, without prior authorisation from any employer. Workers have the right to freely chose their representatives to represent them in collective bargaining and in dealing with their employer. The union party is not hostile or discriminatory towards people that are bargaining collective bargaining and dealing with their employer. Where the right to freedom of association and collective bargaining is restricted under the law, it is not given other means to independently and freely associate and bargain collectively. Workers have the right to freedom of association and collective bargaining is not threatened or interfered with. There are no laws or other measures that are in place that restrict or interfere with the formation of a union or collective bargaining

Kaffa Classic	2138	Jacob Dale Brand SP Sha Rifa Building	Bunga	There is a Maritime agreement in place for all workers and are collectively represented in their Unions	Approximately 1000 workers are part of a security employee contract and provide a full Medical, Life and Accident Insurance. There is no need for specific procedures in place to focus on Innovation.	We have standards employment matrices and processes and formalized Job descriptions for all employees. There is no need for specific procedures in place to focus on Innovation.	There are no workers under the age of 18. There is zero tolerance for child labour offences unless we discovered or reported	There is a zero tolerance policy in place against any forms of discrimination. There is also a zero tolerance for Human Trafficking offences unless we discovered or reported	There are safety measures and procedures in place where needed/necessary. In the company's Safety Committee there are workers in charge of Health and Safety. Measures are taken to improve safety.	The company comply with the relevant minimum wages as defined in our collective agreement for workers.	Partners Alliance	Coffee is sourced from Brazil, Peru, Tanzania, Rwanda, Nicaragua, Colombia	Minimum Assurtiha rights for and pay are in accordance with the collective agreement. Minimum representation of workers and collective bargaining are respected. Minimum representation of workers and collective bargaining are respected. Minimum representation of workers and collective bargaining are respected